LX International



LX International 2025 Sustainability Report

Sustainable Future with Business Solution

2025

About This Report

Overview

LX International has published its annual sustainability reports since 2014 to disclose its strategies, goals, and achievements towards securing sustainable management across the environmental, social, governance, and economic sectors. This report provides a detailed account of the strategies, key performance, and future directions and plans around the top ten material issues selected from the perspectives of our many stakeholders. Additionally, it reports on key issues according to the opinions of various stakeholders, applying the IFRS framework.

Reporting Principles and Assurance

This report is aligned with the Global Reporting Initiative (GRI) Standards. When it comes to financial performance, the report
adheres to the Korean version of the International Financial Reporting Standards (K-IFRS). In addition, it reports on the requirements and related activities of international global guidelines such as the ESRS UN SDGs, UNGC, and TCFD. To ensure the reliability of the reporting principles and data, a third-party verifier, British Standards Institution, has verified the data. The results are available in the Appendix section.

Reporting Boundaries and Period

This report focuses on the headquarters' plans and achievements across the economic, environmental, social, and governance sectors. It also provides information on the progress of overseas operating and investment corporations. The report includes the subsidiaries performances based on ownership ratio, including LX Pantos, LX Glas and Poseung Green Power, in terms of their performance. The scope of non-financial performance is limited to the local business sites of LX International while including aspects of the performance of its key subsidiaries in the environmental sector. These areas are separately marked. This report covers our sustainability progress and data from January 1, 2024 through December 31, 2024. Key operations in the first half of 2025 are also included. Additionally, it provides three years of quantitative data from 2022 to 2024 to enables readers to grasp the trends.

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INTERACTIVE PDF READER'S GUIDE

This 2024 Sustainability Report is published in the form of an interactive PDF with the added functions of directing to relevant pages and associated web pages.

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CEO Message



**Dear Valued Stakeholders,
We would like to extend our sincere appreciation for your continued trust and unwavering support for LX International.**

As of 2025, we continue to navigate an increasingly unpredictable global economic landscape. Persistently high interest rates, escalating geopolitical risks, and rising complexities in global supply chains are adding further uncertainty to the global economy. Domestically, we are entering a period of transition marked by low growth and the growing imperative to address climate change. In particular, ESG (Environmental, Social, and Governance) management has become a strategic necessity rather than a choice. Major countries and global markets are strengthening their mandates for carbon neutrality and ESG disclosure.

Amidst these challenges, LX International has remained resilient and proactive, delivering meaningful results through continuous innovation and bold initiatives. In 2024, we achieved solid financial performance with KRW 16.6 trillion in revenue and KRW 489.2 billion in operating profit, laying the foundation for sustainable growth. We focused on diversifying our business portfolio and expanding our global presence to preemptively respond to market changes and secure long-term growth momentum.

This year, as part of our commitment to combating the global climate crisis, we have established greenhouse gas inventories across our global operations and identified feasible carbon reduction measures based on assessments of technological maturity and economic viability.

Based on these efforts, we have developed our 2050 Carbon Neutrality Strategy and Roadmap, which we are disclosing for the first time through this Sustainability Report. We will continue to take responsible action toward climate change and strive for a more sustainable future.

In addition, we are building an integrated ESG platform to elevate the level of ESG management and enhance transparency across the company. We aim to regularly collect and analyze ESG data across our sites and supply chains, strengthen data verification, and improve the quality of disclosures in line with global sustainability standards and ESG evaluation requirements.

LX International has also established a supply chain management system to proactively address potential ESG risks. Through ESG training programs for suppliers and stakeholders, we are building a shared foundation for sustainable growth. Furthermore, we are expanding our social contribution efforts through structured programs designed to foster mutual growth with local communities

Guided by our ESG vision(Sustainable Futrure with Business Solution) we will continue to generate positive environmental and social impact while achieving sustainable growth in collaboration with our stakeholders.

We are deeply grateful for your continued trust throughout our journey of transformation and challenge, and we ask for your continued interest and support.

Thank you very much.

CEO Yoon Chun Sung

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Management Philosophy

Vision

Future in Business Solution

LX International proactively addresses our customers' pain points, and provides business solutions that bring unique customer value.

Mission



We provide key resources indispensable to humanity



We develop new business solutions



We help our customers sharpen their competitiveness

Principle

We are always with our customers	We never relent in taking on a difficult and new task	We build capacity to become a competitive talent	We break down organizational barriers
There is an essential requirement to always remain close to customers in order to our discover the customers' pain points.	To seize new opportunities requires us to give up what we hold dear to us.	We will never be able to keep up with the fast-evolving environment simply based on our existing knowledge and experiences.	We place customer value, and their upmost convenience at our heart when making decisions, and actively collaborate with other departments.

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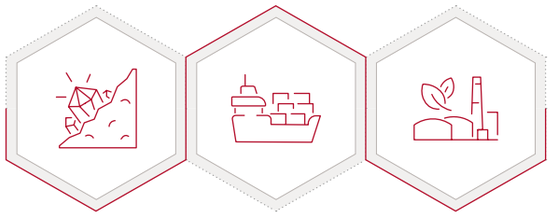
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Company Profile

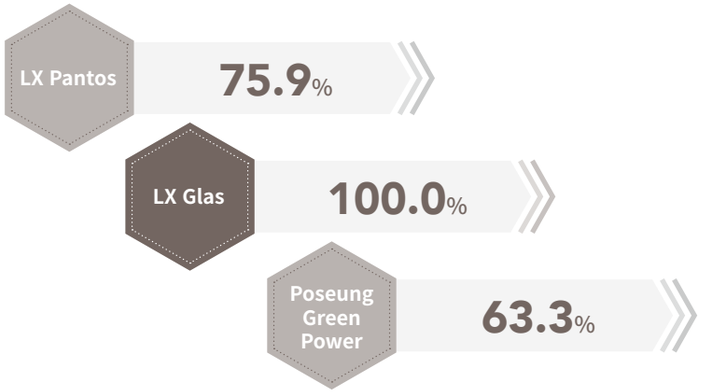
LX International

Since its establishment, LX International has undergone continuous change and growth, building the foundation of South Korea's trade and growing alongside the national economic development. Now, we are reinventing ourselves as a global trading player that provides a full suite of services across the entire value chain that encompasses trading, business development and investment, financing and raw material supply, and logistics services, thereby taking our brand reputation to the next level, and accelerating our innovation and growth based on our broad network of 50 business hubs across the globe. LX International provides value that surpasses our customers' expectations so that they can improve their competitiveness. We are shaping a future of business solution through the identification and provision of our unique customer value.

Main Business Areas



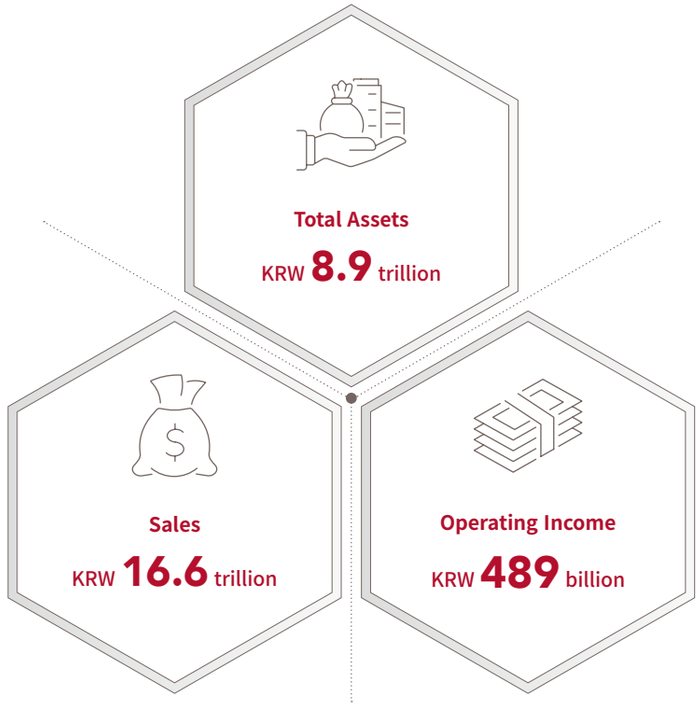
Major Subsidiaries (Ownership Ratios of Major Consolidated Subsidiaries)



General Status (As of December 31, 2024)

Company name	LX International	**Date of establishment**	November 1953
CEO	Yoon Chun Sung	**No. of employees (HQ)**	495
HQ location	58 , Saemunan-ro , Jongno-gu, Seoul		
Website	https://www.lxinternational.com/en		

Business Performance (AS of December 31, 2024, Consolidated Basis)



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Global Network



Headquarters and Subsidiaries

- Headquarters (Seoul)
- Subsidiaries
  - LX Pantos (Seoul)
  - LX Glas (Seoul, Gunsan, Ulsan)
  - Poseung Green Power (Pyeongtaek)

Regional Hubs 4

- Indonesia Region Representative
- India Region Representative
- Middle East Region Representative
- China Region Representative

Trading Corporations 7

- Indonesia
- Japan
- Singapore
- Hong Kong
- China
- USA
- Europe (Germany)

Branches/Offices 19

- Beijing
- Ordos
- Guangzhou
- Shenzhen
- Ho Chi Minh
- Hanoi
- Taipei
- Bangkok
- Dubai
- Muscat
- Moscow
- Istanbul
- Mumbai
- New Delhi
- Qingdao
- Lanzhou
- Yangon
- Manila
- Yakutsk

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Company Profile

Our History

1953-2010

1953	11	Established Lucky Industry Corporation, a group dedicated to imports and exports
		In-Hwoi Koo was inaugurated as the first president of the company
1976	11	Designated as a general trading company
	11	Won the 100 Million Dollar Export Tower and the Gold Tower Order of Industrial Service Merit
1983	03	Took part in the development of the ENSHAM coal mine in Australia
1995	01	Changed the company name to LG International Corp.
1997	11	Won the Gold Tower Order of Industrial Service Merit on the Trade Day
1998	07	Received an order for an oil refinery plant from Qatar
2003	11	Won the Tower of Export on the Trade Day for exporting USD 15 billion
2004	05	Received an order for the polypropylene plant from Oman
2006	02	Received an order for the aromatics plant from Oman
2008	04	Acquired operating rights for the Rapu-Rapu Mine in the Philippines.
2009	02	Began commercial production at MPP coal mine in Indonesia
	11	Entered the Indonesian Palm Plantation Business
	12	Received an order for the gas treatment plant from Turkmenistan



2011-2020

2011	09	Began commercial production at the Wantugou (currently Xinzhen) coal mine in Inner Mongolia, China
2012	03	Received an order for an oil refinery plant from Turkmenistan
	05	Received an order for the petrochemical plant from Turkmenistan
	07	Began commercial production at coal-to-chemicals urea plant in Inner Mongolia, China
2014	06	Published the inaugural Sustainability Report
2015	05	Acquired LX Pantos (formerly Pantos Logistics)
2016	09	Began production at GAM coal mine in Indonesia
2018	09	Acquired stakes in a couple of palm plantation (PT.GUM, PT.TBSM) in Indonesia
2020	01	Began operation of Hasang hydro electric power plant in Indonesia
	07	Recognized as a “Kind Company” by the Ministry of SMEs and Startups.
	10	Won the ‘2020 Excellent Company Award’ in the excellent ESG company Category

2021-

2021	07	Changed the corporate name from LG International Corp. to LX International Corp.
	12	Certified as a 'Family Friendly Business' by the Ministry of Gender Equality and Family
2022	07	Established an ESG committee
	10	Acquired Poseung Green Power
2023	01	Acquired LX Glas (formerly Hankuk Glass Industries)
	04	Certified to the international standard for information security management, ISO 27001
	11	Certified to the international standard for compliance management systems, ISO 37301
2024	01	Acquired AKP Nickel Mine in Indonesia
	04	Joined the UN Global Compact (UNGC)
	11	Certified to the international standard ISO 45001 for health and safety management systems
	12	Renewed as a 'Family Friendly Business' by the Ministry of Gender Equality and Family
		Achieved an A-graded in the KCGS ESG Rating
2025	04	Achieved an A-grade in the MSCI ESG Rating for two consecutive years

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Company Profile

Subsidiaries

LX Pantos

LX Pantos has established itself as a leading global integrated logistics company representing South Korea. Based on its top-notch global network, advanced logistics information system, and a network system connecting major ports and airports worldwide, LX Pantos connects the world and creates value beyond logistics.

Main Business Areas





General Status (As of December 31, 2024)

Company name	LX Pantos	**Date of establishment**	February 1977
CEO	Lee Yong Ho	**No. of employees**	1,981
Location	LX Pantos, 58 , Saemunan-ro , Jongno-gu, Seoul		
Website	https://www.lxpantos.com/en		

Business Performance (As of December 31, 2024)

Total Assets
KRW **3.3** trillion

Operating Income
KRW **221.9** billion

Sales
KRW **8.6** trillion

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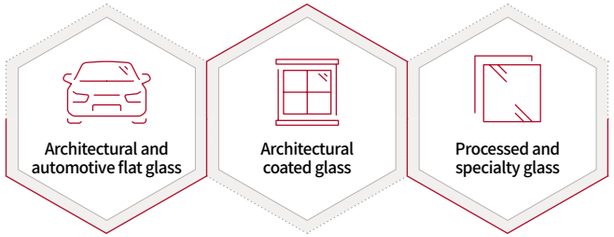
Company Profile

Subsidiaries

LX Glas

Since starting the production of flat glass for the first time in Korea in 1957, LX Glas has established itself as a leading company in the Korean glass industry. LX Glas has built the largest coating glass processing plant in Korea and secured excellent technological capabilities. As Korea's leading glass specialist, we are connecting people, spaces, and the environment to a new future

Main Business Areas





General Status (As of December 31, 2024)

Company name	LX Glas	**Date of establishment**	March 1957
CEO	Lee Kang Hoon	**No. of employees**	340
Location	KEPCO Art Center main building, 60 Hyoryeong-ro 72-gil, Seocho-gu, Seoul		
Website	https://www.lxglas.co.kr/en		

Business Performance (As of December 31, 2024)



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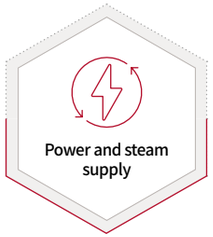
Company Profile

Subsidiaries

Poseung Green Power

Poseung Green Power operates a biomass cogeneration plant in the Poseung Industrial Complex in Pyeongtaek, Gyeonggi Province. Using woody biomass as fuel, it produces up to 43 MWh (megawatt-hours) of electricity per hour and engages in a district energy business that supplies steam to companies within the Poseung Industrial Complex.

Main Business Areas





General Status (As of December 31, 2024)

Company name	Poseung Green Power	**Date of establishment**	November 2014
CEO	Lee Myung Hoon	**No. of employees**	69
Location	Poseung Green Power, 4 Pyeongtaekhang-ro 156beon-gil Poseung-eup, Pyeongtaek-si, Gyeonggi-do		

Business Performance (As of December 31, 2024)



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Business Areas

Our Businesses

LX International contributes to strengthening our clients' competitiveness by providing value that exceeds their expectations. We actively explore new opportunities through organic linkages between various businesses, this is what drives our sustainable growth. We are building a stable business portfolio and expanding promising businesses for the future.



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Business Areas

Resources Business

Supplying Key Resources

LX International operates nickel and thermal coal mines in countries such as Indonesia and China. We are actively pursuing entry into the secondary battery value chain by developing future-oriented minerals like copper and lithium and investing in nickel smelting facilities. In Indonesia, we operate three palm plantations, ensuring a stable supply of palm oil to the global market. Leveraging our expertise in resource development, trading, and project organizing, we are expanding our value chain in the secondary battery and electric vehicle industries. We are strengthening our business competitiveness by identifying new opportunities across the entire value chain—from upstream development of key minerals, to midstream supply of battery materials, and downstream activities such as battery recycling and component supply chain management.

01 Nickel Mine Development and Operation

- Acquire the AKP nickel mine in Indonesia (January 2024)
- Secure management rights of an overseas nickel mine for the first time among Korean companies
- Pursue additional acquisitions of nickel assets

02 Thermal Coal Mine Development and Operation

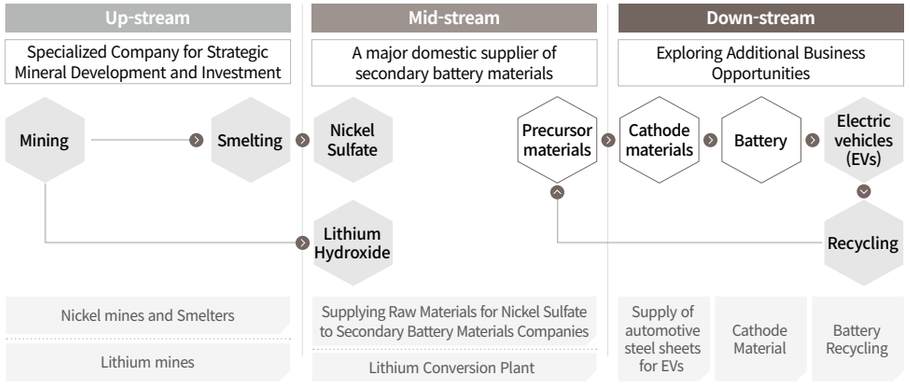
- Operate the GAM mine in Indonesia and the Xinzhen mine in China
- Carry out the full value chain of coal mining, including development, investment, production, operation, supply, and sales

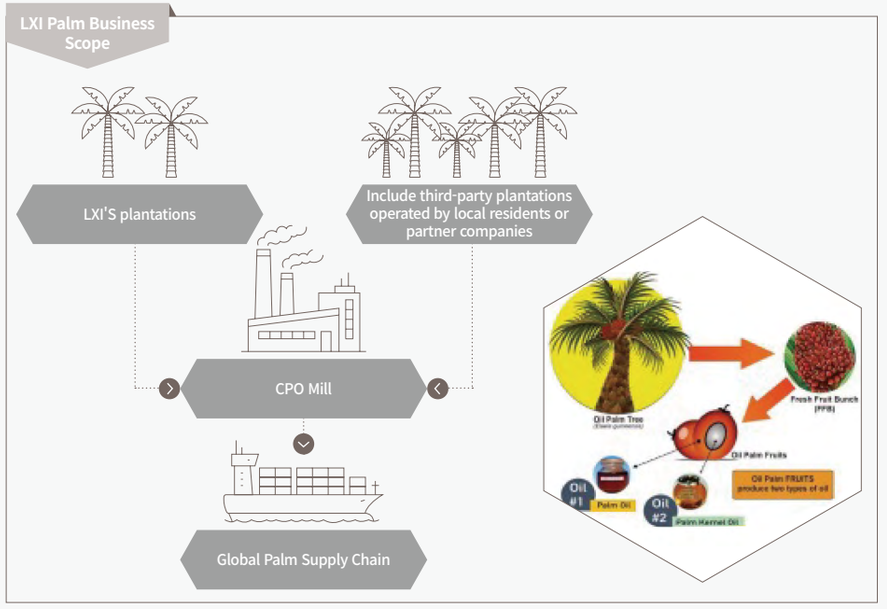
03 Palm Plantation Operation

- Invest in, develop, and operate three palm plantations in Indonesia
- Produce and distribute crude palm oil (CPO)

Nickel Production Expansion Plan

Category	2025	2026	2027	2028
Annual Production Volume	2.5million tons	3.0million tons	3.2million tons	3.5million tons





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Business Areas

Trading Business

Providing an Integrated Trading Solution

LX International trades key resources and materials such as coal, nickel, petrochemicals, steel, and IT components.
Leveraging our global network, infrastructure, and industry-specific trading expertise, we offer optimal business solutions that connect sellers and buyers, delivering differentiated value to our customers.

01 Resource and Materials Trading

- Conduct stable resource and raw material trading based on strategic investments in resource-related assets
- Invest in and operate chemical/petrochemical plants and steel processing centers
- Expand business into eco-friendly materials such as secondary battery and electric vehicle components

Metal Materials

Cold Rolled Steel / Steel Processing Center Operations / Steelmaking Materials



Secondary Battery Materials

Precursors/Cathodes/Nickel Semi-finished Products



Petrochemicals/ Materials

Methanol / Polymer / Ethylene / Soda Ash



IT Components/Materials

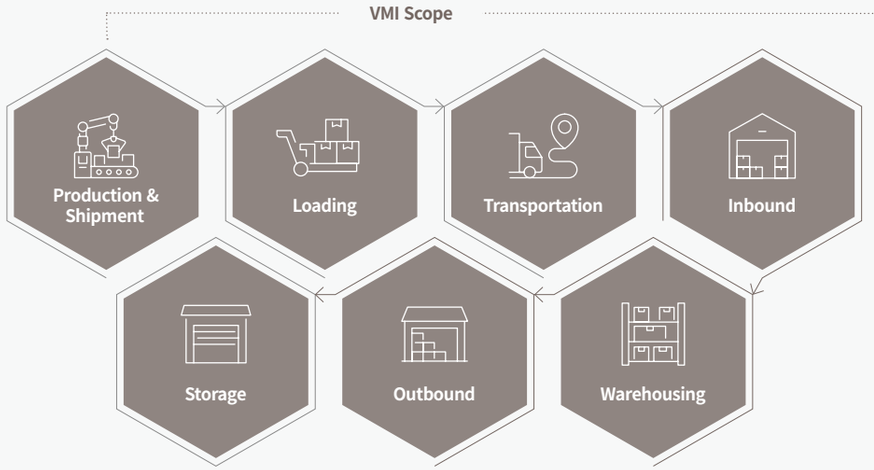
LCD Panel/OLED Panel/Electronic Components



02 IT Component Trading Support Services Between Sellers and Buyers

- Provide logistics and inventory management services
- Support material procurement and risk management
  - Optimize the cost structure across the entire business process and deliver differentiated value to customers through an integrated supply chain management solution (VMI*)

Service Flow of the Integrated Supply Chain Management Solution



*VMI (Vendor Managed Inventory): A supply chain management method in which the supplier manages inventory and ensures timely delivery of goods based on the buyer's inventory levels and production plan.

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New Growth Business

Developing Next-Generation Energy Sources

LX International is expanding its renewable energy generation portfolio through various projects including biomass, hydro, solar, and biogas.
In addition to securing and trading carbon credits from renewable energy generation projects, the company is actively developing and investing in clean fuel businesses as part of its efforts to identify and advance next-generation energy sources.

01 Power Infrastructure Business

- **Renewable energy generation projects**
  - biomass projects in Korea, and hydro & solar power projects in Indonesia
- **Operation and management of infrastructure assets**
  - urea fertilizer plant and combined heat and power plant in China, and gas-fired power plant in Oman



View of the Hasang Hydropower Plant in Indonesia

02 New Growth Businesses

- **Securing and commercializing carbon credits**
  - Hydro power and biogas power plants at palm plantations in Indonesia, etc.
- **Promoting clean fuel supply businesses using next-generation energy sources**
- **Establishing new business strategies and exploring opportunities for entry into emerging markets**



View of the Biogas Power Plant in Indonesia

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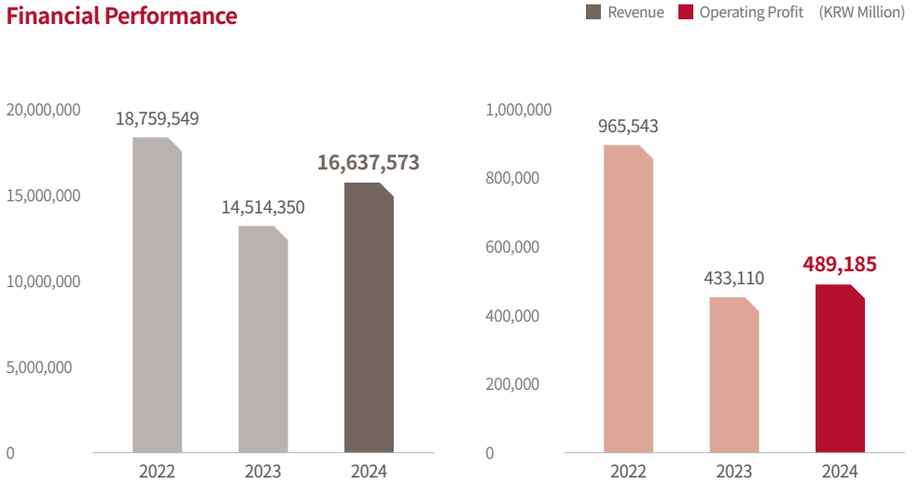
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Generating Sound Economic Performance

Financial Performance Highlights

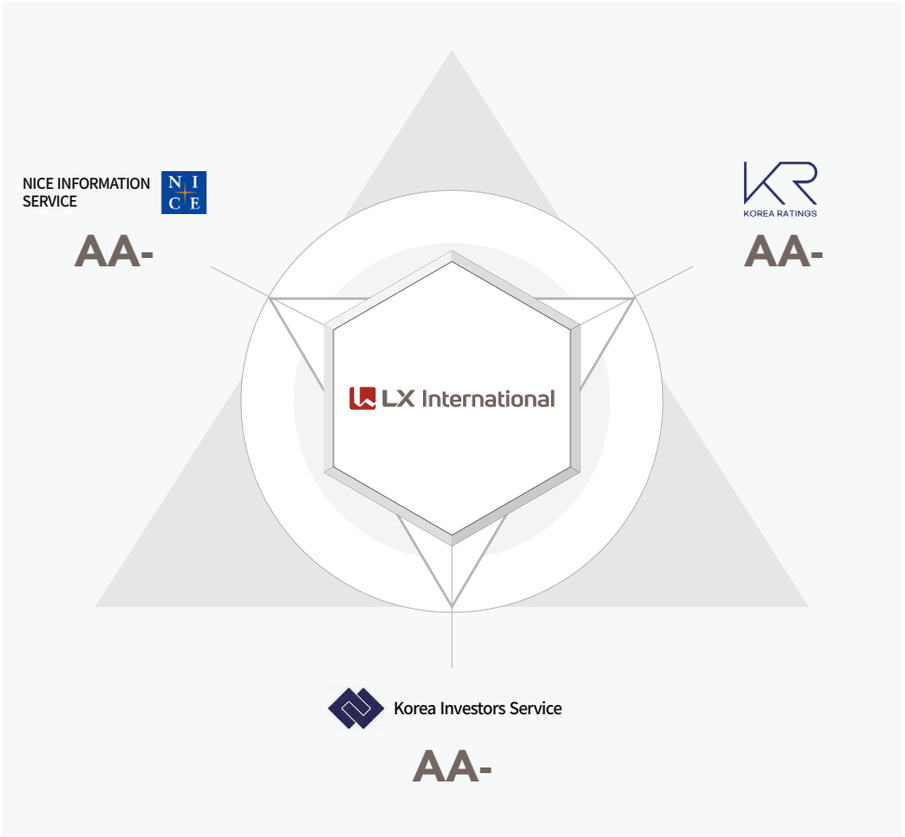
LX International recorded consolidated sales of KRW 16.6 trillion and operating profit of KRW 489.2 billion in 2024 by maximizing profitability through enhanced asset operation efficiency and expanded resource trading volumes.
To advance its future business portfolio, LX International is establishing a virtuous cycle by reinvesting liquidity—secured from profits generated by core businesses such as resource development and trading—into strategic growth areas.
In addition, the company plans to explore new business opportunities in strategic regions, not only in Indonesia, where key assets are located, but also in emerging markets such as India and the Middle East, in pursuit of sustainable growth.

Financial Performance



Credit Rating

(As of December 31, 2024)



Green Revenue

LX International is actively promoting eco-friendly businesses to address climate change and achieve sustainable growth. Green revenue is disclosed based on business activities that fall under the 'K-Taxonomy (Korean Green Taxonomy)', as defined by the government. In the future, revenue from products certified as environmentally friendly by accredited domestic and international institutions will also be included.

Criteria for Calculating Green Revenue

① Products certified with domestic environmental labels
② Products certified with international environmental labels
③ Businesses classified under the K-Taxonomy (Korean Green Taxonomy)

Entity	Project	Unit	2022	2023	2024
BNE	Hydropower Plant	USD	19,376,738	18,815,931	18,616,300
Poseung Green Power	Biomass Cogeneration Plant	KRW	60,151,199,001	55,008,492,006	65,038,707,579

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Generating Sound Economic Performance

Sustainable Business Operations

LX International is expanding its sustainable business foundation by leveraging its existing business capabilities. The company aims to identify eco-friendly business opportunities and related resources that align with ESG trends, and to promote environmentally responsible and future-oriented initiatives.
Currently, LX International is strategically fostering key minerals for secondary batteries and eco-friendly materials, building on its strengths in resource development and trading. The company is also actively advancing renewable energy projects. Looking ahead, LX International plans to strengthen its overall value chain and broaden supply chains across all business areas to generate sound and sustainable economic performance

Ongoing Projects

Business Development in Key Minerals and Materials for Secondary Batteries

LX International operates a nickel mining project in Indonesia, placing sustainable management at the core of its business values. The company ensures strict compliance with environmental regulations and permitting policies in all aspects of its operations. In addition, LX International is actively developing secondary battery material businesses, including nickel sulfate, MHP (Mixed Hydroxide Precipitate), precursors, and cathode materials. The company is also expanding into raw materials for glass production, such as silica sand and soda ash.

Nickel Intermediate – Nickel Sulfate

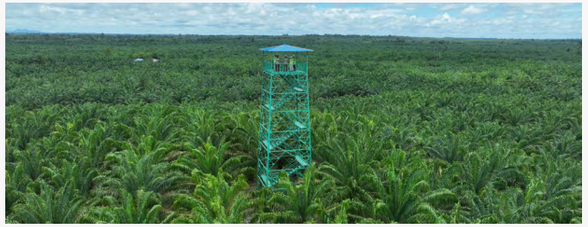


Nickel Intermediate – MHP (Mixed Hydroxide Precipitate)



Palm Plantation Business

LX International operates three palm plantations and palm oil production facilities in West Kalimantan, Indonesia. The company has acquired both RSPO (Roundtable on Sustainable Palm Oil) and ISPO (Indonesian Sustainable Palm Oil) certifications, demonstrating its commitment to environmentally responsible practices. In addition to preserving biodiversity through reforestation and similar initiatives, LX International carries out various social contribution programs for local communities. By operating a biogas power plant that utilizes palm oil mill effluent (POME), the company is establishing a model for sustainable and eco-friendly plantation management.





Copper Mine Development

LX International has successfully developed and operated a copper mine in the Philippines. After the completion of mining operations, the company carried out environmental restoration of the site, creating the first-ever example of mine reclamation in the Philippines. Building on its overseas copper mine operation experience, LX International is currently exploring investment opportunities in copper assets, which are considered a critical resource in the power sector in the era of artificial intelligence.



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Generating Sound Economic Performance

Sustainable Business Operations

Ongoing Projects

Renewable Energy Projects and Carbon Credit Generation

LX International is engaged in various renewable energy generation projects, including biomass and hydro power. Through these efforts, the company secures carbon credits and obtains Renewable Energy Certificates (RECs) as part of its contribution to sustainable energy supply. In Indonesia, LX International has constructed a biogas power plant at its palm plantation, where biogas generated during wastewater treatment is captured and converted into eco-friendly electricity, enabling the generation of additional carbon credits. Building on its successful track record in the renewable energy sector, LX International continues to seek new projects and business expansion opportunities.



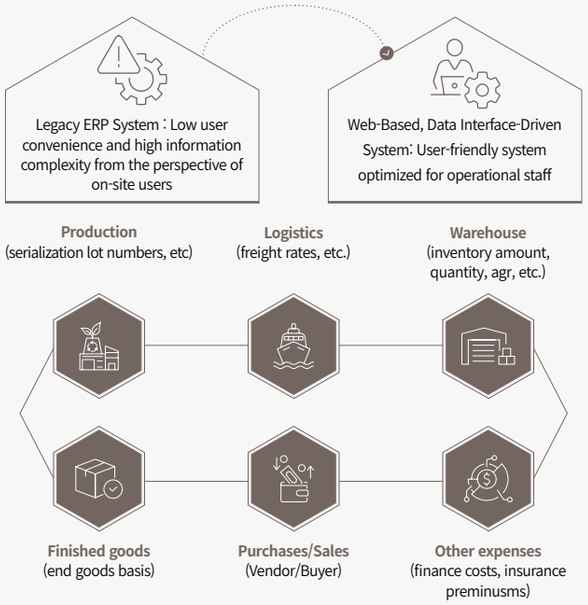
Mine Reclamation and Solar Energy Development

LX International's subsidiary, MPP, has initiated environmental restoration of a closed mine site and is concurrently pursuing a solar power project on the restored land. The project involves a sequential process of backfilling, greening, demolition of private structures, and environmental monitoring, with the goal of obtaining government approval by 2027. Through these efforts, MPP aims to establish a best-practice model for environmentally responsible mine reclamation and actively promote solar energy development as part of a transition toward a sustainable business model.



Real-Time Data Management System (LITS)

LITS (LX International Trading System) is an enterprise support platform designed to enable sustainable business operations by connecting data between companies. The system is currently integrated with more than 50 factories of leading global LCD (Liquid Crystal Dispaly) manufacturers, 6 global logistics hubs, and various logistics partner systems. LITS enables efficient management of real-time logistics status, warehouse-level inventory, purchase and sales data, and production-related information. By doing so, it reduces unnecessary resource consumption and supports effective decision-making.



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ESG Management

ESG Management System

Sustainable Future with Business Solutions

LX International's ESG vision is "Sustainable Future with Business Solutions." This vision encapsulates our commitment to practicing ESG management with a focus on a sustainable future, creating new value for our customers.
We have formulated and implemented detailed strategic directions and tasks, taking into account the directions LX International aims to pursue in the areas of environment, society, and governance. Moving forward, we will continue to enhance our ESG management based on our ESG vision and strategic framework, in cooperation and mutual growth with all stakeholders.

Vision

Sustainable Future with Business Solution

Strategic Directions

Environmental (E)	Environmental (E)	Social (S)	Governance (G)
Green Earth, Green System	Minimization of Our Impact	Values for all - People and Communities	Responsibility and Governance
Deliver environmental management and establish a data management system	Minimize your environmental footprint	Achieve shared growth with local communities, and internal and external stakeholders	Implement responsible management

Key strategies

01 Establishment of an environmental management system	02 Establishment of an environmental data management process	03 Minimization of our business sites' environmental impact	04 GHG emission monitoring on climate change
05 Win-win management with internal and external stakeholders (local communities, employees)	06 Supply chain ESG management	07 ESG governance advancement	08 Promotion of the stakeholder engagement and communication

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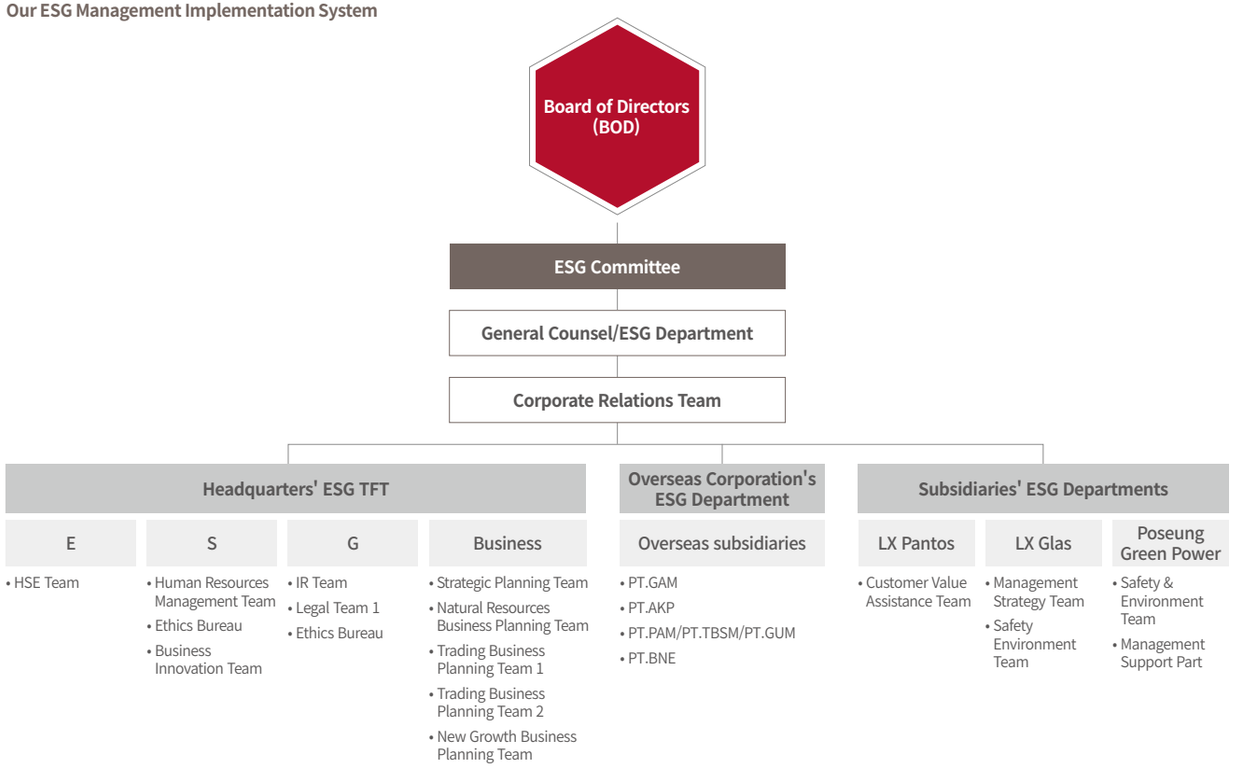
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ESG governance

ESG Management Implementation System

LX International conducts company-wide ESG management centered around the ESG Committee under the Board of Directors. The Corporate Relations Team manages the implementation and performance of ESG tasks at the headquarters and subsidiaries, communicates with internal and external stakeholders, provides practical support for the overall operations of the ESG Committee, and conducts campaigns and education to internalize ESG within the company. The General Counsel/ESG Department reviews ESG management performance and reports ESG management agenda items to the ESG Committee. The Board of Directors is responsible for approving ESG management policies, strategies, and long-term goals, approving internal transactions and transactions with related parties, and managing ESG performance and risks.

Our ESG Management Implementation System



Major Activities of the ESG Committee

The ESG Committee of LX International reviews the strategic directions of ESG and conducts company-wide discussions and decision-making regarding the implementation of ESG management. The ESG Committee is composed of both internal and external directors, and since its establishment in July 2022, the committee has been chaired by an external director.

LX International ESG Committee Meetings Status

Schedule	Key Agenda Items
April 30, 2024	Report on the 2024 ESG Operational Plan
	Approval of payment guarantee for foreign subsidiaries
September 11, 2024	Approval of the acquisition of additional shares of a subsidiary
November 12, 2024	Reporting on ESG performance in 2024 and plans for 2025
	2024 Board Limit Approved Insider Trading Enforcement Reporting
	Approval of aggregate limit on transactions with related parties
	Approval of self-dealing with affiliates
	Approval of the LX Trademark Use Agreement
December 6, 2024	Approval of the acquisition of additional shares of a subsidiary

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Materiality Assessment

Materiality Assessment Process

To identify key issues in promoting ESG management and to incorporate stakeholder demands and expectations, LX International conducted a Double-Materiality assessment, identifying both Impact Materiality and Financial Materiality.

01 Formation of the Issue Pool



Analysis and incorporation of recent disclosure/evaluation trends:

- Domestic and international peer companies
- Review disclosure initiatives
- Review metrics
- Reflect global initiatives

Finalization of the Issue Pool

- Revision of Existing Issues (Modification/Deletion/Integration)
- Addition of New Issues
- Derived 24 issues within the areas of environment, society, and governance

02 Issue Impact Assessment (Double Materiality)





Financial Impact of the External Environment on LX International

Analysis of Social and Environmental Impact (Impact Materiality)

Social and Environmental Severity and Likelihood of Each Issue

- Analysis of global ESG disclosure standards and guidelines
- Media research
- Analysis of the current state of internal ESG management and ESG regulations and policies
- Stakeholder survey

Analysis of Financial Materiality

Financial Severity and Likelihood of Each Issue

- Analysis of financial disclosure initiatives
- Analysis of ESG evaluation requirements
- Benchmarking of Industry Peers
- Stakeholder survey

Impact of LX International's Business Activities on the External Environment

03 Selection of Material Issues



Validation of Material Issue Results

- Validation and adjustment of weights based on the opinions of the ESG management department

Finalization of LX International's ESG Material Issues for 2025

- Final selection of the top 10 material issues

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Materiality Assessment

Materiality Assessment Results

Through the double materiality assessment process, the top 10 ESG issues for LX International in 2025 are identified as follows:

● High Impact ● Medium Impact ● Low Impact

Top 10 Material Issues		Major Impact	Management Measures	Impact Materiality			Financial Materiality			Double Materiality		Page	GRI
				Scale	Potential	Social and Environmental Impact	Scale	Potential	Financial Impact	Assessment Results	Ranking[1]		
Environmental	1 Climate Change Response	Excessive GHG emissions from business operations cause climate change, including abnormal weather and natural disasters, and incur financial costs such as emission trading.	Expand GHG emission management and climate change response activities.	●	●	●	●	●	●	●	1	31~37	302-1,3 305-1,2,4,7
	2 Resource use and circular economy	Efficient resource use and the circular economy provide opportunities to reduce resource waste and promote sustainable growth, while delivering long-term cost savings.	Promote resource use (including reuse/recycling) and waste management and monitoring activities	●	●	●	●	●	●	●	8	44~54	303-2~5, 306-2~5
	3 Sustainable business operations	Building a sustainable portfolio to respond to increased social demands for sustainable business and stakeholder requirements for climate change response.	Develop renewable energy businesses such as biomass, hydropower, and solar power as sustainable businesses.	●	●	●	●	●	●	●	6	18, 19	-
	4 Environmental Management System	Minimize environmental impact from business operations through management and improvement of environmental impact indicators and investment in sustainable energy and resources.	Establish and strengthen a company-wide environmental management system	●	●	●	●	●	●	●	7	38~43	-
Social	5 ESG Risk Management for Supply Chains	Strengthen the ESG capabilities of partner companies and mitigate related potential risks through ESG risk management of partners and the establishment of supply chains due diligence systems.	Establish the ESG self-assessment and due diligence system for supply chains	●	●	●	●	●	●	●	5	64~68	308-1, 414-1
	6 Safety and Health Management	Accidents and disasters at headquarters, subsidiaries, and partner company sites can hinder productivity and cause human or material damage.	Operate safety and health management systems, committees, and monitoring, and promote safety environment priority tasks	●	●	●	●	●	●	●	4	93~103	403-1~10
	7 Talent acquisition and development	Enhance employee competencies and expertise by recruiting talent through various job programs and providing job-specific capability training and education.	Promote competency development through position- and theme-specific employee training programs based on the employee development framework.	●	●	●	●	●	●	●	2	82~88	401-1~3, 404-1~3
Governance	8 Board roles and responsibilities	Proactively respond to and mitigate compliance and ESG risks that may affect the business.	Operate an integrated risk management system at the company level and manage both financial and non-financial risks comprehensively.	●	●	●	●	●	●	●	9	116~119	-
	9 Jeong-do Management	Create a transparent corporate culture through proactive management of risks related to ethics management and compliance with laws and regulations.	Promote internalization activities such as operating a compliance system, providing compliance education, and distributing newsletters.	●	●	●	●	●	●	●	3	112~115	-
Economy	10 Creating Sustainable Economic Value	Increase long-term profitability and stability, fulfill social responsibility as a foundation for sustainable growth, gain consumer trust and strengthen brand value.	Establishing an efficient cost management system and sustainable investment strategy	●	●	●	●	●	●	●	10	17~19	201-1,2 203-1 206-1

1) Newly added material issues in this year's assessment compared to the previous year include "Resource Use and Circular Economy," "Board Responsibilities, Roles and Evaluation," and "Creating Sound Economic Performance." Issues with ranking changes include Jeong-Do Management (from 5 to 3), Occupational Health and Safety (from 9 to 4), ESG Risk Management in the Supply Chain (from 3 to 5), and Sustainable Business Operations (from 8 to 6).

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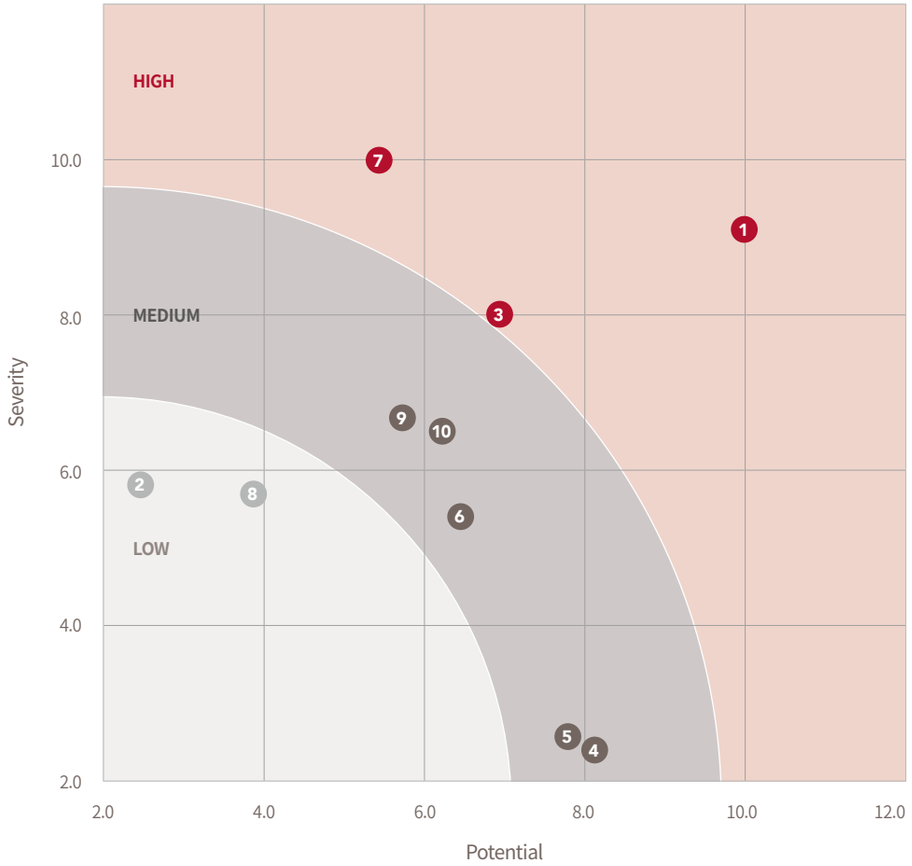
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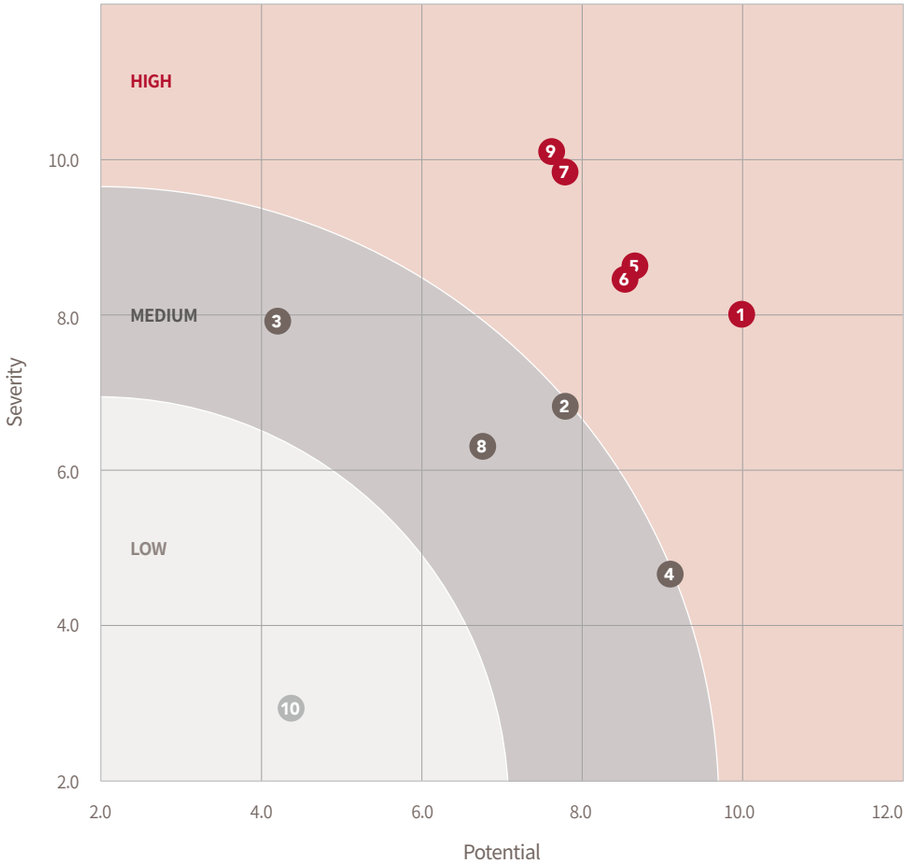
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Materiality Assessment Results

Impact Materiality



Financial impact



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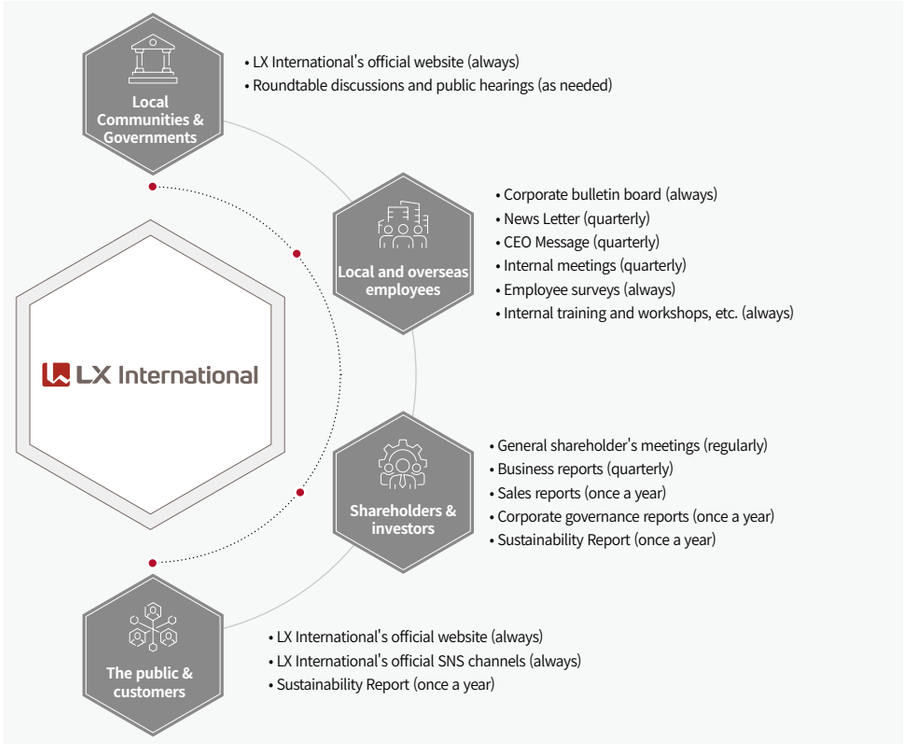
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Stakeholder Communication

Stakeholder Communication Status

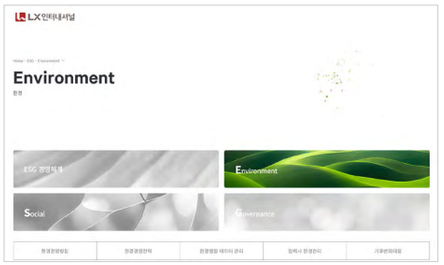
LX International has classified its key stakeholders into several groups to guarantee efficient management. And through the operation of communication channels for each group, we have shared our business operations and related issues with them. In addition to sharing our environmental, social, governance, and economic achievements, we have contemplated our long-term directions. And the thoughts and opinions identified through the channels have actively been collected and reflected in our management.

Communication Channels and Frequency by Stakeholder Group



Disclosure of ESG Information

LX International provides a dedicated ESG category on its website, where it discloses its ESG management system, strategies for each area, and activity details. Stakeholders can access LX International's ESG vision, sustainability reports, and key activities in the areas of environment, society, and governance through the website.





A Promise for the Future:
Rapu-Rapu Mine Environmental Restoration Project

Joining the UN Global Compact

The United Nations Global Compact (UNGC) is a voluntary corporate initiative that integrates key values of sustainability, including environment, human rights, labor, and anti-corruption, into business strategies and operations. And It is a global initiative aimed at embedding sustainability in operations. In 2024, LX International joined the UN Global Compact (UNGC), a major global initiative for sustainable management. We participate in various activities such as attending the UNGC General Assembly and the New York General Assembly, mentoring ESG companies, and more. We support and are fully committed to the UNGC 10 principles.

United Nations Global Compact

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Stakeholder Communication

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Publishing a Sustainability Report to Disclose ESG Information

LX International has been publishing its Sustainability Report on an annual basis since 2014, thereby systematically disclosing its commitment to sustainable value creation and its role as a socially responsible corporate entity. The Company transparently communicates its key activities and performance across Environmental (E), Social (S), and Governance (G) dimensions, reinforcing stakeholder confidence and upholding accountability in line with evolving expectations. To enhance the credibility, comparability, and alignment with international best practices, LX International has adopted a reporting framework in accordance with globally recognized standards. Through consistent and transparent ESG disclosures, the Company continues to advance the maturity of its sustainability management system and fulfill its responsibilities as a trusted global enterprise.



Subsidiaries' Publish Sustainability Reports

LX International's subsidiaries, LX Pantos and PT.AKP, have each published their respective Sustainability Reports, thereby reinforcing the group's commitment to transparent ESG disclosure. Through these reports, the subsidiaries disclose their key activities and performance in a transparent and structured manner, aiming to demonstrate their dedication to responsible management and to enhance sustainability by fostering trust-based communication with stakeholders.





Separation	Link
LX Pantos	https://www.lxpantos.com/kr/esg/sustainability-report.do
PT.AKP	https://akp.co.id/investor/annual-sustainability-reports

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Stakeholder Communication

2024 ESG Highlights

Overall Performance

HQ

Korea ESG Standard Integration

Earned an A-grade rating

(Up from B+ in 2023)

HQ

MSCI

Grade A

(Up from BBB in 2023)

HQ

Published the Sustainability Report for 12 Consecutive Years

(since 2014)

HQ

Conducted all Employees ESG Training for the first time

(November 2024)

HQ

UN Global Compact

Joined the UN Global Compact

(April 2024)

Environmental

HQ, subsidiaries, and overseas subsidiaries

Established a 2050 Net Zero Roadmap

(2025)

LX Glas

Compared to 2022

Waste Recycling Rate 12% Increase

(Compared to 2022)

PT.PAM

Earned RSPO Certification

International Eco-friendly Palm Production

(starting in 2023)

HQ, subsidiaries, and overseas subsidiaries

66 Total Entities Calculated Greenhouse Gas Emissions

LX Glas

Particulate Matter Emissions 65% Reduction

(Compared to Q1 2019)

Social

HQ

Established a Supply Chain ESG Management

(2024)

HQ

Best Practices Certification Family-friendly Businesses

(Starting in 2021)

HQ

Awarded for Excellence in Corporate Volunteering by Jongno-gu

(2024)

LX Pantos

Awarded the Beautiful Companion Prize for Social Contribution

(2024)

PT.GAM

Awarded the Tamasya Award

(2024)

HQ

Certified the International Standard for Occupational Health and Safety Management Systems

ISO 45001

(2024)

Governance

HQ

Recognized as an Excellent Company for English Disclosure

(2024)

HQ

Board Attendance 100%

(2024)

HQ

Certified the International Standard for Information Security Management Systems

ISO 27001

(Since 2023)

HQ

Certified the International Standard for Compliance Management Systems

ISO 37301

(Since 2023)

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ENVIRONMENTAL

LX International Approach

Based on LX International's double materiality assessment, the following environmental ESG issues have been identified as material due to their significant impact on both business operations and the environment: 'Environmental Management Strategy and System,' 'Climate Change Response,' 'Resource Use and Circular Economy,' and 'Sustainable Business Operations.' LX International recognizes the critical importance of protecting the environment for future generations and is committed to fulfilling its corporate responsibility through its best efforts. The company has enhanced its environmental management system and is striving to embed environmental values across the organization. To this end, LX International has clearly defined the roles of relevant departments and implemented environmental education and various awareness campaigns to ensure that eco-friendly practices are realized in all aspects of business operations. Furthermore, the company is expanding its sustainable business model by securing key environmentally friendly minerals for secondary batteries and increasing its use of renewable energy, thereby taking a more proactive approach to climate change response.



Climate Change Response **031**

Environmental Management Strategy and System 038

Resource Use and the Circular Economy 044

Biodiversity and Nature Conservation 055

Environment Data 060

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Material issues | IFRS Framework

Climate Change Response

Material issues Reporting Framework

In line with the trend of establishing environmental management structures and implementing company-wide ESG decision-making through dedicated organizations, LX International is also striving to enhance its environmental management system and internalize company-wide environmental management. Additionally, LX International is reporting activities and performance of the major issue 'Environmental Management System' according to the categories of 'Governance, Strategy, Risk Management, Metrics and Targets' designated by IFRS as core elements of ESG information disclosure.

IFRS Framework S2 Disclosure Core Elements



Governance
Information on decision-making bodies responsible for overseeing climate-related risks and opportunities, the role of management in assessing and managing climate risks and opportunities, and related policies

Strategy
Strategies for responding to climate-related risks and opportunities

Risk Management
Processes for identifying, assessing, and managing climate-related risks and opportunities

Metrics and Targets
Disclosure metrics to measure climate-related risks and opportunities, and climate-related targets to assess performance.

Governance

Climate Change Response System

In response to climate change, LX International has been establishing its system to respond to climate change, taking into account local and international energy and climate change policies, as well as its own business strategies. LX International plans to manage its GHG emissions, promote new green businesses, and strengthen its eco-friendly business portfolio.



- Upgrade GHG emissions monitoring
- Manage subsidiaries' environmental impact



- Expand the sustainable business portfolio systematically



- Promote environmental education and campaigns for employees
- Foster an internal ESG culture



Organization	Roles
ESG Committee	• Review and deliberate ESG and climate change-related risks and opportunities
	• Link management of climate change issues and management strategies and resolution of key policies/ regulations
General Council/ESG Executives	• ESG, Climate Change, Carbon Neutrality Response Strategy Lead Department
	• Presentation of company-wide climate change response guidelines
Corporate Relation Team	• Overall ESG management practice, support for company-wide decision-making related to climate change strategy response
	• Perform focused and advanced tasks within the carbon neutral roadmap
Oversea Subsidiaries, Subsidiaries	• Collect and manage workplace environmental data (quarterly data sharing)
	• Apply reduction measures according to the carbon neutrality roadmap of the site and subsidiaries

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Climate Change Response

Strategy

Climate Change Response Strategy

To meet the goal of limiting the global average temperature increase to 1.5˚C set out in the Paris Climate Agreement, LX International has developed a carbon neutral roadmap using science-based targets for mitigation (SBTi) as a guide. We have established a strategy to systematically manage carbon emissions and environmental impacts to achieve our goal of carbon neutrality by 2050. We introduced a greenhouse gas inventory system based on international standards to establish a scope 1 and 2 management system. Furthermore, we laid the foundation for a Scope 3 calculation tool. We also replaced old equipment at our plants. We have identified applicable reduction measures for each entity, such as introducing high-efficiency equipment and switching to electric vehicles. We raised carbon neutrality awareness by conducting regular trainings on the need for carbon neutrality and how to practice it.

LX International Climate Change Response Strategy



Climate Response System

- Establishment of Greenhouse Gas Inventory System
- Establishment of a Scope 3 Calculation System
- Establishment of Climate Impact Analysis Framework Based on TCFD Framework
- Advanced Climate Response Policy



Greenhouse Gas Reduction

- Develop reduction measures for Scope 1 and 2
- Promote energy efficiency and facility conversion plans and activities
- Establish renewable energy business plan
- Promote supply chain greenhouse gas data collection and monitoring activities



Raising Employee Awareness

- ESG education activities for the entire company
- ESG committee education activities
- Promoting in-house environmental campaigns
- Hosting carbon neutrality idea contest

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Climate Change Response

Risk Management

Climate Change Risk/Opportunity Factor Assessment

LX International conducted a qualitative assessment of risks and opportunities due to climate change. We identified key climate risks and opportunities by industry sector and analyzed the potential impact of each factor on our main business. In the process, we broadly reviewed various climate factors, including physical risks and transition risks, while also identifying new business opportunities due to increased demand for eco-friendly products and the spread of carbon-neutral technologies. Based on these analysis results, LX International plans to actively reflect a climate change response perspective when establishing mid- to long-term strategies.

Industries	Key Climate Risks and Opportunities			Impact on LX International
Resources	Physical Risk	Acute/Chronic	• Acute - production disruptions due to climate change, such as floods, typhoons, droughts, etc. • Acute - Heat-related Illnesses and Water Scarcity Affecting On-site Workers	• Production Disruptions and Productivity Decline Due to Climate Change
	Conversion Risk	Policy	• Declining price competitiveness as alternative energy becomes cheaper • Scrutiny of Carbon-Intensive Industries	• Increasing costs as carbon emissions regulations tighten
	Opportunities	Markets	• Increasing demand for key minerals for electric vehicles and secondary batteries	• Expansion of Critical Minerals Development Projects
Trading	Physical Risk	Acute	• Demurrage charges for delayed shipments during extreme weather events such as flooding	• Potential for chemical spills during acute climate change events
	Conversion Risk	Policy	• Increasing costs due to increased regulation, including CBAM, carbon tax, etc.	• Efforts to Diversify Supply Chains and Ensure Economic Viability
	Opportunities	Markets	• Increasing demand for technologies and products related to reducing carbon emissions	• Strengthen a climate-friendly supply chain to drive sustainability
New growth	Physical Risk	Acute/Chronic	• Acute - decreased generation efficiency due to fluctuations in precipitation such as droughts, heavy rains, etc. • Chronic - low hydropower generation due to water shortages	• Production Disruptions and Productivity Decline Due to Climate Change
	Conversion Risk	Policy	• Revenue instability due to fluctuating carbon credit prices	• Increasing costs to monitor and respond to changes in renewable energy policies
	Opportunities	Markets	• Increasing demand for renewable energy and market growth	

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Climate Change Response

Risk Management

Establishment of Greenhouse Gas Inventory

LX International measures, manages, and monitors its greenhouse gas (GHG) emissions annually. Since 2023, the company has expanded its scope to include emissions from its subsidiaries, enabling more comprehensive management of emission increases and reductions. For any increase in emissions, LX International establishes and implements improvement measures to mitigate impact. The company is committed to continuously reducing its GHG emissions over the mid- to long-term and will continue its efforts to actively participate in global climate change initiatives.

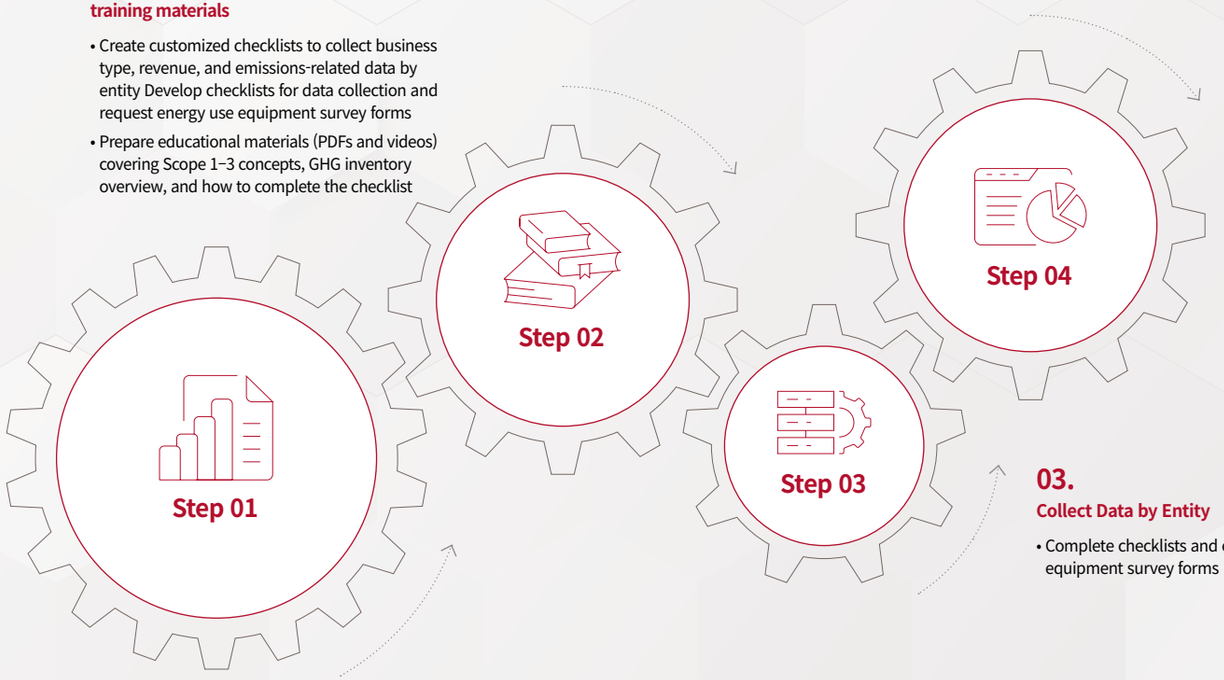
Activities to establish a GHG inventory

01.
Define organizational boundaries on a consolidated basis

- Set organizational boundaries based on operational control, in consideration of regulatory compliance and data management
- List entities subject to Scope 1 and 2 emissions accounting based on equity share in accordance with the GHG Protocol methodology

02.
Develop scope 1 and 2 checklists and training materials

- Create customized checklists to collect business type, revenue, and emissions-related data by entity Develop checklists for data collection and request energy use equipment survey forms
- Prepare educational materials (PDFs and videos) covering Scope 1–3 concepts, GHG inventory overview, and how to complete the checklist



03.
Collect Data by Entity

- Complete checklists and energy-use equipment survey forms

04.
Calculate Scope 1 and 2 Emissions

- Develop an emissions calculation tool based on the 'Guidelines for reporting and verification under the Greenhouse Gas Emissions Trading Scheme'

Calculate Scope 3

- Some items for domestic business establishments

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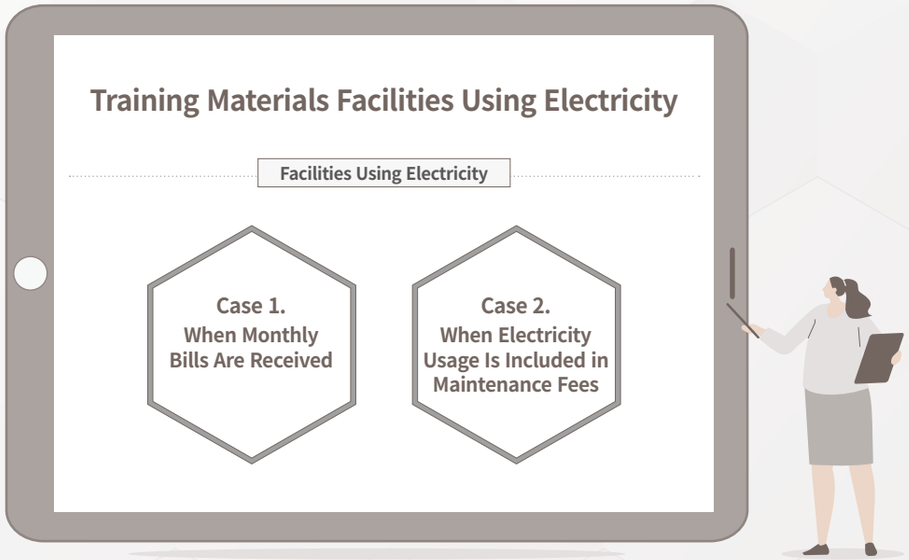
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Climate Change Response

Risk Management

GHG Inventory Development Training

LX International conducted GHG inventory development training to strengthen the internal capabilities of responsible personnel and promote the institutionalization of inventory practices. To support this, the company developed training materials covering key topics such as the definition of a GHG inventory, emission calculation procedures, the concepts of Scope 1, 2, and 3, and methods for calculating fuel consumption. The training was provided company-wide. Recognizing the need to enhance understanding among overseas subsidiaries, all materials were prepared in both Korean and English. The curriculum focused on practical, applicable content to maximize usability in actual operations. Through this training initiative, LX International has enhanced its organization-wide GHG management capabilities and reinforced the foundation for systematic inventory operation.



Third-Party Verification of GHG Inventory

To enhance the integrity of its greenhouse gas (GHG) inventory, LX International voluntarily conducted third-party verification* of Scope 1 and 2 emissions for each entity. This initiative has improved the reliability and accuracy of internal emissions data and supports transparent disclosure to external stakeholders.

* Voluntary (limited) assurance refers to verification undertaken by a company to improve the transparency and credibility of its GHG emissions. It differs in depth and level of assurance from legal (reasonable) assurance, which is conducted in accordance with government regulations or legal requirements.

Establishment of Scope 3 Emissions Calculation Framework

LX International has established a Scope 3 emissions calculation framework by category, enabling the collection of activity-specific data for each relevant item. This framework provides the foundation for more accurate measurement of emissions associated with individual business activities and enhances the consistency and reliability of data collection. Going forward, LX International will strengthen its management of Scope 3 emissions across the entire value chain—including suppliers and business operations—to contribute to climate action and the pursuit of sustainable corporate management.

Scope 1: Direct GHG Emissions	Scope 2: Indirect GHG Emissions from Energy Use	Scope 3: Other Indirect GHG Emissions
Greenhouse gas emissions generated from sources owned or controlled by the company	Indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the organization. (distinct from direct emissions under Scope 1)	All value chain emissions from sources not owned or controlled by the organization (broad indirect emissions not included in Scope 1 or 2)

Scope 3	Scope 1	Scope 2	Scope 3
Scope 3 – Upstream Examples • Greenhouse gas emissions from the production and extraction of purchased raw materials • Emissions from waste generated during organizational operations	**Scope 1 – Example** • Combustion from owned facilities (e.g., processes, equipment)	**Scope 2 – Example** • Purchased electricity, steam, heating, and cooling from external sources	**Scope 3 – Downstream Examples** • Transportation in vehicles not owned or controlled by the organization, using fuel purchased by the organization • End-of-life treatment of sold products
Upstream	Reporting to		Downstream

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Climate Change Response

Risk Management

GHG Emissions Management

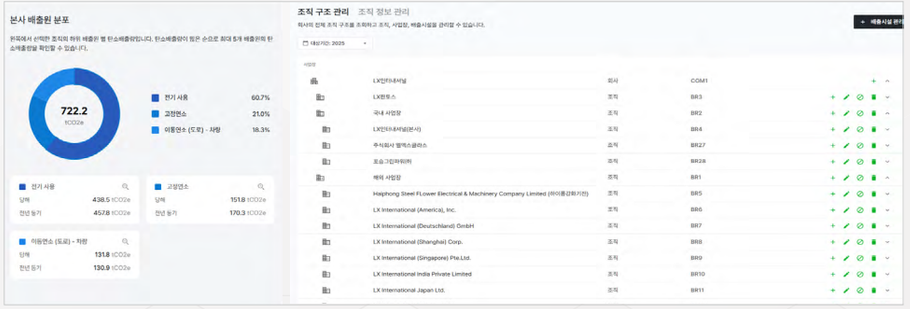
LX International measures, manages, and monitors its greenhouse gas (GHG) emissions annually. Since 2023, the company has expanded the scope of its emissions management to include those of its subsidiaries, monitoring any increases or decreases and strengthening its response by developing and implementing improvement measures for increased emissions. In 2024, the company set a GHG emissions reduction target for its domestic headquarters and made efforts to achieve it. LX International will continue to pursue various initiatives to reduce GHG emissions over the mid- to long-term, and remains committed to actively participating in global climate change mitigation efforts.

GHG Emissions targets(HQ, 2024)

Category	Emissions(tCO_2eq)	Reduction Rate Compared to BAU
BAU	742	-
Targets	723	2.50%
Performance	731	1.50%

Development of GHG Emissions Management Platform

LX International is in the process of implementing an ESG data platform to enhance sustainability disclosures and manage ESG-related data more effectively. The platform is being designed to enable integrated management of Scope 1, Scope 2, and selected Scope 3 greenhouse gas emissions. Through this system, the company aims to continuously monitor emissions data and track progress toward its reduction targets in real time. Going forward, LX International plans to link data from its subsidiaries to strengthen ESG data management across the entire organization.



Preliminary ESG Platform Design

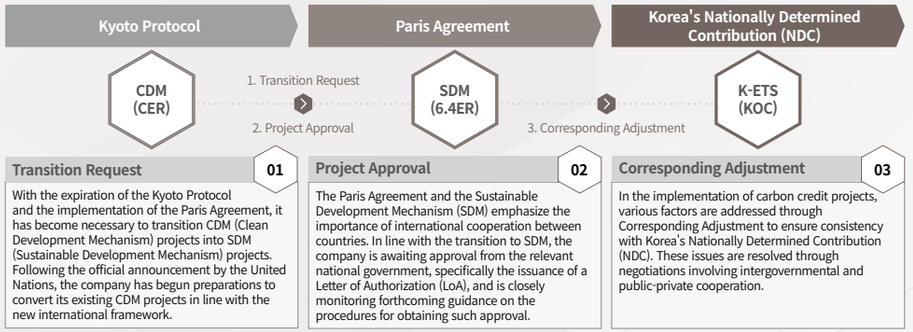
GHG Reduction Projects – CDM (Clean Development Mechanism)

Based on its experience in greenhouse gas (GHG) reduction and emissions credit generation, LX International has applied CDM projects to a run-of-river hydropower plant and palm plantations in Indonesia. The hydropower plant, which generates electricity by replacing fossil fuels, secures approximately 200,000 tons of carbon credits annually. The operating performance up to 2020 has already been converted into domestic emissions allowances. In addition, LX International is introducing GHG reduction facilities at its palm plantations and plans to expand such reduction initiatives to external and newly developed plantations. Looking ahead, the company aims to further grow its carbon credit business by adopting new technologies and developing alternative markets, thereby contributing to the realization of a sustainable society.

CDM Project Process



Following the Paris Agreement, greenhouse gas (GHG) reduction has become a binding obligation for countries worldwide. The Clean Development Mechanism (CDM), which was established under the Kyoto Protocol, is set to transition into the Sustainable Development Mechanism (SDM) under the Paris Agreement framework. The SDM enables developed countries to carry out GHG reduction projects in developing countries and count the resulting emissions reductions toward their own national targets. It also serves as a key mechanism for international carbon credit trading and securing verified emissions reductions between countries.



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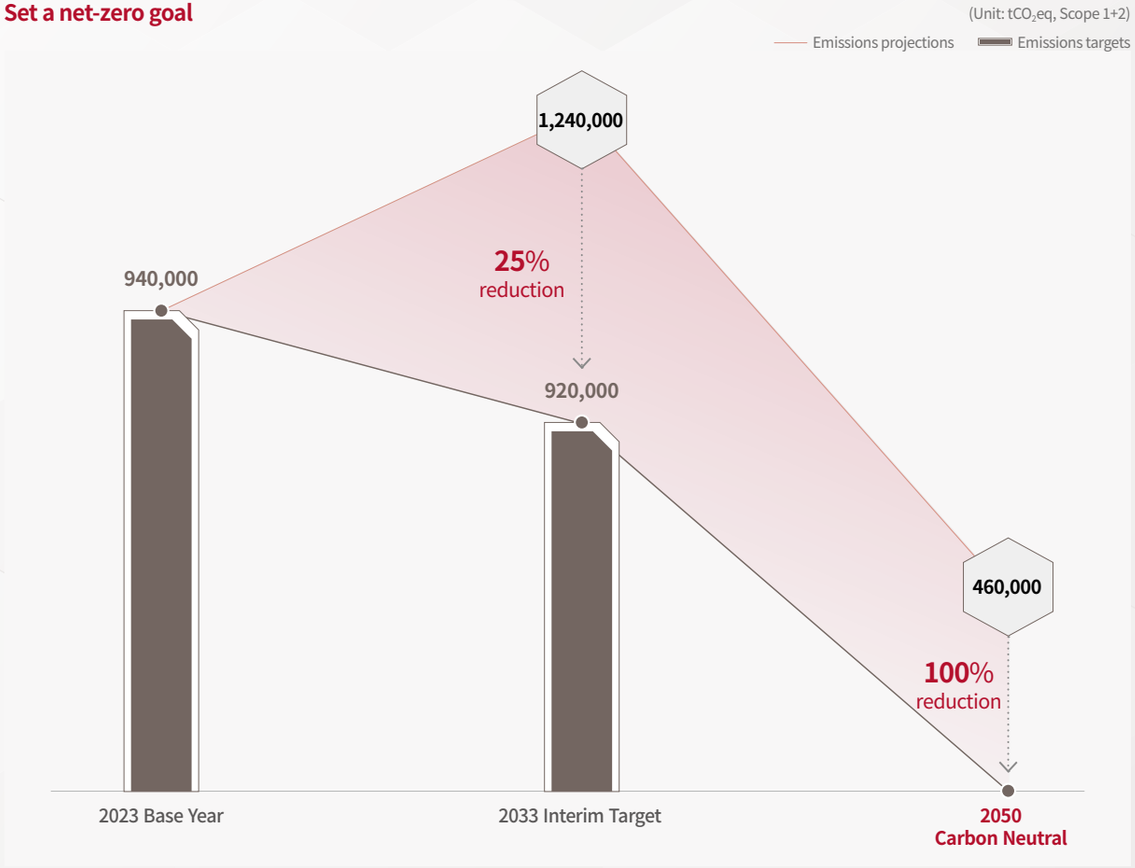
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Climate Change Response

Metrics and Targets

Climate change response Key Point & Roadmap

Set a net-zero goal



*Calculated based on the operational control approach for 66 global subsidiaries

Reductions

Scope 1

Electrification	Energy Cost Shift	Carbon Capture
• Electric vehicle conversion • Heavy equipment electrification • Small equipment electrification	• Biodiesel blending • Direct power purchasing • Manufacturing process hydrogen fuel switching	• Carbon capture in facilities and processes

Scope 2

Renewable Energy Transition	Energy Efficiency
• Solar self-generation • REC purchases • PPA agreements	• process efficiency (process equipment replacement)

*Commercialization level of the technology, sequential implementation with economic analysis

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Environmental Management Strategy and System

Governance

Environmental Management System Organization and Roles

LX International has established a dedicated environmental management organization, including its subsidiaries, to establish an environmental management system and respond to climate change, Strive to minimize our environmental impact in areas such as resource use and the circular economy (waste, air, water, recycling). We also manage environmental management performance through integrated environmental impact data management, and comply with environmental impact laws and regulations. Compliance and stakeholder communication will also be strengthened.

Environmental Management System Organization and Roles

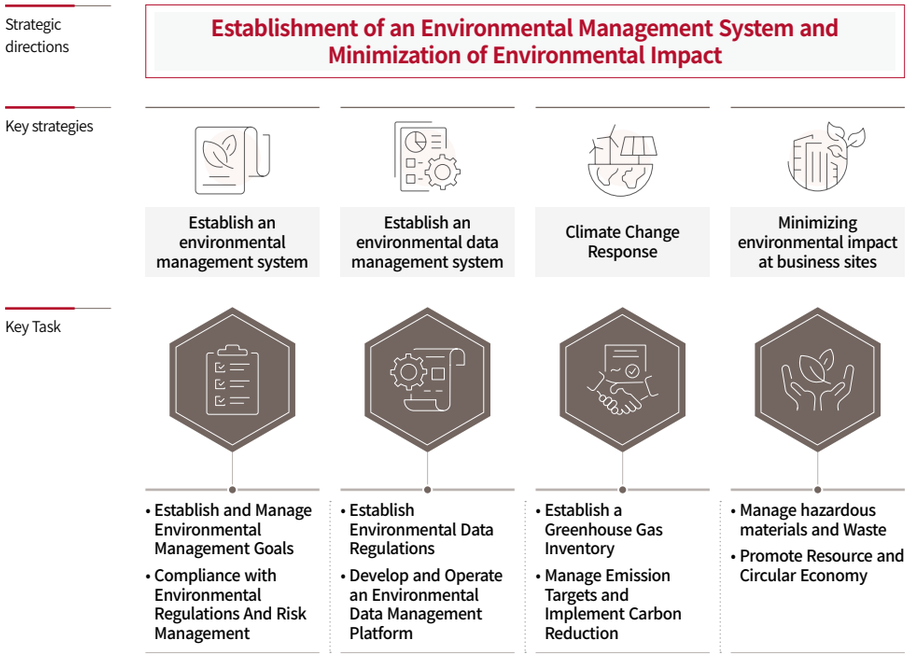


Organization	Roles	
ESG Committee	• Making final decisions regarding environmental management issues	• Reviewing and deliberating on grave environmental issues on a quarterly basis (climate change and environmental impacts on local communities)
General Council/ ESG Executives	• Approving environmental data and reports to be submitted to public institutions	• Authority and duties as the general manager of environmental management
Corporate Relations Team / HSE Team	• Collecting and analyzing the environmental data of the headquarters and its subsidiaries • Managing environmental data required for ESG evaluations • Managing environmental data required for ESG evaluations	• Keeping tracking of environmental laws and regulations • Examining environmental management and reporting the areas that need improvement
LX Pantos / LX Glas / Poseung Green Power / Overseas subsidiaries	• Establishment of environmental management goals	• Collection and management of environmental data from business sites

Strategy

Environmental Management Strategies

With the objective to minimize our adverse environmental impact, LX International has mapped out environmental management strategies. First, we have defined the directions for environmental management and the key strategies that will guide us through the systematic management of our environmental impacts, and the subsequent key tasks have been derived to attain the strategic goals. These tasks are being executed in line with the goals and plans over the short- mid- and long-term periods. Going forward, LX International will make the all-out efforts to deliver the tasks and achieve our strategic goals, thereby taking our environmental management capabilities to the next level, and advance our entire environmental management system.



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Environmental Management Strategy and System

Strategy

Environmental Management System

With the aim of minimizing our environmental impact, LX International has established its environmental management system aligned with the ESG management strategies. Based on our environmental policy, we have designed and carried out related activities. And the ESG Committee identifies environmental risks, and reviews and deliberates on grave environmental issues. As part of the effort to advance our environmental management, we have built a subsidiary risk management and environmental data reporting system to monitor their environmental management.

Our Environmental Management Policy

LX International has formulated its environmental management policy that guides us to shape an environment where human and nature coexist and thrive by achieving sustainable growth. We ensure our compliance with laws and regulations aimed at improving the environment, have set up better environmental management goals, and regularly updated them. A variety of activities will carry on to ramp up our environmental management according to the following policy

Environmental Management Policy



Environmental Management Policy

01 Ensure environmental compliance

Comply with domestic and international environmental laws and conventions to contribute to the realization of a sustainable society and environment in cooperation with local communities and customers.

02 Promote environmental management

Establish a systematic environmental management system to continuously monitor and improve environmental data across the company, including subsidiaries.

03 Minimize environmental impact

Preserve biodiversity in operational areas and minimize environmental impact, including the emission of environmental pollutants.

04 Foster a green culture

Provide environmental education to employees to raise awareness of environmental conservation and encourage active participation in environmental improvement initiatives.

05 Disclose environmental information

Enhance stakeholder trust by transparently disclosing environmental information through the publication of the sustainability report.

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Environmental Management Strategy and System

Risk Management

Environmental Impact Monitoring

LX International systematically monitors environmental impacts to achieve environmental management goals and identifies areas for improvement based on data and on-site inspections.



Establishing a preliminary plan

- Establishing a monitoring plan appropriate to the environmental impact
- Monitoring target, items, method, cycle, etc.



Data Verification

- Collecting samples from the workplace and collecting measurements
- Systematic management of collected data
- Ensuring data reliability through experimental analysis



Environmental impact analysis

- Comparison of legal environmental standards
- Comparison and analysis of existing data
- Check environmental changes and abnormalities over time



Improvement and Information Disclosure

- Take additional measures to minimize environmental damage and achieve sustainable environmental management
- Conduct additional monitoring if necessary
- Prepare monitoring results and environmental impact assessment report

Environmental Impact Factor Management Plan

Poseung Green Power has established management plans for each environmental impact factor (air pollution, water pollution, hazardous chemicals, soil pollution, waste) and is systematically managing pollution and hazardous substances.

Air Pollution	• Operation at a level lower than the legal allowable standard for each pollutant • Operation of reduced emission concentration of some air pollutants according to the voluntary agreement on fine dust reduction under the seasonal management system (agreement in December 2024) • Introduction and operation of high-efficiency air pollutant prevention facilities
Water quality pollution	• Operation at levels lower than the legally permissible standards for each pollutant • Installation and operation of initial rainwater treatment facilities in preparation for heavy rain • Reuse of a portion of generated wastewater (for cleaning water, temperature reduction, and chemical dilution)
Hazardous Chemicals	• Management of handling volume and handling facility operation of hazardous chemicals • Operation of hazardous chemical leak detection and reporting system
Soil contamination	• Inspection of specific soil contamination facilities at business sites • Periodic soil contamination surveys and surrounding area cleanup
Waste	• Establishment of management standards for each stage of collection, storage, discharge, and processing of waste from business sites • History management including waste quantity and date by type • Registration/selection of appropriate partners and management according to post-management standards when processing waste from business sites externally

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Environmental Management Strategy and System

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Environmental Impact Mitigation Activities

Poseung Green Power has been conducting regular environmental impact assessments since 2012. These assessments evaluate air quality, hygiene and public health, odor, water quality, soil, noise, and eco-friendly resource circulation. They also identify and manage potential and actual environmental damage, concerns, and legally protected flora and fauna in the surveyed areas. The environmental impact assessments are conducted based on relevant regulations and testing standards. Monitoring includes not only harmful emissions but also the proper installation and operation of environmental mitigation measures and compliance with consultation standards.

Environmental Impact Assessment Results

Each year, after conducting the environmental impact assessment, Poseung Green Power reviews the results to identify any environmental damage or concern arising from their operations. They thoroughly investigate the cause-and-effect relationship for specific impacts identified in the notification report and carry out follow-up measures and improvements.

Environmental Impact Assessment Investigation Items and Standards

Category	Investigation Items	Investigation Methods and Standards
Water quality, hygiene and public health	• General air pollutants - NOx, SOx, PM10, CO, etc. • Toxic air pollutants - HCl, Pb, As, Cd, Hg, etc.	• Standard methods for the examination of air • Standard methods for the examination of persistent organic pollutants • On-site Investigation
Odor	• Odor compounds	• Air dilution olfactory method
Water quality	• Management of facilities for non-point pollutant reduction - pH, BOD, COD, DO, SS, etc.	• Standard methods for the examination of water • On-site investigation
Soil	• Soil around oil storage tanks - BTEX, TPH, heavy metals • Pollution caused by hazardous air pollutants - Cd, Cu, As, Hg, TPH, etc.	• On-site investigation
Co-friends resource circulation	• Test of fuel quality • Proper Waste Disposal	• Solid Fuel Product Quality Test and Analysis Methods



Environmental Impact Assessment Environmental Atmospheric Measurement



Environmental Impact Assessment Odor Measurement



Environmental Impact Assessment Hazardous Toxic air pollutants -



Environmental Impact Assessment Dioxin Measurement

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Environmental Impact Data Monitoring

LX International systematically monitors environmental impacts and analyzes environmental performance based on data to derive areas for improvement. Through this, we are establishing an effective management system to achieve sustainable management and environmental management goals.

Company-wide Environmental Data Collection

- Input environmental data once a quarter
- Submit to LX International's HSE Team

Data Assurance

- Collected data verified by an external agency (In time for the publication of sustainability reports)

Data supplementation

01 Establishment of Improvement Plan → 02 Implementation of Improvement Plan → 03 Internal Reporting of Improvement Results → 04 Reporting to the ESG Committee and the CEO

Response to laws and data disclosure

- Final disclosure of environmental data (Sustainability reports, Korea Environment Corporation's ENV-INFO System, etc.)

Compliance with Environmental Regulations

To manage environmental risks, we regularly inspect the compliance and risk status of domestic and international subsidiaries. We proactively respond to changes in environmental laws and regulations. If a risk related to legal compliance is anticipated, the relevant information is reported through the established reporting system, involving the General Council/ESG executives, and ultimately to the CEO and the ESG Committee, to minimize the occurrence of risks.

Environmental Education for Employees

LX International and its affiliates are committed to enhancing employees' environmental awareness and capabilities through systematic training programs that reflect local regulations, job functions, and sustainability priorities across global operations.
PT.PAM provided environmental management and greenhouse gas (GHG) training to its employees in compliance with Indonesian environmental laws and in preparation for external environmental assessments. In addition, training on the monitoring and management of High Conservation Value (HCV) zones was expanded to three farm sites, supporting biodiversity protection and sustainable land-use practices.



Environmental Education(PT.PAM)

LX Pantos has implemented a range of programs aimed at improving employees' environmental awareness, including initiatives related to energy conservation. The company distributes a monthly ESG Trend Report to all employees, ensuring the timely sharing of major environmental updates and best practices. Furthermore, ESG training is provided to all new hires to instill a strong understanding of the company's sustainability principles from the outset of employment. An internal resource recycling campaign also continues to encourage environmentally responsible behavior and practical application of sustainability principles in daily work.

Poseung Green Power conducts annual hazardous chemical safety training in accordance with the Enforcement Rules of the Chemicals Management Act. The training is tailored to specific roles and responsibilities, including personnel who handle hazardous chemical facilities (7 employees), technical staff and supervisors overseeing hazardous chemicals (3 employees), and all other workers at the site (75 employees). Training is delivered through both online modules and group-based sessions, and a total of 85 employees completed the program during the reporting period.

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Eco-Friendly Logistics and Sustainable Packaging Transition

LX Pantos is actively promoting various eco-friendly initiatives to minimize environmental impact throughout its logistics operations and to transition toward green logistics. Among these efforts, the adoption of sustainable packaging materials has contributed positively to reducing greenhouse gas (GHG) emissions. For example, by applying 25% post-consumer recycled (PCR) content to 200 tons of stretch film, the company achieved an estimated annual waste reduction of approximately 50 tons compared to the use of conventional stretch film.*

*Equivalent to approximately 93 tons of GHG emissions

Category	Activity Details
Eco-friendly investments	• Achieve a 100% transition from diesel to electric forklifts * Excluding certain heavy-duty forklifts • Replace lighting systems with LED fixtures in logistics warehouses • Achieve 80% usage of eco-friendly packaging materials in logistics centers (Siwha MTV Center and GC Osan Center) • Review transition to e-BL (electronic bill of lading)
Use of Eco-Friendly Fuels	• Sign MOU with Air France–KLM and Korean Air on the use of SAF[1] to reduce GHG emissions from air transportation • Utilize Eco-Delivery (Maersk), a low-carbon fuel-based shipping service offered by domestic and international shipping companies, to reduce GHG emissions from ocean transportation
Transition to Eco-Friendly Logistics Packaging Materials	• Signed a 'business agreement for the supply of eco-friendly packaging materials to promote green logistics and shared growth with SMEs' with Wekeep M', a logistics materials company, and 'AJ Networks', a comprehensive distribution company • Replaced 100% LLDPE[2] film with film made from PCR[3] materials to reduce the use of petroleum-based plastic (vinyl) • Established a resource circulation ecosystem through collaboration between large corporations and SMEs

1) SAF (Sustainable Aviation Fuel): A low-carbon alternative to conventional jet fuel, produced from sustainable feedstocks and used to reduce greenhouse gas emissions in air transportation.
2) LLDPE (Linear Low-Density Polyethylene): A type of polyethylene known for its excellent tear resistance and elongation properties. It is commonly used as a raw material in stretch films due to its superior physical performance.
3) PCR (Post-Consumer Recycled): A recycling technology that converts post-consumer plastic waste into raw plastic pellets through processes such as sorting, crushing, and washing.

Green Procurement

LX Pantos has established internal standards to manage Green Procurement performance and is taking the lead in promoting eco-friendly logistics practices. According to these internal standards, the replacement of raw materials in existing products with environmentally friendly alternatives is recognized as Green Procurement. Major items include recyclable paper cushioning materials and recycled stretch film. Based on these efforts, LX Pantos has been certified as an "Excellent Green Logistics Company" by the Ministry of Land, Infrastructure and Transport from 2012 to the present, demonstrating its achievements in implementing sustainable logistics.

Purchase Performance

2023	2024
KRW 6.2billion	KRW 10.8billion

Metrics and Targets

Environmental Education

Company	Unit	2022	2023	2024
LX International				
HQ[1]	Persons	17	26	355
PT.GAM	Persons	34	11	74
PT.PAM	Persons	68	44	15
PT.TBSM	Persons	0	10	0
PT.GUM	Persons	0	5	0
PT.BNE	Persons	2	1	2
LX Pantos[2]	Persons	-	240	131
LX Glas	Persons	1	3	3
Poseung Green Power	Persons	77	85	84

1) First implementation of ESG employee training for all employees in 2024 (320 people completed)
2) The number of persons completing environmental education measured starting from 2023

Environmental Investment

Company	Unit	2022	2023	2024
LX Glas	KRW	8,360,820,000	2,368,782,000	130,000,000
Water Quality	KRW	98,330,000	134,222,000	0
Air Quality	KRW	8,236,144,000	2,234,560,000	130,000,000
Waste Management	KRW	26,346,000	0	0
Poseung Green Power	KRW	2,116,300,660	5,106,093,271	2,793,159,259
Water Quality	KRW	29,458,500	19,182,218	187,780,560
Air Quality	KRW	2,086,842,160	5,086,911,053	2,605,378,699

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Resource Use and the Circular Economy

LX International is expanding the scope of environmental management based on the environmental management system and is promoting active environmental impact management activities. Among them, it recognizes resource circulation and circular economy as key strategies for corporate sustainability, and centered on the ESG Committee at the company level, it is strengthening the environmental risk management capabilities of subsidiaries and overseas subsidiaries and is continuously improving through systematic pollution and hazardous substance management and target-based operations. The ESG Committee plays an important role in establishing company-wide sustainable management strategies including resource circulation and environmental strategies, identifying environmental risks, and reviewing and deliberating major environmental issues. Major subsidiaries and overseas subsidiaries have resource use and circular economy management systems tailored to the characteristics of each business and are carrying out air pollutant management, waste discharge management, and resource recycling activities.

Waste management

Waste Generation Management

LX International manages the amount of waste discharged from its headquarters and subsidiaries. Through this, it strives to minimize negative environmental impacts. In the case of the headquarters, waste generation is managed by dividing it into household waste and recyclable waste. LX Glas and Poseung Green Power classify the generated waste by type and manage the amount of waste discharged by waste and process it legally. LX Glas invested in environmental facilities and installed CCBF to convert existing designated waste into general waste and convert waste to recycling for other companies such as cement companies, thereby increasing the resource circulation rate. In 2024, it established a waste disposal legalization and management system. Poseung Green Power matches companies that can recycle so that more than 90% of the waste discharged from the business site can be used as aggregate materials in the construction industry. In September 2023, it installed two additional magnetic separators* to separate iron from the fuel supplied to the boiler, maximizing resource recycling by sorting and collecting an average of 0.5 tons of scrap iron per day.





Magnetic Separator: A device that separates magnetic materials from a mixture by attracting only substances that respond to a magnetic field.

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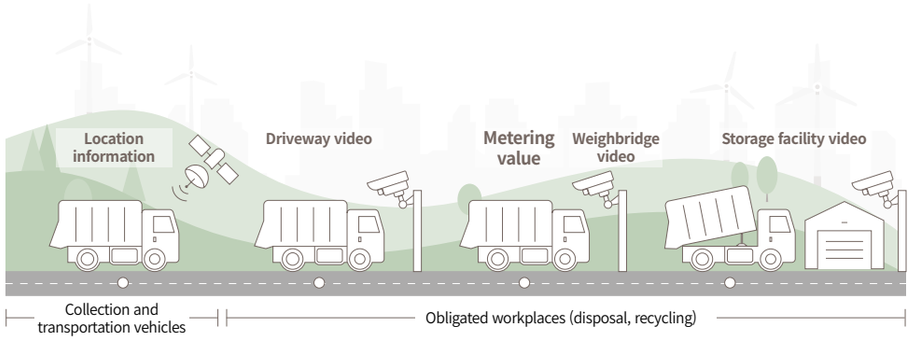
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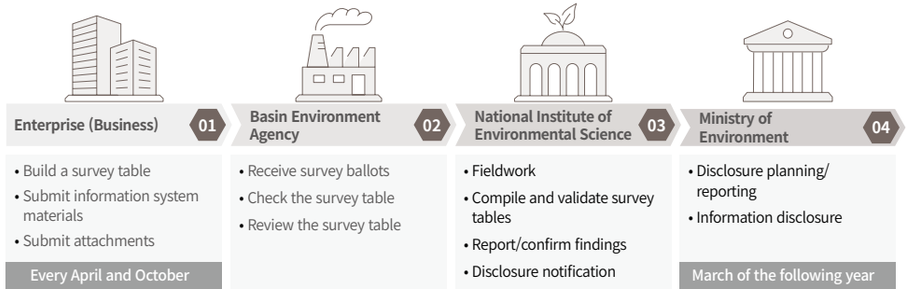
Operate a Waste Management System

LX Glas operates a waste site information transmission system to ensure proper disposal of waste, and manages emission and transfer information in real time. In addition, LX Glas is subject to the Specified Water Pollutant Discharge Survey Scheme, which is conducted annually in April and October at nine final outfalls (including outsourced treatment) and report the results of the analysis to the relevant authorities. Through voluntary emissions submission and self-verification, the system provides transparent information to workplaces whose emissions of hazardous substances exceed the applicable thresholds. These two systems strengthen LX Glas' environmental responsibility, It plays an important role in making information more transparent.

Waste Site Information Transfer System



Specified Water Pollutant Discharge Reporting Process



Pollutant Reduction and Waste Recycling Activities

LX Glas actively manages waste emissions generated during the production process and continuously monitors key indicators to improve the recycling rate, promoting effective resource circulation. In addition, the company strengthens its waste and air pollutant management activities to enhance resource efficiency and minimize environmental impacts. To protect air quality, LX Glas has set internal standards for pollutant emissions at less than 60% of the legal limit. In December 2024, the company signed a voluntary agreement to reduce seasonal fine dust emissions and operated its facilities at approximately 8% below the implementation plan target.

Waste Generation and Disposal Performance

Separation	2022			
	Self-throughput	Consignment throughput	Rollover storage	Accumulated storage
General Waste (tons)	0	2,971.14	80.92	4.69
Designated Waste (tons)	0	786.23	0.53	0
Recycling rate (%)		41%		

Separation	2023			
	Self-throughput	Consignment throughput	Rollover storage	Accumulated storage
General Waste (tons)	0	6,990.84	4.69	13.97
Designated Waste (tons)	0	109.73	0	0
Recycling rate (%)		78%		

Separation	2024			
	Self-throughput	Consignment throughput	Rollover storage	Accumulated storage
General Waste (tons)	2280.30	9,600.60	0	0
Designated Waste (tons)	0	21.78	0	0
Recycling rate (%)		82%		

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Resource Use and the Circular Economy

Waste Management

Waste Recycling and Reuse Initiatives

PT.GAM operates a composting program to promote the resource recovery of hazardous waste. Under this program, waste is first sorted based on its characteristics, after which hazardous waste is processed into compost.
The compost produced is used as fertilizer for plants in local childcare facilities, helping minimize waste generation and establish an eco-friendly circular system at the site. In addition, the company reuses waste tires as part of its waste reduction and resource circulation efforts. Waste tires are installed along transportation routes at construction sites as lane separators to enhance road safety, while some are repurposed as protective structures to prevent slope failures and landslides. Through these initiatives, GAM improves on-site safety while promoting the efficient use of waste.

Composting Process for Organic Waste

01. Collect Organic Waste
(Leaves, grass, fruit scraps)

02. Shred Waste
(Crush into small pieces)

03. Sedimentation and Fermentation
(Place in a compost bin to promote natural decomposition)

04. Seal and Store
(Securely seal with a lid))

05. Maturation
(Store for about two weeks to encourage decomposition and fermentation)

06. Ready for Use
(Use as compost in agriculture or gardening)

Annual Amount of Compost Produced by PT.GAM

2022	147ton
2023	125ton
2024	603ton

Hazardous and Non-Hazardous Waste Management

PT.GAM manages hazardous waste in compliance with applicable environmental regulations, based on its environmental permits, to prevent pollution and protect the health of nearby communities. Hazardous waste, if not properly managed, can pose serious environmental risks. Accordingly, GAM safely stores hazardous waste in a Temporary Storage Facility (TPS) after collecting it from mining, transportation, and port areas. In 2024, GAM identified, collected, stored, transferred, and reported all hazardous waste in accordance with legal procedures. These efforts have minimized environmental impacts and ensured a safe and compliant waste management system. All hazardous waste is processed within legally permitted storage periods and in compliance with environmental standards, with no environmental incidents reported as a result. Additionally, GAM reports its hazardous waste management status to the relevant authorities on a regular basis, as required by its environmental permits.



PT.GAM Waste Management Site in Indonesia

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Waste Management

Waste Utilization Plan

As the production capacity of PT.GAM expands in response to increased thermal coal output, the volume of hazardous waste has also grown. In line with government regulations, PT.GAM is strengthening its waste management practices accordingly. The company regularly reports its waste management status to the government to enable continuous monitoring and to minimize the environmental impact of hazardous waste. In 2025, GAM plans to reduce the generation of waste lubricating oil and reuse it in blasting operations. This initiative is also expected to reduce the cost of purchasing pure diesel fuel.

Waste Utilization Case

PT.GAM effectively manages and recycles waste to minimize environmental impact while simultaneously creating economic value. In particular, waste materials are repurposed for the creation of art installations and the development of tourist attractions, contributing to increased income in local agritourism villages. This case demonstrates a successful model of waste utilization that not only supports environmental protection but also generates tangible economic benefits.

In addition to managing hazardous waste, PT.GAM also generates non-hazardous waste in the form of metal screws. Rather than disposing of this material, the company seeks to repurpose it in meaningful ways. In collaboration with the CSR team, PT.GAM organized an art installation contest using the scrap materials, with the winning pieces exhibited in the Argowisata Village as part of a cultural festival. Through this initiative, PT.GAM actively engages the local community in efforts to reduce non-hazardous waste. This project was planned as part of the company's commitment to the Sustainable Development Goals (SDGs) and the implementation of ESG principles. By showcasing artworks created from reused materials, the initiative demonstrates how local businesses can contribute to sustainability. The installations highlight the social responsibility of companies and industries regarding environmental sustainability, while also raising awareness of the importance of reuse and recycling. Notably, the project brought together diverse stakeholders—including businesses, local communities, and artists—to foster environmental awareness and strengthen corporate–community cooperation in the context of climate resilience and climate change response.



Waste-Based Artworks by PT.GAM



Waste Art Installation in a Local Village near PT.GAM

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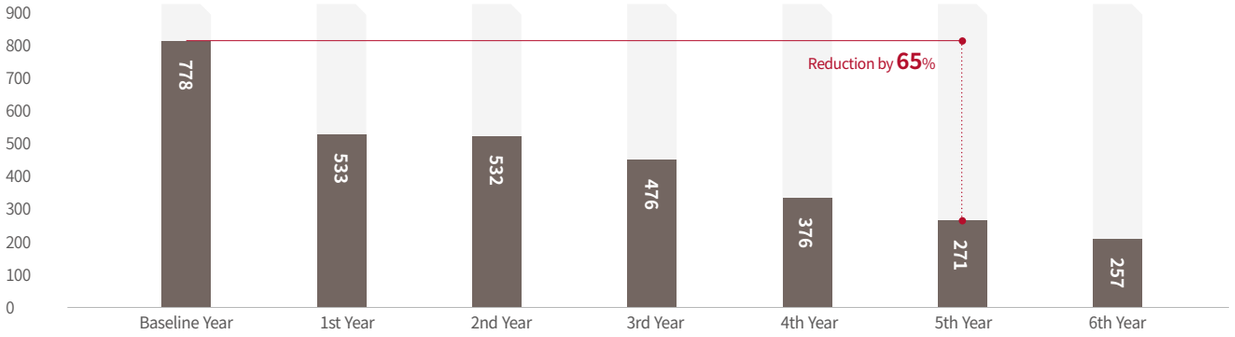
Air Pollutant Emission Management

To minimize the negative environmental impact of air pollutants, we measure and manage air pollutant emissions in accordance with relevant laws and regulations. LX Glas monitors individual air pollutants such as sulfur oxides, nitrogen oxides, and dust using the Tele Monitoring System (TMS*). In the event of an emergency such as excessive pollutant emissions, we promptly halt emissions, report the incident, and take corrective actions to prevent recurrence.

Fine Dust Reduction Performance

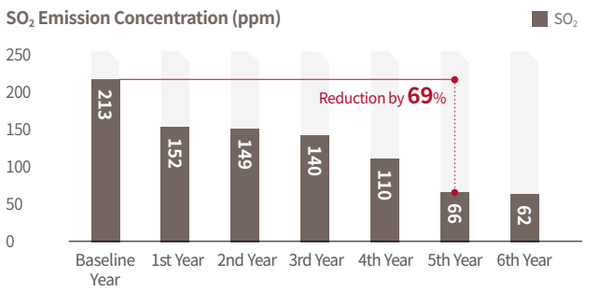
In accordance with the revision of the Special Act on the Reduction and Management of Fine Dust, LX Glas has entered into a voluntary agreement with the Ministry of Environment to reduce fine dust on a seasonal basis. As of March 2023, the voluntary agreement period expired, and we extended the agreement with the Jeonbuk Regional Environmental Office. During the fine dust seasonal management period, we invested 17.1 billion KRW in replacing fine dust prevention facilities and filter collectors, achieving a total reduction of 51.7% in fine dust emissions compared to the baseline period in the first quarter of 2019.

Seasonal Fine Dust Reduction (tons)

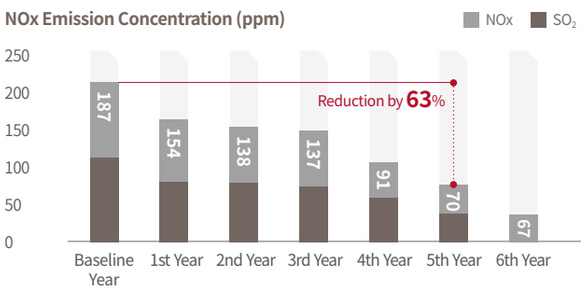


Period	Start	End
Baseline Year	December 2018	March 31, 2019
1st Year	December 2019	March 31, 2020
2nd Year	December 2020	March 31, 2021
3rd Year	December 2021	March 31, 2022
4th Year	December 2022	March 31, 2023
5th Year	December 2023	March 31, 2024
6th Year	December 2024	March 31, 2025

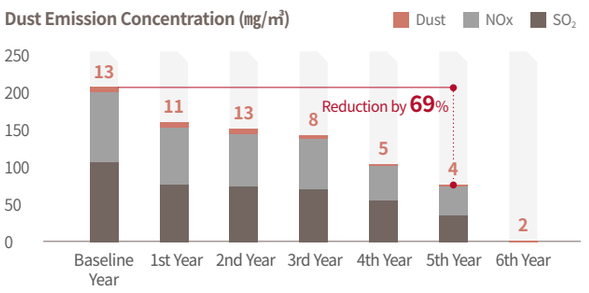
SO_2 Emission Concentration (ppm)



NOx Emission Concentration (ppm)



Dust Emission Concentration (㎎/㎥)



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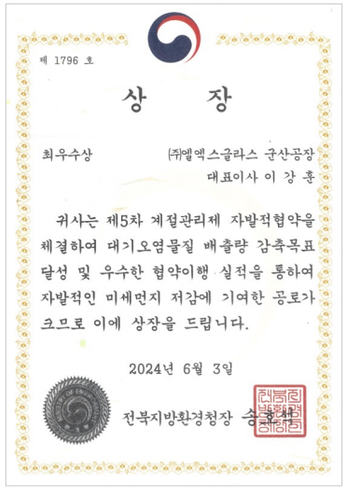
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Air Pollutant Management

Air Pollutant Reduction Operational Activities

In accordance with the requirements of the National Climate and Environment Council, LX Glas has implemented various measures to reduce air pollutants, such as strengthening emission standards at workplaces and real-time disclosure of TMS information during the seasonal control system for high concentration fine dust. In particular, by signing a voluntary agreement with the Ministry of Environment and diligently implementing various reduction activities to reduce high concentration seasonal fine dust, LX Glas Gunsan Plant successfully achieved the reduction target and recorded excellent performance in the implementation of the agreement. As a result, LX Glas Gunsan Plant was selected as an excellent workplace that contributed to the voluntary reduction of fine dust and received the top award.



제 1796 호

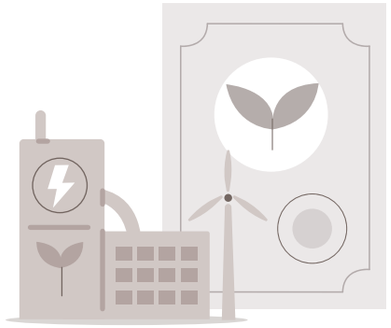
상 장

최우수상 (주)엘엑스글라스 군산공장
대표이사 이 강 훈

귀사는 제5차 계절관리제 자발적협약을 체결하여 대기오염물질 배출량 감축목표 달성 및 우수한 협약이행 실적을 통하여 자발적인 미세먼지 저감에 기여한 공로가 크므로 이에 상장을 드립니다.

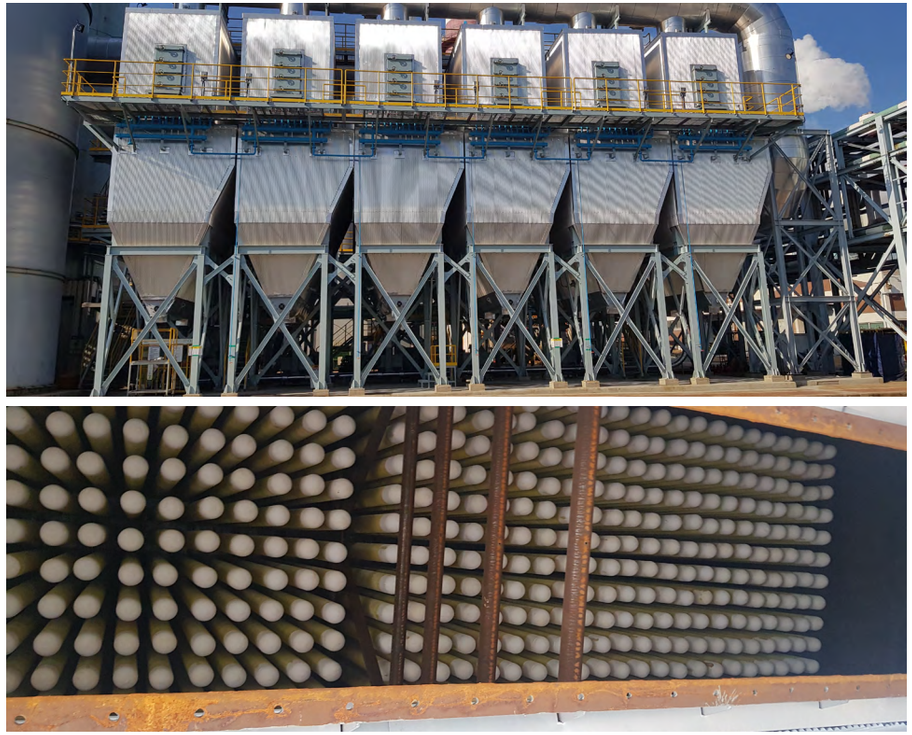
2024년 6월 3일

전북지방환경청장



Invest in Air Pollution Control Facilities

In the case of LX Glas, in order to reduce environmental impact through facility efficiency, the company invested in replacing electric dust collectors and installed CCBF facilities with high efficiency and the latest technology, which significantly reduced the amount of air pollutants generated. In September 23, Poseung Green Power demolished the SCR, an existing air pollutant prevention facility, and installed a CCBF facility that is more efficient than the existing one even at low temperatures. The installation of low-temperature SCRs has resulted in a reduction in air pollutant NOx concentrations of up to 30% compared to the previous level.



Site of Low-Temperature SCR Installation at Poseung Green Power

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Air Pollutant Management

Poseung Green Power continuously monitors flue gases emitted after the combustion process in real time using a stack Tele-Monitoring System (TMS). The system tracks pollutants such as hydrogen chloride (HCl), nitrogen oxides (NOx), and dust. In the event of an emergency exceeding emission thresholds, the company promptly stops emissions, reports transparently, and takes corrective action in accordance with environmental standards.
In addition, by optimizing combustion operations and regularly inspecting and improving pollution control facilities, the company ensures that the total volume of designated air pollutants emitted from each site remains below 80% of the allowable limits.

Compliance with Emission Cap by Poseung Green Power

Year	Pollutant	Permitted Emission Cap (kg)	Actual Emissions (kg)	Compliance
2020	NOx	54,133	43,039	Compliant
	TSP	1,760	1,247	Compliant
2021	NOx	54,133	33,385	Compliant
	TSP	1,760	1,439	Compliant
2022	NOx	54,133	37,404	Compliant
	TSP	1,760	1,527	Compliant
2023	NOx	54,133	33,440	Compliant
	TSP	1,760	1,325	Compliant
2024	NOx	54,133	35,925	Compliant
	TSP	1,760	1,267	Compliant

*TMS (Tele-Monitoring System): A remote monitoring system that continuously measures pollutants emitted from business sites 24 hours a day.

Air Pollutant Reduction Operations

Poseung Green Power operates a power plant that utilizes waste wood—typically incinerated or landfilled in households and industrial sites—as fuel. This renewable energy source enables up to a 99% reduction in greenhouse gas (GHG) emissions compared to conventional coal. The heat and electricity generated from this biomass fuel are supplied to industrial and residential sectors, contributing to an estimated 280,000 tons of annual carbon emissions reduction. Additionally, in November 2024, Poseung Green Power signed a voluntary agreement under the Seasonal Fine Dust Management Program, led by the Capital Region Air Quality Management Office. To achieve the agreement's reduction target of 10–15% in air pollutant emissions, the company has implemented thorough inspection and maintenance of pollution control equipment and continues to operate the plant in a stable manner. The reduction results are reported regularly to the relevant authorities.

To minimize the negative air quality impacts from land clearing, coal transportation routes, stockpile area operations, and coal loading activities onto ships within its project sites, PT.GAM conducts precision air quality monitoring every six months through an accredited analysis agency. The monitoring process covers all mandatory parameters to verify compliance with local environmental standards. If any pollutant concentrations exceed the defined thresholds, immediate corrective actions are taken.

To help maintain air quality in the surrounding areas, PT.GAM also conducts regular road spraying using water trucks and has installed speed limit signs to reduce dust emissions caused by vehicle movement. In addition, wind barriers have been installed around coal stockpile areas to minimize airborne coal dust from wind dispersion. By 2024, the company invested IDR 4 billion (approximately KRW 350 million) to install a fog cannon system in the stockpile zone, as part of its broader efforts to implement various air pollution control measures.





Installation of Fog Cannon at PT.GAM

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Water Pollution Management

Water Pollution Management at Domestic Business Sites

LX Glas conducts biannual discharge water pollution analyses and manages data on wastewater (BOD, TOC, SS) discharge volumes. They plan to continuously monitor water quality voluntarily to prevent water pollution and improve the roles and responsibilities of water pollution prevention facilities, along with on-site patrol and improvements. Poseung Green Power conducts quarterly self-measurements of 18 wastewater pollutants required by the post-environmental impact assessment and the integrated environmental operation system, and an annual analysis of non-point pollution* reduction facilities for seven items. Based on the analysis results, they perform tasks such as filter replacements to enhance the treatment capacity of prevention facilities, thereby minimizing the environmental impact on aquatic ecosystems.

*Non-point pollution sources refer to sources that discharge water pollutants from unspecified locations such as cities, roads, farmland, mountains, and construction sites.



Sampling for water quality analysis at non-point source pollution reduction facilities



filter replacement in non-point source pollution reduction facilities

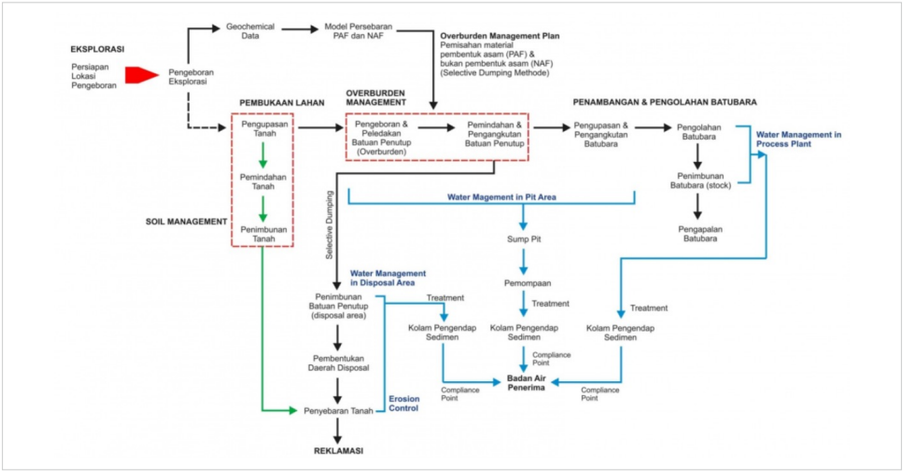
Water Management Activities

As the importance of water management continues to increase, Poseung Green Power manages its water usage. They monitor the usage of industrial water, chemical makeup water, and city water, managing data on individual usage volumes. For recycled water, they treat the cooling water used in cooling towers and reuse it for chemical dilution, temperature reduction, and cleaning. Additionally, they recover steam sent to nearby heat users, process it into pure water, and reuse it for power generation, thus reducing wastewater generation and maximizing water use efficiency.

Water Resource Management and Monitoring System

PT.GAM has established a monitoring and water recycling system to ensure systematic management of water resources generated from operational facilities, such as mining areas and waste treatment zones. This system is designed to control and monitor the quality of wastewater before it is discharged into nearby rivers, lakes, or other bodies of water.

To minimize environmental damage caused by acid mine drainage (AMD), PT.GAM implements preventive measures and ensures responsible water management. From the early stages of the project, PT.GAM has proactively assessed the potential for acid water generation and has taken systematic actions to prevent its spread into surface water, groundwater, and soil. Key measures include advance assessments of high-risk areas, operation of drainage and neutralization treatment systems, and strengthened water quality monitoring for ongoing management. Through these proactive efforts, PT.GAM continues to minimize the environmental impact of acid water and remains committed to achieving sustainable mining operations.



Water Recycling Process at PT.GAM

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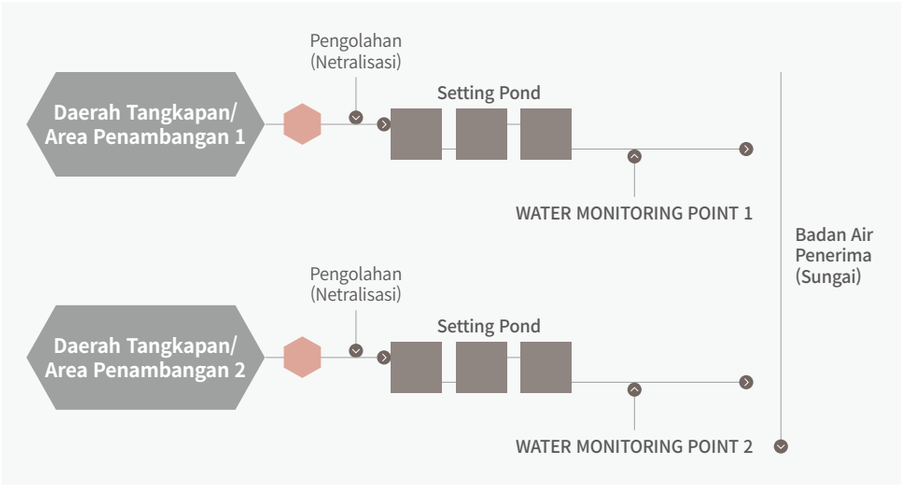
Water Pollution Management

Wastewater Monitoring Activities

To effectively manage acid mine drainage (AMD) generated during mining operations, PT.GAM applies a range of treatment methods. Acid water typically originates from active pits and waste rock stockpiles, and the treatment approaches are generally categorized into active and passive systems. Currently, PT.GAM adopts an active treatment method using neutralizing agents. This process adjusts the pH of the wastewater to within the standard range of 6 to 9, thereby minimizing its environmental impact.

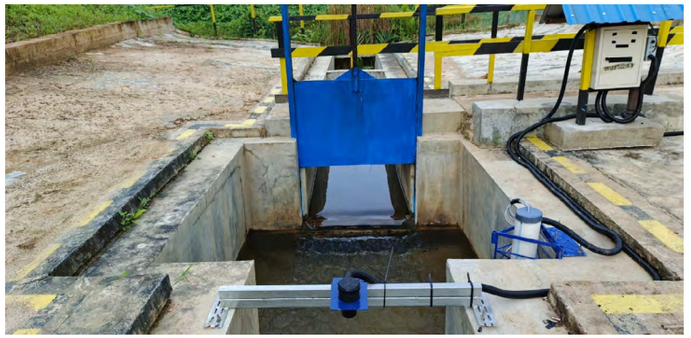






Acid Mine Drainage Treatment and Monitoring Activities

Given the high variability in the quality and volume of acid mine drainage (AMD), PT.GAM conducts continuous monitoring to ensure both the effectiveness and efficiency of its treatment operations. If any issues arise during the treatment process, the company takes immediate corrective actions to maintain operational stability. PT.GAM currently employs an active treatment method using quicklime (limestone) to neutralize acid water. At the discharge point, Spring monitoring equipment is installed to measure three key water quality indicators in real time: pH, Total Suspended Solids (TSS), and flow rate (debit). These data are reported in real time to the Ministry of Environment and Forestry of Indonesia (KLHK), reinforcing transparency in AMD management and enabling PT.GAM to continuously adopt optimal treatment methods for environmental protection.





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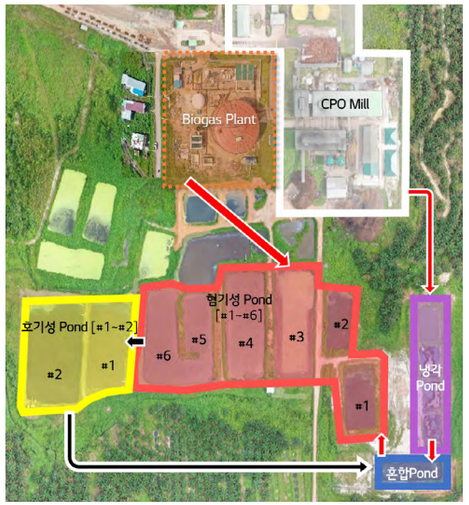
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Resource Use and the Circular Economy

Water Pollution Management

Wastewater Treatment and Utilization Case

At PT.TBSM Corporation, wastewater generated from the factory is first processed through a biogas plant, where over 70% of COD (Chemical Oxygen Demand) is removed. The treated water then passes through anaerobic and aerobic ponds in the wastewater pond system, further breaking down residual organic matter to meet safe environmental discharge standards. Once the wastewater is purified to a certain level, it is repurposed as fertilizer or used to improve soil moisture and nutrient conditions. To prevent any environmental contamination throughout the process, appropriate monitoring and analysis are conducted. This integrated approach not only reduces wastewater discharge and minimizes environmental impact, but also contributes to improved productivity on the farm.



- **Step 01** • Transfer 20% of the sludge generated from the factory to the cooling pond, and 80% to the biogas plant.
- **Step 02** • Cool the wastewater in the cooling pond to below 40°C, allowing microorganisms to survive.
- **Step 03** • Mix the sludge with final treated water (from the aerobic pond) in the mixing pond to adjust pH and temperature.
- **Step 04** • Send the sludge discharged from the biogas plant to Pond No. 3.
- **Step 05** • Use the wastewater from Pond No. 5 (Kolam 5) for land application.

Data Management for Wastewater Treatment Optimization

Since 2020, PT.TBSM has monitored key indicators such as BOD, COD, pH, oil and grease, lead (Pb), copper (Cu), cadmium (Cd), and zinc (Zn) on a monthly and annual basis. Based on data analysis, the company has continuously improved the efficiency of its wastewater treatment process. To ensure compliance with environmental standards, TBSM regularly assesses the impact of treated wastewater and conducts appropriate analysis to optimize its treatment system.

Wastewater Treatment Facility Data Management at PT.TBSM

NO	PARAMETER	BAKU MUTU		TH 2023											
		UNIT	INDEX	JAN	FEB	MAR	APR	MEI	JUN	JUL	AGU	SEP	OKT	NOV	DES
POME KOLAM 5															
1	BOD	mg/L	2000 - 5000	2523	635	2248	3532	2064	2465	502	3412	3183	2031	2340	2294
2	COD	mg/L	-	10909	2744	9523	14534	8745	8679	2329	15776	13763	6854	7174	10886
3	pH	-	6-9	6.64	7.25	6.68	7.21	7.75	6.2	8.19	7.07	7.25		6.57	7.75
4	Oil and Grease	mg/L	-	24.6	288	24.3	23.9	217	2.7	106	117	286	197	337	374
5	Timbal, Pb	mg/L	-	0.41	0.13	0.16	0.26	1.4	<0,0002	1.43	0.66	1.72	1.64	0.02	0.06
6	Tembaga, Cu	mg/L	-	0.28	0.25	0.06	0.13	0.3	0.11	0.28	0.21	0.46	0.25	0.41	0.35
7	Kadmium, Cd	mg/L	-	<0,001	<0,001	<0,001	<0,001	<0,001	0.00031	0.01	0.02	0.03	0.02	<0,001	<0,001
8	Seng, Zn	mg/L	-	1.76	0.94	0.23	0.33	0.44	0.24	0.31	0.16	0.38	0.4	0.94	0.39

NO	PARAMETER	BAKU MUTU		TH 2024											
		UNIT	INDEX	JAN	FEB	MAR	APR	MEI	JUN	JUL	AGU	SEP	OKT	NOV	DES
POME KOLAM 5															
1	BOD	mg/L	2000 - 5000	4814	2328	2323	3720	3186	3830	2160	3401	7085	1166	922	1092
2	COD	mg/L	-	11784	7760	7744	12400	10619	12709	7200	11336	23616	3888	3072	3640
3	pH	-	6-9	7.2	8.1		8.1	8.3	8.2	8.2	6.7	6.9		7.8	8.3
4	Oil and Grease	mg/L	-	125	91	330	219	131	158	170	254	212	120	111	116
5	Timbal, Pb	mg/L	-	0.04	<0,02	0.06	<0,02	<0,02	<0,02	<0,02	0.03	0.03	<0,02	<0,02	<0,02
6	Tembaga, Cu	mg/L	-	0.82	0.42	0.32	0.06	0.09	0.18	0.74	3.12	0.05	0.2	<0,01	<0,01
7	Kadmium, Cd	mg/L	-	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001
8	Seng, Zn	mg/L	-	0.76	0.43	0.5	0.6	0.03	0.18	0.65	0.33	0.06	0.23	<0,01	<0,01

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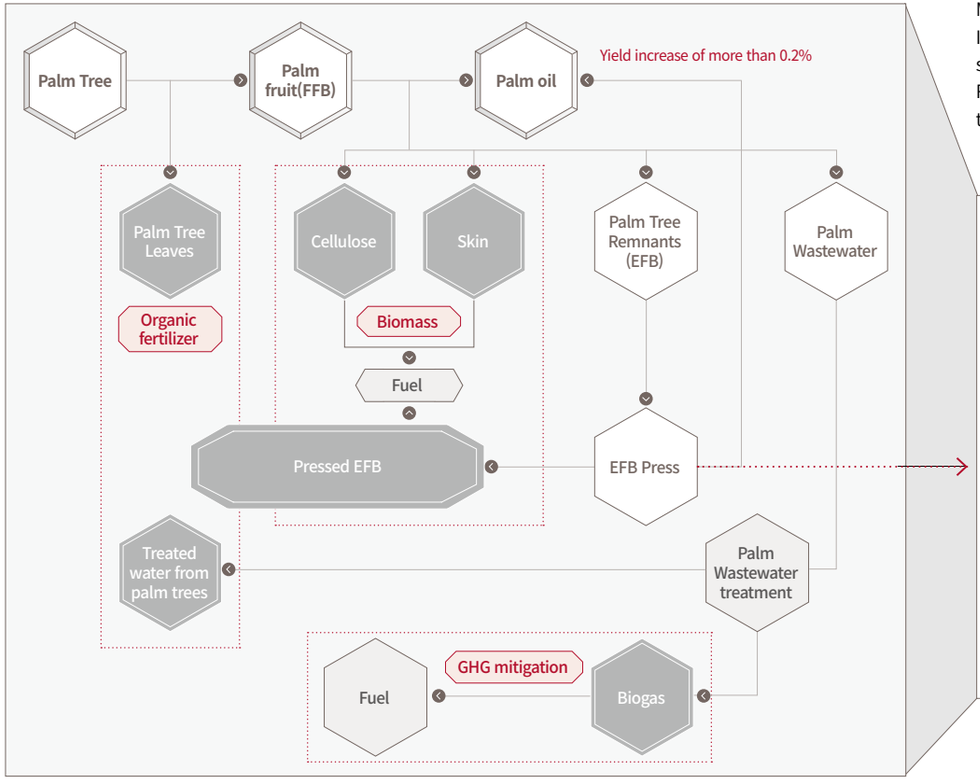
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Resource Use and the Circular Economy

Sustainable Palm Plantation Operations and Circular Economy

LX International operates palm plantations in the resource extraction and trading sector. We maximize the productivity of our palm plantations to achieve sustainable economic growth while implementing various measures to minimize negative environmental impacts. We pursue 'Zero Waste' in our palm plantation operations and utilize the by-products of the palm oil manufacturing process as We have formed a circular structure between resources so that they can be utilized where they are needed. As the demand for eco-friendly palm oil is steadily increasing, we plan to expand the scale of palm oil trading through eco-friendly palm plantation operations in the medium to long term.

Resource Circulation Structure of PT.TBSM's Palm Plantation



RSPO(Roundtable on Sustainable Palm Oil) Certification Obtained

The RSPO (Roundtable on Sustainable Palm Oil) is a nonprofit international consortium involving 54 NGO institutions, established by the international NGO WWF (World Wide Fund for Nature) to promote environmentally friendly development of palm plantations and sustainable palm oil production. The demand for environmentally friendly palm oil and RSPO certification from stakeholders, including palm oil-consuming countries and companies, has been steadily increasing. PT.PAM operated by LX International, has been striving to obtain RSPO certification since 2018 and officially received the certification in March 2023. This makes it the sixth corporate palm plantation in West Kalimantan, Indonesia to receive certification, recognizing its environmental value and efforts. As a sustainable palm oil production company, LX International will continue to strive to meet RSPO requirements for transparency, compliance with laws, and responsibility towards the environment and local communities.



RSPO Certificate



RSPO Certification

Introducing the Empty Fruit Bunch (EFB) Press

In 2024, PT.TBSM introduced an EFB Press to recover palm oil from the empty fruit bunches (EFB), a byproduct of palm oil production. This implementation has improved the production yield by more than 0.2%, reducing the environmental impact while producing the same amount of palm oil. Additionally, the EFB, which was previously used only as organic fertilizer, can now be utilized as an energy source (sold as boiler fuel).

* PT.TBSM: Completed in the second half of 2023, operational as of March 2024



PT.TBSM EFB Press

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Biodiversity and Natural Conservation

Biodiversity Management Framework

Biodiversity Operational Framework and Strategy

LX International has established internal policies and guidelines to strengthen its biodiversity management framework. In collaboration with partners and local communities, the company actively engages in ecosystem conservation initiatives. Furthermore, LX International utilizes data-driven approaches to regularly monitor ecological changes while maintaining strict compliance with relevant environmental regulations

Strategic

Preventing and minimizing biodiversity risks in domestic and international operations

Key Strategies



- Ecosystem impact assessment and risk management in place



- Protecting biodiversity and conserving ecosystems around business activities

Core Tasks



- Regularly assess the ecosystem impact of your business
- Legal compliance and transparent outcome reporting



- Drive biodiversity program operations and monitoring activities

Establishing Biodiversity Goals

LX International has established a company-wide three-year biodiversity conservation goal and is actively implementing various initiatives to achieve it. As part of this effort, the company is participating in the ecological restoration of the Jungnangcheon Stream—one of the most heavily degraded urban waterways in Korea. Despite its artificial transformation, Jungnangcheon remains a habitat for endangered wildlife species such as otters, mandarin ducks, and leopard cats, highlighting the importance of preserving these ecosystems. In collaboration with the social cooperative Hangang, LX International is working to turn the lower reaches of Jungnangcheon into a wildlife sanctuary and is conducting a range of support activities to promote biodiversity. In particular, the company is focusing on increasing the population and stabilizing the habitat of protected species such as otters and mandarin ducks. Through these efforts, LX International is contributing to biodiversity conservation and laying the groundwork for a sustainable future.

Key Points & Roadmap for Biodiversity

LX International is committed to restoring natural ecosystems and enhancing biodiversity through structured initiatives. The company has developed a concrete three-year roadmap aimed at establishing vegetation in key sanctuary areas, securing habitats for wildlife, and fostering public awareness and support for the ecological value of the Jungnangcheon Stream through community education and engagement.



2024	2025 (1st year)	2026 (2nd year)	2027 (3rd year)
• Establish the project plan	• Launch the project (Begin monitoring activities, Create habitats for wildlife, Develop educational spaces)	• Public Environmental Education • Expand protected habitat areas • Designate otter conservation zones	• Publish a comprehensive final report

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Biodiversity and Natural Conservation

Biodiversity Activities

Biodiversity Activity Specific Goals

Activity Objectives

- Conserve and enhance wetland and riparian areas along the Jungnangcheon Stream to create a stable and livable habitat for otters and other wildlife. (Restore natural ecosystems and promote biodiversity)
- Implement ongoing habitat improvement and ecosystem protection efforts, and develop the site into a key space for ecological education through educational programs and volunteer activities.

Activity Overview

- **Partnership Structure** : Jointly operated by LX International and the social cooperative Hangang
- **Activity Period** : December 2024 – January 2027
- **Key Activities** : Monthly ecological monitoring
  Ecosystem protection (e.g., stream clean-up on World Water Day, removal of invasive species such as Pueraria montana)
  Habitat creation (tree planting and maintenance, installation of biotopes)
  Operation of educational programs and community engagement events

Detailed Plan

Detailed Objectives	Implementation Methods
Monitoring	- Conduct seasonal ecological monitoring (4 times/year) targeting 3 indicator taxa
Ecosystem Protection	- Maintain habitats (March 22, June 5 – Environment Day, post-November) - Control invasive species (e.g., Pueraria, Ambrosia) from July to November
Habitat Creation	- Plant native trees on riverbanks and upper floodplain areas: ① Establish 200㎡ of nectar plants for bees and butterflies ② Plant 50 trees to support bird nesting and resting ③ Create 20㎡ of habitat for insects and amphibians/reptiles
Educational Program	- Manage ecosystem vegetation (e.g., pruning for density control) - Install biotopes (insect hotels, reptile stone walls, birdhouses)
Community Engagement Events	- Install benches in the area - Run ecological education programs along the Jungnangcheon Stream - Organize volunteer activities (e.g., habitat creation, ecosystem protection) - Facilitate employee engagement events (e.g., tree planting)

Year 1 Biodiversity Achievements

Ecological Survey

LX International has been creating and protecting stable ecological environments along the Jungnangcheon Stream, particularly in wetland and riparian areas, to support the habitat of otters and other wildlife. With the goal of ecosystem restoration and biodiversity enhancement, the company has carried out ecological monitoring, habitat improvement, and clean-up activities, while also organizing educational programs and volunteer participation initiatives.

Category	Species
Fish	*Carp, Crucian carp, Striped shiner, Chinese bleak, Pale chub, Freshwater goby, Blackfin goby, Snakehead, Chinese mud loach*
Mammals	*Otter, Raccoon dog, Weasel, Leopard cat*
Birds	*Mandarin duck, Common moorhen, Mallard, Spot-billed duck, Eurasian teal, Common merganser, Falcated duck, Common pochard, Common goldeneye, Baikal teal, Grey heron, Egret, Little egret, Great cormorant, Black-tailed gull, Eurasian bullfinch, Wagtail, Eurasian siskin, Common kestrel, Eurasian sparrowhawk*

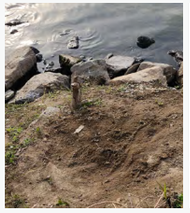


Photo of Otter Footprints



Otter captured on monitoring camera

Invasive Species Monitoring and Management

To support biodiversity conservation, LX International has conducted monitoring and targeted removal activities for invasive plant species. Currently, seven invasive species have been identified in the area, including Humulus japonicus (Japanese hop), Sicyos angulatus (burcucumber), and Ambrosia artemisiifolia (common ragweed). Among these, Japanese hop and burcucumber have been designated as priority species due to their rapid spread and tendency to suppress the growth of native plants. Intensive removal efforts are underway to manage their ecological impact.

Category	Species	Description
Priority Species	*Burcucumber*	Fast-growing and highly reproductive; climbs over surrounding vegetation, blocks sunlight, and disrupts native plant coverage.
	Japanese hop	Vine-like species that climbs surrounding plants, inhibits photosynthesis, and suppresses plant growth.
Other Invasive Species	*Common ragweed, Giant ragweed, Canadian goldenrod, New England aster, Prickly lettuce*	Known to cause pollen allergies, disrupt local ecosystems, and threaten native vegetation by competing for space and resources.



Post-Removal Condition of Invasive Species Management Area

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Biodiversity and Natural Conservation

Ecosystem Protection and Conservation Activities

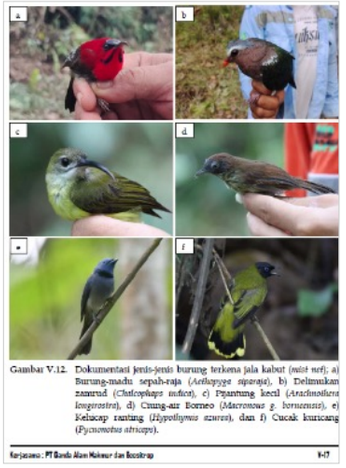
Establishing a System for Environmental Protection

To ensure sustainable mining operations, PT.GAM has designated environmental protection zones within its mining site and established a systematic management framework. These efforts aim to minimize environmental impact, preserve local ecosystems, and maintain a Green rating in environmental assessments conducted by the Indonesian regional government.

As of 2024, PT.GAM manages a total of 50 hectares of designated protection zones, which serve as the foundation for ecological surveys and ongoing environmental monitoring. To ensure the structured implementation of environmental protection activities, PT.GAM has engaged professional environmental consultants to conduct ecological assessments and regularly publishes biodiversity reports based on the findings. In addition, the company plans to develop an arboretum within the protection zone by 2025, as outlined in the reports. Through these initiatives, PT.GAM is actively working to realize sustainable practices that protect the environment and safeguard biodiversity.






Gambar V.12. Dokumentasi jenis-jenis burung terkena jala kabut (*mist net*); a) Burung-madu sepah-raja (*Aethopyga siparaja*), b) Delimukan zamrud (*Chalcophaps indica*), c) Pijantung kecil (*Arachnothera longirostra*), d) Ciung-air Borneo (*Macronous g. borneensis*), e) Kelicap rantau (*Hypothymis azurea*), dan f) Cucak kuricang (*Pycnonotus atriceps*).

Biodiversity Report of PT.GAM Indonesia

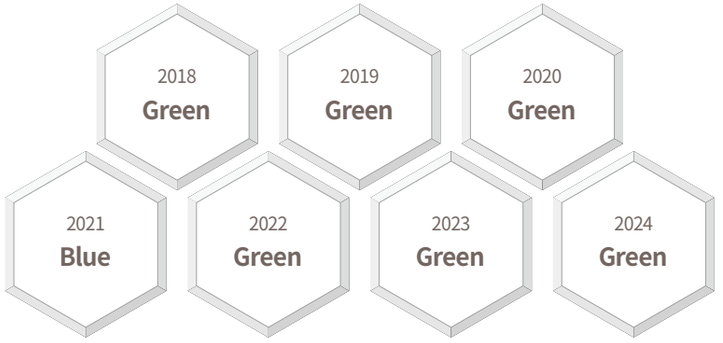
Environmental Assessment for Environmental Protection

PT.GAM underwent an environmental assessment conducted by the Indonesian local government and was awarded the “Green Flag” in June 2024. The evaluation system ranges from Gold to Black, and PT.GAM has received the Green Flag a total of six times, earning recognition through participation in official award ceremonies and the presentation of certificates.





PT.GAM Environmental Assessment Results



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Biodiversity and Natural Conservation

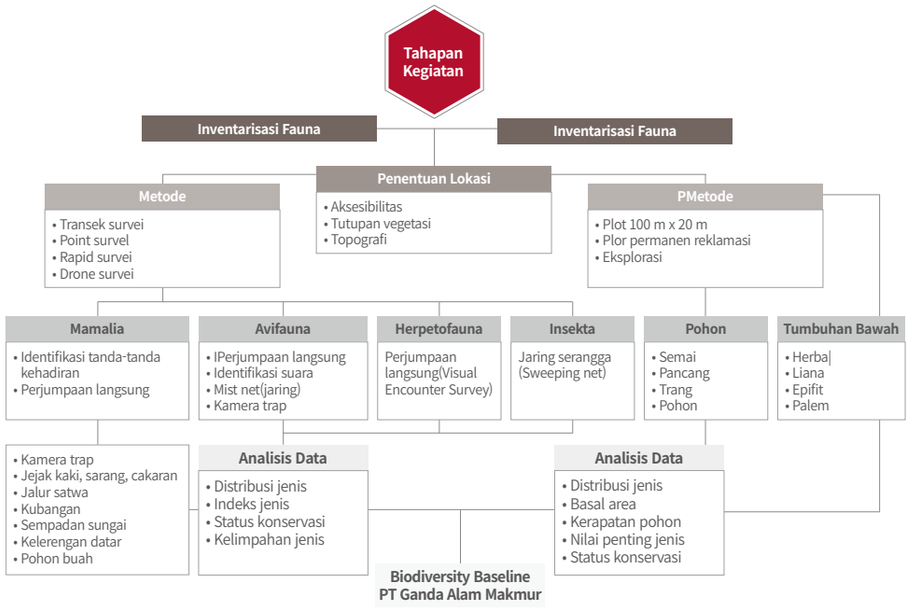
Ecosystem Protection and Conservation Activities

Biodiversity Protection and Conservation Activities

In 2024, PT.GAM conducted a Biodiversity Baseline Study to identify the actual status of biodiversity in the operating area. This study represents an initial stage of data collection intended to serve as a strategic reference for environmental management processes from an ecological perspective. It provides baseline information that can be used to compare ecosystem changes before and after mining operations, identify areas of conservation value, and support ecological restoration planning. The scope of the survey includes plants and fauna, and the biodiversity survey evaluates the growth stages of trees, pillars, and seedlings, while the fauna survey includes mammals, birds, reptiles, amphibians, and insects (Lepidoptera and Odonata). In addition, PT.GAM is conducting a systematic monitoring and evaluation process step by step to protect and restore biodiversity in the operating area. This process includes the entire process from the initial survey to the establishment of continuous evaluation and management strategies, and through this, it effectively analyzes ecosystem changes and implements measures for ecosystem conservation.

Through this study, it was confirmed that 103 plant populations and 35 individuals and 154 animal populations and 349 individuals were distributed in the distribution area. In particular, data were obtained on the distribution, population structure, abundance, and conservation status of the animal groups. For the plant groups, information was collected on importance and importance index, basal area, and tree density. Based on these finding, it was confirmed that the diversity of flora and fauna is maintained within the GAM operation area, and the results will be used as key data for establishing the PT.GAM's environmental protection and ecosystem restoration strategy.

Step-by-Step Activities for Flora and Fauna Biodiversity Monitoring and Assessment by PT.GAM



Number of Plants and Animal Individuals in Conservation Areas

Category	classification	species	population
Plants	Trees(native)	26	295
	Trees(non-native)	47	58
	vines/cover crops	30	-
Animals	Mammals	21	40
	birds	74	183
	amphibians, reptiles	15	27
	Insects	44	99



Gambar IV.6

a) Tumbuhan bawah kategori herba jenis Karamunting (Melastoma malabathricum) dan
b) Tumbuhan bawah kategroi liana jenis Paku(Lygodium microphyllum).

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Biodiversity and Natural Conservation

Ecosystem protection and conservation activities

Biodiversity and water quality monitoring activities

PT.BNE conducts ecological and habitat monitoring, which includes biodiversity assessments of terrestrial and aquatic species as well as the analysis of river water quality parameters. Twice a year—in the first and second halves of the year—the company collects river water samples from weir intake areas. These samples are submitted to a certified Indonesian laboratory for water quality analysis. The results are then reported to the Indonesian Ministry of Environment and Forestry (KLHK) as part of PT.BNE's regular monitoring of river pollution status and the environmental impacts on protected fish species. As a result of biodiversity monitoring in the second half of 2024, a total of two species of fish were discovered, and one of them was confirmed to be a protected species. Accordingly, we have installed signs prohibiting fishing and littering in the relevant habitat area, and are cooperating with the security team to take appropriate measures in case of violations. In addition, we are continuously monitoring water quality to prevent habitat disturbance, and are managing water quality in accordance with Indonesian government regulations. In addition, we are monitoring the species of mammals and other creatures living near our business premises and whether accidents have occurred due to our business premises. In the future, PT.BNE will continue to strictly comply with Indonesian environmental regulations and enhance the transparency of environmental management and contribute to the preservation of the ecosystem through continuous environmental impact monitoring and improvement activities.






In addition, PT.BNE is continuously carrying out biodiversity protection and monitoring activities by installing no-hunting signs to protect mammals and birds near the power plant.





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Environmental Data

GHG Emissions

LX International[1)2)]

Category	Unit	2022	2023	2024
Direct GHG emissions (Scope 1)	tCO_2eq	301.112	284.841	284.929
Indirect GHG emissions (Scope 2)	tCO_2eq	457.825	438.488	446.419
Total GHG emissions	tCO_2eq	758	723	731
GHG Emission Intensity[3)]	tCO_2eq/thousand m^2	156.3	160.4	163.9
Other Indirect GHG Emissions (Scope 3)	tCO_2eq	0.835	0.918	1.036

LX Pantos

Category	Unit	2022	2023	2024
Direct GHG emissions (Scope 1)	tCO_2eq	25,180.636	22,471.784	23,050.265
Indirect GHG emissions (Scope 2)	tCO_2eq	9,450.375	10,066.859	10,937.964
Total GHG emissions	tCO_2eq	34,631	32,538	33,988

LX Glas[4)]

Category	Unit	2022	2023	2024
Direct GHG emissions (Scope 1)	tCO_2eq	184,889.36	246,886.18	248,236.91
Indirect GHG emissions (Scope 2)	tCO_2eq	41,489.78	51,436.24	50,113.77
Total GHG emissions	tCO_2eq	226,376	298,318	298,345
GHG intensity	tCO_2eq/thousand m^2	503.9	664.1	664.1

Poseung Green Power[4)]

Category	Unit	2022	2023	2024
Direct GHG emissions (Scope 1)	tCO_2eq	9,007.30	7,355.62	9,645.38
Indirect GHG emissions (Scope 2)	tCO_2eq	943.572	1,152.91	970.131
Total GHG emissions	tCO_2eq	9,950	8,508	10,615
GHG intensity	tCO_2eq/thousand m^2	340.8	291.4	363.6

1) In accordance with the domestic GHG accounting guidelines, for emissions, the corporate total is an integer (discarded at the 1st decimal place), and for emissions by emission activity, the emissions are to the 3rd decimal place. (rounded to the fourth decimal place)
2) From 2022, verification was conducted by an external professional organization, resulting in differences in figures compared to the previous year's report. (Verification opinion and standards for GHG emissions are attached in the Appendix of this report).
3) GHG emissions intensity in 2024 measured in square feet of operations
4) Correct error values from previous year's report

Energy Usage

LX International

Category	Unit	2022	2023	2024
Power	kWh	996,547.80	954,457.20	971,721.00
LNG	Nm^3	77,829.80	69,409.70	72,895.90
Routing	L	3,511.50	2,294.40	1,851.50
Gasoline	L	55,291.10	57,738.30	54,843.40
Direct Energy Consumption	TJ	5.295	4.966	5.005
Indirect Energy Consumption	TJ	9.567	9.163	9.329
Total Energy Consumption	TJ	14	14	14
Grid Power Ratio	%	100	100	100
Renewable energy consumption	GJ	0	0	0
Percentage of renewable energy	%	0	0	0
Energy Intensity[1)]	TJ/thousand m^2	2.9	3.1	3.1

LX Pantos

Category	Unit	2022	2023	2024
Power	MWh	20,571	21,913	23,809
LNG	Nm3	122,842	119,619	131,543
Routing	L	9,301,652	8,270,781	9,896
Gasoline	L	88,823	103,166	8,486,836
Direct Energy Consumption	TJ	359.801	321.165	329.734
Indirect Energy Consumption	TJ	197.478	210.36	228.563
Total Energy Consumption	TJ	557	531	558

LX Glas

Division	Unit	2022	2023	2024
Direct Energy Consumption	TJ	2,234.49	2,657.14	2624.902
Indirect Energy Consumption	TJ	866.984	1,074.83	1047.282
Total Energy Consumption	TJ	3,100	3,731	3670
Energy intensity	TJ/thousand m^2	6.9	8.3	8.2

1) The 2024 energy intensity is measured per unit of site area

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Energy Usage

Poseung Green Power

Division	Unit	2022	2023	2024
Direct Energy Consumption	TJ	2,947.68	2,529.29	3,339.94
Indirect Energy Consumption	TJ	19.717	24.092	20.272
Total Energy Consumption	TJ	2,967	2,553	3,360
Renewable Energy Consumption[1)]	TJ	347	343	365
Percentage Renewable Energy	%	11.7	13.4	10.9
Energy intensity	TJ/thousand m^2	101.6	87.4	115.1

Water Management[2)]

LX International

Category	Unit	2022	2023	2024
Water Usage	ton	8,298	8,385	8,909

LX Pantos

Category	Unit	2022	2023	2024
Water Usage[3)]	ton	14,216	64,809	58,909

LX Glas

Category		Unit	2022	2023	2024
Water Usage	Discharge Volume	m^3	184,358	172,519	195,612
	Industrial Water	m^3	215,691	243,498	249,874
	Tap Water	m^3	115,141	75,632	71,136

Poseung Green Power

Category		Unit	2022	2023	2024
Water Usage	Industrial Water	m^3	1,032,718	1,095,161	1,086,418
	Tap Water	m^3	2,649	5,797	3,505
Recycled Water	Chemical Makeup Water	m^3	896	896	896
	Site Cleaning Water	m^3	20,658	20,658	20,658

1) In accordance with Article 2, Paragraph 2 of the Act on Promotion of Development, Utilization and Supply of New and Renewable Energy, power generation using biomass as fuel is classified as renewable energy usage, Total renewable energy usage is equal to self-generation
2) Water usage equals water discharge
3) Aggregate water use for all locations within the organization's boundaries starting in 2023

Waste Generation and Recycling

LX International

Category		Unit	2022	2023	2024
General Waste[1)]	Recycling	ton	37.5	34.2	33.3
Recycling waste		%	100	100	100

LX Pantos

Category	Unit	2022	2023	2024
General Waste[2)]	ton	416	400	15,685

LX Glas

Category		Unit	2022	2023	2024
General Waste	Incineration	ton	255	276	298
	Landfill	ton	1,189	1,221	1,799
	Recycling	ton	1,528	5,494	9,784
Designated Waste	Incineration	ton	37	27	16
	Landfill	ton	745	34	0
	Recycling	ton	5	49	6

Poseung Green Power

Category		Unit	2022	2023	2024
General Waste	Incineration	ton	0	0	0
	Landfill	ton	0	0	0
	Recycling	ton	28,677	36,265	30,305
Designated Waste	Incineration	ton	0	0	0
	Landfill	ton	0	0	0
	Recycling	ton	3	2	4

1) Correcting error values in prior year reports
2) Environmentally friendly cars are all-electric vehicles

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Water Pollutant Management[1)]

LX Glas

Category	Unit	2022	2023	2024
Wastewater Discharge Volume	m^3	107,127	94,837	195,612
TOC	mg/L	1.8	2.6	2.5
COD[1)]	mg/L	3.3	4.6	-
BOD	mg/L	2.5	4.6	2.1
SS	mg/L	12.6	8.6	15.7
T-N	mg/L	2.7	2.8	3
T-P	mg/L	0.1	0.1	0.1

Poseung Green Power

Category	Unit	2022	2023	2024
Wastewater Discharge Volume	m^3	268,794	284,450	260,460
TOC	mg/L	-	10.4	9.9
COD	mg/L	8	-	-
BOD	mg/L	1	2.3	0.5
SS	mg/L	8	11.4	5.7

Air Pollutant Management[1)]

LX Glas

Category	Unit	2022	2023	2024
Sulfur Oxides (SOx) Emissions	kg	659,097	613,014	423,960
Nitrogen Oxides (NOx) Emissions	kg	521,012	377,090	324,453
Dust Emissions	kg	12,501	13,336	7,866

Poseung Green Power

Category	Unit	2022	2023	2024
Sulfur Oxides (SOx) Emissions	kg	-	-	-
Nitrogen Oxides (NOx) Emissions	kg	37,085	33,440	35,925
Dust Emissions	kg	1,527	1,325	1,267

1) Water quality and air emissions are managed in accordance with relevant domestic regulations

Zero Emission Vehicles

LX International

Category	Unit	2022	2023	2024
Number of Environmentally Friendly Vehicles[1)]	Vehicle	45	57	41
Ratio of Environmentally Friendly Vehicles	%	96	98	98

LX Pantos

Category	Unit	2022	2023	2024
Number of Environmentally Friendly Vehicles[1)2)]	Vehicle	0	6	11
Ratio of Environmentally Friendly Vehicles	%	0	7	11

Environmental Regulation Violations

LX International

Category	Unit	2022	2023	2024
Number of Legal Obligations/Regulations Violations	Cases	0	0	0
Amount of Fines	KRW	0	0	0

LX Pantos

Category	Unit	2022	2023	2024
Number of Legal Obligations/Regulations Violations	Cases	0	0	0
Amount of Fines	KRW	0	0	0

LX Glas

Category	Unit	2022	2023	2024
Number of Legal Obligations/Regulations Violations	Cases	1	0	0
Amount of Fines	KRW	800,000	0	0

Poseung Green Power

Category	Unit	2022	2023	2024
Number of Legal Obligations/Regulations Violations	Cases	0	0	0
Amount of Fines	KRW	0	0	0

1) Correcting error values in prior year reports
2) Environmentally friendly cars are all-electric vehicles

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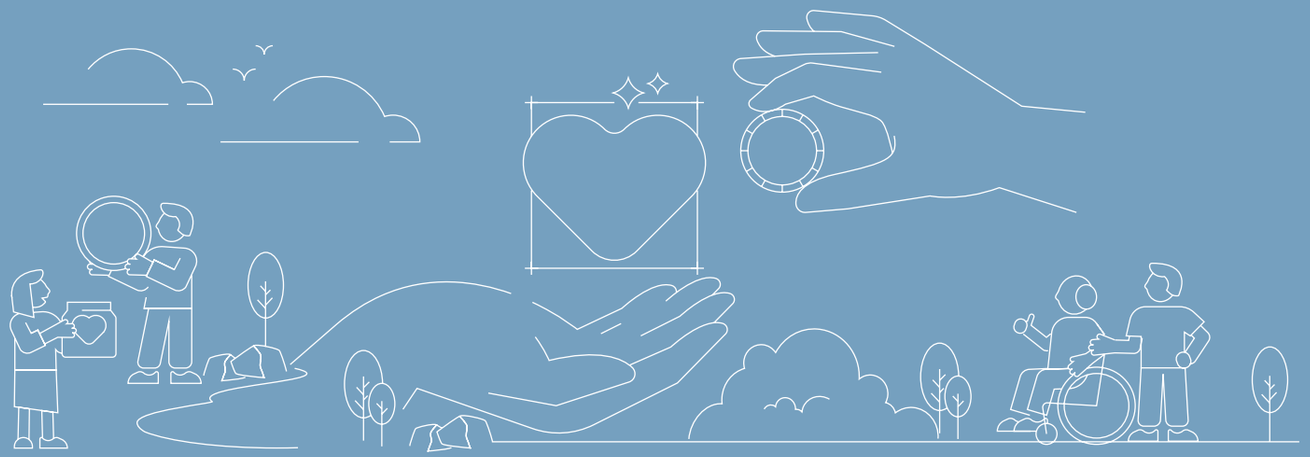
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SOCIAL

LX International Approach

LX International's Commitment to Social Responsibility and Sustainable Growth As a responsible corporate citizen, LX International is committed to fulfilling its social responsibilities and achieving sustainable growth. In particular, ‘Talent Acquisition and Development,' ‘Occupational Health and Safety Management,' and ‘Supply Chain ESG Risk Management’ are recognized as key ESG issues in LX International's business operations. To address these priorities, LX International has established a new ESG management system and conducted ESG assessments and due diligence for its core partners. The company also plans to gradually expand the scope of its evaluations to strengthen ESG capabilities across the entire supply chain. In addition, LX International is actively engaged in community contribution initiatives both domestically and globally, while continuously working to promote employee capacity building and respect for human rights.





ESG Risk Management for Supply Chains 064

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Material issues | IFRS Framework

ESG Risk Management for Supply Chains

Major Issue Reporting Framework

LX International has established structured strategies and systems to address material social issues, ensuring transparent decision-making through robust governance mechanisms. The company is continuously enhancing its internal systems to embed a social value-driven management approach, while advancing risk management frameworks, performance indicators, and strategic goals. These efforts are closely aligned with the core pillars of the IFRS S1 framework — Governance, Strategy, Risk Management, and Metrics and Targets — demonstrating LX International's commitment to responsible and sustainable business practices. By proactively responding to key social issues, LX International underscores its accountability and dedication to building a socially responsible future.

IFRS Framework S1 Disclosure Core Elements



Governance
Information on the roles, processes, and policies used for the oversight of ESG-related risks and opportunities.

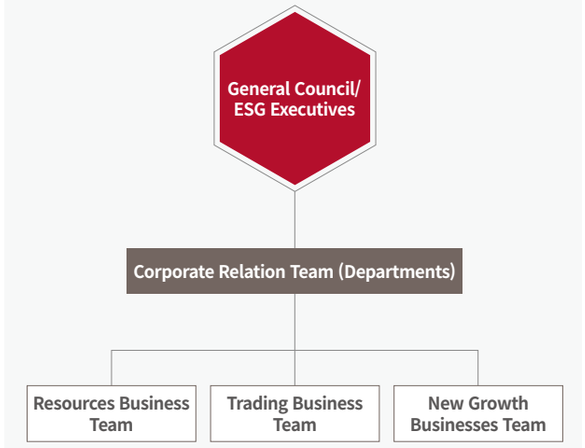
Strategy
Strategies for responding to sustainability-related risks and opportunities.

Risk Management
Processes for identifying, evaluating, and managing sustainability-related risks and opportunities.

Metrics and Targets
Metrics for measuring sustainability-related risks and opportunities, as well as performance evaluation information and targets.

Governance

ESG Risk Management for Supply Chains System



Code of Conduct for Suppliers

Together with the LX Group, LX International is committed to spreading and promoting ESG management within its partners based on the ' LX Group ESG Code of Conduct for Suppliers. Through this effort, we aim to strengthen ESG management within the supply chain and fulfill our social responsibilities.

LX Group ESG Code of Conduct for Suppliers

01 Labor and Human Rights
- 1.1 Voluntary work (no forced labor)
- 1.2 Prohibiting Child Labor and Managing Young Workers
- 1.3 Prohibiting of excessive overtime Work
- 1.4 Wages and benefits
- 1.5 Humane treatment
- 1.6 No Discrimination and Harassment
- 1.7 Freedom of association

02 Occupational Health and Safety
- 2.1 Industrial safety
- 2.2 Emergency Preparedness
- 2.3 Occupational injuries and illnesses
- 2.4 Managing exposure to hazards
- 2.5 Managing physical workloads
- 2.6 Keeping machinery safe
- 2.7 Manage dining halls and dormitories
- 2.8 Health and safety training

03 Environment
- 3.1 Complying with environmental laws and regulations
- 3.2 Obtaining environmental permits
- 3.3 Minimize your environmental footprint
- 3.4 Build a green management process

04 Ethics
- 4.1 Adhering to Due Care and Prohibiting Unjust Enrichment
- 4.2 Disclosing information
- 4.3 Protecting intellectual property
- 4.4 Fair Trade, Advertising, and Competition
- 4.5 Identity Protection and Non-Retaliation
- 4.6 Privacy

Fair Trade Principles

LX International strives for transparent and fair transactions. Partner registration and selection are conducted based on objective and fair criteria, adhering to the principles of free competition. Unfair treatment of partners, unilateral changes to transaction conditions, and unauthorized use of partners' technology or assets are strictly prohibited. LX International will continue to pursue mutual development based on trust and cooperative relationships through fair trade.

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ESG Risk Management for Supply Chains

Strategy

ESG Management Policy and Practices for Suppliers

LX International manages supply chain ESG risks through a company-wide supplier management system. Each year, the company shares the LX Group ESG Code of Conduct for Suppliers with selected suppliers—identified based on internal criteria—and obtains a signed pledge of compliance. During the supplier selection process, LX International uses a checklist to review records of safety and environmental incidents, as well as violations of local regulations, in order to identify and manage ESG-related supply chain risks. Regular operational evaluations are also conducted using the same checklist items, and the results are reflected in contract renewal reviews. In addition, the company carries out on-site visits to provide ESG training and conduct field risk assessments, encouraging shared ESG practices and collaborative growth with its suppliers. Looking ahead, LX International plans to implement a digital platform to strengthen ESG management across the supply chain—not only for domestic suppliers, but also global partners.

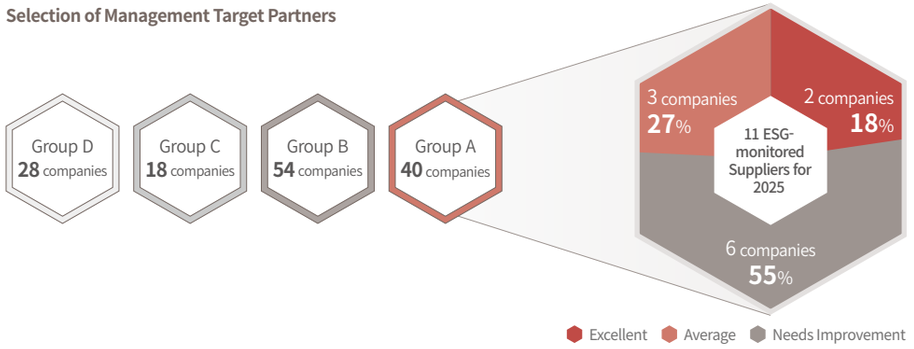
Key Checklist for Supplier Evaluation

Facility Name	Key Checklist for Supplier Evaluation
Jeong-Do Management	• Special relationship under the ownership structure between the shareholders and the parent company and the verification of the borrowed-name shareholder • Existence of any issue regarding bribery • Agreement on the mandatory inclusion of the Jeong-Do management compliance clauses in the contract • Existence and compliance of the partner's own code of ethics
Compliance	• Possession of a legal permit for business operation • Breach of local laws • Existence of subcontractors for the partner • Cases of child labor
Environment / Safety	• Accident or incident that caused a significant negative impact on the profits of the main contractor • Warnings from national or local governments due to the breaches of the environment and safety
Affordability	• Price comparison with subcontract prices in adjacent mines and farms • Appropriateness of the profit margin compared with the supplier's other sites • Appropriateness of the profit margin compared with other suppliers' sites (waste rocks, coal transport, water transportation, etc.)

Metrics and Targets

Following the ESG evaluation for supply chains, LX International identified high-risk partners through an analysis of the diagnostic results. The supply chain ESG evaluation targeted 140 domestic partners out of a total of 221, excluding those with terminated transactions. Among them, companies in Group A, which have high strategic business importance and ESG risks, were subjected to an ESG self-assessment. As a result, two companies were recognized for their excellence in ESG performance and six companies were identified as needing improvement. LX International provides incentives to outstanding partners, including awards for exemplary ESG performance and plans to support these companies in enhancing their ESG management and will continue to strive for consistent ESG management and internalization for supply chains.

Selection of Management Target Partners



ESG Risk Management for Supply Chains Key Point & Roadmap

To strengthen ESG risk management in the supply chain, LX International plans to establish a sustainable supply chain management system by regularizing the management and evaluation system of domestic and foreign suppliers, introducing an ESG self-assessment platform, and advancing history management.



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ESG Risk Management for Supply Chains

Risk Management

Selecting New Partners

LX International is committed to co-development with its partners based on a transparent supply chain. and related norms and practices are set forth in our Code of Ethics. Provide equal opportunity to all companies in supplier selection and operating procedures. We're making sure you get a fair review. We are committed to helping our suppliers improve their competitiveness and We establish and enforce relevant standards to maintain order in the marketplace. In addition, we have established and enforced the Revenue from technical support, management guidance, etc. is mutually shared for a win-win situation. We're working on it.

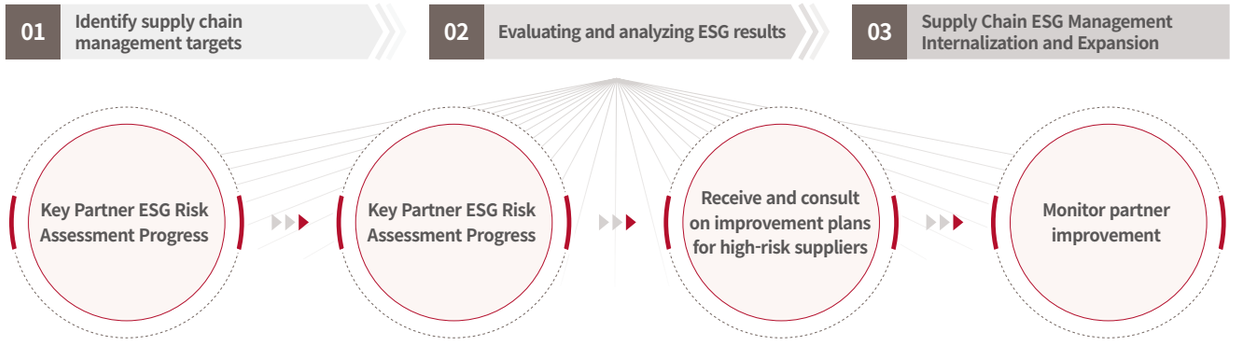
Build a supply chain ESG management system

LX International has newly established an ESG management system to proactively mitigate potential ESG risks within its supply chain. We have established a system to identify key partners among all our suppliers and conduct ESG assessments within the supply chain. Moving forward, we plan to gradually expand the scope of these evaluations to strengthen the ESG capabilities of our suppliers throughout the supply chain.

Supply Chain ESG Evaluation

LX International has enhanced its supplier ESG evaluation process by establishing internal criteria to identify ESG management targets across the supply chain. The company assessed all suppliers based on their strategic importance—determined by purchase volume and business criticality—as well as the supplier's history of ESG disclosure and the potential for safety and environmental risks. Using ESG risk as a key metric, LX International has formalized its supplier ESG assessment process to identify both key suppliers and those subject to enhanced ESG management. Moving forward, the company plans to further strengthen its supply chain ESG management system by continuously assessing and monitoring supplier ESG risks and conducting on-site due diligence for key suppliers.

Supply Chain ESG Management System



Selecting A Management Partner



A Group

- Business strategic importance and ESG risk All highly selected companies as primary management partners
- Conduct a written E S G self-assessment for your group
- Selecting companies to support ESG improvements based on the results of a written ESG diagnostic

Supply Chain ESG Growth Elements

Supply Chain ESG Self-Assessment Checklist Infrastructure, Evaluate risks based on management capabilities by indicators in the Social, Governance, and Structural domains

Environment (E)	Social (S)	Governance (G)
• Environmental Management System • Greenhouse Gas Management • Energy Management • Air/Water Pollution • Managing Hazardous Materials	• Human rights • Labor • Occupational Health and Safety	• Ethics • Fair Trade

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ESG Risk Management for Supply Chains

Risk Management

Win-Win Cooperation with Partners

LX International is committed to building mutually beneficial relationships with its partners. The company actively engages in two-way communication through a dedicated communication channel on its official website, designed specifically for its business partners. Through this channel, LX International's partners can express a wide range of concerns and opinions. All submissions are carefully reviewed by the relevant departments, and the company makes every effort to address and incorporate the feedback received.

Partner Commitment to ESG Code of Conduct

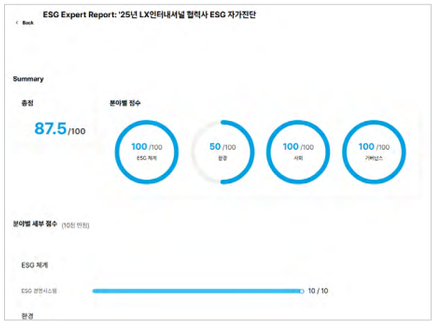
LX International is making extensive efforts to build a sustainable supply chain. To effectively manage ESG risks associated with the supply chain, the ‘LX Group ESG Code of Conduct for Suppliers’ is utilized as a management standard for partners. This code includes compliance requirements regarding labor and human rights, occupational safety, and health. Based on this management standard, we created the ‘Partner Code of Conduct Commitment Letter’ and distributed it to the target group of partners in 2024, obtaining signed commitments.

ESG Evaluation Results and Improvement for Supply Chains

According to LX International's supply chain ESG evaluation, partners showed relatively low scores in establishing ESG management systems and responding to climate change. It was also found that there were weaknesses in disclosing information on environmental and social matters and in activities related to reducing greenhouse gas emissions and energy consumption. Furthermore, deficiencies were identified in the areas of ESG management operation systems and environmental management systems. For companies requiring improvement, we plan to actively participate in providing support to implement corrective measures for the identified issues.

ESG Training for Supply Chains

In 2024, LX International conducted supply chain ESG training for its partners. The training content was designed to strengthen capabilities in areas identified as weak in the supply chain ESG evaluation. This was aimed at enhancing partners' awareness and understanding, and supporting them in voluntarily internalizing ESG capabilities. LX International remains committed to creating various systems and support mechanisms to manage ESG risks and improve performance among partners, thereby realizing mutual growth and leading a healthy corporate culture.





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ESG Risk Management for Supply Chains

Risk Management

Shipping Company and Shipper Partnership Program

LX Pantos is committed to preventing unfair trade practices between shipping companies and shippers and promoting sustainable cooperation. Leveraging its cargo volume and global network capabilities, LX Pantos has established cooperative relationships among shipping companies, forwarders, and actual shippers. In particular, it has built strategic partnerships with national shipping companies to expand mutual business and optimize transportation efficiency. As a result of these efforts, LX Pantos was awarded the highest grade (Grade 1) in the shipper category for the 'Excellent Shipper Certification System' organized by the Korea Ocean Business Corporation in 2021. This certification recognizes the company's commitment to practicing shipper-shipping companies cooperation and compliance with regulations, and LX Pantos has successfully maintained this certification.

Strengthening Safety Management Capabilities for SME Partners

LX Pantos annually hosts safety and health seminars and policy meetings for its SME partners. These events include invitations to experts who provide updates on the latest government policy trends related to safety and health. Additionally, the Safety and Health Team, a dedicated safety organization, presents major accident cases and exemplary safety practices. Through these meetings, LX Pantos actively incorporates feedback from partners regarding safety and health, building a safety system in which all members of the supply chain participate. Through these activities, LX Pantos aims to minimize hazardous and risky factors across the supply chain and achieve the goal of zero major accidents.





Operation of the Quality Reinforcement Network

LX Glas has established a network that offers various support to carefully selected companies that have been certified for technology and quality among the domestic pair glass and tempered glass processing companies, with an objective to build a shared growth structure and foster sustainable growth. 'Duolite Club' and 'Seculite Partner' are the first processed glass producer networks in Korea that aim to achieve coexistence with small and medium-sized processed glass companies and to transform the domestic processed glass supply structure into a quality-oriented market structure with a fair price. The network, which consists of only the companies whose quality has been verified, currently includes 98 certified member companies that share their technology, quality know-how, and brand. It will continue to provide benefits such as regular quality management, technical support, and EHS training to help member companies establish a basis for quality competitiveness and growth on their own, and to continuously expand the support programs to foster the overall development of the industry.

Detailed Support Contents

Enhancing Production Capabilities
- Support for Super Jumbo/Jumbo technology
- Support for new product processing technology
- Productivity analysis and improvement
- Joint procurement support

Strengthening Quality Management Capabilities
- Regular quality evaluation of products and raw materials
- Regular on-site quality assessments
- Technical and on-site training support

Marketing Support
- Duolite Club branding
- Club advertising and promotional activities
- Production of various promotional materials

Sales and Customer Support
- Integration with green remodeling projects
- Networking with window frame companies
- Customer service support

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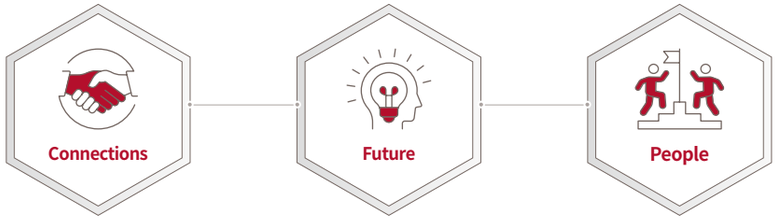
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Future Generations and Social Contribution

Social Contribution Framework

To help realize a sustainable society, LX International promotes a wide range of social contribution initiatives based on its three core values: 'Connection', 'Future', and 'People'. Through this framework, the company actively supports the sustainable development of local communities. In 2024, LX International implemented a number of initiatives at the company-wide level, reinforcing its commitment to corporate social responsibility while delivering tangible value to society. Under the value of 'Connection', the company strengthened partnerships with local communities through participation in the Gwanghwamun One Team and by supporting communities near its overseas business sites. Driven by the value of 'People', LX International provided direct support to vulnerable groups through activities such as kimchi-making volunteer events for the elderly living alone, blood donation drives by employees, and programs that fulfill the wishes of children with critical illnesses. To embody the value of 'Future', the company contributed to the wellbeing of children, youth, and the environment by supporting local children's centers, assisting with childcare facility operations, engaging in biodiversity conservation activities, and conducting environmental clean-up efforts (e.g., plogging) near its worksites.

LX International Social Responsibility Core Values



To create a sustainable city, LX International promotes various social contribution activities based on LX Group's core values of "Connection", "Future", and "People", and contributes to the sustainable growth of local communities.

Social Contribution Activity System

	Domestic Social Contribution Activities			Global Social Responsibility		
Direction	Activities focused on the 'Future' and 'Human' aligned with LX Group's core values			Coexistence activities with local communities near overseas business sites, aiming for a "Life Together"		
Activities	Children and youth, and the natural environment for the 'Future' of the next generation	Selection centered on 'People' for the well-being of vulnerable social groups		Target: Local communities and residents around overseas subsidiaries	Target: Environmental protection in those regions	
Activity content	Donations and supply support	Employee Volunteerism and Talent	Environmental/ Safety Protection Activities	Donations and material support	Employee volunteer activities and talent donations	Environmental and safety protection activities

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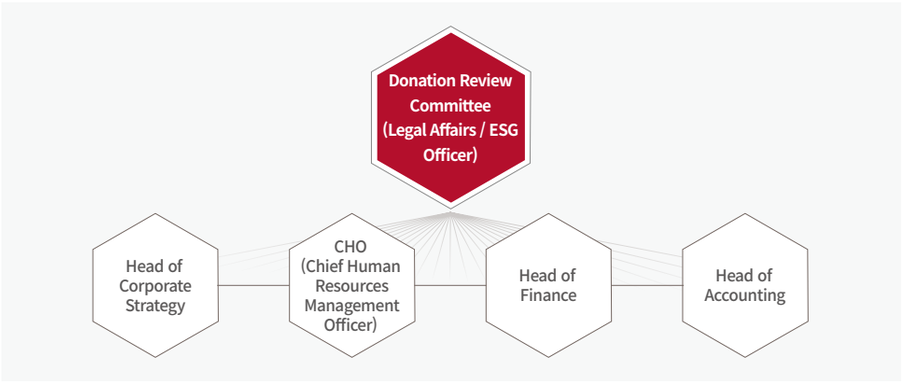
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Future Generations and Social Contribution

Social Contribution Management

Operation of the Donation Review Committee

LX International has established clear standards and procedures for decision-making related to donations, as part of its broader social contribution activities. This system enhances the transparency, procedural fairness, and legal compliance of the company's donation practices, while also clarifying the direction of its social contribution strategy. When a donation proposal exceeding KRW 10 million is submitted, the External Affairs Team, which serves as the secretariat, thoroughly reviews the donor, request process, recipient, intended use, and plan of the donation. Based on this review, the proposal is submitted to the Donation Review Committee, and the committee is supported in providing informed opinions. In accordance with internal regulations, the designated approval authority makes the final decision on whether to proceed with the donation. For overseas branches, trading subsidiaries, and operating investment corporations, donation reviews are conducted based on subsidiary guidelines that align with the company's overall donation policy.



Number of Donation Review Committee Meetings Held

2022	2023	2024
4	4	5

Donation Management

LX International operates a ‘Matching Grant System’ in which the company matches the amount donated by employees. Since 2018, we have been steadily accumulating employee donations through the Matching Grant System.In 2023, approximately 190 million KRW was donated to local children's centers and flood-affected areas.

Donation Performance

2022	2023	2024
KRW 211,319,500	KRW 189,800,000	KRW 83,800,000

In-house Volunteer Group ‘LEXT’

LX International operates an in-house volunteer group ‘LEXT’ to support employee participation in volunteer activities, donations, material support, talent donations, and environmental / safety protection initiatives. In addition to various domestic social contribution activities, we organize volunteer activities such as blood donation campaigns and charity events to encourage employee engagement. We plan to organize and implement the volunteer activities at least once a month, led by LEXT members, and also encourage and facilitate participation.

Employee Volunteer Recognition Program

To encourage greater employee participation in corporate social contribution activities, LX International launched the “LEXT Volunteer of the Year” and Outstanding Volunteer Awards in 2023. The recognition program is held twice a year (in the first and second half), and awardees are selected based on the total number of volunteer activities and hours completed. One top volunteer is selected as the Volunteer of the Year, with additional awards given to multiple outstanding participants.





Employee Volunteer Recognition Program

Standard	First half of 2024	Second half of 2024
Number of people	52people	42people
Amount	KRW 5 million	KRW 5 million

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Social Contribution Management Overview

To ensure systematic and impactful social contribution efforts, LX International has established a mid- to long-term roadmap to strengthen the foundation of its social initiatives. Focusing on sharing and mutual growth with local communities, the company is working to systematize its social contribution operations and increase employee engagement. In the long term, LX International aims to enhance its social contribution framework to generate sustainable social value. To realize this roadmap, the company operates a dedicated social contribution team that leads enterprise-wide initiatives, including strategy development, project planning, donation execution, and the coordination of overseas subsidiaries' CSR activities. In addition, LX International operates and supports LEXT, its employee volunteer group, as part of its internal engagement program.

Social Contribution Key Point & Roadmap

Short-term 2021

- Organize your CSR operations
- Promote community engagement
- Create an employee volunteer corps



Mid-term 2025

- Scaling employee engagement campaigns
- Reward employees for volunteering
- Enable community outreach



Long-term 2030

- Support for CSR activities by international entities
- Build partnerships with specialized organizations



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Social Contribution Activities

2024 Domestic Social Contribution Achievements

In 2024, LX International continued to fulfill its social responsibilities through a range of social contribution activities. The company made donations to support flood recovery efforts and assist disaster victims, while also organizing regular programs such as Blue House tours, exhibition visits, and recreational sports activities for children from local community centers and vulnerable backgrounds. LX International was also recognized as a best-practice example in the Jongno District Volunteer Newsletter for its participation in the “Sharing Kimchi of Love” campaign and for supporting programs and donations to community children's centers in Jongno. In addition, various activities such as blood donation campaigns were carried out throughout the year. LX International remains committed to expanding its social contribution efforts, encouraging greater employee participation, and continuing to fulfill its responsibilities to local communities.

Connection

Gwanghwamun One Team Activities

Gwanghwamun One Team is a volunteer coalition consisting of over 20 companies, organizations, and institutions located in the Gwanghwamun area. The group collaboratively plans and carries out volunteer initiatives. As a member of Gwanghwamun One Team, LX International has actively participated in initiatives that promote mutual growth and cooperation with the local community. Notably, the company has contributed to community welfare through various social contribution activities such as summer wellness care for senior citizens and farm labor support programs. These efforts have been recognized as exemplary cases in media reports, and LX International remains committed to fulfilling its social responsibilities through continued engagement in community-based volunteer activities.





People

Kimchi-Making Volunteer Program for Seniors Living Alone

Since 2023, LX International has carried out annual kimchi-making volunteer activities with employee participation to provide meaningful support to vulnerable individuals during the winter season. Employees take part in the entire process—from preparing and packing the kimchi to delivering it directly to elderly individuals living alone. These activities go beyond food distribution, offering warm moments of human connection, as employees greet the recipients and check in on their wellbeing, fostering emotional bonds within the community.



Employee Blood Donation Campaign

Blood donation is not only a form of social contribution but also a practical act that supports emergency transfusions and fills gaps in medical resources. As such, responsible corporate participation plays an essential role. LX International operates regular blood donation campaigns, inviting mobile blood donation units to its headquarters and major workplaces, or coordinating with local blood centers to ensure convenient participation by employees. Through these efforts, participating employees embrace the belief that “a small act by one person can save someone's life,” strengthening a culture of respect for life and shared social responsibility.

Fulfilling Wishes for Children with Critical Illnesses

LX International has supported the ‘Make-A-Wish’ program in 2018, 2022, and again in 2024, helping children with critical illnesses realize their most heartfelt wishes and delivering dreams and hope. The company has provided wish fulfillment in various forms to support the emotional and psychological wellbeing of the children, helping them develop a more positive mindset and strengthen their will to recover. Since December 2024, LX International has resumed its involvement in the program, aiming not only to offer material support, but also to provide emotional encouragement and unforgettable moments for the children—creating experiences that will last a lifetime.

Number of Sponsored Children

2018-2020	2022	2024
16 people	18 people	10 people

Sponsorship Amount

2018-2020	2022	2024
KRW 60,000,000	KRW 80,000,000	KRW 30,000,000

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Social Contribution Activities

Future

Supporting Community Child Centers

Since 2022, LX International has been providing regular support and volunteer services to community child centers in Jongno District. These centers serve as local institutions offering education, care, and emotional support to children from underprivileged backgrounds. To help ensure the healthy development of future generations, LX International has supported facility improvements and sponsored cultural and sports activities. In 2025, the company expanded its support to include six community child centers, strengthening its commitment to helping more children grow in a safe and stable environment.

Support for a Child Welfare Facility in Yangpyeong

LX International employees voluntarily participated in cultural experience activities for children at Shinmangwon, a child welfare facility located in Yangpyeong, Gyeonggi-do. Going beyond one-time donations, the company's efforts contribute to the children's emotional stability and broaden their social experiences. In addition, LX International provided financial support to improve the facility's living environment, helping to renovate aging residential areas and enhance overall living conditions.





Biodiversity Conservation Initiatives

Starting in 2024, LX International launched new initiatives dedicated to biodiversity conservation, expanding the scope of its ESG management to include the protection of natural ecosystems. As the first step, the company initiated a wildlife protection project in Jungnangcheon Stream, which flows through the center of Seoul and is home to endangered species. This initiative is planned as a long-term, three-year project. Through these biodiversity conservation efforts, LX International aims to lay the foundation for a sustainable natural environment where future generations can thrive.



Environmental Clean-Up and Plogging Activities

Led by the in-house volunteer group LEXT, LX International has been actively organizing plogging events with voluntary participation from employees. These efforts include collecting litter along the hiking trails and surrounding areas of Inwangsan Mountain, demonstrating the company's commitment to protecting nature. Through these activities, employees were reminded of the importance of environmental stewardship while engaging in sustainable community service in collaboration with local residents. In 2024, a total of 35 LX International employees participated. In 2025, 40 employees from LX International and LX Pantos joined forces to clean up the Inwangsan area, reinforcing the company's ongoing dedication to environmental responsibility.







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Social Contribution Activities

2024 Overseas Social Contribution Achievements

LX International actively engages in social contribution initiatives in communities where its overseas subsidiaries operate. In 2024, the company supported local communities through activities aligned with business operations, including public road improvements, medical services for local residents, educational support for nearby elementary schools, and a toilet construction project. Overseas employees and local residents also operate an emergency consultation channel to freely express concerns related to farm operations. The company takes appropriate corrective actions based on the feedback received through this channel. Through these efforts, LX International continues to strengthen communication with local communities and strives to minimize its environmental impact. The company remains committed to actively listening to the voices of local stakeholders and expanding essential, impact-driven social contribution activities moving forward.

PT.GAM

Connection

Support for Tourism In Buawasari Agricultural Tourism Area

Buawasari Agricultural Tourism Area is located in Kaubun village near GAM mine, and PT.GAM has been supporting the farmers' cooperative and tourism activities in the area since 2020 to help farmers become economically independent. PT.GAM strives to contribute to the development of the local tourism industry by making the most of the natural landscape of Buawasari farmland. To this end, it is supporting the strengthening of the system, facilities, and infrastructure for agricultural tourism operations. In addition, it actively supports tourism activities in various ways, such as holding unique events such as an installation art contest using waste materials.







Support for Small Business (Umkm) Cooperative Association

PT.GAM has been supporting the 'UMKM Hemat' cooperative association since 2018. In 2023, it introduced the concept of a smart aggregator (joint sales channel), creating a breakthrough that can embrace more small business owners in the form of a cooperative association. This system aims to provide opportunities for small businesses scattered across the region to participate, and to support easier product distribution and marketing. Products sold from the cooperative include banana chips, potato chips, peanut snacks, and ginger tea. Currently, 33 small businesses are participating as members of the cooperative across 14 villages around the PT.GAM mine. These activities provide real benefits to the local economy and small businesses.



GAM Mine Receives Tamasya Award

On November 26, 2024, PT.GAM was honored with the Excellence Award (Top 6) in the Large-Scale Bituminous Coal Mine category at the 2nd 'Tamasya Award 2024', held during the Minerba Expo 2024 hosted by the Indonesian Ministry of Energy and Mineral Resources. The Tamasya Award is an award that recognizes the contribution of mining companies to improving the welfare of the local community, and is awarded by evaluating excellent CSR (social responsibility) activities implemented by mining companies for community development and capacity building. PT.GAM was highly evaluated for its contribution to economic revitalization and improvement of the quality of life of residents through cooperation with the local community and related programs. This award is the result of GAM's efforts to pursue sustainable mining operations and coexistence with the local community, and GAM will continue to promote various programs for the development and improvement of the welfare of the local community.





Future

Heavy Equipment Operator Training Academy (AOT)

The Heavy Equipment Operator Training Academy(AOT: Academy Operator Training) is a program that plays an important role in the CSR education field of PT.GAM. The AOT program aims to provide local communities surrounding mines with educational opportunities to learn heavy equipment operation skills, helping them to contribute and participate in the mining industry in the future. In addition, the AOT program focuses on reducing unemployment in the local community and enhancing the capabilities and abilities of local youth to increase their competitiveness. The AOT program goes beyond simple education, providing local residents with practical employment opportunities and playing an important social role in fostering talents who can play an important role in the mining industry.





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PT.PAM

Connection

Village Goods Support and Road Maintenance Activities

PT.PAM is carrying out activities to support village goods and road maintenance to cooperate and coexist with the local community. We are strengthening local safety by providing necessary goods to nearby police stations. For example, we provided essential goods such as air conditioners, printers, and laptops to the Belitang Hilir Police Station to improve the working environment and help them perform their work more efficiently. In addition, we are contributing to improving the traffic environment by supporting road maintenance in nearby villages to improve the safety of local residents and students when moving. Through such activities, PAM is promoting safety and convenience in the local community and strengthening ties with local residents.







Future

Support for Local Village Events in Palm Farm Areas

PT.PAM is promoting various local community contribution activities through activities to implement RaCP (Remediation and Compensation Procedure/Restoration and Compensation Procedure), which is one of the essential conditions for maintaining RSPO certification. PT.PAM cooperates with Hkm Beganak (resident forestry cooperative near the protected forest) to carry out activities such as forest management, biodiversity conservation, ecological guidebook production, and job creation for residents in the protected forest managed by Sekadau District every year. In addition, we provided equipment (binoculars, cameras, PPE, etc.) to improve the protected forest management capacity of the resident forestry cooperative, and carried out activities to spread the technology of cultivating lost fruit tree seedlings such as cacao to support the economic activities of the village residents. Through this, we are promoting sustainable development of the local community and supporting the economic independence of the residents.









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Social Contribution Activities

PT.TBSM

Connection

Hosting Sports Competitions and Supporting Facilities

PT.TBSM has been holding sports competitions and supporting sports facilities to promote health and physical activity among farm workers, strengthen bonds between farms and employees, and boost morale and unity among workers. This activity has contributed to improving morale and community awareness among farm workers economically. In addition, by providing opportunities to engage in healthy hobbies within the confined environment of the farm, we were able to address health issues such as lack of physical activity. We plan to hold soccer and volleyball competitions and provide more opportunities for employees to participate by holding more games. Through these activities, we will further strengthen bonds within the farm and promote the health and happiness of workers.

PT.TBSM has been promoting a new bridge construction project to solve the frequent damage problem of the Bian Lo San Bridge. The bridge construction, which began on July 15, 2024, is being carried out sequentially through assembly, installation, and embankment work after conducting publicity about traffic disruption through a preliminary meeting with the village government. This has helped local residents and businesses move logistics smoothly and improved traffic flow. The new bridge plays an important role in ensuring the smooth movement of local logistics and socially ensuring the safety of local residents. We plan to carry out continuous maintenance and repairs in the future, and through this, we plan to continuously improve the traffic environment of the local community.









People

Toilet Facility Support for Vulnerable Households

PT.TBSM's toilet facility construction project for vulnerable households was promoted for the purpose of supporting government policies and establishing healthy lifestyle habits in the local community. In addition, it provides hygiene products such as toilet paper and disinfectants needed for toilet use, helping residents maintain healthy lifestyle habits. Through this project, toilets were installed in each household, and residents were able to maintain their lifestyle habits. In addition, the river was protected from household waste, and positive changes were made in terms of the environment. In the future, we plan to continuously promote promotional activities to establish healthy lifestyle habits and conduct campaigns to raise awareness so that local residents can protect the river from household waste.

Medical Support for Local Residents

Access to medical services in the local community is low, and in cases of economically difficult families, treatment is often postponed due to the burden of medical expenses. To address this issue, PT.TBSM has promoted social contribution activities to improve the health of local residents, such as providing free medicine, free treatment, and ambulance support. The main activities included providing basic medicines (cold medicine, antipyretics, etc.) and ambulance transport services in emergency situations, and regularly dispatching medical staff to provide health checkups and treatment. Through these activities, we were able to reduce the burden of medical expenses on residents, improve their health, and prevent disease aggravation through early diagnosis and treatment. We plan to expand the free treatment and medicine provision cycle in the future and increase the number of ambulances to improve efficiency.











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Social Contribution Activities

PT.GUM

Connection

Improving Water Supply for Villages

Within the PT.GUM farm, there are 10 hamlets and 30 villages, most of which rely on nearby rivers or streams for their domestic water supply. However, during the rainy season, the river water becomes turbid, causing water quality problems, and during the dry season, water shortages frequently occur, making it difficult to continuously supply water. To solve this, PT.GUM is improving the water supply problem by installing a total of 7 wells in 4 villages in 2024. Along with the installation of wells, we are supporting pumps, water tanks, and other additional materials such as bricks to ensure a continuous and smooth water supply. In addition, we are supporting additional construction and follow-up management to solve the frequent water supply interruptions from wells. In 2025, we plan to select additional villages with water shortages and install a total of 10 wells. Through this, PT.GUM will continue to work to solve the water supply problems of local residents and ensure a more stable water supply.





People

Support for Local Village Events in The Palm Farm Area

PT.GUM is continuously promoting social contribution activities for cooperation and mutual growth with the local community in Sekadau County where the Indonesian palm farm is located. According to Indonesian laws and regulations, GUM must develop 20% of the area of the business permit (IUP) into a plasma farm to ensure the sustainable livelihood of local farmers. This area is home to a large number of Dayak people, and before opening the farm, they hold a ceremony to wish for successful agricultural activities according to traditional customs. In January 2025, the village celebration event held in the Ngaring area, a new GUM farm, was attended by key figures such as the Sekadau County mayor, the director of agriculture, and about 1,000 villagers and PT.GUM staff. The event began with a common worship service according to the procedures of Christianity, the main religion of the village, followed by congratulatory remarks from the mayor, the director of agriculture, and the PT.GUM field manager. At the end of the event, attendees had a meal and dance together to pray for the continued development of GUM and the village in the future. These events play a vital role in strengthening the bond between PT.GUM and the local community and building mutually supportive relationships.





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Social Contribution Activities

PT.BNE

Connection

Improving Essential Local Facilities and Strengthening Ties with Residents

PT.BNE is carrying out various support activities to improve essential local facilities and strengthen ties with residents. Main activities include supporting the repair and maintenance of irrigation facilities such as local agricultural waterways and religious facilities for residents. These facility improvements are contributing to improving the living environment of local residents, increasing agricultural productivity, and activating religious activities. In addition, PT.BNE actively supports mutually beneficial activities in the local community by participating in various events for residents and supporting event supplies. Through this, we are maintaining close cooperation with local residents and striving for the development of the local community.

Improving Public Infrastructure

PT.BNE is supporting road paving and the repair of damaged sections for improve public roads in the village. In particular, considering the characteristics of the region where road damage and landslides frequently occur, we are focusing on ensuring the safety of residents' constant traffic. In addition, we are giving priority to local businesses when carrying out services and are also contributing to the revitalization of the local economy. These road improvement activities play an important role in ensuring the safety of residents and helping smooth traffic flow in the village.

Emergency Disaster Recovery Support

PT.BNE is carrying out rapid disaster recovery support activities in the event of an emergency disasters such as landslides caused by severe weather conditions like heavy rainfall. In particular, we are carrying out various recovery operations such as stone wall construction for landslide recovery to ensure the safety of residents. Considering the climate characteristics of the region and the delay in the initial response of the government in charge, we are carrying out emergency relief activities tailored to vulnerable remote areas and are supporting rapid and efficient recovery with the safety of residents as the top priority.







People

Support for Elementary and Middle School Education

PT.BNE has been carrying out various social contribution activities to improve the educational environment in the remote mountain village where the power plant is located. The region is in need of insufficient educational resources and support for after-school class instructors, so PT.BNE provides learning materials such as musical instruments and school supplies to elementary and middle schools in the area. In addition, from 2017 to the present, PT.BNE has supported after-school English learning special activities once a week at a nearby elementary school, and employees volunteer to provide educational assistance to students. Through this, PT.BNE has continuously contributed to the development of education in the local community.



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Social Contribution Activities

2024 Subsidiary Social Contribution Activity Performance

LX Pantos

Connection

Planning and Operation of Volunteer Day (V-Day)

LX Pantos has designated November 22 each year as “Volunteer Day (V-Day)”* and organizes social contribution activities in which employees participate together.In 2024, the company carried out various programs, including “Coal Briquette Delivery of Love,” delivering 20,000 briquettes to energy-vulnerable households in Gaepo-dong, Gangnam-gu, Seoul; “Winter Companion for Seniors Living Alone,” providing Onnuri gift certificates and companionship activities for 70 elderly people at Gwangjang Market in Jongno; and “Plogging Activities,” conducting environmental clean-up efforts in the Inwangsan area.

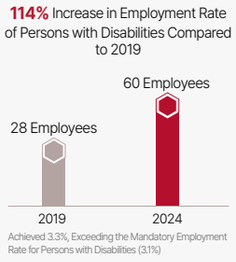
* V-Day: An abbreviation for Volunteer Day designated by LX Pantos as a long-term social contribution project to practice corporate social responsibility and foster coexistence with local communities.



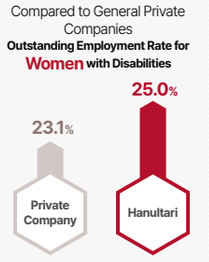


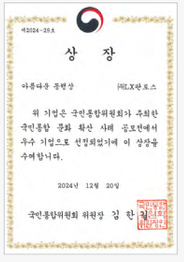
Received the ‘Companionship Award’ from the Presidential Committee of National Cohesion

LX Pantos won the ‘Beautiful Companionship Award’ at the social contribution contest hosted by the Presidential Committee of National Cohesion. This award is given to exemplary social contribution activities that have contributed to national integration, and LX Pantos was recognized for its contribution through expanding employment of the disabled. Main activities include actively supporting the social and economic independence of the disabled through the subsidiary ‘Hanultari’, job development for the disabled, expansion of convenience facilities, and provision of customized welfare benefits. As a result of these efforts, the employment rate for the disabled increased by 200% compared to 2019, and the number of jobs for the disabled expanded from 3 to 12. In addition, it achieved high results in the employment rate of female disabled people compared to general private companies.









Future

Selection of ‘Academy for Co-prosperity of Large, Medium & Small Enterprises’ by the Ministry of Employment and Labor

LX Pantos' home appliance installation training institution, ‘LX Pantos LMD/Installation Academy’, has been selected as the operating institution of the ‘Mass-Small Win-win Growth Academy’ jointly hosted by the Ministry of Employment and Labor and the ‘Human Resources Development Service of Korea The ‘Academy for Co-prosperity of Large, Medium & Small Enterprises’ is a system in which large companies provide high-quality education and training to workers of small and medium-sized contract companies, and the government supports the necessary operating and development costs. Opened in 2004, ‘LX Pantos LMD/Installation Academy’ has trained more than 7,000 installation experts annually based on a training center of approximately 200 pyeong in LG Electronics' Pyeongtaek Digital Park. With this selection as the operating institution, LX Pantos plans to fully operate the ‘Mass-Small Mutual Growth Academy-Home Appliance Installation Expert’ program starting in May.



People

Support for vulnerable children

LX Pantos is providing financial and non-financial support that is necessary for children who will become the main players of the future society to grow and settle into society. When a child is admitted to a protection facility, a certain amount of money is donated to the housing subscription account every month, and an additional self-reliance support fund is provided when the child leaves the facility. In addition, we are expanding the beneficiary organizations and targets to protection facilities near the workplace every year, and are forming emotional bonds through experiential learning companion programs in which children in protection facilities and employees participate together. Since 2023, we have supported regular exchanges through the mutual exchange and mentoring program ‘Your Parents’ Home is Always Here’, and are providing diversified programs so that children in protection can grow in a psychologically stable environment.

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LX Glas

Connection

Improving The Quality of Life of Senior Citizens in The Region

LX Glas provides comprehensive health checkup vouchers to senior citizens in the region who may be in a medical blind spot, thereby helping with early diagnosis and prevention-centered health management. In particular, in order to promote the health and welfare of senior citizens in the reality of the rapidly aging community, we visit tropical villages near the factory and provide health checkup voucher support activities for senior citizens. These health checkup voucher support activities go beyond simply providing medical services and play an important role in creating a healthy community where we share our hearts with senior citizens in the region and live together.



Delivery of Sports Equipment for Aspiring Athletes

LX Glas is carrying out sports equipment support activities for students with special talents in sports at Sanbuk Middle School in order to support the healthy growth of local youth and the development of sports talents. In particular, we prepared and delivered sports club running shoes that can be of practical help to students with the purpose of helping students with talent and passion in sports to focus on training in a better environment. In this way, we are helping youths who are members of the local community to focus on sports activities and cheering them on to achieve bigger dreams.



People

Support for Haesung Elementary School Supplies

LX Glas Gunsan Plant has been providing school supplies such as stationery and gym uniforms to Haesung Elementary School, a small rural school with about 10 students located near the factory, every year. We continue to provide support every year with the hope that the children will achieve their dreams in their bright eyes despite the lack of cultural environment and poor conditions unlike schools in the city.



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Poseung Green Power

People

Support Project for Areas Surrounding Power Plants

Poseung Green Power has been implementing local government support and training projects for residents in areas surrounding power plants (within a 5km radius) from the time of power plant construction to current operation. The support project for areas surrounding power plants is intended to promote local residents' understanding of the electric power industry, promote power plant development, and ensure smooth operation, thereby contributing to local development. Poseung Green Power not only contributes to local community development by distributing subsidies to Pyeongtaek City, Hwaseong City, and Dangjin City every year, but also improves learning conditions by implementing projects to improve learning materials and educational activities for schools surrounding power plants every year, thereby contributing to the development of local talent.

Poseung Green Power carries out social contribution activities in collaboration with a wide range of community-based organizations to promote regional development. The company supports various local events hosted by environmental groups, senior welfare organizations, and athletic associations in the surrounding area. In addition, it has donated fire safety supplies to improve residential safety for migrant workers, demonstrating its commitment to coexistence with the local community. Through these efforts, Poseung Green Power strives to enhance resident welfare and contribute to the revitalization of the local economy.





Visualizer









Tablet PC Charging Box





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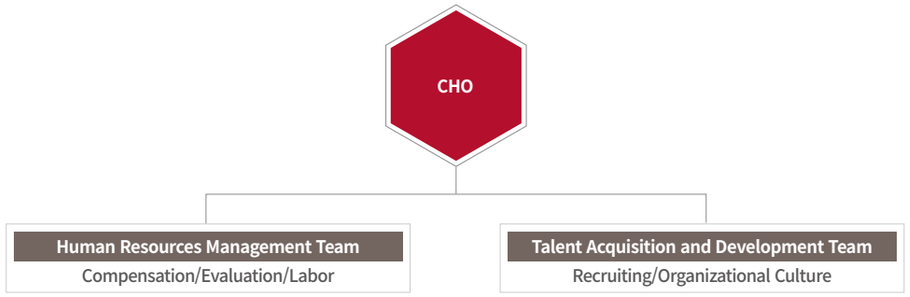
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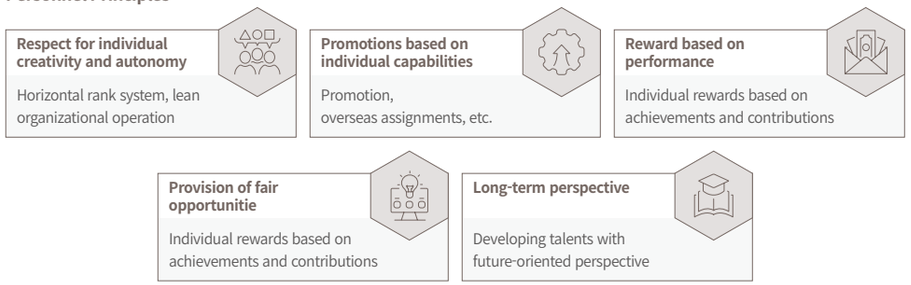


Strategy

Personnel System

LX International considers its members as its most valuable asset. To enable our employees to accumulate experience and knowledge and unleash their full potential, we have implemented various personnel systems and programs. Our aim is to foster a sense of pride and entrepreneurial spirit among our employees as they grow and excel based on their capabilities.

Personnel Principles



Talent Profile



Talent Acquisition Strategy

LX International aims to foster and recruit 'entrepreneurial individuals' who go beyond simply executing tasks—those who actively lead the business and continuously pursue 'growth.' To identify such talent, the company uses the following five core competencies as key criteria in its selection process.



In addition, we are continuously managing and improving the recruitment process to continuously secure and maintain these talents. In addition to existing recruitment systems such as recruitment-linked internships and business academies, we are actively operating new recruitment systems such as recommended recruitment systems to enhance recruitment competitiveness. In particular, in the case of the recommended recruitment system, we prevent risks by receiving pledges in advance for unfair solicitation and fair recruitment to ensure fairness. In this way, we are diversifying our recruitment strategies to secure creative and challenging 'entrepreneurial talents' in line with the constantly changing global market environment, and we plan to continue to improve our recruitment system based on fairness and professionalism to increase the reliability of our recruitment.

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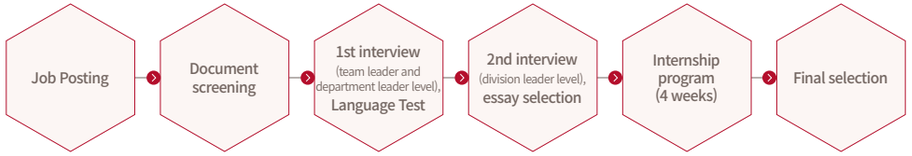
Talent Acquisition and Development

Strategy

Hiring New and Experienced Employees

We are promoting new recruits through various channels to ensure that we can hire excellent talents in a timely manner when hiring new recruits. We are enhancing the company's recruiting brand by utilizing the recruiting character(Lex) on social media such as YouTube. In addition, we are continuously expanding our contacts with schools/departments that operate specialized subject curricula related to the company's business areas. In the case of hiring experienced employees, we are trying to secure excellent talents by utilizing various methods such as open recruiting, direct sourcing, and employee-recommended recruiting. In the case of employee-recommended recruiting, we are required to submit a pledge to prevent improper solicitation.

New Employee Recruitment Process



Experienced Employee Recruitment Process









Employee Diversity

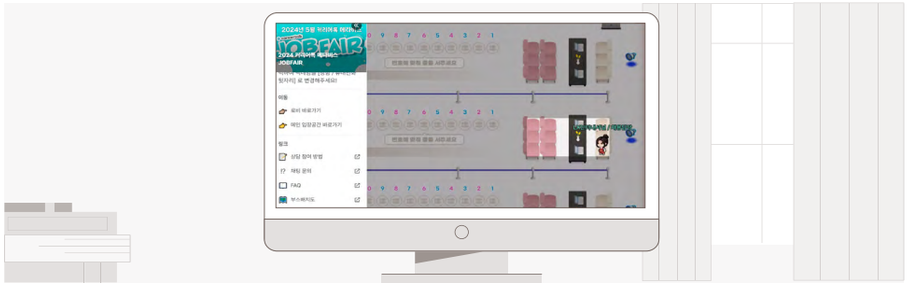
LX International strives to create an organization where diverse employees can synergize together based on fair and non-discriminatory recruitment, evaluation, and compensation policies, in line with our personnel principles. We do not tolerate discrimination on the ground of gender, nationality, race, disability, or any other factors. We ensure equal opportunities and treatment during the process of employee recruitment and evaluation. We have plans to continuously increase the proportion of female employees and managers. We are committed to creating an environment where all employees can work together based on mutual respect and trust, and we continuously make the efforts towards realizing that goal.

Transparent Talent Recruitment Process

LX International operates a fair and transparent recruitment process. During the document screening stage, we conduct cross-reviews to prevent biased evaluations by individual reviewers. In the interview stage, we use a company-wide interview system involving a third department unrelated to the applicant's desired department to ensure diverse perspectives in the evaluation. Regular interviewer training is conducted to enhance professionalism throughout the hiring process. Additionally, to prevent cheating during online aptitude tests, we have implemented various security measures, including camera monitoring.

Employment-Linked Internship

LX International operates a recruitment-linked internship twice a year to recruit excellent talents suitable for the job in a timely manner. In order for applicants to smoothly participate in the recruitment program, we operate recruitment briefing sessions online and offline (such as Metaverse) to provide applicants with necessary information in a timely manner. In particular, in 2024, we actively visited schools and departments to conduct briefing sessions more than 10 times a year to improve accessibility and convenience for applicants. In addition, we conduct systematic evaluations by conducting weekly evaluations so that the potential of interns can be fairly evaluated, and we fairly review whether to convert to a regular employee by considering the opinions of mentors, recruiters, and managers of the departments being recruited.



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Talent Acquisition and Development

Strategy

Experiential Internship Program

LX International offers an experiential internship program during academic breaks for third-year university students, enabling them to gain firsthand experience in job-related tasks. This program is designed to foster a sense of belonging and interest in the company among high-potential talent before graduation by providing practical work experience and various developmental opportunities.



Business Academy

The Business Academy program is an educational program designed to enhance the professional competencies of the applicants in key business areas over a period of approximately one month. During the four-week training period, participants attend various courses such as fundamental finance and practical trade. Exceptional performers in the program are given the opportunity to participate in an internship program linked to recruitment. This allows them to apply the knowledge gained during the training program to real-life industry settings, providing practical experience.





Support for Retirees

We provide support for employees even after their retirement to ensure a stable life through retirement pension benefits and retirement allowances. Additionally, we offer one-on-one counseling and educational workshops through professional consulting firms to promote a smooth transition and sustained employment for retirees.

Fair Performance Evaluation and Differentiated Compensation

LX International operates an ongoing performance management system that provides regular feedback based on individual goals and measurable outcomes. Continuous one-on-one discussions with leaders help ensure objectivity in both evaluation and compensation. The company also holds “Competency Up Meetings” to review areas for development and support long-term career growth. In addition, leadership surveys and training programs are used to assess core competencies such as communication and feedback skills—key traits for effective leaders. LX International implements a performance-based compensation system, where individual salaries reflect both competencies and achievement outcomes. To further incentivize performance, the company offers various rewards including position allowances, management performance bonuses, individual performance bonuses, and spot bonuses. Employees are also recognized through internal awards such as the Excellence Award and the Role Model Award, highlighting the company's commitment to acknowledging outstanding efforts across all roles. Through this comprehensive approach, LX International supports employee motivation and encourages continuous individual growth.

Performance Process

Performance appraisals	Setting goals (February)	Performance mid-year review/ feedback (July)	Final performance evaluation (December)

Competencies UP Meeting Process

Assess competencies	Bi-annual leader-member interaction / competency assessment and improvement (April, September)

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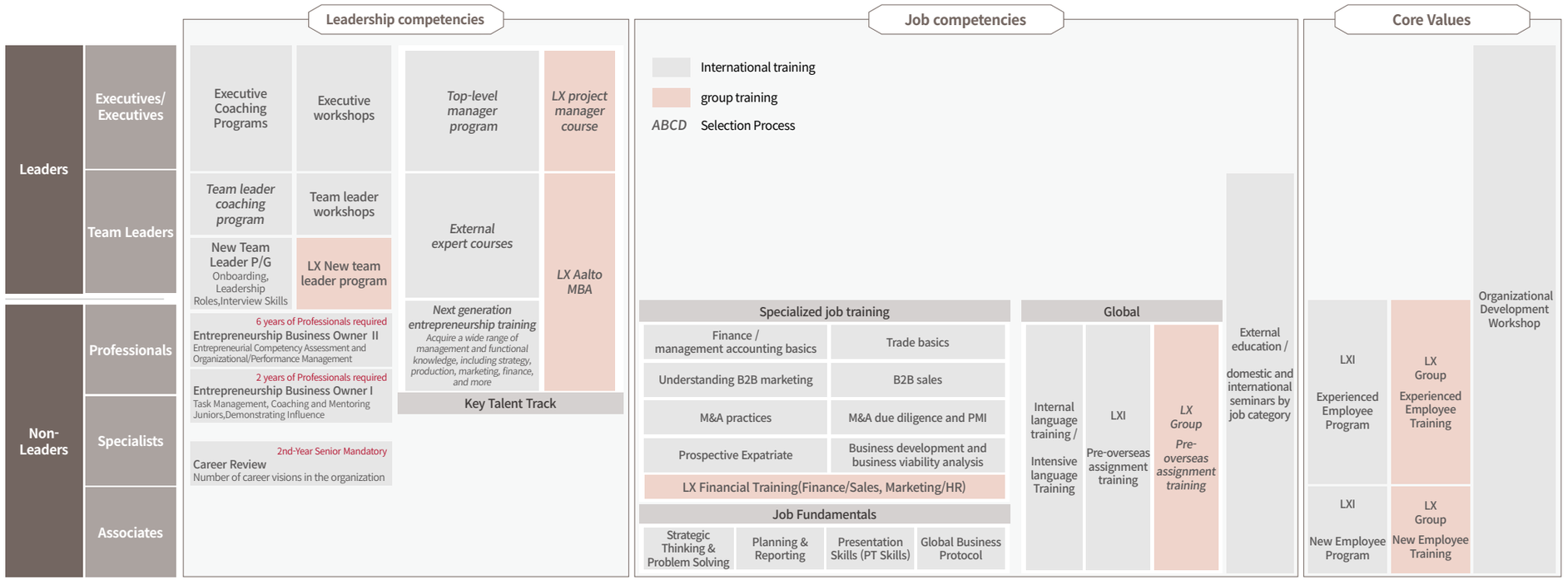
Strategy

Talent Development System

LX International has adopted a systematic approach to developing global entrepreneurs and experts. We provide leadership training based on job levels and job-specific training at different skill levels. Additionally, we continually furnish pre-assignment training to overseas expatriates to enhance global competencies, as well as in-house language education and intensive language training to improve language skills.

2024 Enhancing the Effectiveness of Training Programs (5 points each)

Course satisfaction score	Improvement in job knowledge/skills score	Job applicability score
Score of **4.5**	Score of **4.4**	Score of **4.4**



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Strategy

New Employee Caring Program and Overseas Field Training

LX International implements a structured onboarding and adaptation program for new employees during their first two years, aiming to improve their understanding of the organization and strengthen their ability to adjust to the work environment. In addition, employees who have completed at least one year of service are offered opportunities to participate in overseas site training programs, helping them gain a deeper understanding of on-site business operations. Additionally, through interdepartmental exchange programs, peer networking sessions, and mentoring programs, we systematically support new hires to adapt to the company by sharing company adaptation know-how, stress management techniques, and organizational vision.

Upon Joining 01	Within One Year of Joining 02	After One Year of Joining 03
Organizational Adaptation Enhancement - New Employee Orientation - Team-specific Business/Job Briefings	**Networking Activities** - Interdepartmental Exchange Program - Peer Networking Session - Mentoring Program	**Overseas Field Training**

Operation of Organizational Culture Programs

LX International operates a variety of culture programs to create a company that is “more excited about tomorrow.” We conduct exchange programs for new and existing employees to promote networking, and support team-based workshops to strengthen organizational competence and team belonging. We organize events for employees on special occasions throughout the year, such as Family Month and Lucky Cheer-up Day.



In-House Study Program

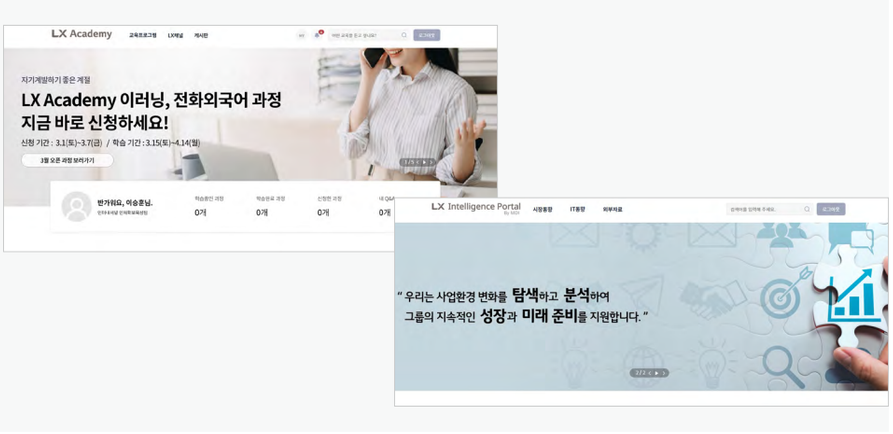
In order to foster a voluntary learning culture in which study is conducted on topics related to personal capacity development, we support study-related textbook costs, internet lecture costs, lunch costs, etc. for head office employees. In 2024, a total of 15 study teams participated on topics such as market trend analysis, work efficiency, finance/accounting, reading discussion, and foreign language proficiency improvement.

LX International In-House Special Lectures

We are holding in-house special lectures on various topics to help employees acquire trends and gain insights. As of 2024, a total of 8 special lectures were held, and education on various topics such as humanities, industry analysis, market conditions, and international affairs was provided.

Online Learning Platform Established

In addition to our in-house education programs, we have established an online learning platform to meet the individual learning needs of our employees. On this platform, we provide a variety of learning content and support employees' reading activities and access to academic papers through our in-house e-library.
Additionally, we can access analysis data on recent major economic issues, industry news, and market trends through the Market Intelligence service provided by LX MDI.



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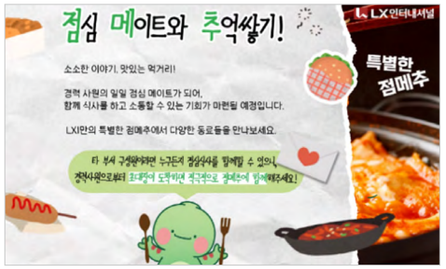
Strategy

Experienced/New Employee Onboarding Program

LX International operates an onboarding program for two years after joining the company to help new employees quickly adapt to the company and create results by increasing their understanding of the company's business, organizational culture, and work through various activities. For new employees, we provide them with common job knowledge and basic business skills necessary for their work, so that they can quickly and easily adapt to the company, and for experienced employees, we support them in creating an environment where they can perform their work immediately after joining the company. In addition, we provide a point of contact where they can form relationships with related departments. The onboarding program conducted by our company is divided into business/organizational understanding and networking depending on the nature of the activity.

Category	HR-led activities	Business-led activities
Understanding the business/organization	- New employee orientation - New/experienced employee introductory training - CEO Roundtable - Domestic and international business site on-site training	- Team leader caring interview - Mentoring program - Division manager/person in charge meeting
Networking	- Inter-departmental exchange program - New/experienced employee retention course	- In-house study/in-house language program - In-house club







Educational activities for employees

LX International operates a systematic education program to strengthen the capabilities of its employees. To strengthen the leadership of team leaders, it conducts semiannual team leader leadership workshops and strategy workshops, and conducts in-house education and joint education with group companies for new team leaders to strengthen leadership and organizational operation capabilities. In addition, it operates interviewer training and onboarding workshops for new team leaders to support smooth organizational adaptation, and the onboarding workshops are operated flexibly so that participants can participate through individual applications. In addition, it operates in-house language courses in the first and second half of the year to strengthen the global capabilities of its employees, and the English and second foreign language courses are designed to enable customized learning by level by dividing them into beginner, beginner, intermediate, and advanced courses. Courses are opened based on the minimum number of applications, and external instructors are invited to provide education 2-3 times a week for 1 hour each. Accordingly, LX International plans to continue to support the strengthening of the leadership and global capabilities of its employees through systematic education programs in the future.

Improving the effectiveness of education programs

LX International evaluates the effectiveness of programs through a survey after the completion of all in-house education programs. According to Kirkpatrick's education evaluation model, the first stage is course satisfaction, the second stage is improvement in work knowledge/skills, and the third stage is work utilization, and it is evaluated in various ways. For all education courses, a survey is conducted on five items (overall satisfaction, goal achievement, field utilization, content composition, facility satisfaction) and NPS (recommendation to others) after the course is completed, and a result report is prepared. Improvements are derived based on the report and continuously used to improve the education course. Job training consists of two categories: ① job basics and ② job specialized training, and in particular, the subjects for job specialized training are updated every year according to the needs of the field (2 out of 8 subjects were replaced with new subjects in 2024). At the group level, in order to strengthen job expertise, we are preparing to open new courses that can foster expertise in various jobs such as sales and HR, in addition to the current financial professional course. Through this, we will confirm whether the training program has an impact on actual job performance, and then go through an improvement process.

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Talent Acquisition and Development

Strategy

Employee Welfare and Benefits

LX International provides a wide range of welfare and benefits programs to foster a supportive work environment where employees can perform at their best. In addition to standard benefits related to leisure and culture, family events, and family support, the company offers light breakfast options each morning and fresh fruit cups in the afternoon. In 2024, LX International further enhanced its health and wellness programs by lowering the eligible age for comprehensive health checkups, reinforcing its commitment to building a sustainable and healthy work environment.

Leisure and culture
- Support for selective welfare benefits
- Support for sports activities
- Provision of accommodation benefit

Health
- Medical check-ups / medical insurance support

Lifestyle
- Housing loan support
- Support for overseas business travelers and expatriates

Family events
- Support for family events
- Birthday present for employees

Family support
- Installation of childcare facilities in workplace
- Gifts for employee's childbirth, children's school enrollment, etc.
- Support for children's education expenses

Work
- Flexible work hours & dress code
- Remote work support & commuting buses
- Introduction of remote work policy

Metrics and target

New welfare system Key Point & Roadmap



2023
- **Friday Core Time change**
  - Employees may leave work after Friday lunchtime if they have completed 40 working hours during the week
- **Pregnancy congratulatory gift payment**
  - A 5-star hotel buffet meal voucher is provided to the spouse or the employee to support pregnancy/childbirth
- **Infertility treatment leave**
  - Up to 5 days of paid leave is granted for in vitro/artificial insemination procedures

2024
- **Lowering the target age for comprehensive Health checkups**
  - Previously every year for those aged 35 or older
  - → Every other year for those under 35, every year for those aged 35 or older

2025 (진행중)
- **Expanding optional welfare points**
  - Existing annual KRW 1 mililon
  - → annual KRW 1.3 mililon
- **Continuously reviewing measures to expand support related to childbirth/ childcare**

Risk Management

Childbirth and Childcare Support System

To support the families of employees, we operate various childbirth and childcare support systems such as in-house daycare centers, family care leave and vacation systems, shortened working hours during pregnancy, provision of childbirth gifts, and provision of pregnancy congratulatory gifts. Through these systems, we maintain a childbirth and childcare-friendly atmosphere and support the balance between home and work. Based on this organizational culture, we have acquired the 'Family-Friendly Company' certification. In 2024, we plan to explore various support measures through studying and benchmarking various childbirth and childcare systems implemented by competitors, so that we can grow into a family-friendly company and contribute to resolving the low birth rate by strengthening support for childbirth and childcare for all employees.

Extension of the validity period of the Family-Friendly Certification by the Ministry of Gender Equality and Family (until 2026)

LX International conducted an extension review after obtaining the Family-Friendly Certification in 2021, as the 3-year validity period expired, and checked the use rate of in-house childcare leave, childcare support system, flexible work system operation, and implementation of work-family balance support systems such as family participation programs. As a result, the validity period of the Family-Friendly Certification was extended for 2 years until 2026. Family-friendly companies can extend the validity period for 2 years after 3 years from the initial certification, and thereafter, they will undergo a recertification review every 3 years. Certified companies can use the government certification logo and receive employee discounts when using related local government facilities and programs. Accordingly, LX International plans to prepare for a Family-Friendly recertification review in accordance with the expiration of the certification validity period in the future.

Working Hour Autonomy Management System and Flexible Working Hour System

Since 2018, we have introduced a working hour autonomy management system, allowing employees to set their own commuting times according to their own work style, thereby increasing their work immersion. You can freely set your own commuting times as long as you comply with the core working hours and statutory working hours. We support you to improve work efficiency and strengthen concentration by adapting to your personal lifestyle through a flexible working hour system based on autonomy, responsibility, and trust.

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Respect for Human Rights

Human Rights Management System

Organization Dedicated to Human Rights Management

We foster trust and cooperation among all stakeholders, including our employees, under the management philosophy of respect for human dignity. For this purpose, we have developed and are operating a human rights management system based on Jeong-Do Management, and have set and implemented ethical standards as criteria for proper conduct and value judgments that the executives and employees must follow. Our human rights management is operated in cooperation with the Ethics Bureau and HR team. We have established operational directions to disseminate a culture of respect for human rights within the organization and conduct human rights training for the employees to embed it.

Organizational activities related to human rights management

Category	Organization name	Activity
Dedicated	Human Resources / Talent Acquisition & Development	- Ensure compliance with labor laws / incorporate amendments - Receive and act on incidents of human rights violations such as workplace bullying and sexual harassment - Operating a labor-management council (Future Board) - Check and improve unreasonable discriminatory factors in the recruitment process / fair recruitment procedures, etc.
	Office of Ethics	• Receive and investigate cases of human rights violations such as workplace bullying and sexual harassment
Affiliated Organizations	Corporate Relation Team	• Disclose key performance and data related to human rights management
	Business Transformation Team	• Establishment/operation of information security management system, investigation and follow-up of personal information infringements
	Safety and Environment Team	• Conduct domestic and international safety training (CPR, musculoskeletal disease management, etc.) • Environmental management support and monitoring/regular diagnostics for domestic and international operations

Human Rights Principles

The Code of Ethics, which is the foundation of our employee's principle of conduct, stipulated the respect for employee human rights and the prohibition of discrimination in Chapter 5 ‘Responsibility for Employees.’ It specifies that employees should be treated fairly, such as respecting human rights and providing equal opportunities, respecting individual privacy, and not being discriminated against for unreasonable factors, so that employees can develop themselves as equal talents. Moreover, we strive to safeguard and enhance the human rights of the local workers not only at the headquarter but also at overseas business sites. We have also developed and operated the Standard Operational Procedure (SOP) to comply with the labor laws of the local country and ensure that the workers work in an environment where safety and human rights are safeguarded.

LX Code of Ethics Chapter 5. Responsibilities for Employees

Respecting Humanity — LX treats each employee with warmth and trust and values every individual's dignity.

Human Rights Declaration

LX International announced its Human Rights Declaration in accordance with international standards, such as the 'Universal Declaration of Human Rights,' UNGC 'Principles on Human Rights and Labor,' and UN 'Guiding Principles on Business and Human Rights.' Under the Declaration of Human Rights, we will endeavor to protect human rights, adhering to the principles of respect for human rights, the prohibition of discrimination, the prohibition of forced labor, the prohibition of child labor, compliance with working hours and working conditions, freedom of association, safety and environment in the workplace, and the protection of the human rights of local residents.

Human Rights Declaration

Under the vision of ‘Future in Business Solution’, LX International proactively addresses the customer pain points and develops the business models and solutions that identify and deliver differentiated customer value, paving the way for the future growth and change. In this process, LX International fosters autonomous management based on autonomy and responsibility in line with LX's ‘human rights management’, and puts its utmost priority on the respect for human rights with equal trust and sincere affection for people. Accordingly, we will support and comply with the key human rights principles noted in the international guides such as the ‘UN Universal Declaration of Human Rights’, ‘UN Guiding Principles on Business and Human Rights’ and the human rights principles presented by the OECD Due Diligence Guidance for Responsible Business Conduct. We will not only spearhead the efforts to protect the human rights of our employees, but also actively implement human rights management through activities that respect the human dignity and basic rights of all stakeholders.

1. We stipulated respect for the employees' human rights and the prohibition of discrimination in Chapter 5 of the LX Code of Ethics, ‘Responsibilities for Employees’, which is the foundation of the employee's code of conduct, and strive to internalize it to all our members. Based on mutual trust and affection, we treat each employee as an independent individual, and we do not tolerate any acts that violate this whatsoever.
2. We prohibit involuntary work through mental or physical coercion, and forbid the employment of child workers.
3. We adhere to local laws and regulations in creating an environment where human rights and safety are safeguarded for employees at Headquarter and overseas sites so that human dignity and a stable life can be preserved.
4. We respect the diversity of our employees, do not discriminate based on personal identity such as gender, age, origin, race, religion, or disability, and establish a fair and reasonable working environment. In particular, we provide equal opportunities for employment based on job qualifications and competencies.
5. We endeavor to ensure that all members of the company, subsidiaries, and partner companies can work in a safe and pleasant working environment through continuous safety and health management activities.
6. We enhance human rights management within the supply chain and disseminate a culture that respects and safeguards human rights in our subsidiaries and partner companies.
7. We actively collaborate in activities to improve the quality of life and protect human rights in order to coexist with external customers, shareholders, and local communities.

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Respect for Human Rights

Human Rights Management Activities

Internalization of Human Rights Management

LX International conducts legally mandated training to promote a culture of respect for human rights. This includes disability awareness training, sexual harassment prevention training, and workplace bullying prevention training. To ensure that all employees are well-versed in these important topics, we provided a one-month online learning program for domestic and international employees. Thanks to the active participation of our employees, we achieved a 100% completion rate for the annual training in 2023.

Human Rights Management Training

Training Name	Key Content	Annual Completion Rate R
Disability Awareness Training	• How to view disabilities • Understanding disabilities • Protecting the rights of persons with disabilities • Working together with disabled colleagues	100%
Training on the prevention of sexual harassment in the workplace.	• Laws related to sexual harassment in the workplace • Concept and types of sexual harassment in the workplace • Cases of sexual harassment in the workplace • Employer responsibilities regarding sexual harassment in the workplace • Response to sexual harassment in the workplace and internal procedures	100%
Training on the prevention of workplace bullying	• Workplace bullying education background and conventional discipline • Related laws such as the Labor Standards Act • Concept and criteria of workplace harassment • Workplace bullying case study • Ways to prevent and respond to workplace bullying	100%



온라인교육 | 장애인인식개선

[법정必수다Talk] 직장 내 장애인 인식개선

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[법정必수다Talk] 직장 내 괴롭힘 금지

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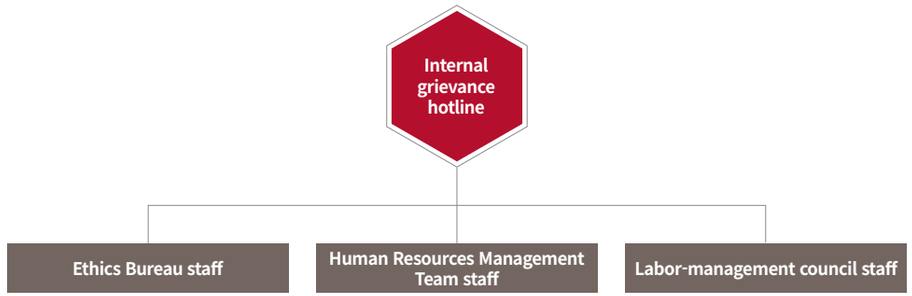
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Grievance Handling System

Operation of Grievance Handling System

We operate an in-house grievance handling center to establish a healthy organizational culture through handling the grievances of the employees. We receive reports on workplace sexual harassment and bullying through a hotline which the Ethics Bureau, HR team, and the labor-management council are in charge of, and make every efforts to respond to such cases rapidly and appropriately. Filing for grievance can be made via the extension number or the personal contact number of the employee in charge, or the counseling link provided in the grievance handling center.



Grievance Reporting Process and Informant Protection

The confidentiality regarding details of the consultation and the identity of the informant are strictly ensured, unless the person gives consent. After receipt of a grievance, we conduct an investigation on the relevant matters and consultation with the informant, and based on this, we take disciplinary action and personnel management measures according to the confirmed facts. We also carry out thorough follow-up measures to prevent further damages.

Grievance Handling Process



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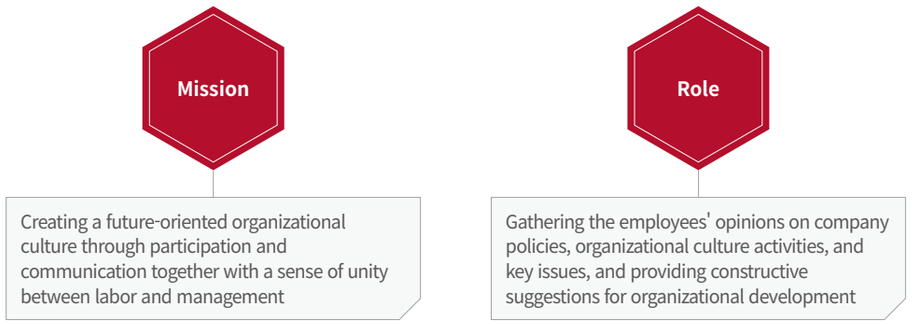
Labor-Management Relations

Labor-Management Council - Future Board

Future Board Management System

LX International has established a labor-management council called the ‘Future Board’ to promote employee welfare and the healthy development of the company. The establishment and operation of the labor-management council are governed by its Articles of Incorporation, and the application rate of the labor-management council's operating regulations is 100%, applicable to all LX International employees. The Future Board, as its name suggests, is a council for preparing for the future. As of 2023, it consists of seven employee representatives and seven management representatives. The seven employee representatives are directly elected through employees' voting. The Future Board engages in various activities aimed at improving company-wide systems and an organizational culture.

Mission and Role of the Future Board



Future Board Personnel Decision-making Process



Future Board and Key Achievements

Future Board not only operates the quarterly 'Management Meeting', but also organizes a staff called 'Working Committee' every other month to communicate with team leaders and directly improve the voices of members in management. In 2024, we will promote various activities in terms of increasing work efficiency, organization activation, and welfare improvement with the slogan 'A company with a more promising future'. In terms of increasing work efficiency, we will work to improve the attendance system, improve the work cloud service, etc., and conduct events such as Family Month events, Boknal events, and free snack events to activate the organizational culture. In addition, for the purpose of improving employee welfare, Future Board implemented various activities such as lowering the minimum age for eligibility for comprehensive health checkups and improving commemorative gifts for long-term commitment. Future Board is planning to work on improving childbirth and childcare policies in 2025.

Future Board Governance

Category	Unit	Attendees	Subject
Management Meeting	Quarterly	Employee representatives at the Future Board Department heads in charge	Sharing business unit activities, examining possibilities for improvement in welfare benefits, etc.
Working committee	Bi-monthly	Employee representatives at the Future Board Department heads in charge	Sharing business unit activities, examining possibilities for improvement in welfare benefits, etc.
Intermeeting	Monthly	Employee representatives at the Future Board HR managers	Sharing Voice of the Employee (VOE), developing activity plans, etc.

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Labor-Management Relations

Organizational Culture Activation Activities

I-Round Operations

LX International operates I-Round, a town hall meeting unique to LX International, where executives directly share management status and business direction with employees. It is held every half year to share business status and enhance information transparency, and it also contributes to company-wide communication and motivation through participatory programs.



Management Meetings

We operate CEO meetings to enhance understanding of company management and future vision, and to strengthen communication between management and employees. In addition, we have created a flexible and open atmosphere where all employees can ask questions about various fields by holding meetings. The meetings that have been held for many years have become a culture, and each business division operates its own executive meetings and uses them as a means of communication.

Listening to VOE

We operate a company-wide anonymous bulletin board called ‘Raon Lounge’ so that employees can freely suggest their opinions and hear honest opinions about their departments and the company. Through this, we can identify the level of satisfaction and improvement of employees’ company life and take action by collecting their opinions.

HR Survey

We conduct a survey in five categories: ‘Organization’, ‘Leadership’, ‘Compensation’, ‘Job’, and ‘Organizational Culture’ to identify the level of awareness of members for each question, quantitatively identify members' thoughts on the company as a whole, and strive to resolve the improvement points derived from this.

Promoting a vibrant organizational culture

LX International is carrying out organizational culture activities based on the two goals of internalizing core values and ‘Gahwasangsaseong’ and 'Ilchiwoljang' under the vision system of “Future in business Solution.” ‘Gaehwasangsaseong’, meaning that LX International and its members' lives grow together based on a happy family, and 'Ilchiwoljang', meaning that each member's self-esteem is increased by achieving and growing outstandingly through work, are LX International's unique organizational cultures. Through the organizational culture that we pursue, we aim to increase direct motivation for work itself (enjoyment and value of work) and minimize indirect motivation (emotional and economic pressure) outside of work, so that members can self-motivate themselves. Accordingly, we are creating a culture where employees can participate in various cultural activities and naturally activate communication. We hold sports competitions such as in-house table tennis competitions to create contact points between organizations and increase solidarity between colleagues and seniors and juniors. In 2024, we will expand our existing support for in-house clubs so that more employees can interact through club activities. In addition, we are planning activities to internalize core values and reward contributors to organizational culture to encourage increased interaction among colleagues and the formation of a healthy organizational culture.

Frequency of organizational culture activities

Activities	frequency
Core value internalization activities	• Quarterly
Organizational culture assessment	• Biannual
Organizational development program operation	• Operated on an ongoing basis
Organizational activation	• Quarterly
Internal communication	• Biannual town hall meeting • Management meeting held regularly (average of 10 times per individual executive by 2024)

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Safety and Health Management

Governance

Safety and health systems

LX International is continuously developing its safety and health management system based on a comprehensive and systematic approach to ensure safety and health at its domestic and overseas workplaces. In the case of domestic workplaces, a self-directed safety and health management system has been established for each workplace based on the requirements of safety-related laws and regulations. In addition, in order to thoroughly fulfill the obligation to ensure safety and health in various cooperative relationships such as subcontracting, service, and consignment, the principles and operating standards for the implementation of the safety and health management system have been clarified and related forms have been organized for systematic management. In the future, we will continue to strive to maintain and improve the safety and health level of the workplace and create a safe work environment through thorough implementation of the safety and health management system.

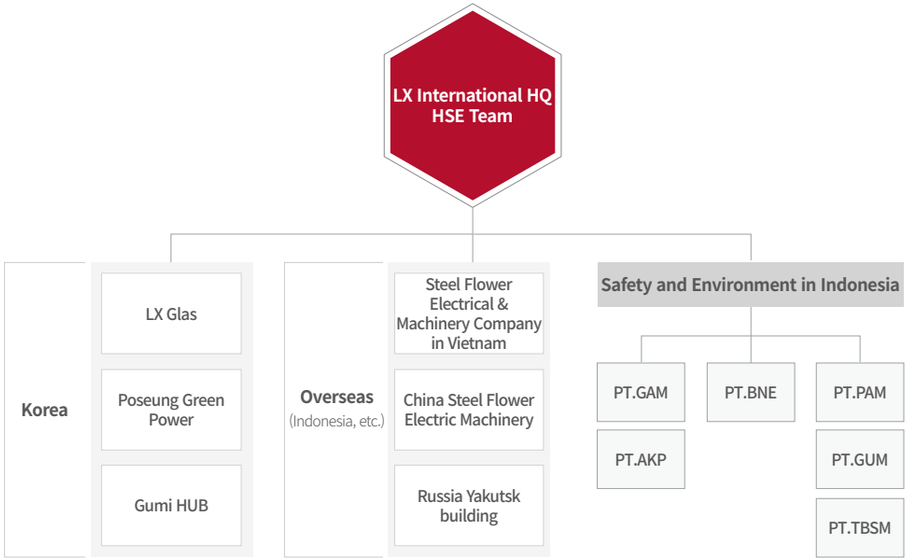
LX International Safety Principle



Organization Dedicated to Safety and Health

LX International focuses on safety and environment management from a company-wide perspective, centered around the Safety and Environment Team, the headquarters safety and environment organization. The Safety and Environment Team oversees the company's standardized safety and environmental management systems, formulates strategies, and manages safety operations for both new and existing domestic and international businesses. It monitors the safety performance across domestic and overseas business sites, conducts regular safety audit, and assigns qualified personnel according to the characteristics of each business site to strengthen safety and environment expertise. In the case of the Indonesian business site, it operates a separate safety and environment department, establishes a safety and environment management system, and reorganizes the safety and environment organization and work of the business site to strengthen safety and environment capabilities. In addition, it strictly enforces safety management according to project-related work such as various construction and engineering works.

Domestic and Overseas Roles and Responsibilities for Safety and Environment



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Safety and Health Management

Strategy

Overseas Business Safety and Health Management System

For overseas business sites, we have established and are operating the Global Management System (GMS). GMS is an integrated safety and health management system that LX International has established to consistently implement its safety and health management policy in all countries around the world. Currently, GMS is being applied to the subsidiaries in Indonesia, and we plan to expand its application to all LX International business sites and advance the system in the future.

Vision, Value

LX International Policy

GMS01 HSE Policy	GMS02 HSE Procedure	Supporting Guidance
Commitment to HSE management dedicated to achieving LX International's vision, values, and objectives	Explanation of how to perform tasks in accordance with LX International's policies Specific procedures required for the operation of each subsidiary and business site	To support the implementation of GMS, the following are included: Forms / Formats Execution Guidelines / Training Materials

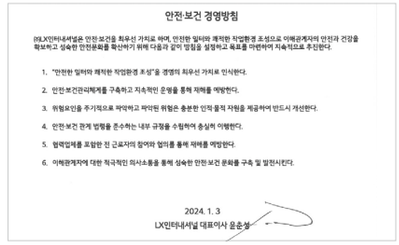
1. **Standardized Policies and Procedures**
   : Establish uniform safety and health policies and procedures across all regions and countries to ensure a consistent level of safety management.
2. **Compliance with National Laws and Regulations**
   : Adhere to the laws and regulations of the respective countries while also complying with international safety and health standards to maintain global safety levels.
3. **Collaboration with Local Safety and Health Personnel**
   : Provide a framework for training and educating safety and health personnel across various countries and regions to facilitate collaboration.

Health and safety vision and strategic direction

Vision	**Achieve zero accidents in domestic and international operations**
Mission	Prioritize safety in every decision / Recognize social responsibility for safety and the environment, protecting stakeholders from disaster. / To capitalize on our future capabilities and experience in health and safety, we continue to Acquire knowledge and make continuous progress through the development of safety management models and solutions.
Strategic Direction	Create a high-level safety culture where safety is a top priority / Enhance your health and safety capabilities with a modernized health and safety management system / Empowering employees to take a more responsible role in safety by empowering safety and health across the organization

Safety and Health Policy

LX International, in accordance with the safety and health management policy, has set safety and health as the top priority of the company and is committed to protecting the safety and health of all stakeholders by creating a safe workplace and a pleasant working environment. In order to spread the safety culture, the safety and health management policy was newly updated in January 2024, and all members of the organization share and practice the awareness and value of the company's safety and health management policy.



안전·보건 경영방침

(주)LX인터내셔널은 안전·보건을 최우선 가치로 하여, 안전한 일터와 쾌적한 작업환경 조성으로 이해관계자의 안전과 건강을 확보하고 성숙한 안전문화를 확산하기 위해 다음과 같이 방침을 실행하고 목표를 마련하여 지속적으로 추진한다.

1. "안전한 일터와 쾌적한 작업환경 조성"을 경영의 최우선 가치로 인식한다.
2. 안전·보건관리체계를 구축하고 지속적인 운영을 통해 재해를 예방한다.
3. 위험요인을 주기적으로 파악하고 파악된 위험은 충분한 인적 물적 자원을 제공하여 반드시 개선한다.
4. 안전·보건 관계 법령을 준수하는 내부 규정을 수립하여 충실히 이행한다.
5. 협력업체를 포함한 전 근로자의 참여와 협의를 통해 재해를 예방한다.
6. 이해관계자에 대한 적극적인 의사소통을 통해 성숙한 안전·보건 문화를 구축 및 발전시킨다.

2024. 1. 3
LX인터내셔널 대표이사 윤춘성

Safety and Health Management Policy

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Safety and Health Management

Strategy

Key Tasks for Safety and Health

LX International selects and systematically operates key tasks for safety and health every year. By setting specific goals that fit the characteristics and environment of each workplace and carrying out practical activities to achieve them, we are doing our best to create a safe and healthy work environment at all workplaces. The key tasks selected based on the safety and health policy include activities that prioritize the safety and health of employees by reflecting the industrial environment and potential risk factors that change every year. By promoting key promotion tasks, LX International checks the performance every year through regular monitoring and evaluation and uses it as an important standard for setting future tasks. Through this process, we are continuously developing the safety and health management system and creating a safe corporate environment that fulfills social responsibility.

2024 Safety and Health Targets and Tasks

	Standardization of work	Preemptive response to risks	Improving management capabilities for executives and employees
Targets			
Strategies	• Standardizing verification process of greenhouse gas emissions • Organizing procedures for importing chemicals	• Promoting participation of everyone in risk management • Managing vulnerable areas	• Strengthening safety education for workers • Introduction of best practices from advanced companies
Tasks	- Obtained ISO 45001 certification - Continued third-party verification of greenhouse gas emissions - Established import procedures of chemicals	- Promote Tool Box Meetings (TBM) - Support for safety management of hazardous and dangerous machinery and equipment - Regular audit of overseas business sites by theme	- Benchmarking safety environment of advanced companies - Implementation of specialized safety and health training for each target group - Systemization of implementation and management of environmental education

Risk Management

Introducing a Safety and Health Management System

LX International has acquired and managed domestic and international occupational health and safety management system certifications, such as ISO45001 (an occupational health and safety management system established by the International Organization for Standardization) and Indonesian SMK3 (an occupational health and safety management certification system approved by the Indonesian Ministry of Labor), centered around its headquarters and major affiliated corporations. In particular, the Indonesian SMK3 certification has certified an occupational health and safety system that complies with local laws and regulations, thereby realizing legal compliance and safety assurance at Indonesian workplaces. Based on this, an occupational health and safety management system that matches the characteristics and risks of each workplace has been established and systematically operated. LX International is striving to establish a global-level occupational health and safety culture through continuous improvement activities and compliance with laws and regulations by introducing an occupational health and safety management system at all workplaces.

Health and Safety Management System Certification Status

No.	Entity Name	Credentials	Status
1	LX International (Headquarters)	ISO 45001	Holding
2	LX Pantos	ISO 45001	Holding
3	LX Glas	ISO 45001	Holding
4	Poseung Green Power	ISO 45001	Holding
5	GAM	SMKP	Holding
6	AKP	SMKP	In Progress

No.	Entity Name	Credentials	Status
7	PAM	SMK3	Holding
8	GUM	SMK3	Holding
9	TBSM	SMK3	Holding
10	BNE	SMK2	Holding
11	Steel Flower Electrical & Machinery Company	ISO 9001:2015, IATF 16949:2016 (Quality-related certifications)	Holding
12	China Steel Flower Electric Machinery	China Country Authorization (Safety Standardization Level 3)	Currently under review

ISO 45001 certification

ISO 45001 is an international standard for organizations with a management system that systematically promotes occupational safety and health by identifying and preventing workplace risks. LX International obtained the 'ISO 45001' certification for the safety and health management system from the Korea Standards Association (KSA) in 2024. We are strengthening the safety and health system for accident prevention at major workplaces at home and abroad by making safety and health management a core management element. In 2021, we established a company-wide safety and health management policy and have been promoting various activities such as workplace risk assessment, safety campaigns, and safety and health education for partner companies. LX International plans to continuously strengthen safety and health management activities in the future, such as raising the level of safety culture leadership and strengthening implementation inspection.



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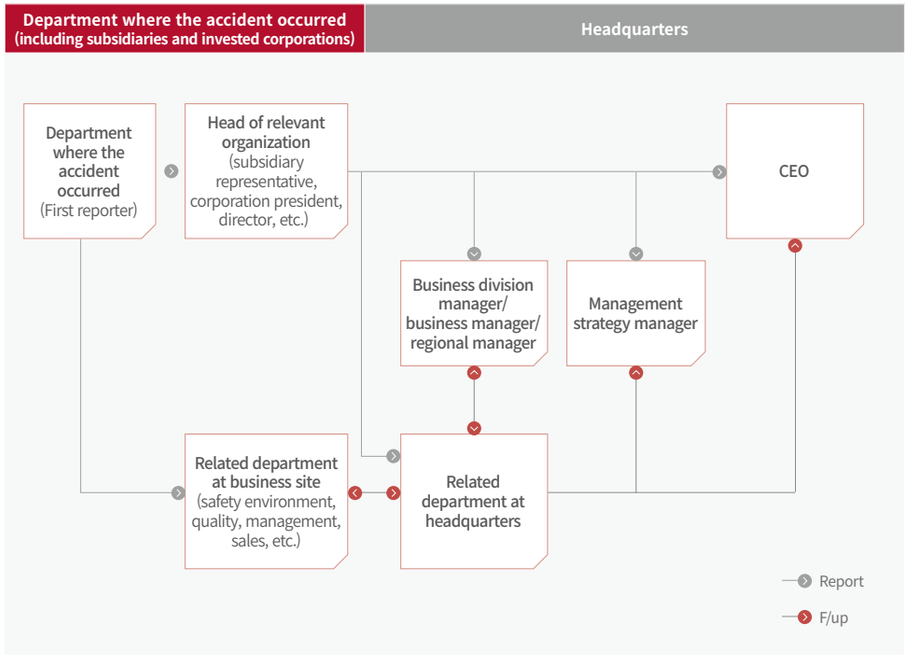
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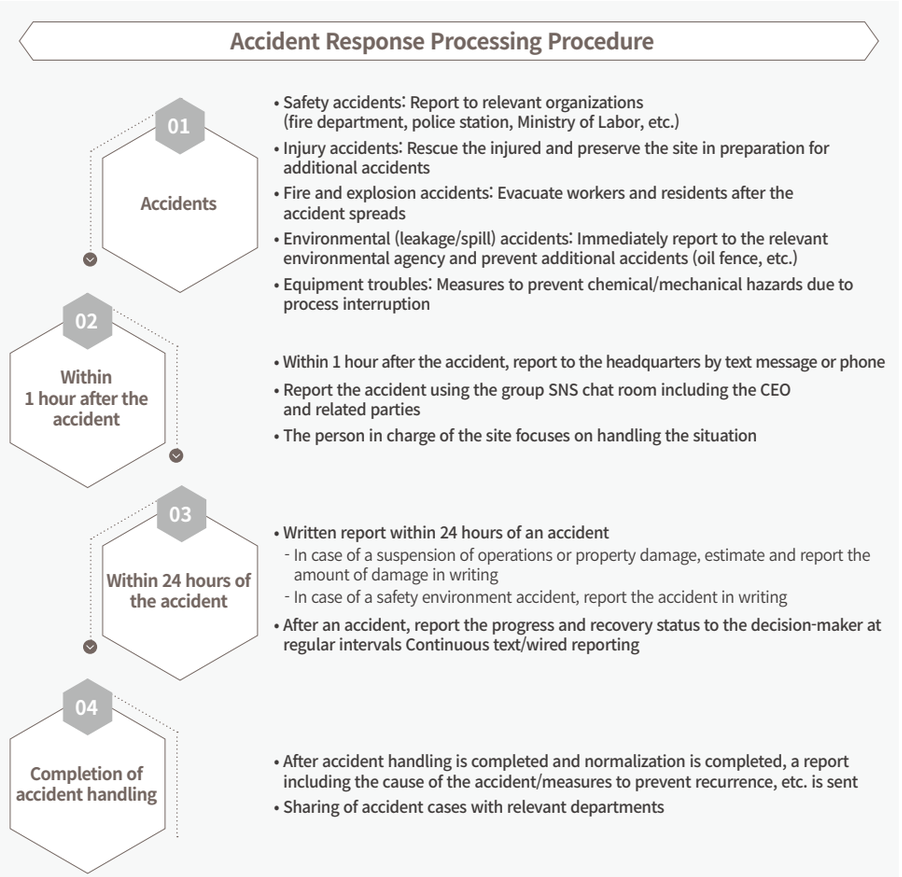
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Incident Reporting and Response System

LX International aims to report incidents immediately and respond swiftly to minimize losses and ensure early normalization. In the event of an incident, safety-related accidents are promptly reported to relevant authorities such as the fire department, police, and Ministry of Labor. In cases of injury, first aid is provided and the accident site is preserved. In the event of a fire or explosion, the incident is promptly reported, and both employees and nearby residents are evacuated. All incidents must be reported to headquarters by text message or phone within one hour of occurrence, and relevant personnel are promptly informed. Within 24 hours, the estimated amount of production loss and property damage is reported. After the incident has been resolved, a final report is submitted, including the cause of the incident and measures to prevent recurrence.





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Safety and Health Compliance Activities

Compliance activities related to safety and health LX International continuously identifies the latest safety and health laws and other requirements related to business operations and activities, and reflects them in the safety and environment management system to thoroughly manage compliance with laws and regulations. In addition, we have proven the usefulness and effectiveness of compliance with laws and regulations through ISO 37301 certification. In order to monitor and review safety and environment law requirements, we utilize the legislative sites of the Ministry of Government Legislation and Government Administration and government agencies, official documents, and subscriptions to the monthly ESH law monitoring service to identify the enactment and revision of related laws and regulations. Each department checks the legal requirements related to its work as needed and notifies the safety and environment team to reflect them in the law register. In addition, we review the main contents of new and revised laws and regulations to analyze the impact on business activities and establish response measures. LX International's safety and environment team reflects the enacted and revised law requirements and revises the "Safety and Health Related Laws Register and Compliance Evaluation Table" to create a law register. Each department periodically evaluates compliance with legal requirements and confirms compliance with laws and regulations during internal audits. Any issues found to require compliance with laws and regulations are immediately reported to the Safety and Environment Team and corrective and preventive measures are taken to ensure continuous compliance with laws and regulations.

Compliance activities process

Step 01	Step 02	Step 03	Step 04	Step 05	Step 06
Legal requirements Monitoring	Legal requirements Review execution	Legal Registry Preparation and Revision	Legal Registry Confirm	Legal compliance assessment	Improve legal compliance

Safety and Health Risk Assessment and Corrective Actions

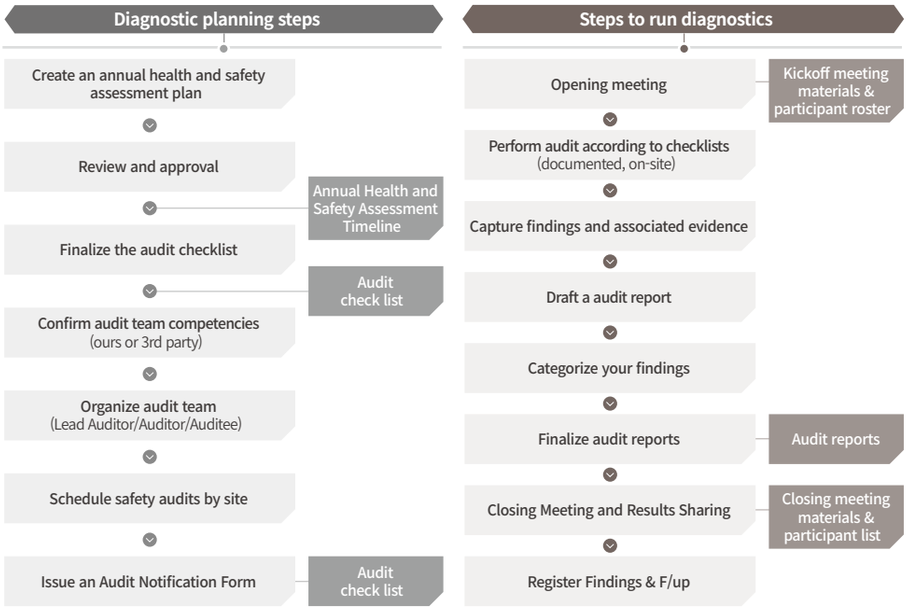
LX International and its domestic and overseas subsidiaries have established operational procedures for risk assessment based on the established safety and health management system and systematically identify risk factors to assess risks. Based on the assessment results, we continuously strive to create a safe and healthy workplace by establishing and implementing improvement measures.

Risk Assessment Process



Safety and Health Monitoring

LX International conducts an annual safety and health audit to comprehensively evaluate the current status of safety and health within the organization and to identify and take action on areas for improvement. The audit results include the operating status of the safety and health management system, safety awareness and culture, risk assessment and response, accident analysis and prevention, and the effectiveness of education and training programs. The monitoring stage is largely divided into two stages (audit planning stage and audit execution stage). In the audit planning stage, a safety environment audit plan is established and a audit checklist is confirmed. In addition, a audit team including internal employees and external experts is formed and a audit schedule for each workplace is confirmed to prepare monitoring activities. In the subsequent audit execution stage, the plan is shared with the organization subject to the safety audit through a kickoff meeting, and documents are reviewed and an on-site inspection is conducted based on the checklist. Problems discovered through the inspection are recorded and a audit report is prepared to organize items requiring corrective action. In the final stage, the results are shared through a final report confirmation and closing meeting, related data is registered in the database, and follow-up measures are taken.



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Company-wide Safety and Health Conference

LX International shares safety and health-related issues with employees through weekly company-wide video conferences, and through this, it delivers the latest safety and health laws, major issues, and accident prevention measures to raise employees' safety awareness. The Safety and Environment Team shares major safety inspection results, improvement measures, on-site safety cases, and response plans to continuously develop a safety culture throughout the organization and strive to strengthen compliance with laws and accident prevention. LX International plans to maintain a health management conference regularly and use it as a channel to ensure the safety and health of all employees.

Operation of the Workplace Safety and Health Council

LX Glas Gunsan Plant regularly operates a safety and health council to strengthen safety and health management. Through this, communication between workers and management is activated and safety issues at the site are prevented in advance.



Support for Safety Environment at Operating Sites

LX International selects priority safety environment promotion tasks for overseas operating sites every year, implements them, and continuously checks their progress. In order to support safety environment at the site, Safety Alert and Safety Guidance are issued and safety management activities are strengthened. Through Safety Alert, accident cases of other companies are shared and the status of our safety management is checked, and Safety Guidance is utilized to raise employees' safety awareness and improve the level of safety management.



Safety and Environmental Review for New Business

LX International reviews and supports safety environment for new businesses to identify domestic safety environment legal requirements and anticipated hazardous and risk factors during business execution, and examines response measures. To this end, we inspect facilities and report items for compliance with related laws and regulations such as the Industrial Safety and Health Act, the Chemical Substances Control Act, and the Clean Air Conservation Act, and support the reporting procedures for public notices in accordance with the Chemical Substances Registration and Evaluation Act. In addition, we review safety environment risks before acquisition and inspect permits, compliance with laws and regulations, air pollution prevention facilities, and hazardous and dangerous machinery and equipment. After acquisition, we continuously inspect the status of risk management through safety environment inspections.

Industrial Accident Management

LX International monitors annual data such as the industrial accident rate, number of injuries, and fatalities to proactively prevent and manage workplace accidents. Based on domestic industrial accident rate inquiries, the number of industrial accidents has been 0 for the past three years, and the industrial accident rate has been 0%, maintaining zero accidents.

Voluntary Agreement on Improvement of Chimney Sampling Work Environment

Poseung Green Power signed a 'Voluntary Agreement on Improvement of Chimney Sampling Work Environment' with the Seoul Metropolitan Air Quality Management Office to ensure worker safety. Chimney sampling involves workers climbing up the chimney to check for pollutant emissions from the workplace, and during this process, they are easily exposed to risks such as falls and falling objects. Poseung Green Power has installed a safety net on the railing of the measuring work platform and will continue to make efforts in various ways to improve the workplace's work environment in the future.





Indonesia TBSM Industrial Accident Prevention and Response

LX International's overseas corporations are making multifaceted efforts to prevent industrial accidents. In recognition of these efforts, in early 2024, TBSM Indonesia received the 'Excellent Company in Safety and Health Management (SMK-3)' and 'Excellent Company in HIV/AIDS Prevention and Management' from the governor at the Safety and Health Emphasis Month event. In addition, as part of the safety and health service, we operate a medical room in our overseas corporations so that workers can respond quickly to emergency situations that may occur during work, and we support the creation of a healthy working environment for employees through treatment.







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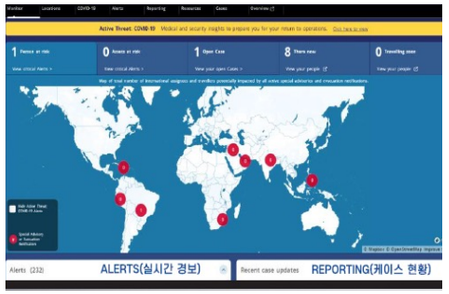
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Operating a Business Traveler Tracker System

LX International is increasing the efficiency of business travel management by automatically entering the business traveler's itinerary into the system when issuing a business traveler's ticket. Business travelers can also manually check in through the mobile app, which automatically updates their location. In addition, if a risk occurs around the country where they are traveling, the automatic check-in function can monitor their current location in real time. The headquarters uses a digital situation board to monitor the status of business travelers by country and region in real time, which supports a more rapid and systematic response.





Automatic communication for personal safety confirmation



- When special advice is issued, personal safety confirmation message is automatically sent to business travelers within the affected area
- Receive notification from Tracker administrator

- Business travelers submit a response via one of the following methods: e-mail, SMS, or phone message

- If no response is received from business travelers, it is re-activated 3 times in total at 5-minute intervals
- Continuous updates to Tracker administrator

- Send the collated response report to our Tracker administrator
- Administrator consults with I-SOS experts based on the report

Training for Business Travelers and Dispatched Workers

LX International provides mandatory training to employees through an online training platform before business trips and dispatches. Approximately 40 online training courses (infectious diseases, natural disasters, terrorism response, etc.) are assigned according to the country and number of people to provide customized training to each business traveler. Completion of training can be checked in real time through the system. In addition, a PTA (Pre-trip Advisory) email is sent immediately after ticket issuance to provide local risk information in real time, and a 4-step communication system is used according to the risk level to quickly respond to the situation.

Local risk information communication system



Safety and Health Assessment Activities for Partners

LX International conducts safety and health assessment activities to prevent safety and health risks with its partners in advance and to faithfully fulfill its legal responsibilities. In August 2024, we visited 9 external partner business sites, including Yeosu Tank Terminal, to evaluate the selection of qualified suppliers in accordance with the Industrial Safety and Health Act and the Serious Disaster Punishment Act and to confirm whether the subcontractor is fulfilling its legal obligations in accordance with the Chemical Substances Control Act. As a result of comprehensively evaluating the safety and health management system, certification, and accident history through inspection of major facilities and interviews with managers, we confirmed that all companies met the standard scores and that there were no unusual issues. LX International will continue to build a safe and responsible supply chain through systematic assessment and continuous management of its partners in the future.

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2024 CPR Training

In 2024, LX International provided CPR and AED training to 81 employees at its headquarters. The training content included the necessity and overview of CPR, chest compression and artificial respiration training, AED operation theory and demonstration using a training kit, airway obstruction symptoms and treatment, understanding and treatment of partial and complete airway obstruction. In the future, all employees of LX International will receive practical training at least once every three years.





Safety Principles Training

LX International conducted training on Safety Principle, LX International's safety culture training, for its subsidiaries. Training was conducted to instill in employees the awareness that ‘it is difficult to achieve zero accidents without developing a safety culture.’





Operation of a Smoking Cessation Clinic

LX International operates a smoking cessation clinic program to ensure the health of its employees. In cooperation with the Jongno-gu Public Health Center, we provide professional smoking cessation counseling, nicotine supplements, and cotinine tests to check the smoking cessation status of participants and provide ongoing support to maintain motivation to quit smoking.



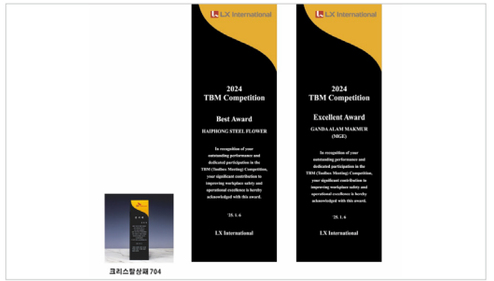


Safety UCC Contest: TBM Contest

LX International held the 2024 TBM (Tool Box Meeting) Contest (UCC Contest). As a result of the contest, Haiphong SF Electrical & Machinery received the best award and PT.GAM received the excellence award. This contest was held with the goal of promoting the importance of pre-operation safety inspections and forming a safety culture through TBM activation. Eight overseas business sites, including PT.GAM, participated in the contest, and the headquarters safety environment team was evaluated based on the utilization of Take-Five pre-operation safety inspections and creativity, and each winning business site was awarded a plaque.







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PT.GAM

Enhancing Emergency Rescue Capabilities

The on-site emergency rescue team at PT.GAM has improved its practical response capabilities through a variety of specialized training programs designed to strengthen rescue skills. The team participated in a fire and rescue competition hosted by the Indonesian Ministry of Energy and Mineral Resources, where they trained in the use of specialized equipment such as hydraulic spreaders and cutters. This training significantly enhanced their proficiency in operating emergency rescue tools. PT.GAM's rescue team also took part in a national fire and rescue competition, where their capabilities were evaluated and recognized. As a result, the team received commendations at both provincial and national-level competitions organized by government authorities. These experiences have meaningfully contributed to strengthening the team's ability to respond swiftly and effectively to various emergency situations that may arise at the worksite.





PT.AKP

Mine Infrastructure and Safety Management

PT.AKP is committed to creating a safe working environment throughout its mining operations. To prevent workplace accidents, the company conducts regular safety training and actively implements a range of safety management measures. To prevent traffic accidents involving trucks entering the port, speed bumps have been installed to reduce speeding. Additionally, light towers have been installed to improve visibility and enhance safety during nighttime operations. The company has also installed safety signage throughout the mine site and continues to develop essential infrastructure to ensure comprehensive safety management across the operation.





PT.PAM

Establishing an Emergency Response System and Reinforcing Safety Education

PT.PAM has established a monitoring system such as safety and health capacity inspection, heavy equipment inspection SOP and log to strengthen the management of suppliers and subcontractors. In addition, it conducts related safety education to be followed when entering PT.PAM workplaces for suppliers and all employees, and regularly operates safety and health councils. In order to establish an emergency response system, it reviewed the reporting and response SOP in case of an emergency, and established an Emergency Response Team (ERT) and an accident investigation team to establish an education and operation system. In 2016, the Indonesian government enacted Minister of Labor Regulation No. 9, which mandates training and qualifications for workers at heights. In order to comply with related laws and regulations, PT.PAM conducted training and obtained qualifications for a total of 3 IT, electrical, and maintenance personnel in 2024.



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PT.TBSM

Construction of the Biang Losan Village Bridge by PT.TBSM

In 2024, PT.TBSM undertook the reconstruction of the Biang Losan Bridge to enhance the safety of both local residents and nearby businesses. The previous bridge had undergone multiple repairs due to repeated structural damage, raising ongoing concerns about safety. The reconstruction project aimed to provide a more stable and durable infrastructure solution to prevent future risks and improve connectivity for the surrounding community. To solve this problem, construction of a new bridge began on July 15, 2024. During the construction process, a meeting was held with the village government to conduct prior publicity about traffic disruption, and then assembly, installation, and embankment work were carried out sequentially. The economic impact of the project included smooth logistics movement for local residents and businesses, improved traffic flow, and greatly improved safety for local residents. It had the effect of preventing accidents that could occur due to bridge construction and minimizing natural damage. In order to prevent accidents that damage the bridge in the future, the safety of the bridge will be maintained through continuous repairs and maintenance. Through this, PT.TBSM will continue to strive to improve the safety of the local community and the traffic environment.



PT.GUM

Conducting Safety Talks

PT.GUM conducted a company-wide Safety Talk to raise safety awareness among all workers. Through this, employees were encouraged to actively understand the K3 (Industrial Safety and Health) implementation plan and put it into practice. We had employees from each department (including non-managerial staff) take turns conducting Safety Talk every day, so that each person could feel a sense of responsibility for safety and share it with their colleagues. This participatory activity naturally spread safety awareness among employees and helped safety become established as a daily culture within the organization rather than a simple regulation. As a result, all employees are contributing to further strengthening the safety culture and creating a safer work environment.



PT.BNE

Improving Safety Facilities for Internal and External Safety

PT.BNE has been promoting a safety facility improvement project to ensure the safety of internal and external personnel. The target is the overflow channel for power generation (adjacent to external farmland) and public roads, and the risk of falling into the overflow channel and traffic accidents on public roads were identified as major risk factors. Accordingly, fall prevention facilities (guardrails) were installed in the overflow channel and damaged parts of the public road were paved and repaired. Through the reinforcement of these facilities, PT.BNE achieved zero accidents at its workplace by 2024 and strengthened ties with local governments and local communities.





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Safety and Health Management

Metrics and Target

Safety and Health Key Points & Roadmap



01 Target

Actions

Standardization of work

- Establishment of work process efficiency
- Implementation of safety, environment and health compliance monitoring
- Implementation of risk assessment and improvement measures
- Acquisition of ISO 45001 certification
- Continuing third-party verification of greenhouse gas emissions
- Establishment and settlement of chemical substance import procedures

Root cause improvement

- Strengthening root cause analysis and elimination activities for diagnostic findings
- Designating monthly safety days and conducting a comprehensive survey of hazardous and risk factors

02 Target

Actions

Risk identification and immediate response

- Safety inspection and legal compliance evaluation by period and target
- Implementation and improvement of crisis response simulation training

Proactive Risk Response

- Activation of Tool Box Meeting (TBM)
- Support for safety management of hazardous and dangerous machinery and equipment
- Regular audit of overseas business sites by theme

Prevention of major accidents

- Benchmarking of safety environment of advanced workplaces (Indonesia)
- Implementation of “Zone Defense” system
- Continuing to promote safety-focused projects

03 Target

Actions

Expanding exchanges and support

- Expanding the role of the safety environment for all employees
- Conducting monthly theme inspections

Improvement of employee management capabilities

- Benchmarking of safety environment of advanced companies
- Implementation of specialized safety and health education for each target group
- Systematization of implementation and management of environmental education

Prevention of major disasters

- Launch of a campaign to attach hazard signs
- Strengthening of security education for overseas employees
- Quarterly safety and health education
- New acquisition of ISO 14001 certification
- Third-party verification of greenhouse gas emissions for overseas corporations
- Establishment of chemical substance IT system

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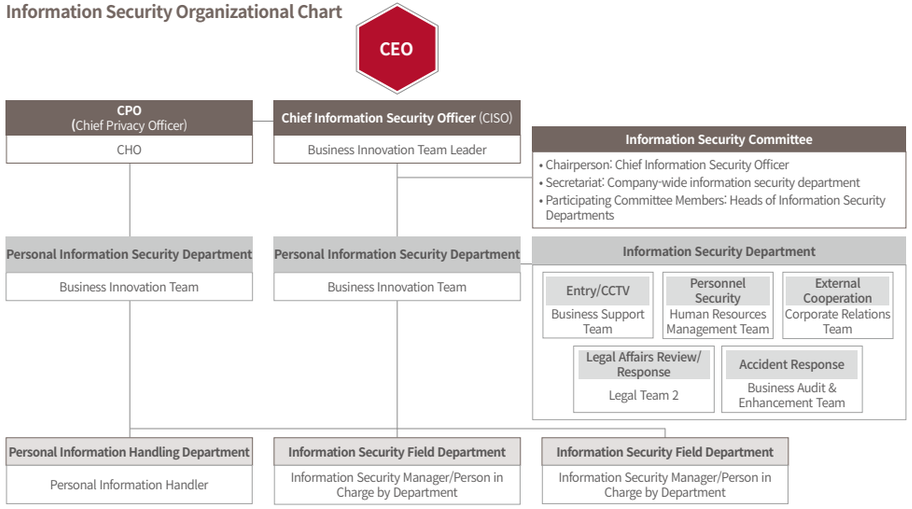
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Information Security Governance

In order to systematically operate information security management and effectively respond to risks, we have appointed a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO), and are supporting smooth communication with top management. In addition, we operate an Information Security Council to decide on major security policies, discuss security measures for each issue, and review business plans and performance, and hold regular meetings twice a year.

Information Security Organizational Chart



Information Security Council Activities

Main purpose	Agree on matters related to 'Major security policy decisions', 'Consultation/coordination/establishment/ work plans and performance of security measures for each issue'		
Main contents	First half of 2024	Second half of 2024	First half of 2025
	1) Information Security Council Overview 2) Report on the progress of major information security activities in the second half of 2023 3) Report on the information security activity plan for 2024 4) Announcement of security-related issues/ trends	1) Information Security Council Overview 2) Report on the progress of major information security activities in 2024 3) Information Security Management System and Technology in 2024 Sharing of vulnerability inspection results 4) Sharing of requests for cooperation by relevant departments	1) Information Security Council Overview 2) Report on the progress of major information security activities in the second half of 2024 3) Report on the information security activity plan for 2025 4) Information security-related trends/issues (generative AI) 5) Sharing requests for cooperation from relevant departments

Strategy

Management Policy

LX International has established an information security policy and operates 12 detailed guidelines and 24 procedures in accordance with the Information and Communications Network Act and the Personal Information Protection Act to ensure information security and personal information protection. Through this, we minimize information security risks and respond efficiently to related accidents and environmental changes. In order to comply with the revisions to related laws such as the Information and Communications Network Act and the Personal Information Protection Act and ISO/IEC27001 certification requirements, we establish/revise the information protection guidelines every year and continue to notify and apply them to employees.

Privacy Policy

LX International discloses its personal information processing policy through its official website. The policy states the personal information items collected, the purpose of use, and matters related to third-party provision. In the event that any modifications, such as additions or deletions of policy provisions, occur due to changes in laws, government policies, or security technologies related to the personal information processing policy, a separate notice will be posted on the website.

Implementation and Operation of Information Security Measures

To implement information security measures, we manage physical and environmental security, operational security and security for the electronic financial transactions and ensure the implementation of information security measures during the IT adoption, development, and maintenance processes. Additionally, we have established and maintain a systematic record preservation system to demonstrate our compliance with the principle of due diligence.

Privacy Disclosures

In accordance with Article 13 of the Act on Promotion of Information Protection Industry and Article 8 of the Enforcement Decree, LX International conducts information protection disclosures to KISA every June, and discloses the status of information protection investments and personnel, related certifications, evaluations, inspections, etc., as well as the status of activities to protect the information of users of information and communication services.

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Risk Management

Information Security System Inspection and Emergency Response

LX International classifies incident types into three types (service interruption, information alteration and destruction, confidential/personal information leakage) based on our security incident response guidelines for immediate security incident response and establishes response procedures and communication systems. In addition, we use the security control monitoring system to check for intrusions to prevent malware intrusions and personal information leakage, and we conduct information security assessment activities such as conducting an annual inspection of the overall information protection management level through an external company. In particular, we focus on regularly inspecting system vulnerabilities to discover and improve vulnerabilities to external hacking and system alteration in advance. In addition, we establish and evaluate business continuity measures for related risks to quickly and efficiently respond to information security emergencies such as customer information leakage and cyber hacking. In addition, we revise information security incident response procedures such as 'malicious code (worm virus) incident response procedures, cyber intrusion incident response procedures, information leak incident response procedures, DDoS attack incident response procedures, and APT attack (zombie PC) response procedures' every year.

Security Incident Response Procedures



LX International Security Incident Response Guidelines

1) In the event of a level 1 incident among the company's important information assets, the following security incident response TFT (CERT: Computer Emergency Response TFT) must be established and operated to establish and operate procedures for rapid response.
   a) Response Team Leader: Chief Information Security Officer (CISO)
   b) Response Team: Company-wide information security management department, information system management department
   c) Support Team: Information security-related departments
   ① Media control: External cooperation department ② Legal response: Legal department
2) The response team leader shall supervise the security incident response TFT and report major response results to the CEO.
3) If the response team leader determines that a security incident other than a level 1 incident is minor and there is no need for active response, he/she may delegate the role of team leader to one of the response team members.
4) The company-wide information security management department and information system management department shall establish response and recovery procedures for major information security incidents such as virus infiltration and hacking.
5) The information security management department and the information system management department can establish a response system for security incidents through security control, etc., and can reflect security requirements for responding to security incidents in the SLA (Service Level Agreement).

Information Security system and level inspection activities

Category	Number	Main Content
Information security management/ Operating system assessment	Once a year	**Inspection of information security status** • Check the appropriateness of management/physical/technical security and compliance with personal information laws • Diagnose the overall information protection management system based on the common security standard checklist • Diagnose the status of personal information management system and personal information processing system management **Proceed with vulnerability measures according to the assessment results** • Based on the assessment results, identify key issues and improvement items and establish countermeasures • Strengthen the information security level by taking vulnerability measures in accordance with the established action plan
Infrastructure vulnerability inspection	Once a year	**Perform infrastructure vulnerability inspection** • Perform technical vulnerability inspection using vulnerability inspection tool on IT infrastructure assets **Implementation of Remedial Actions for Identified Vulnerabilities** • Take measures for vulnerabilities based on inspection results • Analyze inspection results based on internal risk analysis evaluation methodology/
Web system vulnerability inspection	Once a year	**Perform web vulnerability inspection** • Perform vulnerability inspection through mock hacking targeting web system • Conduct vulnerability analysis by a third-party expert agency including hacker attack simulation **Proceed with vulnerability measures based on inspection results** • Analyze inspection results/establish supplementary plan based on internal risk analysis evaluation methodology • Continuously manage whether measures are taken according to supplementary plan
Disaster Recovery (DR) mock training	Once a year	**Establishment of DR Center** • AWS DR Center in Tokyo, Japan, established in September 2023 to prepare for service interruption due to various disasters and risk factors in AWS data centers • Disaster Recovery (DR) mock training conducted once a year **Disaster Recovery (DR) mock training in 2024** • Conducted disaster recovery mock training for SAP, IAM/SSO systems • Checked whether service is operating normally after data recovery at DR center • Completed recovery within 1 hour and 43 minutes, meeting RTO (recovery time target) of 4 hours or less • Continuously strengthening DR operation system by reflecting improvements derived from training

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IFRS Framework

Information Security

Risk Management

Audit for Maintaining Information Security Certification - ISO/IEC 27001

LX International obtained the international standard certification (ISO27001) for the information security management system in April 2023 to externally recognize the level of the information security management system and prove reliability, and maintains it through annual post-audits. In addition, we have faithfully implemented the information security disclosure mandated by the 「Act on the Progress of the Information Security Industry」 from 2022, and are disclosing related information so that customers can check our information security activities. As the importance of information security increases, we will strive to provide more reliable and secure services.


bsi.
Certificate of Registration
INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022
...making excellence a habit.

Information Security Violations

LX International has not been subject to any data breaches, including data leaks, thefts, or losses, in the past three years, and there have been no complaints filed against the company or external agencies.

Number of Violations (Cases)

2022	2023	2024
0	0	0

Fines (KRW)

2022	2023	2024
0	0	0

Office Security Check and Check for Unauthorized Software Use

LX International conducts quarterly office security status checks and unauthorized software use in accordance with the information security guidelines. In February 2025, office security was checked based on the presence of important documents and items left in the office, PC storage status, drawer and cabinet locks, and important space locks, and the presence of commercial software without corporate licenses or non-business programs such as chat, games, and investments was checked for installation. We systematically manage security violations by submitting a pledge to prevent recurrence and imposing penalty points on employees who commit violations. In addition, we are strengthening security awareness of employees through continuous information security education.

Inspection of the Status of Personal Information Management by Trustees

LX International conducts an annual inspection of the status of personal information management by trustees in accordance with the Personal Information Protection Act and information security guidelines. In November 2024, we inspected the personal information management system, personal information life-cycle, personnel and PC management, office security, etc. for all trustees, and received a management status checklist and information security training completion certificate from the trustees. As a result of the inspection, it was found that most trustees were properly managing personal information, but some trustees did not conduct their own information security training. The trustees conducted information security/personal information training using internal training materials, and improved the process so that all trustees can complete information security/personal information training at least once a year. We plan to prevent the risk of personal information leakage due to trustees in advance through continuous inspection of the status of personal information management by trustees.

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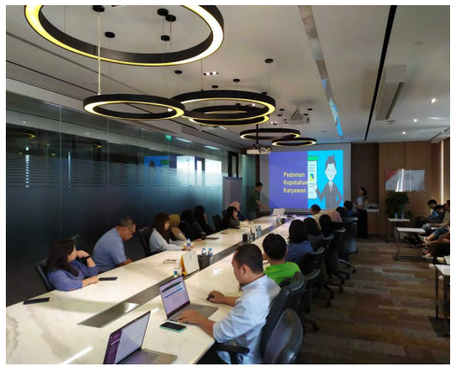
Information Security

Risk Management

Information Security Training for Employees

LX International conducted information security training to raise employees' security awareness and prevent security accidents. In accordance with the information security guidelines and annual information security activity plan, offline and online training is conducted for all employees at least once a year. The training conducted in November 2024 was organized under the theme of "Prevention of Breach Accidents and Protection of Trade Secrets." Offline training was conducted in the main auditorium of the Gwanghwamun Building for headquarters employees, and online training was conducted through the LX Academy training portal for those who could not attend offline training and employees of overseas branches. As a result of the training, 98% of all training targets completed the training, and penalties such as penalty points are imposed on those who did not complete the training to encourage participation in the training. In addition, information security online training is conducted for employees of overseas branches/branches at least once a year, and in June 2024, information security on-site training, including personal information training, was conducted at the headquarters in Jakarta, Indonesia. In this way, LX International is making various efforts, such as extending the online training period and providing overseas training, to minimize the percentage of those who have not completed the training and to enhance the security capabilities and awareness of all employees at home and abroad. We will continue to make efforts so that all members can fully understand and practice the importance of security.





Mock Training to Prevent Malicious Emails

LX International conducted malicious email prevention training for executives and employees of its headquarters and overseas branches to prevent security incidents such as virus infections and personal information leaks caused by malicious emails. The training conducted in November 2024 was based on real cases, and was conducted by sending emails impersonating Black Friday special events and inducing recipients to enter their personal information. As a result of the mock training, some members recognized the emails as malicious emails and reported them to the business innovation team. In order to encourage malicious email reporting, LX International provides products to the first reporter and spreads a culture of voluntary reporting. Through this training, we confirmed the malicious email response process and the level of security awareness of members, and we plan to reflect the training results in future information security training to further increase members' alertness.

Metrics and Targets

Information Security Activities Key Point & Roadmap

2023
- Build an AWS DR Center
- Achieve ISO27001 certification

2024
- Data security for employees of overseas subsidiaries/branches
  Data security for awareness
  Conduct online training
  (Former expatriate/branch office expatriate, ISE)

2025
- Secure PC in foreign subsidiaries/ branch offices
- ISO27001:2022 Certification Transition Audit
- Data security for foreign subsidiaries/ branches Travel training
- Replacing aging security system equipment

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Social Data[1)]

Employee Composition and Diversity

Category		Unit	2022	2023	2024
Total number of employees		Person	468	477	495
Gender	Male	Person	357	362	382
	Female	Person	111	115	113
Age	Age under 30	Person	67	96	104
	Age from 30 to 49	Person	342	332	339
	Age 50 or above	Person	59	49	52
Position	Executives	Person	18	18	17
	Non-Executives	Person	450	459	478
Employment Type	Regular	Person	462	468	489
	Non-regular[2)]	Person	6	9	6
	ISE (Inland Service Employee)	Person	399	383	399
Employees with disabilities	Total no.	Person	6	13	13
	Ratio	%	1.3	2.7	2.6
Employees with national merit	Total no.	Person	9	12	14
	Ratio	%	1.9	2.5	2.8
Ratio of female managers	Team leaders	%	3	4	3.5
	Senior manager or above	%	12	9.2	11.5
Average Wage	Male	KRW	167,000,000	151,000,000	122,000,000
	Female	KRW	84,000,000	87,000,000	72,000,000

1) All social data is applied based on LX International headquarters coverage
2) Non-regular employees include roles such as office assistants

New Hires and Departures

Category		Unit	2022	2023	2024
Number of New Hires		Person	71	61	52
Gender	Male	Person	57	46	45
	Female	Person	14	15	7
Age	Age under 30	Person	37	37	29
	Age from 30 to 39	Person	28	16	19
	Age from 40 to 49	Person	5	7	2
	Over 50	Person	1	1	2
Position	Entry-level	Person	27	40	30
	Experienced	Person	44	21	22
Departures	Voluntary Turnover Rate	%	7.1	5.8	3.6
	Average Tenure	1 year	9.3	9	9.5

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Social Data

Employee Education

Category		Unit	2022	2023	2024
No. of employees who completed Training		Person	1,506	3,062	4,624
Total hours and expenses of training	Total hours of training	Hour	18,826	41,300	66,001
	Average training hour per capita	Hour	40	87	133
	Total expenses of training	KRW	1,387,055,625	1,219,289,164	1,614,719,075
	Average training expenses per capita	KRW	2,963,794	2,556,162	3,262,059
Statutory training	Training hour per capita	Hour	2	2	2
	Total employees who completed training	Person	360	461	498
Other than Statutory training	Training hour per capita	Hour	1	1	1
	Total employees who completed training	Person	360	461	498

Regular Performance Assessment

Category	Unit	2022	2023	2024
No. of employees subject to regular performance assessment	Person	411	424	466
Ratio of employees subject to regular performance assessment	%	88	89	94
Male	%	75	76	78
Female	%	25	24	22
Regular	%	100	100	100
Non-Regular	%	-	-	-

Social Contribution

Category		Unit	2022	2023	2024
Social Contribution Activity Expenses	Charity donations	KRW	211,319,500	189,800,000	83,800,000
	In-kind donations	KRW	0	0	0
	Employee donation amount	KRW	29,447,850	26,827,270	26,017,300
Employee Participation Status	Annual Social Contribution Participation	Person	37	23	86
	Total Hours of Social Contribution Activities	Hours	540	300	398

Parental Leave

Category		Unit	2022	2023	2024
No. of employees taking parental leave	Male	Person	2	1	2
	Female	Person	10	15	7
	Total	Person	12	16	9
No. of employees returned from parental leave	Male	Person	2	1	0
	Female	Person	8	3	2
	Total	Person	10	4	2
Ratio of employees returned from parental leave	Male[1)]	%	100	100	0
	Female	%	100	100	100
Return-to-Work Retention Rate After Parental Leave	Male	%	50	100	0
	Female	%	88	100	92

Employee Benefits

Category		Unit	2022	2023	2024
No. of Employees Using Flexible Work Arrangements		Person	346	358	372
People Enrolled in Retirement Pension	Defined Benefit plan (DB)	Person	368	389	413
	Defined Contribution plan (DC)	Person	32	26	30

Labor Practices

Category	Unit	2022	2023	2024
Ratio of labor-management council meetings applied	%	100	100	100
No. of labor-management council meetings convened	Time	4	4	4

1) Correcting error values in prior year reports

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Respect for Human Rights

Category		Unit	2022	2023	2024
Human Rights Grievance Handling Status	Number of Human Rights Violation Complaints	Cases	0	1	1
	Number of Complaints Under Processing	Cases	0	0	0
	Number of Complaints Resolved	Cases	0	1	1
Human Rights Related Training Status	Total Training Hours	Hours	1,080	1,383	1,494
	Training Hours per Person	Hours	3	3	3
	Total Number of Participants	Person	360	461	498

Supply Chain ESG Management[1)]

Category		Unit	2022	2023	2024
Total Number of Partner Companies[2)]		Number	-	122	140
Partner Companies Evaluated for Environmental Standards	Number	Number	-	122	140
	%	%	-	100.0	100.0
Partner Companies Evaluated for Social Impact	Number	Number	-	10	12
	%	%	-	8.2	8.6
Monetary value provided to partners	Grants	KRW	-	0	0
	Funding	KRW	-	0	0
Grievance Handling for Partner Companies	Received	Cases	-	0	0
	Under Processing	Cases	-	0	0
	Resolved	Cases	-	0	0

Information Security

Category	Unit	2022	2023	2024
Information Security Investment Amount	KRW	657,115,897	631,130,995	581,372,611
Number of Personal Information Security Law Violations and Complaints	Cases	0	0	0

1) For supply chain related data, disclosures started in 2023.
2) Partner companies cover domestic companies, excluding public institutions, financial institutions, subsidiaries, consulting firms, and simple one-time transaction companies. The number of partner companies expanded from 122 to 140 in 2024, with no new partners.

Industrial Accident Management

Category		Unit	2022	2023	2024
Industrial Accident Occurrences	Workers	Cases	0	0	0
	Partner Companies	Cases	0	0	0
Work-related fatalities	Number of Work- Related fatalities	Cases	0	0	0
	Work- Related fatality Rate	%	0	0	0
	Work-Related Fatalities among Contractors	Cases	0	0	0
	Contractor Work-Related Fatality Rate	%	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	Workers' Accident Rate	%	0	0	0
	Partner Companies' Accident Rate	%	0	0	0
Total Recordable Injury Frequency Rate (TRIFR)	Workers' Accident Rate	%	0	0	0
	Partner Companies' Accident Rate	%	0	0	0
Near-miss frequency rate (NMFR)	Workers	%	0	0	0
	Contractor employees	%	0	0	0

Safety Training Completion Status

Category	Unit	2022	2023	2024
LX International				
Employees Completing Safety Training	Person	0	339	136

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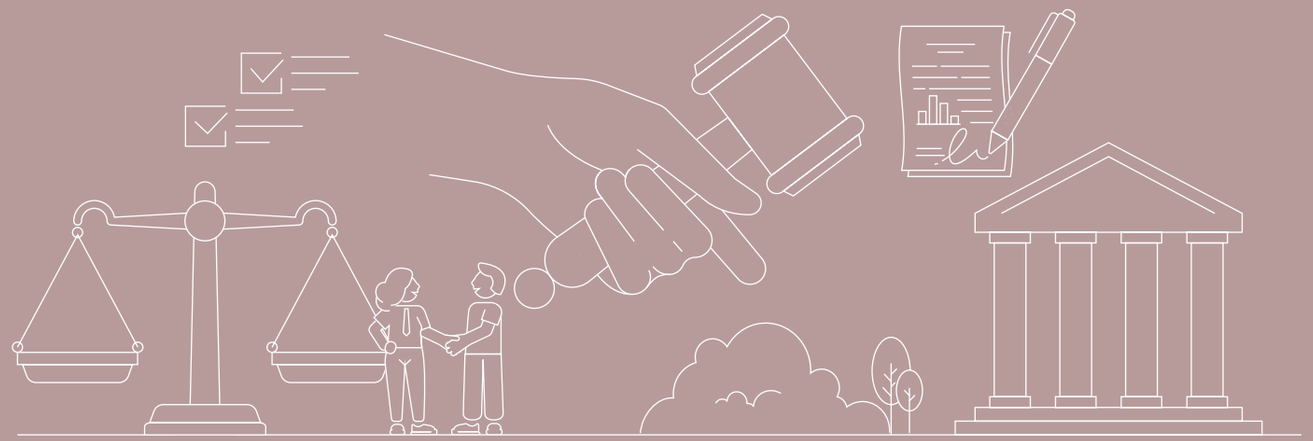
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GOVERNANCE

LX International Approach

A transparent governance structure is the foundation for sustainable growth of a company, and to strengthen this, LX International has selected Jeong-Do Management and Board of Directors and Committees as important governance issues based on the results of the double materiality assessment. LX International has a dedicated department to internalize Jeong-Do Management, establishes a code of ethics, and raises the ethical awareness of executives and employees through training sessions and materials distribution. In addition, the board of directors plays a key role in strengthening the sustainability of the company and leading transparent decision-making, and continuously strengthens responsibilities and roles and maintains diversity to further solidify Jeong-Do Management system. In addition, a dedicated department oversees policy and system to enhance compliance, and are promoting advanced dividend policies and English disclosures to protect shareholder rights.





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Material issues | IFRS Framework

Jeong-Do Management

Major Issue Reporting Framework

LX International has established strategies and systems for governance issues and operates a transparent and responsible decision-making system centered on the board of directors and committees. In addition, we are continuing our efforts to continuously improve the governance system and internalize responsible management throughout the organization through risk management and metrics and targets management. We report our activities and performance in accordance with the key disclosure elements of IFRS Framework S1, namely 'Governance', 'Strategy', 'Risk Management', and 'Metrics and Targets', regarding major governance issues. This serves as an important foundation for proving that LX International is realizing sustainable management based on transparent and responsible governance.

IFRS Framework S1 Disclosure Core Elements



Governance
Information on the decision-making body responsible for overseeing sustainability-related risks and opportunities, the management's role in assessing and managing risks and opportunities for management, and the system, etc.

Strategy
The actual and potential impact of sustainability-related risks and opportunities on the organization's business, strategy, and financial planning

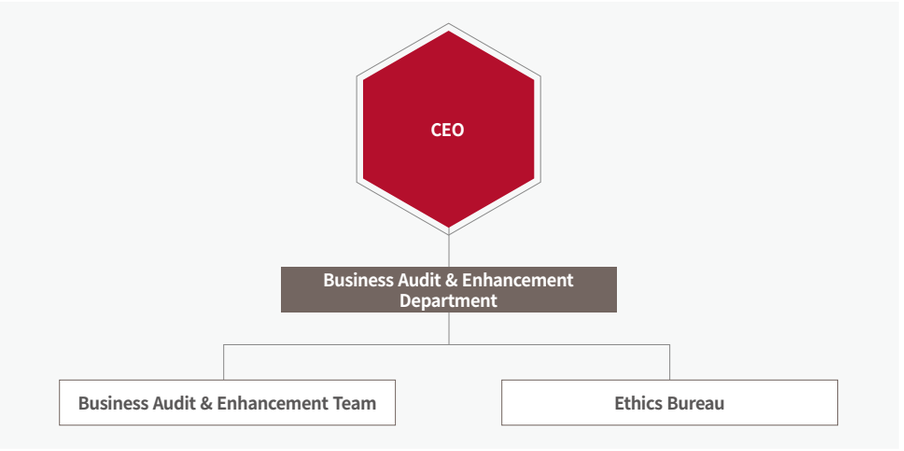
Risk Management
The process used to identify, assess, and manage sustainability-related risks and opportunities.

Indicators and Objectives
Indicators and Objectives used to assess and manage sustainability-related risks and opportunities

Governance

Jeong-Do Management Organizational Structure

LX International is aiming to build a sustainable management environment and increase corporate transparency and ethics through its Jeong-Do Management governance system. The Business Audit & Enhancement Team and Ethics Bureau under the Business Audit & Enhancement Department are in charge of administrating and implementing Jeong-Do Management. Through its Jeong-Do Management governance system, LX International is aiming to build a sustainable management environment and increase corporate transparency and ethics.



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Jeong-Do Management

Strategy

Code of Ethics

LX Group has established the LX Code of Ethics as the standard for proper conduct and ethical decision-making that all employees are required to follow. This code applies to all employees of LX International. The Code of Ethics is available in Korean, English, Indonesian, Chinese, and Vietnamese, and is published on the company's internal portal. All employees—including those at headquarters, overseas branches, and subsidiaries—submit an “Jeong-Do Management Pledge” every January. To reinforce compliance awareness, the company conducts internal regulation checks and targeted ethics training. Quarterly ethical management education is also provided to subsidiaries such as Poseung Green Power and LX Glas, helping to strengthen ethical practices across the organization. Furthermore, LX International requires all partners to sign an Jeong-Do Management Pledge when entering into contracts, promoting group-wide ethical standards that extend throughout the supply chain.

LX Code of Ethics

01 Responsibilities and Obligations to Customers
- Respecting customers
- Creating value
- Providing value

02 Fair Competition
- Pursuing free competition
- Complying with laws and regulations

03 Fair Transactions
- Equal opportunity
- Fair transaction process
- Pursuing mutual growth

04 Basic Ethics of Employees
- Basic ethics of employees
- Accomplishing missions
- Self-development
- Fair handling of job
- Avoiding conflict of interests with the company

05 Coporate Responsibilities for Employees
- Respecting humanity
- Fair treatment
- Promoting creativity

06 Responsibilities to the Environment, Society and Shareholders
- Protecting environment
- Compliance with social responsibility
- Protecting the interests of shareholders

Risk Management

Whistleblower Protection

LX International operates a whistleblower protection policy to protect the identity of whistleblowers who report misconduct. This policy is based on the principle of submission of real name and valid evidence, thereby increasing the reliability of the information provided by the whistleblower and supporting a quick and accurate investigation. In addition, we thoroughly protect the information of all stakeholders related to the whistleblower as well as the whistleblower, and do our best to prevent any disadvantages that the whistleblower may experience. In particular, LX International clearly states relevant regulations to thoroughly prevent retaliation against the whistleblower and takes immediate action in the event of a violation. The whistleblower's identity will not be disclosed without the whistleblower's consent, and we operate a strong system to protect the whistleblower's safety and confidentiality throughout the entire reporting process. Through this, LX International maintains a fair and transparent management environment and supports whistleblowers to report misconduct without fear.

Whistleblower Protection Policy



The whistleblower and the contents of the report are strictly confidential to the department in charge, and the reporting system is protected by a safe security system. In addition, the processing of reports is carried out by a limited number of people who have pledged to strictly keep the contents of the report confidential.



If it is determined that the whistleblower has suffered any disadvantage or punishment due to the report, restoration to the original condition or equivalent compensation measures will be implemented.



If you report any irregularities or corruption that you are involved in, it will be dealt with reasonably after sufficient consideration of the circumstances.

Report Channels

Cyber Sinmungo	https://ethics.lxmdi.co.kr/index.do
Address for mail	58, Saemunan-ro, Jongno-gu, Seoul, Korea (03184) LX International
Responsible department	Ethics Bureau
Email	ethics@lxintl.co.kr
Contact	02-6984-5088

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Jeong-Do Management

Risk Management

Operation of a reporting system for Jeong-Do Management

LX International operates a reporting channel where employees can report violations of Jeong-Do Management in order to secure trust from customers and partners and create a better society. Reports can be received through the cyber Sinmungo, mail, phone, and website, and for internal employees only, a grievance counseling center and social media channels (KakaoTalk, etc.) are also operated to allow reporting through various channels. When a report is received, an investigation is conducted immediately, and information related to the reported content is thoroughly managed in a secure folder that only the reporting investigation manager at Ethics Bureau can access. In addition, the identity of the whistleblower will not be disclosed without consent, and if the whistleblower is disadvantaged due to violation of this, LX International will restore the original status and take corresponding responsibility. Through this thorough reporting management and protection system, we actively support employees to safely express their opinions and practice Jeong-Do Management.

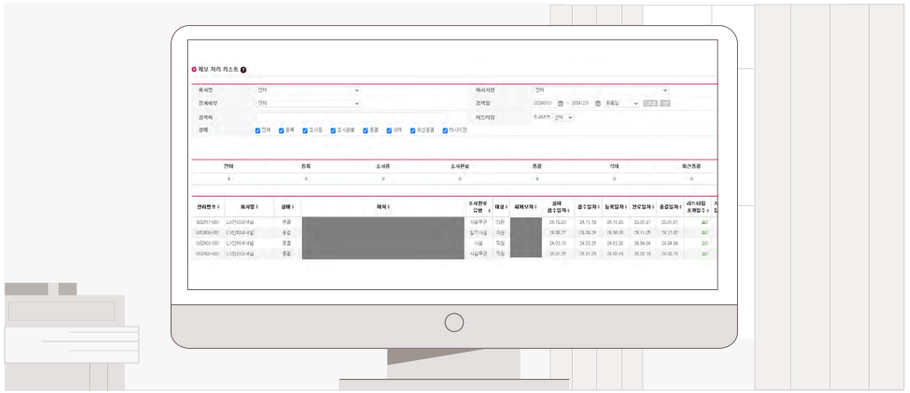
Cyber Sinmungo Reports Accepted and Processed in the Last 3 Years

Total Number

2022	2023	2024
5	3	4

Number of Disciplinary Actions

2022	2023	2024
2	2	2



2024 reporting system inquiry screen

Metrics and targets

Internalization of Jeong-Do Management Performance in 2024

LX International is conducting intensive online and offline training sessions on Jeong-Do Management for all executives and employees (headquarters, overseas corporations, branch offices, ISE) in 2024. The number of people who completed the training sessions and related quantitative data are systematically managed, and the effectiveness of the training sessions is evaluated and utilized for continuous improvement. LX International is continuously strengthening education and training so that all executives and employees can comply with the principles of Jeong-Do Management and work within an ethical management environment.

Jeong-Do Management Training Sessions

	Hours of training sessions per person	Total number of participants in education (persons)*
2022	1	533
2023	1	967
2024	1.5	1,395

*Including all corporate/branch staff and ISEs in 2024 (including duplicate education personnel)

Jeong-Do Management Key Points & Roadmap

LX International is implementing various training sessions and activities in order to increase awareness of Jeong-Do Management and internalize the principles of it. In March 2025, Jeong-Do Management magazine was published, and is planned to be published quarterly.

2023

- Improvement of internal Cost Monitoring System (CMS)
- Implementation of face-to-face management education for overseas corporations and branches

2024

- Implementation of intensive Jeong-Do Management training sessions to prevent violations of management ethics
  (4 times a year for subsidiaries,
  2 times a year for overseas ISEs,
  4 times a year for expatriates)

2025

- Publication of Jeong-Do Management magazine on a quarterly basis
  - "STEP BY STEP", detailed explanation materials for major internal regulations
  - "Jeong-Do Management Radar", Introduction of violation cases of Jeong-Do Management ethics and global corporate ethics by other companies
  - "Jeong-Do Management & culture", Emphasizing the importance of corporate ethics through the use of cultural content
  - "Jeong-Do Management:Executive Insights", Sharing of management philosophy by executives and managers
  - "Challenge! Jeong-Do Management quiz", a participatory quiz event
- Implementation of on-site inspections and training sessions (2 times a year in Indonesia, 2 times a year in Headquarters, 2 times a year in subsidiaries)

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Jeong-Do Management

Risk Management

Spreading Jeong-Do Management Culture

LX International distributes various materials to employees to internalize the culture of Jeong-Do Management. In 2024, we sent emails to overseas business travelers to prevent Jeong-Do Management violations, and automatically sent emails to employees who are going on business trips to inform them of the relevant country in order to establish an organizational culture that respects the laws and culture of the country. In addition, we distribute “Jeong-Do Talk Talk” to inform employees of the internal regulations that they must follow once a month, including overseas ISEs, and employees of subsidiaries (LX Glas, Poseung Green Power). We play Jeong-Do Management campaign videos on the digital screen in front of the headquarters elevator, and we continuously carry out Jeong-Do Management culture spreading activities (Jeong-Do Talk Talk, gift reporting, inquiries, etc.) through social media channels. In addition, in early 2024, we held activities such as gift giving, word search, and crossword quizzes to pledge to practice ethical management for headquarters employees.

JeongDo TalkTalk Newsletter



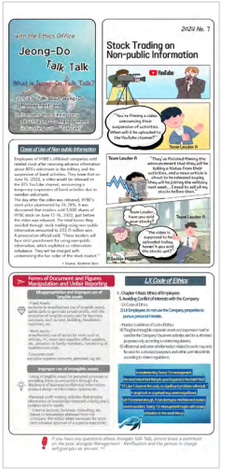
Korean



Chinese



Indonesian



English



Jeong-Do Talk Talk postings by month

Training Sessions for Internalizing Jeong-Do Management

LX International conducts regular Jeong-Do Management training sessions for all employees, and has converted existing online education to offline face-to-face education to establish an internal Jeong-Do Management culture. Through this, we have strengthened risk management training for new employees, experienced employees, overseas employees, sales representatives, and team leaders, and are conducting related education for subsidiaries, LX Glas and Poseung Green Power, to establish a company-wide Jeong-Do Management awareness. 2024 has been designated as the year of intensive training to raise the level of Jeong-Do Management awareness among employees. Accordingly, we have conducted two training sessions at the headquarters, four training sessions at subsidiaries, regular trainings for new (new and experienced) employees, two training sessions for overseas employees, four training sessions for overseas employees, one ISE (Inland Service Employee) online training session for all overseas corporations and branches, and one face-to-face training session for major business sites in Indonesia. Through this, LX International is strengthening the foundation for employees to deeply understand the importance of Jeong-Do Management and practice it.





On-site training in PT.PAM and PT.GAM

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Board of Directors and Committees

Board Composition

Board Composition

The Board of Directors at LX International functions as the highest decision-making body, ensuring checks and balances between the board and the management. Currently, the board operates with the CEO serving as the chairman of the board, considering the CEO's high understanding of the industry, expertise, and management efficiency.

Board Composition *As of April 2025

Name	Gender	Position	Duties	Academic and Career Background	Tenure
Yoon Chun Sung	Male	CEO (Chairperson)	CEO, Member of ESG Committee	- BS/MSc, Geology, Yonsei University - Former) Head of Resources Business Group	March 24, 2025 ~2028.03.23
Min Byeong Il	Male	Inside Director	CFO	- BA, Linguistics, Seoul National University - Former) Head of Finance Division, LG Electronics	March 24, 2024 ~March 23,2027
Sohn Lan	Female	Outside Director	Member of Outside Director Candidate Recommendation	- Public Relations Officer of Agriculture and Trade Center, The U.S. Embassy - Present) CEO, Sohn's Market Makers	March 28, 2025 ~ 2028.03.27
Chai Soo Il	Male	Outside Director	Member of Audit Committee, Chairperson of ESG Committee, Member of Outside Director Candidate Recommendation	- BA / MSc, Electrical Engineering, University of Southern California - Present) Boston Consulting Group Korea Office Representative	March 23, 2023 ~2026.03.22
Baek Bok Hyun	Male	Outside Director	Member of ESG Committee, Member of Outside Director Candidate Recommendation	- BS/MSc, Business Administration, Seoul National University, PhD in Business Administration, University of California (Berkeley), USA - Current) Professor of Business Administration, Seoul National University	March 28, 2025 ~ 2028.03.27
Kwon Oh Jun	Male	Outside Director	Member of Audit Committee Member of Outside Director Candidate Recommendation Member of ESG Committee	- BS/MSc, Law, Seoul National University - Present) Attorney at Kwon Oh Jun Law Firm	Mar. 23, 2023 – Mar. 22, 2026
Choi Seong Gwan	Male	Outside Director	Member of Audit Committee Member of Outside Director Candidate Recommendation Member of ESG Committee	- BS/MSc, Law, Seoul National University - Present) Attorney at Kwon Oh Jun Law Firm	Mar. 23, 2023 – Mar. 22, 2026

Board Independence and Diversity

LX International's Board of Directors strives to maintain independence and diversity. The current board is responsible for decision-making and oversight of major management operations and consists of four outside directors, two inside directors, and one other non-executive director. In appointing board members, efforts are made to ensure diversity in career and gender to prevent representation of specific stakeholders. The board considers diversity not only in terms of job expertise but also in age, gender, religion, nationality, and race, with the inclusion of female outside directors. Additionally, LX International complies with the requirements of the Commercial Act and the Fair Trade Act to control transactions with stakeholders such as major shareholders and management. When relevant issues arise, board approval and disclosure are conducted. These issues are also subject to review by the ESG Committee for additional scrutiny.

Board Expertise and Effectiveness

The Outside Director Candidate Recommendation Committee recommends candidates who possess the necessary expertise and capabilities as per the relevant regulations and the company's articles of incorporation. Our verification and assessment process evaluates the candidates' backgrounds, experiences and perspectives in the respective fields. Our objective is to identify individuals who can navigate dynamic business environments and make a meaningful contribution to the company's competitive advantage and future value. During the candidate verification process, we evaluate factors such as their eligibility to concurrently hold outside directorships and other legal disqualifications. Currently, the BOD is composed of professionals from various fields, including overseas business, finance and accounting, law, and management consulting, who contribute to fulfilling their respective roles and responsibilities.

Corporate Governance Report

LX International publishes a corporate governance report through its website every May. Through this, it discloses key information on corporate management, such as policies related to governance, shareholder information, board of directors and auditing organization composition and status. Stakeholders can check information on LX International's governance through this report.

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Board of Directors and Committees

Board Operations

The Board of Directors at LX International conducts resolutions on major matters and supervises the execution of duties by the management and directors in accordance with relevant laws and the Articles of Incorporation. The board convenes as needed for major issues requiring board resolution. In 2023, the board held a total of six meetings, reviewing 25 agenda items, including management performance reports, executive appointments, and approvals for new business investments.

Board Operation Status in 2024

Meetings	Resolutions	Approvals	Total Attendance Rate
8times	15items	8items	100% (including inside/outside directors)

Performance Evaluation and Remuneration

The board undergoes comprehensive performance evaluations based on individual goal achievement, management performance, financial results, and external competitiveness. For outside directors, evaluation criteria include board meeting attendance, and whether they provided appropriate advice and opinions on board agenda items and major management decisions. Evaluation results are used as reference material for reappointment decisions. The Audit Committee's performance is evaluated based on its substantive contributions to monitoring mechanisms and internal control over the company's financial risks. Directors' remuneration is objectively determined and executed based on various evaluation items and payment criteria set by the board. Directors' salaries are determined within the remuneration limits approved by the general meeting of shareholders, considering position and duties, and are paid as fixed amounts per position as resolved by the board. Bonuses are differentiated based on goal achievement, financial performance, and business environment, according to executive personnel management regulations. Outside directors' remuneration is executed within the limits approved by the general meeting of shareholders, considering management performance and external competitiveness.

Remuneration Status

Directors and Auditors	Total remuneration	Average remuneration per person
6people	KRW 2,413 million	KRW 402 million

Board Composition



Board Committees

LX International has established the Audit Committee, the Outside Director Candidate Recommendation Committee, and the ESG Committee under the board to enhance operational efficiency. The detailed objectives, authority, activities, composition, qualifications, and appointments of each committee are explicitly defined by relevant laws, the Articles of Incorporation, and board resolutions. Each committee receives reports from management, deliberates, and resolves matters, then reports the outcomes to the board. The details of committee meetings and individual directors' attendance rates are disclosed in the business report and the corporate governance report.

Audit Committee
- Consists entirely of outside directors, including one accounting expert.
- Internal control responsibilities.
- Monitoring and supervising management.

Outside Director Candidate Recommendation Committee
- Operating with a majority of outside directors.
- Reviewing candidates for outside directors and recommending them at the general shareholders' meeting.
- Holding at least one meeting annually to recommend candidates for outside directors

ESG Committee
- Operating with a majority of outside directors
- Reviewing and deliberating on major policies and issues in the ESG areas (e.g., climate action, greenhouse gas emissions management, safety management).
- Monitoring and supervising internal transactions.

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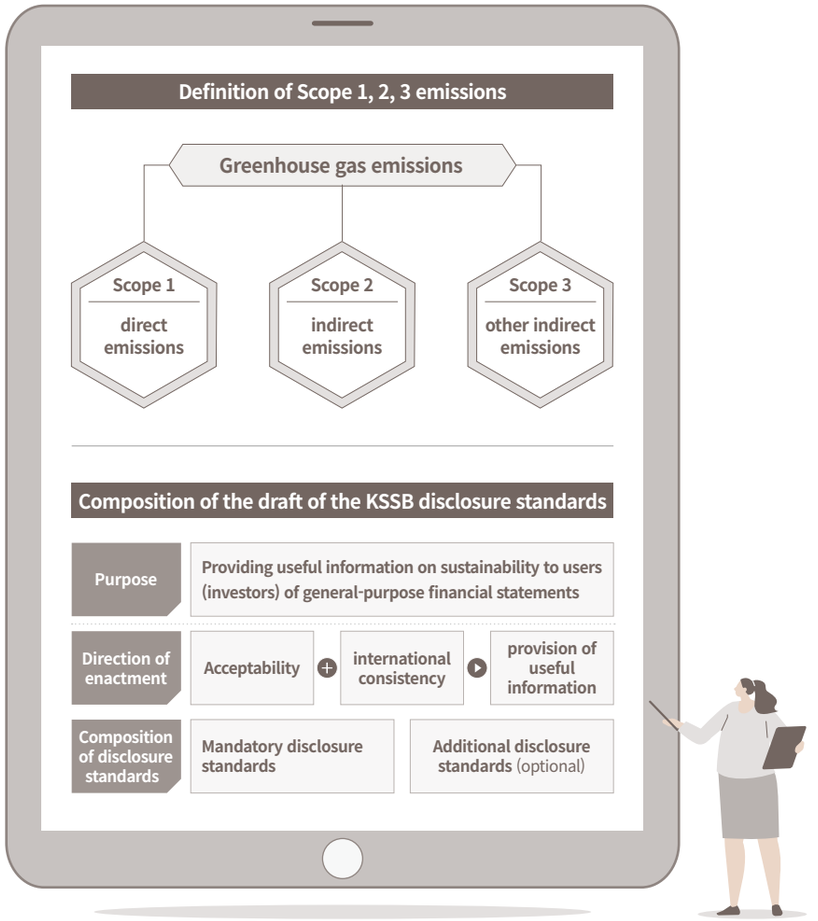
Board of Directors Training and Support

LX International provides various trainings necessary for management activities such as business, ESG (environment, society, governance), and auditing to enhance the expertise and capabilities of outside directors. In 2024, we invited ESG experts to hold training sessions for outside directors on carbon neutrality trends and the company's response measures, and we plan to continue to provide effective training by providing the company's business status, external auditor's accounting audit and internal control inspection results, and management assessment results. In addition, we have established a job performance support organization for the efficient operation of the board of directors, and the board of directors secretariat plays a role in supporting outside directors and the audit committee. The board of directors secretariat supports the collection and organization of agenda items, legal review of the basis for agenda items and resolutions, and helps the smooth operation of the board of directors. In addition, the internal accounting assessment department supports the internal accounting audit of the audit committee, and through a separate compliance support person, we report on compliance support tasks, domestic and international laws and trends, and conduct compliance education for executives to strengthen the company's compliance management.

Training Sessions for ESG Committee

LX International conducted in-depth training on carbon neutrality and sustainability for the ESG Committee in 2024. The training covered the concept of carbon neutrality and practical approaches to achieving it, and clarified the definitions of Scope 1, 2, and 3 to discuss how each company can measure and manage carbon emissions. In addition, through the ESG Committee training, the draft of sustainability disclosure standards by KSSB (Korea Sustainability Standard Board) was covered, and measures were presented on how companies can disclose ESG-related information and practice transparent management based on this. Through this, LX International supported the ESG Committee to play an important role in establishing effective strategies to realize sustainable management.





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Board of Directors and Committees Activities

Board meetings convened

Date of Convocation	Agenda items	Type	No. of Attendees
2024.02.02	No. 1: Report on the 4th quarter of 2023 business performance	Reported	7/7
	No. 2: Report on the status of the internal accounting management system operation	Reported	
	No. 1: Approval of the 71st financial statements and business report Approved	Passed	
2024.02.15	No. 1: Report on the evaluation results of the internal accounting management system operation	Reported	7/7
	No. 2: Report on the status of the compliance control system operation	Reported	
	No. 1: Approval of the convocation of the 71st regular general meeting of shareholders and the purpose of the meeting Approved	Passed	
2024.03.21	No. 1: Report on the disciplinary action against executive officers	Reported	7/7
	No. 1: Approval of the execution of director compensation Approved	Passed	
	No. 2: Approval of the revision of the executive officer personnel management regulations Approved	Passed	
	No. 3: Approval of the execution of executive officer performance incentives Approved	Passed	
	No. 4: Approval of the appointment of members of the Outside Director Candidate Recommendation Committee Approved	Passed	
2024.04.30	No. 1: Report on the 1st quarter of 2024 business performance	Reported	7/7
	No. 1: Approval of payment guarantee for overseas corporations Approved	Passed	
2024.08.02	No. 1: Report on the 2nd quarter of 2024 business performance	Reported	7/7
2024.09.11	No. 1: Approval of additional acquisition of subsidiary shares Approved	Passed	7/7
2024.11.12	No. 1: Report on the 3rd quarter of 2024 business performance	Reported	7/7
	No. 1: Approval of corporate bond issuance Approved	Passed	
	No. 2: Approval of the total transaction limit with special related parties Approved	Passed	
	No. 3: Approval of self-transactions with affiliates, etc. Approved	Passed	
	No. 4: Approval of the conclusion of the LX trademark use agreement Approved	Passed	
	No. 5: Approval of the appointment of executive officers Approved	Passed	
2024.12.06	No. 1: Additional acquisition of subsidiary shares and borrowing Approval of the motion passed	Passed	7/7
	No. 2: Approval of sale of Ensham mine stake in Australia passed	Passed	

Audit committee meetings convened

Date of Convocation	Agenda content/agenda items	Type	Members	No. of Attendees
2024.02.02	No. 1: Report on the 71st financial statements and business report	Reported	Yang Il-soo, Chae Soo-il, Kwon Oh-joon	3/3
	No. 2: Report on the status of internal accounting management system operation	Reported		
	No. 3: Report on the results of major management assessment in 2023 and the plan for 2023	Reported		
	No. 1: Approval of the conclusion of a non-audit service contract with an external auditor Approved	Passed		
2024.02.15	No. 1: Approval of the results of the evaluation of the status of the operation of the internal accounting management system Approved	Passed		3/3
	No. 2: Approval of the results of the evaluation of the status of the operation of the internal monitoring system Approved	Passed		
	No. 3: Approval of the audit report Approved	Passed		
	No. 4: Comprehensive approval of the non-audit service of the external auditor Approved	Passed		
2024.04.30	No. 1: Report on the financial statements for the first quarter of 2024	Reported		3/3
	No. 1: Approval of the audit activities of the external auditor in 2023 Approved	Passed		
	No. 2: Approval of Non-audit services by External auditor approved	Passed		
2024.08.02	No. 1: Report on Financial statements for the first half of 2024	Reported		3/3
	No. 2: Report on the Results of the design evaluation of the internal accounting management system	Reported		
	No. 3: Report on the Results of major management assessment/improvement activities for the first half of 2024 and the plan for the second half	Reported		
2024.11.12	No. 1: Report on Financial statements for the third quarter of 2024	Reported		3/3

ESG committee meetings convened

Date of Convocation	Agenda content/agenda items	Type	Members	No. of Attendees
2024.04.30	No. 1: Report on 2024 ESG Operation Plan	Reported	Yoon Chun Sung, Yang Il-soo, Chae Soo-il, Kwon Oh-joon	4/4
	No. 1: Approval of payment guarantee for overseas corporations passed	Passed		
2024.09.11	No. 1: Approval of additional acquisition of subsidiary shares passed	Passed		4/4
2024.11.12	No. 1: Report on performance of ESG management activities in 2024 and 2025 plans	Reported		
	No. 2: Report on internal transaction execution details approved by the board of directors in 2024	Reported		
	No. 1: Approval of total transaction limit with special related parties passed	Passed		4/4
	No. 2: Approval of self-transactions with affiliates, etc. passed	Passed		
	No. 3: Approval of conclusion of LX trademark use agreement passed	Passed		
2024.12.06	No. 1: Approval of additional acquisition of subsidiary shares passed	Passed		4/4

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IFRS Framework

Compliance

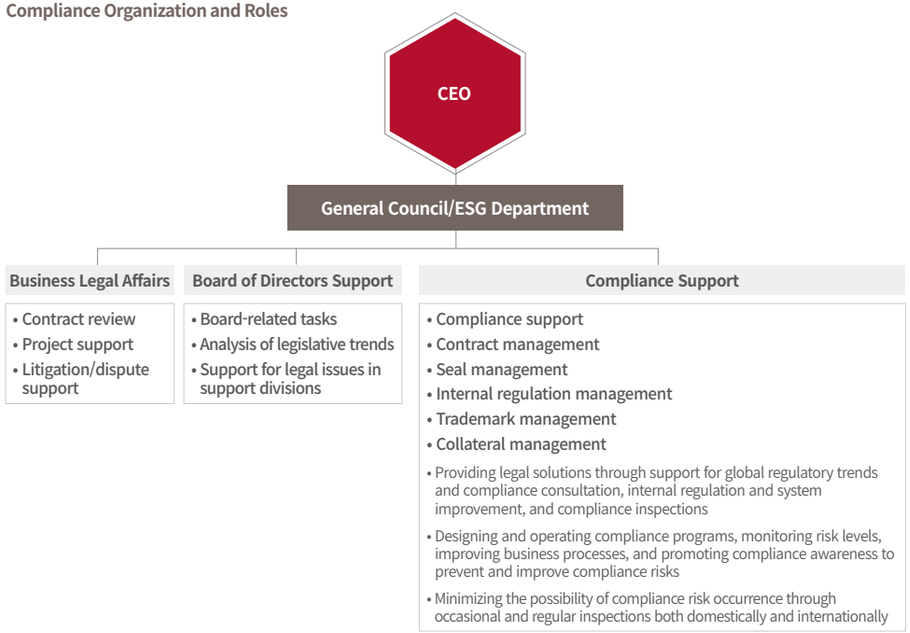
Compliance Management System and Policies

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Compliance Operating System

LX International operates a General Council /ESG department directly under the CEO, expanding its subordinate organizations and specialized personnel, and appointing responsible compliance officers. Additionally, a dedicated compliance organization has been established to manage company-wide compliance issues, including compliance training, contract review and legal advice, compliance monitoring, self-compliance checks, and legal management audits. The Board of Directors plays a role in establishing and amending compliance control standards, evaluating legal risks, and setting up an overall management system. Compliance officers oversee compliance support tasks and operate the company-wide compliance control system, while employees participate in compliance management through voluntary adherence to compliance standards and performance evaluations.

Compliance Organization and Roles



Strategy

Compliance Policy Enforcement

LX International strictly enforces compliance policies related to contacting competitors and collecting competitive information, handling new items, prior review of affiliate transactions, and management of information acquired during the M&A process. Through guidelines on contacting competitors and collecting competitive information, the company explicitly prohibits contacting competitors, collecting competitive information from competitors, and preparing documents containing competitive information. The company distributes and educates employees to ensure that all employees comply with the policy. In addition, when handling new items, the company reviews related laws and regulations through the legal organization and thoroughly implements necessary procedures. In the case of affiliate transactions, the company ensures that the transaction conditions are reviewed in advance to ensure the transparency and legality of the transaction. Information acquired during the M&A process is strictly managed so that it is not used for purposes other than due diligence, and such policies prevent information leakage or misuse. In addition, through continuous inspections, the company prevents personal information leakage due to trustees and strengthens the company's compliance system.

Compliance Management System (ISO 37301) Operation

LX International obtained the international standard ISO 37301 certification in November 2023, and conducts post-audits through an external professional certification agency every year. In addition, the effectiveness of the compliance management system is verified by undergoing a renewal audit every three years. Based on this, LX International operates a compliance management system, and in addition to providing legal support for legal risk management and response, it operates the compliance system more efficiently through close cooperation between executives and employees, including the board of directors and the CEO.


LRQA
Certificate of Approval
LX International Corp.
ISO 37301:2021

ISO37301 Certificate

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Compliance Risk Management

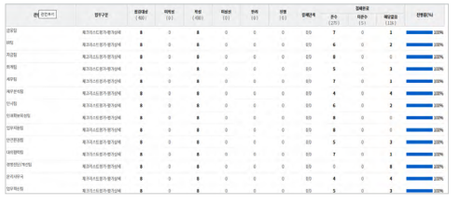
Risk Management

Establishing a Compliance System

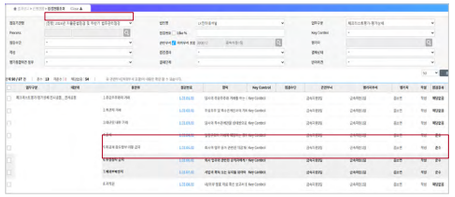
LX International is a listed company with assets of KRW 500 billion or more, and is required to establish standards and procedures for compliance control and appoint a compliance support person. Accordingly, LX International is establishing and operating a systematic compliance control system. The internal board of directors establishes and revises compliance control standards, establishes the overall legal risk assessment and management system, and appoints a compliance support person. The compliance support person is in charge of overall compliance support work and operates the company-wide compliance control system. In addition to the compliance support person, the legal affairs team 2 manages company-wide compliance issues and performs various activities such as compliance education, contract review and legal advice, compliance control, autonomous compliance inspection, and legal management inspection. Through this system, LX International meets legal requirements, systematically manages legal risks company-wide, and realizes transparent and responsible management.

Anti-bribery and Anti-corruption Activities

LX International is continuously conducting screening activities to prevent bribery and corruption, and is strengthening the internal management system to comply with related laws such as the Anti-Corruption and Bribery Act and the Foreign Corrupt Practices Prevention Act. We will continue to actively prevent activities for ethical management and transparent business performance in the future.



Compliance System Inspection Screen



Anti-bribery and anti-corruption inspection screen

Compliance Risk Monitoring and Inspection

LX International operates an inspection process to prevent major compliance risks in advance during the electronic approval process in accordance with the business autonomy regulations. We add a checklist of major compliance issue items to the electronic approval system to manage compliance risks so that they do not occur in contracts, investments, and fund management.

Category	Details
Loan and advance payment transaction / long-term sales or purchasing contract	• Prohibition of collusion • Prior approval for the transactions with related parties by the BOD, confirmation of adequacy of trade conditions
Investment	• Prior report for foreign direct investment
Service contract	• Prohibition of improper solicitation and bribery to public officials
Fund management	• Check on the BOD approvals when borrowing funds /

Compliance Risk Management Activities

LX International is promoting activities to minimize compliance risks and enhance trust at the company level to strengthen ethical and compliance management. In 2024, we shared the main contents and violation cases of the US FCPA (Foreign Corrupt Practices Act), the main contents of the Anti-Corruption Act, cases related to unfair support of affiliates, and prohibition of use of undisclosed important information through the distribution of compliance newsletters, thereby making efforts to establish a compliance culture within the company. In addition, we introduced a system to establish compliance goals for each organization and evaluate whether they are being met in order to encourage practical improvements in compliance and establish a compliance culture that encourages active participation.

Category	Details
Compliance Education	• A total of 1 company-wide compliance training session provided, a total of 4 subsidiaries' compliance training sessions provided. • A total of 10 compliance training sessions provided for the managers, new expatriates, and new employee
Newsletter	• A total of 11 compliance newsletters were sent on domestic and international law revisions and case studies
Contract Review and Legal Advisory	• Contract Review and Legal Advisory Provided Through the In-house Legal Portal
Compliance control	• System operation to reinforce the compliance system and risk management for each organization based on it





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Metrics And Goals

Compliance Key Point & Roadmap



	2024	2025
Compliance support	• **Semi-Annual Company-Wide Compliance Inspections** - Identify risks and enhance compliance awareness through interviews with headquarters business units and support departments, and check operational status according to ISO 37301 • **Rotational Compliance Inspections for Overseas Corporations/Branches** - Method: Create a compliance checklist and check the implementation status of legal management	• **Create and conduct inspections of Indonesian compliance risk pool** - Create and distribute risk pools that Indonesian investment corporations/branches must comply with and be aware of - Each Indonesian corporation conducts self-compliance inspections based on the risk pool • **Conduct mobile compliance inspections of overseas corporations/branches** - Select overseas corporations/branches to conduct compliance education and compliance inspections
Process improvement and Zoom in on your goals	• **Pre-Review of Compliance Risks in New Businesses** - Establish processes to prevent legal risks, including permits and reporting requirements, by having relevant departments (legal, tax, safety, environment, etc.) review new products in advance • **Improve the record management system for legal advice and disputes related to projects and update work guidelines and enhance compliance during the execution of work by improving the record management system and updating work guidelines**	• **Establish compliance goals and expand the target departments for evaluation** - Support for establishing goals that can substantially improve compliance - Raise awareness of compliance through awarding best practices and sharing company-wide
Increase compliance awareness	• **Compliance Training**(Conduct continuous training on laws highly relevant to our business, such as) - Fair Trade Act (first half of the year) and Foreign Exchange Transactions Act, Foreign Trade Act, and other trade-related regulations (second half of the year) - Education on the importance of compliance • **Departmental KPI Establishment** - Establish compliance goals for each department and reflect them in KPIs	• **Compliance education** - Education on anti-corruption compliance and precautions, and precautions related to unfair joint acts • **Opening of a compliance portal** - Opening of an integrated portal so that overseas employees can easily access compliance-related information - Promoting integration of legal management functions such as contract review and compliance information (letters, notices, guides, etc.)

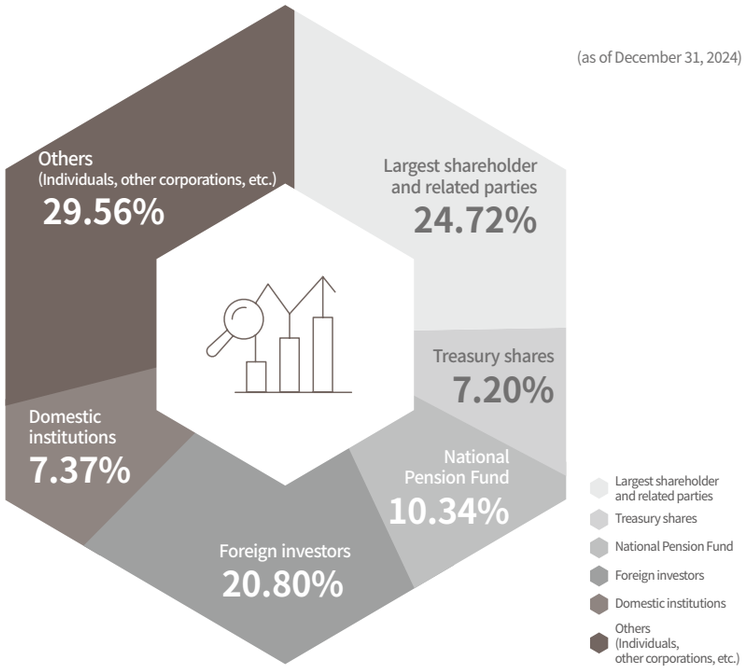
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Protection of the Shareholders' Rights

Current Shareholder Composition

As of December 2024, the total number of shares issued by LX International is 38,760,000 shares. The largest shareholder, LX Holdings Co., Ltd., holds 24.7% of the total issued shares.

(as of December 31, 2024)

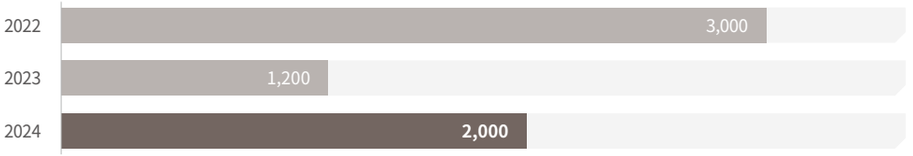


Major shareholder	Number of shares	Ownership percentage
Largest shareholder and related parties	9,581,336	24.72%
Treasury shares	2,792,098	7.20%
National Pension Fund	4,009,127	10.34%
Foreign investors	8,061,939	20.80%
Domestic institutions	2,857,763	7.37%
Others (Individuals, other corporations, etc.)	11,457,737	29.56%
Total	**38,760,000**	**100.0%**

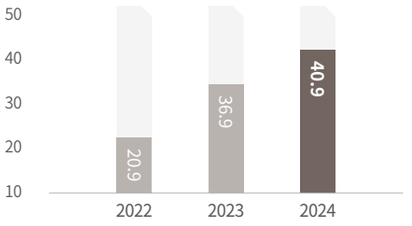
Shareholder Return and Dividend Policy

LX International has established and is operating a shareholder return plan to ensure that shareholders' rights to receive an appropriate level of dividends are respected while internally setting aside a certain amount of funds to secure funds for new business investments and stabilize its financial structure, while respecting the rights of shareholders to receive an appropriate level of dividends. The company uses a certain portion of the consolidated net income attributable to controlling interests, excluding unrealized profits and losses and non-recurring one-time factors, as a source of dividends, and the level of dividends is determined by the board of directors and announced through a public notice prior to the general shareholders' meeting. The dividend per share in 2024 was KRW 2,000, the cash dividend payout ratio was 40.9%, and the cash dividend yield was 8.1%. Compared to 2023, the dividend increased by KRW 800, the dividend payout ratio increased by 4%, and the dividend yield increased by 4.3%. In the future, LX International plans to continue returning profits to shareholders through dividends that comprehensively consider its profit level and stock price trends. In addition, at the 71st annual shareholders' meeting, we changed our articles of incorporation to allow the dividend standard date to be determined by a board of directors resolution rather than the previous end of the fiscal year in order to improve the dividend procedure. Accordingly, from the 24-year fiscal year dividend, LX International shareholders will be able to check the dividend amount first and decide whether to invest. We will continue to strive to enhance shareholder value in the future.

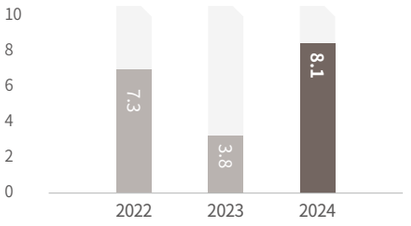
Dividend Trends(KRW)



Dividend Payout Ratio(%)



Cash Dividend Yield(%)



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Shareholder-Friendly Policies

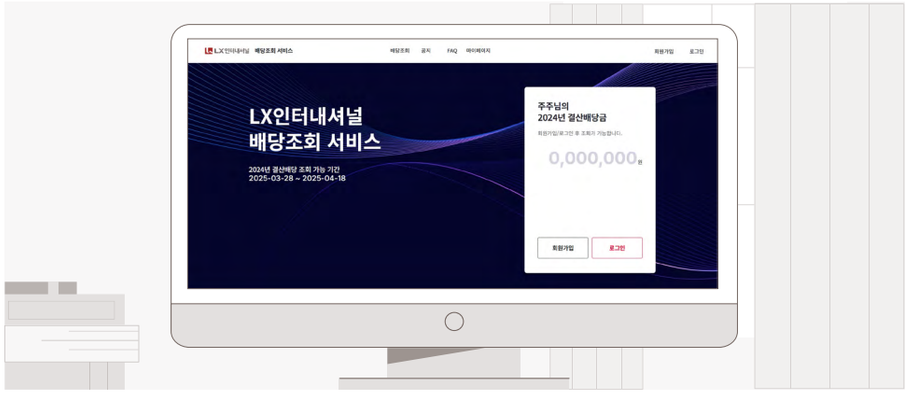
Activities to Protect Shareholder Rights

LX International ensures that shareholders can exercise their rights through proper procedures and provides the necessary information in a timely and sufficient manner. It is establishing a foundation for shareholders to exercise their voting rights smoothly, such as by operating an electronic voting system.

Shareholder and Investor Communication

When holding a general shareholders' meeting, we disclose information about the general shareholders' meeting, including the date and location, through the electronic disclosure system and the LX International website, and disclose quarterly performance data and business reports through the website's investment information. In addition, starting with the 71st annaul shareholders' meeting, our company has introduced an online dividend inquiry service. Our shareholders who are entitled to receive dividends can check the expected dividend amount in a more convenient and safe way than before through the online dividend inquiry site. In addition, in order to resolve information asymmetry between domestic and foreign investors, we plan to implement English-linked disclosures and actively strengthen communication with all investors through representative numbers and emails.

- Website
  https://www.lxinternational.com
  https://lxinternational.srpage.co.kr
- Tel. 02-6984-5505
- E-mail lxi_ir@lxintl.co.kr



Online Dividend Inquiry Site

2024 Outstanding Company for English Disclosure

LX International is not subject to the obligations* to disclose information in English, but has voluntarily conducted English disclosures to expand foreign investor access to information. The company conducted English disclosures within 7 days of the Korean disclosures on the Korea Exchange and was selected as the 2024 Outstanding Company for English Disclosure in the KOSPI Market in recognition of its efforts to resolve information asymmetry between domestic and foreign investors and enhance foreign shareholder value. We plan to continue conducting English disclosures in the future to provide accurate and prompt information to foreign investors.

*Criteria for English disclosure obligation corporations: KOSPI-listed companies with consolidated assets of KRW 10 trillion or more or KOSPI-listed companies with foreign ownership of 30% or more (assets of KRW 2 trillion to less than KRW 10 trillion)



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Board Composition

Items		Unit	2022	2023	2024
No. of Inside/ Outside Directors	No. of directors	person	7	7	7
	Outside Directors	person	4	4	4
	No. of outside directors exceeding the minimum legal requirement	person	1	1	1
Board of Directors Gender Diversity	Male	person	6	6	6
	Female	person	1	1	1
	No. of female directors among registered executives who are neither controlling shareholders nor affiliated individuals	person	1	1	1

Board Activities

Items		Unit	2022	2023	2024
Board	No. of BOD meetings convened	Times	10	6	8
	Average attendance rate	%	96	93	100
	Minimum attendance rate	%	80	66	100
Number of ESG-related Agenda Reviews		Times	10	5	6
Audit Committee	No. of Audit Committee meetings convened	Times	6	5	5
	No. of experts in accounting or finance among members of Audit Committee	person	1	1	1
ESG Committee	No. of ESG Committee convened	Times	3	3	4
Outside Director Candidate Recommendation Committee	No. of Outside Director Candidate Recommendation Committee convened	Times	1	1	-

Director Remuneration

Items		Unit	2022	2023	2024
Director Remuneration Status	No. of members	person	6	6	6
	Total remuneration	million KRW	2,056	2,752	2,413
	Average remuneration per person	million KRW	343	459	402
Individual Annual Remuneration	Total remuneration of registered directors	million KRW	1,762	2,458	2,125
	Average Remuneration per Registered Director	million KRW	881	1,229	1,063
	Total Remuneration for Outside Directors	million KRW	294	294	288
	Average Remuneration per Outside Director	million KRW	74	74	72
	Total Remuneration for Audit Committee Members	million KRW	216	222	216
	Average Remuneration per Audit Committee Member	million KRW	72	74	72

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Jeong-Do Management

Items		Unit	2022	2023	2024
Jeong-Do Management Violation Reporting/Actions	Reports and Notices	Cases	5	3	4
	Disciplinary/Personnel Actions Completed	Cases	2	2	2
Training on Jeong-Do Management	Training hours per capita	hour	1.0	1.0	1.5
	No. of participants[1)]	person	533	967	1,395

Compliance (Regulatory Violations) Status

Items		Unit	2022	2023	2024
Anti-Competitive Practices, Monopolies, and Unfair Trade Practices	Violations	Cases	0	1	0
	Fines	KRW	0	0	0
Violation of Disclosure Regulations for Corporate Group Status	Violations	Cases	0	0	0
	Fines	KRW	0	0	0
Tax-Related Assessments/Violations	Violations	Cases	0	0	0
	Fines	KRW	0	0	0
Other Socio-Economic Violations	Violations	Cases	0	0	0
	Fines	KRW	0	0	0

1) Includes all assignees at domestic and overseas offices and ISEs in 2024 (figures include duplicate training participants).

Protecting Shareholders' Rights

Items		Unit	2022	2023	2024
Economic Value Distribution to Shareholders	Dividend per share	KRW	3,000	1,200	2,000
	Total dividends	million KRW	107,904	43,161	71,936
Stock Ownership of Management Leadership	Stock ownership of CEO	Stock	6,855	6,855	10,000
	Average stock ownership of executives excluding the CEO[2)]	Stock	250	239	370
	Stock ownership of the founder(s)	%	24.76	24.71	24.72

2) Based on the 2024 Q4 Business Report.

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GRI 2021 Standards

Description	LXI International applies the GRI Standards in reporting sustainable management information for the period from Jan. 1, 2024, to Dec. 31, 2024.
GRI Standards used	GRI 1: Foundation 2021
Applicable industry-specific criteria	As of the reporting date in June 2024, there are no published industry-specific standards applicable to the business sector of LX International.

Category	GRI Standards	GRI Description	Page no. in the Report	Remarks
GRI 2	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	-	There are no significant changes.
	2-5	External assurance	139, 140	
	2-6	Activities, value chain and other business relationships	14	Due to the diverse nature of our businesses, we have provided an explanation using a representative business (Nickel Value Chain),there are no significant changes.
	2-7	Employees	108	
	2-8	Workers who are not employees	108	
	2-9	Governance structure and composition	117	
	2-10	Nomination and selection of the highest governance body	116, AR Report p.370	
	2-11	Chair of the highest governance body	116, AR Report p.368	
	2-12	Role of the highest governance body in overseeing the management of impacts	22, 117	
	2-13	Delegation of responsibility for managing impacts	22, 116, 117	
	2-14	Role of the highest governance body in sustainability reporting	22, 117	
	2-15	Conflicts of interes	116, AR Report p.368	
	2-16	Communication of critical concerns	117, 119	
	2-17	Collective knowledge of the highest governance bod	116, 118, AR Report p.370, 371, 374, 375	
	2-18	Evaluation of the performance of the highest governance body	117	
	2-19	Remuneration policies	117	
	2-20	Process to determine remuneration	117	
	2-21	Annual total compensation ratio	-	(Confidential)
	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitments	31, 38, 55, 64, 69, 82, 89, 94, 104, 113, 123	
	2-24	Embedding policy commitments	31, 32, 36, 38, 59, 65, 66, 70, 82, 83, 90, 95, 105, 114, 120	
	2-25	Processes to remediate negative impacts	90, 114, 120, 121	
	2-26	Mechanisms for seeking advice and raising concern	90, 114	
	2-27	Compliance with laws and regulations	126, 사업보고서 p.403, 404	
	2-28	Membership associations	138	
	2-29	Approach to stakeholder engagement	26, 27	
	2-30	Collective bargaining agreements	91, 109	

GRI 3 : Material Topics

Category	GRI Standards	GRI Description	Page no. in the Report	Remarks
Material Topics	3-1	Process to determine material topics	23	
	3-2	List of material topics	24	
Climate Change Response				
Material Topics	3-3	Management of material topics	31, 32	
Energy	302-1	Energy consumption within the organization	60, 61	
	302-3	Energy Intensity	60, 61	
Emission	305-1	Direct (Scope 1) GHG emissions	60	
	305-2	Energy indirect (Scope 2) GHG emissions	60	
	305-4	GHG emissions Intensity	60	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	48, 62	
Resource Use and the Circular Economy				
Material Topics	3-3	Management of material topics	44~45	
	303-2	Management of Water	40, 51~53, 61, 62	
	303-3	Water withdrawal	61	
	303-4	Water discharge	61	
	303-5	Water consumption	61	
	306-2	Management og significant Waste -Related Impacts	40, 44~47	
	306-3	Waste generated	45, 61	
	306-4	Waste diverted from disposal	45, 61	
	306-5	Waste Treatment Methods	45, 61	
Sustainable Business Operation				
Material Topics	3-3	NON-GRI	18, 19	
NON-GRI		No Relevant Topic Standard	-	
Environmental Management Strategy and System				
Material Topics	3-3	NON-GRI	38, 39	
NON-GRI		No Relevant Topic Standard	-	

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GRI 2021 Standards

GRI 3 : Material Topics

Category	GRI Standards	GRI Description	Page no. in the Report	Remarks
ESG Risk Management for Supply Chains				
Material Topics	3-3	Management of material topics	64, 65	
Environmental Evaluation for Partner Companies	308-1	New suppliers that were screened using environmental criteria	65, 110	
Social Evaluation for Partner Companies	414-1	New suppliers that were screened using social criteria	65, 110	
안전보건 관리				
Material Topics	3-3	Management of material topics	94~97	
Occupational Safety and Health	403-1	Occupational health and safety management system	94, 95	
	403-2	Hazard identification, risk assessment, and incident investigation	96, 97, 99	
	403-3	Occupational health services	98, 100	
	403-4	Worker participation, consultation, and communication on occupational health and safety	98	
	403-5	Worker training on occupational health and safety	99~101	
	403-6	Promotion of worker health	100	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	95, 98~102	
	403-8	Workers covered by an occupational health and safety management system	94, 95	
	403-9	Work-related injuries	110	
	403-10	Work-related ill health	110	
Talent acquisition and development				
Material Topics	3-3	Management of material topics	82	
Employment	401-1	New employee hires and employee turnover	108	
	401-2	Employee Benefits	88	
	401-3	Parental leave, Return to work after parental leave, Employees retained 12 months after returning to work following a period of parental leave	109	
Training and Education	404-1	Average hours of training per year per employee	109	
	404-2	Programs for upgrading employee skills and transition assistance programs	83, 85, 86	
	404-3	Percentage of employees receiving regular performance and career development reviews	109	
Roles and responsibilities of the board				
Material Topics	3-3	Management of material topics	116	
NON-GRI		No Relevant Topic Standard	-	
Jeong-Do Management				
Material Topics	3-3	Management of material topics	112, 113	
NON-GRI		No Relevant Topic Standard	-	
Creating Sustainable Economic Value				
Material Topics	3-3	Management of material topics	17	
Economic Performance	201-1	Direct economic value generated and distributed	135, 136	
	201-2	Financial implications and other risks and opportunities due to climate change	33	
Indirect economic impact	203-1	Infrastructure investments and services supported for public benefit	74~78	
Unfair business practices	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	126, AR Report p.404	

GRI 300 : Environment

Category	GRI Standards	GRI Description	Page no. in the Report	Remarks
Biodiversity	304-1	Operational sites owned, leased, or managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	56, 58, 59	
	304-2	Significant impacts of business activities, products, and services on biodiversity	56, 58, 59	
	304-3	Habitats protected or restored	56, 58, 59	

GRI 400 : Social

Category	GRI Standards	GRI Description	Page no. in the Report	Remarks
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	108, 125	
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	90, 110	
Customer data protection	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	110	

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ESRS

The European Sustainability Reporting Standards (ESRS) have been established as the implementation framework for the Corporate Sustainability Reporting Directive (CSRD), an EU regulation that came into force in March 2023 with the aim of mandating corporate sustainability disclosures. The ESRS define the scope, structure, and principles for reporting sustainability-related information in a standardized and transparent manner. In November 2022, the European Financial Reporting Advisory Group (EFRAG) published the final draft of the ESRS, which consists of 2 cross-cutting standards and 11 topical standards, comprising a total of 84 disclosure requirements and 1,144 quantitative and qualitative data points. In response, LX International is taking proactive steps to align with the ESRS framework by thoroughly reviewing the standards and establishing a robust internal system for managing sustainability-related information. These efforts are part of our ongoing commitment to enhance ESG transparency and respond effectively to evolving global reporting requirements.

ESRS 2. General Disclosures

Indicator	Item	Page no. in the Report
ESRS 2 BP-1	General basis for preparation of sustainability reporting	27
ESRS 2 BP-2	Disclosures regarding specific circumstances in sustainability information (estimates, assumptions, external sources, changes and errors)	-
ESRS 2 GOV-1	Role of the administrative, management and supervisory bodies	22, 31, 116~119
ESRS 2 GOV-2	Information provided to and sustainability matters addressed by the undertaking's governance bodies	119
ESRS 2 GOV-3	Integration of sustainability-related performance in remuneration policies	117
ESRS 2 GOV-4	Information on due diligence processes related to sustainability	65, 66, 68, 69
ESRS 2 GOV-5	Risk management and internal control systems related to the sustainability reporting process	120
ESRS 2 SBM-1	Business model, strategy, market positioning and value chain	14~16, 18, 19
ESRS 2 SBM-2	Views and interests of stakeholders	26, 27
ESRS 2 SBM-3	Connectivity of material impacts, risks and opportunities with strategy and business model	23~25
ESRS 2 IRO-1	Processes to identify and assess material impacts, risks and opportunities	23
ESRS 2 IRO-2	Disclosure requirements complied with in the sustainability statement	130~132

ESRS E1. Climate Change

Indicator	Item	Page no. in the Report
ESRS E1-1	Transition plan for climate change mitigation	32
ESRS E1-2	Policies implemented to manage climate change mitigation and adaptation	32, 34~36
ESRS E1-3	Actions and resources in relation to climate change mitigation and adaptation	36
ESRS E1-4	Targets related to climate change mitigation and adaptation	37
ESRS E1-5	Energy consumption and mix (including energy intensity)	60, 61
ESRS E1-6	Gross greenhouse gas emissions (Scope 1, 2, and 3)	60, 61
ESRS E1-7	GHG emission reductions and removals from carbon credits purchased or secured	35
ESRS E1-8	Internal carbon pricing: methodology and application	-
ESRS E1-9	Anticipated financial effects from material physical and transition climate-related risks and opportunities	24, 25, 33

ESRS E2. Pollution

Indicator	Item	Page no. in the Report
ESRS E2-1	Policies related to pollution	38, 39
ESRS E2-2	Actions and resources in relation to pollution prevention and contro	40~53
ESRS E2-3	Targets related to pollution	38, 39
ESRS E2-4	Emissions of air, water, and soil pollutants	45, 48, 50, 61, 62
ESRS E2-5	Use of substances of concern and most harmful substances (high concern or potentially hazardous)	40, 41, 45
ESRS E2-6	Anticipated financial effects due to pollution-related impacts, risks, and opportunities	24, 25, 33

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ESRS E3. Water and Marine Resources

Indicator	Item	Page no. in the Report
ESRS E3-1	Policies for the protection and management of water and marine resources	38, 39
ESRS E3-2	Actions and resources related to the protection and management of water and marine resources	40, 41, 51~53, 55, 59
ESRS E3-3	Targets related to the protection and management of water and marine resources	51~53, 55, 59
ESRS E3-4	Water consumption	61
ESRS E3-5	Anticipated financial effects due to water and marine resource-related impacts, risks and opportunities	24, 25, 33

ESRS E4. Biodiversity and Ecosystems

Indicator	Item	Page no. in the Report
ESRS E4-1	Transition plan and business model related to biodiversity and ecosystem restoration	55, 56
ESRS E4-2	Policies on biodiversity and ecosystem restoration	55
ESRS E4-3	Actions and resources related to biodiversity and ecosystem restoration	55~57
ESRS E4-4	Targets related to biodiversity and ecosystem restoration	55, 57
ESRS E4-5	Sites, species, and protection or restoration activities affecting biodiversity	55~59
ESRS E4-6	Anticipated financial effects due to biodiversity- and ecosystem-related impacts, risks and opportunities	-

ESRS E5. Resource Use and Circular Economy

Indicator	Item	Page no. in the Report
ESRS E5-1	Policies on resource use and circular economy	38, 39
ESRS E5-2	Actions and resources related to resource use and circular economy	40~53
ESRS E5-3	Targets related to resource use and circular economy	38, 39
ESRS E5-4	Material impacts, risks and opportunities related to resource use	51~54
ESRS E5-5	Material impacts, risks and opportunities related to resource circularity	44~47
ESRS E5-6	Anticipated financial effects due to impacts, risks and opportunities related to resource use and circular economy	24, 25, 33

ESRS S1. Own Workforce

Indicator	Item	Page no. in the Report
ESRS S1-1	Policies on labor and human rights for own workers	83, 89, 90
ESRS S1-2	Processes for engaging with workers and worker representatives on impacts	91, 92
ESRS S1-3	Remediation processes and grievance mechanisms for workers to raise concerns	90
ESRS S1-4	Actions taken on material impacts on workers and approaches to mitigate material risks and pursue opportunities, including effectiveness of those actions	82~92
ESRS S1-5	Targets for managing material negative and positive impacts, risks, and opportunities related to own workers	93~97
ESRS S1-6	Characteristics of the undertaking's own workforce	108
ESRS S1-7	Characteristics of non-employee workers in own workforce	108
ESRS S1-8	Proportion of employees covered by collective bargaining and formal dialogue processes between workers and worker representatives	91
ESRS S1-9	Diversity in the workforce (e.g., gender and age distribution, parental leave, gender pay gap)	83, 108, 109, 116, 125
ESRS S1-10	Methodology for determining adequate wages	84
ESRS S1-11	Social protection in case of income loss due to events (e.g., illness, work-related injury, disability, parental leave, retirement)	84
ESRS S1-12	Employment rate of persons with disabilities	108
ESRS S1-13	Rate of performance reviews, training hours, and training-related expenditures	84, 109
ESRS S1-14	Coverage of occupational health and safety management systems; data on injuries and illnesses	94, 95, 98, 110
ESRS S1-15	Work-life balance	88, 109
ESRS S1-16	Gender pay gap and the ratio of median pay to the highest-paid individual	108
ESRS S1-17	Number of material negative labor/human rights impacts and remedial actions, including grievance reports and recurrence prevention plans	90, 96, 126

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ESRS S2. Workers in the Value Chain

Indicator	Item	Page no. in the Report
ESRS S2-1	Policies on labor and human rights for workers in the value chain	64~66
ESRS S2-2	Processes for engaging with value chain workers and their representatives on labor and human rights	89
ESRS S2-3	Grievance mechanisms for reporting material labor and human rights risks in the value chain	67
ESRS S2-4	Actions taken and approaches to mitigate material risks and impacts on value chain workers, and assessment of their effectiveness	67, 68
ESRS S2-5	Targets related to the management of material risks and impacts affecting value chain workers	67, 68

ESRS S3. Affected Communities

Indicator	Item	Page no. in the Report
ESRS S3-1	Policies on environmental, health, safety, and human rights impacts affecting communities	69~71
ESRS S3-2	Processes for engaging with affected communities about impacts arising from the undertaking's activities	74
ESRS S3-3	Grievance mechanisms and response procedures related to negative community impacts	74
ESRS S3-4	Actions and approaches to address or mitigate material negative impacts on affected communities and the effectiveness of these measures	71~81
ESRS S3-5	Targets for managing material risks and impacts related to affected communities	71

ESRS S4. Consumers and End Users

Indicator	Item	Page no. in the Report
ESRS S4-1	Policies on impacts affecting consumers and end-users	123, 124
ESRS S4-2	Processes for engaging with consumers and end-users affected by products and services	113, 114, 124
ESRS S4-3	Grievance mechanisms for consumers and end-users to report harm or adverse impacts	113, 114, 124
ESRS S4-4	Actions taken to address and mitigate harm or negative impacts on consumers and end-users, including their effectiveness	71~81
ESRS S4-5	Targets related to the management of negative impacts or harm to consumers and end-users	71~81

ESRS G1. Business Conduct

Indicator	Item	Page no. in the Report
ESRS G1-1	Corporate culture and business conduct policies	112, 113
ESRS G1-2	Management of relationships and impacts within the value chain	64~68
ESRS G1-3	Prevention and detection of corruption and bribery	120~122
ESRS G1-4	Confirmed incidents of corruption and bribery	126
ESRS G1-5	Political influence and lobbying activities	-
ESRS G1-6	Payment practices	-

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SASB

LX International is committed to delivering reliable and decision-useful ESG information to its stakeholders by aligning its disclosure practices with the Sustainability Accounting Standards Board (SASB) framework. To ensure consistency and relevance across its diverse business operations, the company has adopted industry-specific standards guided by the SASB Sustainable Industry Classification System (SICS). As part of this approach, LX International has identified the “Industrial Machinery & Goods” standard, under the “Resource Transformation” sector, as a core reporting reference. Based on this classification, the company focuses its ESG disclosures on material issues that are particularly relevant to the industry, thereby enhancing the transparency and comparability of its sustainability performance.

Area	Code	Item	Page no. in the Report
Energy Management	RT-IG-130a.1	(1) Total energy consumed, (2) Percentage of grid electricity, (3) Percentage renewable	60
Employee Health & Safety	RT-IG-320a.1	Total Recordable Incident Rate (TRIR) for both direct employees and contracted workers, (2) Fatality rate, (3) Near Miss Frequency Rate (NMFR)	110
Fuel Efficiency & Use-Phase Emissions	RT-IG-410a.1	Sales-weighted fuel efficiency of Medium- and heavy-duty vehicles	Not Applicable
	RT-IG-410a.2	Sales-weighted fuel efficiency of Non-road equipment	Not Applicable
	RT-IG-410a.3	Sales-weighted fuel efficiency of Stationary generators	Not Applicable
	RT-IG-410a.4	Sales-weighted emissions of: (a) Marine diesel engines (b) Locomotive diesel engines (c) Medium- and heavy-duty on-road engines (d) Other non-road diesel engines	Not Applicable
Materials Sourcing	RT-IG-440a.1	Description of the management approach to risks associated with the use of critical materials	15
Remanufacturing Design & Services	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Not Applicable

TCFD

The TCFD's disclosure recommendations provide guidelines on the content and format to help stakeholders, such as customers and investors, easily identify information related to climate change.

Topic	Direction	Reporting Page
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	31
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	32
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	33
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	32
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	32~36
	b) Describe the organization's processes for managing climate-related risks.	
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	32
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	33, 34
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	35, 36
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	37

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UN SDGs Index

LX International is committed to contributing to the achievement of the United Nations Sustainable Development Goals (SDGs). Through initiatives aligned with eight specific goals, the company actively fulfills its ESG responsibilities as a global enterprise and promotes sustainable development.

Subject	Strategic Direction	Page no. in the Report
(Goal 1) No Poverty	End poverty in all its forms everywhere by eradicating extreme poverty and establishing universal social protection systems	69~81
(Goal 4) Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	42~43, 67~68, 74, 78~79, 83~88, 90, 99~101, 106~107, 114~115, 121~122
(Goal 6) Clean Water and Sanitation	Ensure availability and sustainable management of water and sanitation for all	51~53, 55, 56, 59
(Goal 8) Decent Work and Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	82~92, 93~103
(Goal 9) Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	16, 18~19, 36, 54
(Goal 12) Responsible Consumption and Production	Ensure sustainable consumption and production patterns	27, 38~42, 44~47
(Goal 13) Climate Action	Take urgent action to combat climate change and its impacts	31~42
(Goal 16) Peace, Justice and Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable institutions at all levels	112~115, 120~122

UNGC Index

LX International has joined the UNGC (UN Global Compact) and declared its support for the UNGC's 10 principles in the areas of human rights, labor, environment, and anti-corruption, committing to uphold these principles in all business activities.

Topic	Direction	Reporting Page
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights.	89~92
	Businesses should make sure they are not complicit in human rights abuses.	
Labor	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	83, 88~89, 91, 93
	Businesses should uphold the elimination of all forms of forced and compulsory labor.	
	Businesses should uphold the effective abolition of child labor.	
	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	
Environment	Businesses should support a precautionary approach to environmental challenges.	31~42
	Businesses should undertake initiatives to promote greater environmental responsibility.	
	Businesses should encourage the development and diffusion of environmentally friendly technologies.	16, 18~19, 36, 54
Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery.	120~122

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72st Fiscal Year (Jan. 2024 – Dec. 2024)
71st Fiscal Year (Jan. 2023 – Dec. 2023)
70st Fiscal Year (Jan. 2022 – Dec. 2022)

Consolidated Balance Sheet

(Unit: KRW)

	The 72th	The 71th	The 70th
Assets			
Current assets	4,576,965,059,781	4,033,775,460,675	4,482,204,749,190
Cash and cash equivalents	1,217,957,460,879	1,138,908,037,970	1,550,674,815,272
Short-term financial instruments	30,499,102,936	48,888,560,380	49,951,748,763
Trade receivables	1,581,198,502,026	1,266,520,201,022	1,374,878,497,715
Contract assets	56,096,059,783	28,427,717,011	21,476,471,060
Account receivables	152,297,902,508	222,297,338,611	202,983,553,894
Accrued revenue	17,933,438,150	11,812,493,913	5,108,816,298
Advance payment	136,216,159,901	133,011,777,375	179,605,110,300
Prepaid expense	154,791,333,849	84,835,376,892	105,966,946,712
Other current assets	227,916,165,598	175,247,658,499	288,430,020,156
Inventories	877,646,182,425	904,844,381,830	698,349,598,505
Assets held for sale	124,412,751,726	18,981,917,172	4,779,170,515
Non-current assets	4,353,900,556,435	3,961,565,270,189	3,236,802,584,439
Investment assets	319,590,788,710	337,012,516,882	301,741,332,917
Investments in affiliates	682,354,148,785	514,656,629,320	391,930,541,514
Tangible assets	1,745,474,763,863	1,584,115,855,834	1,163,339,867,412
Investments in real estate	3,736,170,742	4,204,182,255	4,972,256,144
Intangible assets	1,279,640,699,200	1,235,582,310,857	1,069,926,867,282
Deferred income tax assets	48,067,779,388	48,958,032,124	43,333,665,580
Other non-current assets	275,036,205,747	237,035,742,917	261,558,053,590
Total assets	8,930,865,616,216	7,995,340,730,864	7,719,007,333,629
Liabilities			
Current liabilities	3,397,095,815,278	2,608,427,815,094	2,935,026,255,683
Short-term borrowings	323,576,944,856	130,851,842,086	281,801,594,396
Trade payables	1,390,791,967,629	1,275,508,210,575	1,148,950,813,316
Account payables	380,836,826,908	366,110,294,340	358,628,228,391
Advance receive	142,431,578,850	124,527,715,963	129,762,255,489

(Unit: KRW)

	The 72th	The 71th	The 70th
Advance deposit	34,924,125,583	31,582,530,393	212,805,362,380
Current tax liabilities	76,349,458,110	39,056,047,671	118,168,998,054
Accrued expenses	140,120,537,180	112,899,062,208	157,039,711,872
Current long-term liabilities	552,182,031,934	313,994,957,637	301,170,402,022
Advance revenue	129,359,094,333	62,333,024,845	84,705,328,393
Guarantee received	6,135,918,483	5,606,452,772	5,563,288,449
Lease liabilities	146,086,923,611	124,734,393,518	106,770,188,451
Liabilities associated with assets held for sale	63,056,111,726	5,655,191,913	5,655,191,913
Other non-current liabilities	11,244,296,075	15,568,091,173	24,004,892,557
Non-current assets	2,214,158,205,829	2,311,958,021,747	1,747,505,805,034
Debenture	519,203,849,487	668,695,176,486	468,997,633,492
Long-term borrowings	971,071,174,542	1,092,432,516,853	874,901,891,756
Retirement benefit liabilities	14,031,598,668	11,255,141,377	8,564,674,877
Deferred tax liabilities	285,478,217,844	168,380,398,426	109,254,809,330
Lease liabilities	305,862,582,416	216,395,977,852	162,949,586,992
Provisions	102,990,895,300	139,860,179,330	116,220,121,659
Other non-current liabilities	15,519,887,572	14,938,631,423	6,617,086,928
Total liabilities	5,611,254,021,107	4,920,385,836,841	4,682,532,060,717
Equity			
Total equity attributable to stockholders of the company	2,660,265,136,883	2,272,161,864,255	2,261,186,289,112
Share capital	193,800,000,000	193,800,000,000	193,800,000,000
Share premium	174,076,301,208	99,650,866,978	100,870,913,334
Other capita	(41,300,239,270)	(41,300,239,270)	(41,300,239,270)
Accumulated other comprehensive loss	233,773,534,060	54,295,014,019	41,723,265,637
Retained earnings (deficit)	2,099,915,540,885	1,965,716,222,528	1,966,092,349,411
Non-controlling interest	659,346,458,226	802,793,029,768	775,288,983,800
Total equity	3,319,611,595,109	3,074,954,894,023	3,036,475,272,912
Total liabilities and equity	8,930,865,616,216	7,995,340,730,864	7,719,007,333,629

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Consolidated Income Statements

(Unit: KRW)

	The 72th	The 71th	The 70th
Sales	16,637,572,685,167	14,514,349,869,122	18,759,549,404,034
Cost of sales	(15,130,525,526,034)	(13,138,717,077,726)	(16,924,062,732,120)
Gross profit	1,507,047,159,133	1,375,632,791,396	1,835,486,671,914
Selling and administrative expenses	(1,017,861,785,758)	(942,523,197,300)	(869,943,201,579)
Operating profit (loss)	489,185,373,375	433,109,594,096	965,543,470,335
Non-operating income	(28,763,256,298)	(90,311,597,031)	167,644,222,443
Gains (losses) from equity method	180,640,126,641	137,263,402,971	97,492,162,491
Financial income	435,049,679,558	421,516,643,560	709,295,602,583
Financial costs	(540,610,907,682)	(520,967,737,602)	(732,314,310,091)
Other non-operating income	(103,842,154,815)	(128,123,905,960)	93,170,767,460
Profit before income tax (loss)	460,422,117,077	342,797,997,065	1,133,187,692,778
Income tax expense	(190,930,396,237)	(149,439,195,125)	(353,876,884,884)
Net profit	269,491,720,840	193,358,801,940	779,310,807,894
Net profit (loss) attributable to			
Shareholders of the Company	175,694,960,423	117,082,888,989	515,223,865,636
Non-controlling interest	93,796,760,417	76,275,912,951	264,086,942,258
Earnings Per Share Attributable to Owners of the Parent Company			
Basic (unit: KRW)	4,885.0	3,255	14,325
Diluted (unit: KRW)	4,885.0	3,255	14,325

Consolidated Statements of Comprehensive Income

(Unit: KRW)

	The 72th	The 71th	The 70th
Net profit (loss)	269,491,720,840	193,358,801,940	779,310,807,894
Other comprehensive income	238,283,370,532	42,932,506,191	42,731,561,375
Items that will be reclassified to profit or loss subsequently	248,347,317,370	30,069,779,002	36,699,812,105
Net gain (loss) in valuation of derivatives for cash flow hedge	674,176,077	(586,307,920)	14,545,518,490
Loss on valuation of equity method	4,252,106,670	(2,959,025,012)	(15,244,269,340)
Change of retained earnings in equity method	(18,698,066)	(111,677,657)	(35,861,522)
Gain (loss) on overseas operations translation	243,439,732,689	33,726,789,591	37,434,424,477
Items that will not be reclassified to profit or loss subsequently	(10,063,946,838)	12,862,727,189	6,031,749,270
Gain (loss) on financial assets / liabilities at fair value through other comprehensive profit (loss)	(12,559,026,580)	26,092,139,101	(11,796,628,683)
Remeasurements of net defined benefit scheme	2,495,079,742	(13,229,411,912)	17,828,377,953
Total comprehensive income	507,775,091,372	236,291,308,131	822,042,369,269
Total comprehensive income for the year attributable to			
Shareholders of the Company	356,839,320,798	120,099,327,499	568,522,868,270
Non-controlling interest	150,935,770,574	116,191,980,632	253,519,500,999

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Domestic and Overseas Certifications

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Certification	Content	Certificate Authorities	Date of Being Certified	Expiry Date
ISO 45001	Safety & Health Management System	KSA	January 2024	January 2027
AEO-Importer/Exporter	Compliance with regulations and certification for export/import safety management	Korea Customs Service	August 2023	July2028
ISO 37301	Anti-bribery and Compliance Management System	Lloyd's Register	November 2023	November 2026
ISO/IEC 27001	Information Security Management System	BSI	April 2023	April 2026
Authorized Economic Operator (AEO) - Trade Compliance	Designation for autonomous compliance in trade transactions	Ministry of Trade, Industry and Energy	April 2024	July 2027
Family-Friendly Company	Certification for exemplary operation of family-friendly policies	Ministry of Gender Equality and Family	December 2024	November 2026
GUM ISPO Certification	Indonesian Sustainable Palm Oil Production Certification	Ministry of Agriculture and Forestry of Indonesia	January 2022	January 2027
TBSM ISPO Certification	Indonesian Sustainable Palm Oil Production Certification	Ministry of Agriculture and Forestry of Indonesia	April 2022	April 2027
PAM RSPO Certification	International Certification for Sustainable Palm Oil	RSPO	March 2023	March 2028

LX Glas

Certification	Content	Certificate Authorities	Date of Being Certified	Expiry Date
ISO 9001	Quality Management System (QMS)	BSI	December 2023	December 2026
ISO 14001	Environmental Management System	BSI	January 2024	December 2026
ISO 45001	Safety and health management system	BSI	January 2024	December 2026
KS L 2004(Laminated Glass)	Korea Industrial Safety Standards (KISS)	Association Standard	January 2025	January 2028
KS L 2002(Tempered Glass)	Korea Industrial Safety Standards (KISS)	Korean Standards Association	January 2025	January 2028
KS L 2015 (Heat-Strengthened Glass)	Korea Industrial Safety Standards (KISS)	Korean Standards Association	January 2025	January 2028
KS L 2003 (Insulating Glass Unit (IGU))	Korea Industrial Safety Standards (KISS)	Korean Standards Association	January 2025	January 2028
KS L 2017 (Low-Emissivity Glass(Low-E Glass))	Korea Industrial Safety Standards (KISS)	Korean Standards Association	July 2024	May 2027
KS L 2012(Float Glass)	Korea Industrial Safety Standards (KISS)	Korean Standards Association	July 2024	May 2027
KS L 2008 (Heat-Absorbing Tinted Glass)	Korea Industrial Safety Standards (KISS)	Korean Standards Association	July 2024	May 2027
SPS-KFGIA-001-1749 (Fire-Resistant Glass)	Association Standard	Korea Flat Glass & Window Association (KFGWA)	May 2024	November 2026
SPS-KFGIA-002-1799 (Gas-Filled Insulating Glass Unit)	Association Standard	Korea Flat Glass & Window Association (KFGWA)	January 2025	September 2028
SPS-KFGIA-003-2005 (Heat Soak Test (HST))	Association Standard	Korea Flat Glass & Window Association (KFGWA)	January 2025	August 2026
BS EN 12150-1(Tempered Glass)	UK Tempered Glass Quality Mark	BSI	December 2024	December 2025
BS EN 14179-1(HST)	UK Heat Soak Test (HST) Quality Mark	BSI	December 2024	December 2025
BS EN 14449(Laminated Glass)	UK Laminated Glass Quality Mark	BSI	December 2024	December 2025
BS EN 1279-2 (Insulating Glass Unit (IGU))	UK Insulating Glass Quality Mark	BSI	December 2024	December 2025
IGCC	US Insulating Glass Certification (e.g., IGCC/IGMA Certification)	IGCC	February 2025	January 2026

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Certification	Content	Certificate Authorities	Date of Being Certified	Expiry Date
AEO - Freight Forwarder	Certification for compliance with regulations and excellence in export/import safety management	Korea Customs Service	May 2023	May 2028
AEO – Bonded area operators	Certification for compliance and import & exports safety management	Korea Customs Service	May 2023	May 2028
ISO 9001	Quality management system	Korean Register of Shipping	July 2023	July 2026
ISO 14001	Environmental management system	Korean Register of Shipping	July 2023	July 2026
ISO 13485	Medical Device Quality Management System	SGS	April 2023	April 2026
ISO 45001	Safety and health management system	Korean Register of Shipping	July 2023	July 2026
ISO 28000	Supply chain security management system	Korean Register of Shipping	September 2023	September 2025
ISO/IEC27001	Information Security Management System	BSI	November 2022	November 2025
CEIV-Pharma	Certification for excellent companies in transporting pharmaceutical air cargo	IATA	June 2023	May 2026
CEIV-Fresh	Certification for fresh cargo air transportation	IATA	September 2022	September 2025
CEIV-LiBatt	Lithium Battery Air Transport Certification	IATA	April 2023	April 2025
CESS	Certification for excellent shipping company and shipper for their win-win cooperation	Ministry of Oceans and Fisheries	May 2024	May 2027
Outstanding Logistics Company	Certification as an Outstanding Logistics Company	Ministry of Land, Infrastructure and Transport	September 2016	November 2025
Green Logistics Company	Certification for Green Logistics Company	Ministry of Land, Infrastructure and T Transport	December 2024	January 2028
Smart Logistics Certification	Certification as a Nam (South) Cheongna Logistics Center as a Smart Logistics Center	Korea Transport Institute	January 2023	January 2026
GDP (Good Distribution Practices)	GDP(Good Distribution Practices)	SGS	June 2022	June 2025
TAPA (Transported Asset Protection Association)	Certification for logistics security	BUREAU VERITAS	January 2025	February 2028
ISMS	Information Security Management System Certification	Korea Internet & Security Agency (KISA)	November 2024	November 2027
ISMS-P	Certification for Information Security and Personal Information Protection Management System	Korea Internet & Security Agency (KISA)	September 2022	September 2025
TISAX	Information Security Certification in the Automotive Industry	VDA	December 2023	January 2026
Security assessment of defense logistics facilities	Security Certification of Defense Industry Logistics System	Defense Counterintelligence Command	September 2024	September 2027
CSR(Corporate Social Responsibility) in the Community	Certification for Social Contribution to the Communit	Ministry of Health and Welfare, Korea National Council on Social Welfare	January 01	December 2025

Poseung GreenPower

Certification	Content	Certificate Authorities	Date of Being Certified	Expiry Date
ISO 45001	Safety and health management system	System Korea Certification	June 2022	June 2025

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Award

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Year	Award	Awarding Organization
2025	Selected as an Excellent Corporation in English Disclosure	Korea Exchange (KRX)
2024	PT.GAM Recognized as an Excellent Company in Community Contribution in Indonesia	Ministry of Energy and Mineral Resources of the Republic of Indonesia
2024	Excellence Award for Overseas Resource Development	Korea Oversea Resources Recycling Association
2024	Received National Assembly Award for Excellence in Corporate Volunteerism	Jongno-gu Office
2024	Rated A in overall ESG evaluation	Korea Institute of Corporate Governance and Sustainability
2024	TBSM Recognized for Excellence in Occupational Health and Safety Management	West Kalimantan Provincial Government, Indonesia
2023	Selection as an Excellent Company for Disclosure of Corporate Governance Report	Korea Exchange
2023	PR.GAM received the Minister's Award for Excellence in Environmental Management.	Ministry of Energy and Mineral Resources
2021	Website reorganization 'Red Dot Design Award'	Red Dot Design Award
2020	Best ESG Company Award in the category of ESG management	Korea Corporate Governance Service

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Year	Award	Awarding Organization
2024	8th Incheon Airport Awards (ICN Awards) – 'Excellent Company'	Incheon International Airport Corporation
2023	30th Korea Business Innovation Awards – 'Prime Minister's Award'	Ministry of Trade, Industry and Energy / Korea Chamber of Commerce and Industry
2023	2023 'Seoul Mayor's Commendation' for Excellence in Partnership Organizations	Seoul Metropolitan Government
2022	30th Korea Logistics Awards – Silver Tower Order of Industrial Service Merit	Korea Chamber of Commerce and Industry
2020	23rd Korea Logistics Society Awards – 'Grand Prize'	Korea Logistics Society

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Year	Award	Awarding Organization
2024	Received the Grand Prize for Achieving Target Reduction in Air Pollutant Emissions	Jeonbuk Regional Environmental Office

Poseung Green Power

Year	Award	Awarding Organization
2024	Commendation for Meritorious Contribution to Industrial Accident Prevention	Korea Industrial Safety Association (KISA)

Memberships

LX International

Korea International Trade Association	Korea Overseas Resources Association	Korea Emission Market Association
Seoul Branch of the Chamber of Commerce and Industry	Korea Batter y Industr y Association	Energy Future Forum
Korea-U.S. Economic Council. Inc.	Korea Chemical Management Association	United Nations Global Compact
Korea Listed Companies Association	The Korean Society of Mineral and Energy Resources Engineers	Korea Logistics Association
Korea Investor Relations Service		

LX Pantos

Korea Integrated Logistics Association (KILA)	Korea Logistics Association (KLA)	Korea Fire Safety Institute (KFSI)
Korea Employers Federation (KEF)	Korea AEO Association (KAA)	Korea Chemicals Management Association (KCMA)
Korea Chamber of Commerce and Industry (KCCI)	International Air Transport Association (IATA)	Korea Industrial Safety Association (KISA)
Korea International Trade Association (KITA)	Korea Electrical Engineers Association (KEEA)	Korea Industrial Health Association (KIHA)
Korea Customs Logistics Association	Korea Electrical Contractors Association (KECA)	UN Global Compact

LX Glas

Korea Flat Glass & Window Association	Korea Intellectual Property Association (KINPA)	Korea Industrial Safety Association (KISA)
Gunsan Chamber of Commerce and Industry	Jeonbuk Environmental Conservation Associatio	Korea Mechanical Equipment Construction Association
Korea Chemicals Management Association (KCMA)	Korea Electrical Contractors Association (KECA)	Korea Industrial Technology Association (KOITA)
Korea Emission Market Association		

Poseung Green Power

Poseung Business Association	Waste Wood Market Stabilization Council	Southern Gyeonggi Process Safety Council
Biomass Power Generation Council	Waste Wood Recycling and Mutual Cooperation Council	Korea Industrial Safety Association (KISA)

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INDEPENDENT ASSURANCE OPINION STATEMENT

To: The Stakeholders of LX International

Overview

The British Standards Institution (hereinafter referred to as the "Assurer") was requested to verify the 2025 Sustainability Report (hereinafter referred to as the "Report"). The Assurer is independent to LX International and has no major operational financial interest other than the assurance of the Report. This assurance opinion statement is intended to provide information related to the assurance of the LX International's report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any other purpose. This assurance opinion statement is prepared based on the information presented by the LX International. The verification does not extend beyond such information and is solely based on it. In performing such verification, the Assurer has assumed that all such information is complete and accurate. LX International is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the Report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to LX International only. The Assurer is responsible for providing LX International's management team with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of LX International. The Assurer will not, in providing this Independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person or party by whom the Independent assurance opinion statement may be read.

Scope

The scope of engagement agreed upon with LX International includes the following:

- Report contents during the period from January 1st to December 31st 2024 included in the Report, some data of 2025 are included.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- Confirmation of the Report's compliance with the AA1000 AccountAbility Four Principles and, where applicable, the reliability of the sustainability performance information contained within the Report, based on the type of sustainability assurance performed in accordance with AA1000 AS v3.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website, business annual report.

Assurance Level and Type

The assurance level and type are as follows:

- In accordance with AA1000 AS, a moderate level assurance was performed to verify compliance with the four AccountAbility Principles (AA1000 AP 2018) as a Type 1 assurance engagement.

Description and sources of disclosures covered

Based on the scope and methodology of assurance applied, the Assurer reviewed the following disclosures based on the sampling of information and data provided by LX International.

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

[Topic Standards]
201-1~2, 203-1, 206-1, 302-1, 302-3, 303-2~5, 304-1~3, 305-1~2, 305-4~7, 306-2~5, 308-1, 401-1~3, 403-1~10, 404-1~3, 405-1, 406-1, 414-1, 418-1.

Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection in order to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities;

- Validation of the materiality assessment and internal analytical process for determining assurance priorities, and a top-level review of issues that may be raised by external stakeholders in the context of sustainability.
- Discussion with managers and representatives on stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Review of the system for sustainability management strategy process and implementation.
- Review of the materiality issue analysis process and prioritization and verifying the results.
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures.
- An assessment of LX International's reporting and management processes against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the HQ of LX International to confirm the data collection processes, record management practices.

Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by LX International. It implies that the Assurer is therefore subject to limitations relating to inherent risks that may exist without the identification of material errors. The Assurer does not provide assurance on possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

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INDEPENDENT ASSURANCE OPINION STATEMENT

Competency and Independence

British Standards Institution (BSI) is a leading global standards and assessment body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with over 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with LX International. The Assurer has conducted this verification independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000AS assurer, have a lot of assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.concluded that, in terms of materiality, LX International's

Opinion Statement

Nothing has come to our attention that causes us to believe that the information and data contained in the report is improperly stated. The assurance practitioner has reviewed the that key sustainability performance indicators, including economic, social and environmental, are managed by LX International's effective internal control procedures. I believe.

Conclusions

The Report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards). A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out as below.

Inclusivity: Stakeholder Engagement and Opinion
LX International defines key stakeholders that have a significant impact on corporate management activities as customers, executives and employees, shareholders and investors, communities, and the government. Based on the communication channels for each stakeholder to gather opinions on the positive and negative effects of corporate activities, it actively collects stakeholder opinions and reflects them in management activities such as strategy establishment and implementation. In addition, we collect expectations and diverse opinions from each key stakeholder group, reflect the major issues that have been derived in decision-making related to sustainability, and disclose the relevant process through reports.

Materiality: Identification and reporting of material sustainability topics
LX International has established a strategy related to sustainability management and established a process to derive reporting issues, and applied the double materiality assessment method to determine the impact through the financial impact and environmental and social impact assessment results for each issue. Based on this, a total of 10 key issues were derived, and the process is disclosed through reports.

Responsiveness: Responding to material sustainability topics and related impacts
LX International has established a management process for key reporting issues related to important sustainability topics and related impacts. In order to respond appropriately to the expectations of stakeholders, the report discloses policies on key reporting issues, task performance, activity performance, and response performance, including improvement measures.

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders
LX International has established a process to identify and evaluate the impact on organizations and stakeholders associated with key reporting issues. The analysis of impact, risk and opportunity factors on key reporting issues is used to make decisions to establish a response strategy for each issue, and the process is disclosed in the report

Recommendations and Opportunity for improvement

The Assurer provides the following observations to the extent that they do not affect the assurance opinion;

- LX International is conducting a company-wide ESG management centered on ESG committees under its board of directors. To make this ESG management system more robust, it is necessary to consult relevant global standards

GRI-reporting

LX International has self-declared compliance with GRI Standards. Based on the data and information provided by LX International, the Assurer confirmed that the Report is prepared in accordance with the GRI Standards, and confirmed there are no errors in the disclosures related to the Universal Standards and Topic Standards Indicators. No sector standard is applied.

Issue Date: 28/05/2025
For and on behalf of BSI(Brithish Standards Institution):

BSI representative

Jong Ho Lee
Lead Assurer

Seonghwan Lim
Managing Director of BSI Korea

AA1000
Licensed Report
000-4/V3-G0DF4

BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea
Hold Statement Number: SRA 790006

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GHG Assurance Statement

GHG emissions verification

LX International

Verification Target

Korean Foundation for Qualty (hereinafter 'KFQ') has conducted an independent verification o* Scope 1, 7 Greenhouse Gas Emission [hereinafter 'GHG emissions') of LX International corp." (hereinrafter: 'Company') for 2024. KFQ is responsible for providing for assurance statement on the GHG emissions based on the verification scope and criteria described below, while the responsibility for the claims mace regarding the GHG emissions rests with the company

1) Address (based on headquarters):58, Samunan-ro, Jongno-gu, Seoul, Korea

Verification Purpose

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

Verification Scope

The scope of verification covers all facilities and emission sources under the operational control and organizational boundary of company " during 2024.

1) LX Interantional corp. Headquarters and Poseung Green Power Co., Ltd

Verification Criteria

The verification was carried out at the request of company using:

- ISO 14064-1:2018, ISO14064-3:2019
- 2006 IPCC Guidelines for National Greenhouse Gas Inventories
- Rule for emission reporting and certification of greenhouse gas emission trading Scheme (Notification No. 2025-64 of Ministry of Environment)

Verification Approach

The verification has been conducted in accordance with the verification principles and standards of the ISO14064-3:2019under the limited verification level. The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Conclusion

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

1) GHG emissions Company were properly calculated according to the verification standards.
2) 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. The materiality assessment result of GHG emissions has met the agreed-upon criterion of less than 5%.
3) Accordingly, KFQ provides a verification opinion that is "Unmodified".

Organization name

LX International, Inc.

Emissions calculation period

The emission calculation period is from January 1st to December 31st, 2024.

Energy Consumption

Unit: TJ

Name of company	연료	Electricity	Steam	Total
LX International Corp.	5.005	9.329	0.000	14
LX Glas Corp.	2,624.902	1,046.912	0.370	3,670
LX Pantos Co,. Ltd	329.734	228.563	0.000	558
Poseung Green Power Co,. Ltd	3,339.939	20.272	0.000	3,360
Total	**6,299.580**	**1,305.076**	**0.370**	**7,602**

Scope 1, 2 GHG Emissions

Unit: tCO_2eq

Name of company	Scope 1	Scope 2	Total Emissions
LX International Corp.	284.929	446.419	731
LX Glas Corp.	248,236.906	50,113.774	298,345
LX Pantos Co., Ltd	23,050.265	10,937.964	33,988
Poseung Green Power Co., Ltd	9,645.378	970.131	10,615
Total	**281,217.478**	**62,468.288**	**343,679**

* Note) Because total emissions from each site are truncated, the company's total emissions may differ from the actual values by +11CO_2eq.
* Note) Total emissions nay differ from tre actual value oy approximately ±1 tCO2eq due to cutting under integer units. however, emissions verification of Lx Glas Corp. and LX Pantos Co., Ltd has been conducted through a separate verification organization).

Appendix A. 2024 Greenhouse Gas Emissions Calculation Results

May 29th, 2025

Ji Young Song

IAF National Institute of Environmental Research

CEO Ji Young Song
Korean Foundation for Quality

www.kfq.or.kr
78 Samjeon-ro, Songpa-gu, Seoul (Q Tower, Samjeon-dong) (05606)

kfq Korean Foundation for Quali

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