

SAMSUNG C&T SUSTAINABILITY REPORT 2024

About This Report

Report Overview

Samsung C&T initially published the Sustainability Report in 2008 to disclose information on the company's sustainability related activities and the results of such activities to stakeholders in a transparent manner, and has been publishing on an annual basis since 2012.

Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, international sustainability reporting guidelines. It has also been prepared with consideration of the international sustainability disclosure standards (IFRS S1 General Requirements and IFRS S2 Climate-related Disclosures) of the International Sustainability Standards Board (ISSB), as well as the Task Force on Climate-related Financial Disclosures (TCFD) guidelines.

Reporting Period and Scope

This report covers Samsung C&T Corporation's performance from January 1, 2023, to December 31, 2023. The reporting scope includes all domestic and international business sites across the company's four groups (Engineering & Construction, Trading & Investment, Fashion, and Resort), excluding domestic subsidiaries such as Samsung Welstory and Samsung Biologics.

Quantitative performance data is provided for the past three years to show year-over-year trends. Some qualitative performance data includes information from before 2023 and the first half of 2024.

Report Verification

This report underwent third-party verification by an external organization to enhance its trustworthiness and quality. The results of this verification are included on pages 106-109.

Additional Information About the Report

This report is available in both Korean and English. It can be viewed or downloaded from the Samsung C&T Corporation's website.

Inquiries About the Report

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About Samsung C&T Corporation

Samsung C&T Corporation started as Donghwa Real Estate Corporation in 1963 and changed its name to Everland in 1996. It has been leading the service business close to lifestyle, such as parks, golf, and landscaping. In December 2013, Samsung C&T Corporation acquired the leading player in South Korea's fashion industry, Cheil Industries' fashion division, and renamed it Cheil Industries, further diversifying its business.

The former Samsung C&T Corporation, which originates from the Samsung Sanghoe founded in 1938, was designated as the first comprehensive trading company in 1975, leading its overseas operations and actively promoting trading and organizing businesses, as well as construction, civil engineering, and plant construction businesses.

The former Samsung C&T Corporation, which has built a reputation as a leading company in each industry, and Cheil Industries, have been growing as a Global Business Partner and Lifestyle Innovator, encompassing construction, trading, fashion, and resort businesses, through their merger in September 2015.

Groups

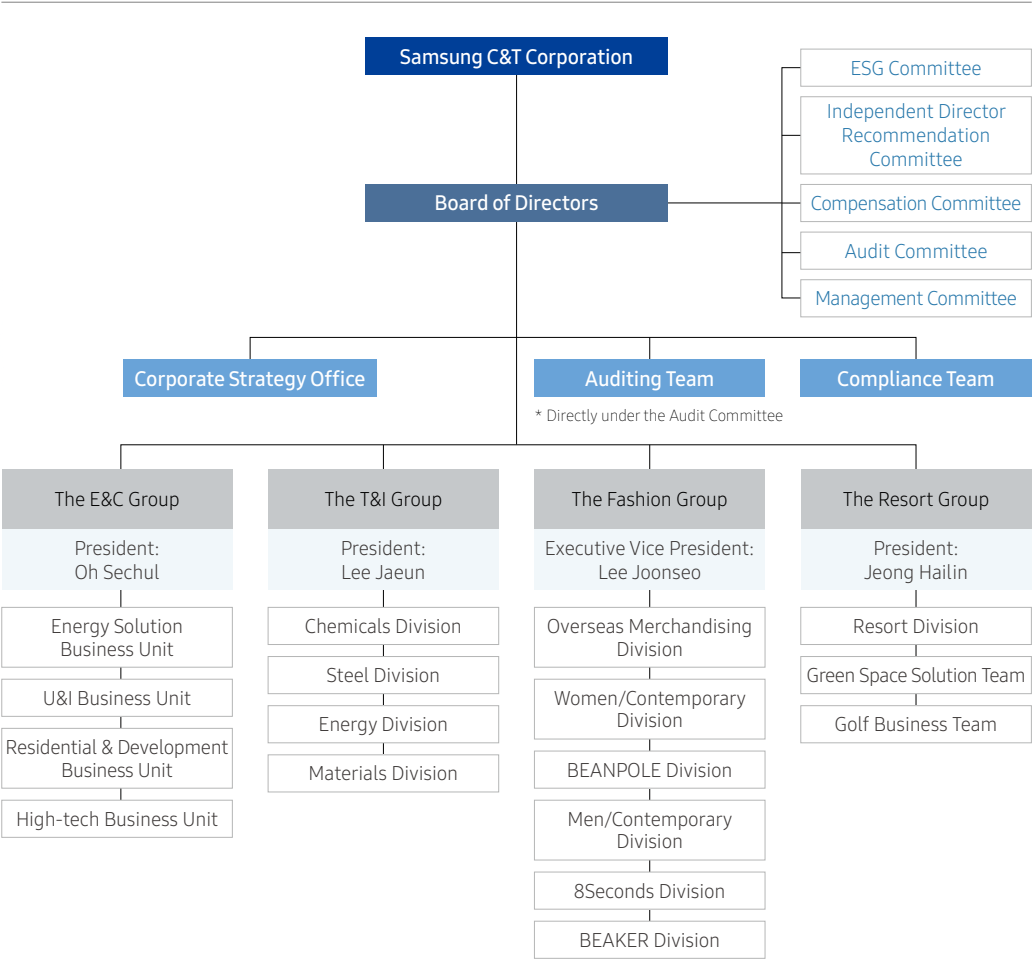


Company Profile

Company Name	Samsung C&T Corporation	Total Assets*	KRW 66.1270 trillion
Year of Establishment	December 23, 1963	Revenue*	KRW 41.8957 trillion
Headquarters Address	26 Sangil-ro 6-gil, Gangdong-gu, Seoul, South Korea	Operating Profit*	KRW 2.8702 trillion
No. of Employees	18,685		

* Total assets, revenue, and operating profit are on a consolidated basis (including both domestic and overseas subsidiaries).

Organizational Chart



Business Portfolio

The Engineering & Construction (E&C) Group

In the Engineering & Construction (E&C) Group, we declared 'Creating Futurescape' as our new vision in 2022. With this, we aim to respond quickly to market and technological developments, expand business models, and pioneer the future. Furthermore, we strive to achieve sustainable growth by enhancing the competitiveness of existing businesses and actively seeking new business opportunities, focusing on three core areas: Eco-friendly energy, Smart city, and Home platform.

In the Engineering & Construction (E&C) Group, we have built a diverse product portfolio based on our technological expertise and potential. We have constructed some of the world's tallest buildings, including the Burj Khalifa in the UAE, Merdeka 118 in Malaysia, Lakhta Center in Russia and Taipei 101 in Taiwan. In addition, we have constructed airports, medical facilities, unconventional architectural structures, and advanced manufacturing facilities, including Incheon International Airport, which is the largest passenger and cargo hub in Northeast Asia, Cleveland Clinic Abu Dhabi, a state-of-the-art medical facility, and Dongdaemun Design Plaza.

In the civil engineering sector, we are actively participating in road and bridge, port, railway, subway, and dam projects to secure competitiveness in large-scale civil engineering projects. We are also actively investing in technology development and skilled workforce to enhance our global competitiveness. We are constructing transportation infrastructure and landmarks around the world, including Yeongjong Bridge, the world's first self-anchored suspension bridge, Incheon Bridge, one of the world's top 10 cable-stayed bridges; large underground highways in Australia and Singapore; and subways in Hong Kong and Saudi Arabia.

Incheon Bridge



RAEMIAN ONE BAILEY



CREATING

Malaysia Merdeka 118



FUTURESCAPE

In the plant sector, we are diversifying our business portfolio based on extensive domestic experience and technical expertise. By executing projects such as the Saudi Kuraya Combined Cycle Power Plant, the Singapore LNG Terminal, the Qatar LNG storage and berthing facility, and the UAE Nuclear Power Plant, we have demonstrated our technological capabilities and are advancing as a global enterprise. Furthermore, to secure future business competitiveness, we are expanding into eco-friendly business such as solar power generation.

In the housing sector, 'RAEMIAN,' the nation's first branded apartment, continues to lead South Korea's residential culture by ranking first in evaluations such as the National Customer Satisfaction Index (NCSI), the National Brand Competitiveness Index (NBCI), the Korea Brand Power Index (K-BPI), and the Korea Customer Appraisal Brand (KCAB). We are constantly striving for quality management and customer satisfaction to become a source of pride for our customers.

Solar Power in Qatar



Business Portfolio

The Trading & Investment (T&I) Group

The Trading & Investment (T&I) Group is expanding its global business based on 70 overseas bases in 41 countries (as of the end of 2023). Leveraging its business expertise, the Trading & Investment (T&I) Group is enhancing capabilities in various fields such as chemicals, steel, energy, and materials, creating future value. Additionally, it provides comprehensive solutions tailored to customer needs.

— In the chemical sector, leveraging domestic and international trading experience, we handle products across the entire value chain of the chemical industry, from upstream to downstream. This includes fertilizers, synthetic resins, methanol, functional chemicals, and mining materials. We are continuously expanding our specialized areas to meet customer needs.

— In the steel sector, with over 50 years of trading experience and a global network, we conduct global trading of industrial steel products such as crude steel, flat products, and stainless steel for various clients in the automotive, electronics, and construction industries. We operate coil centers and precision stainless steel plants, expanding the value chain of steel products from processing to distribution, and providing the best service to our customers.

Chemicals



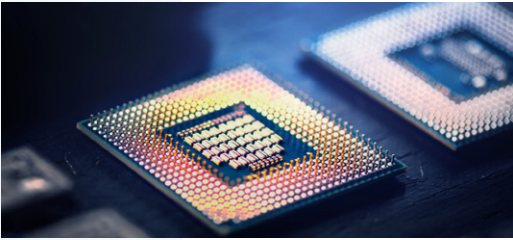
Steel



Energy



Materials



CREATING COMPANY

— In the energy sector, as the global trend toward low carbon continues to grow, we are developing eco-friendly energy businesses such as renewable energy, biofuels, and hydrogen to meet the needs for energy diversification. Additionally, through organizing projects in developing countries, we provide tailored solutions in healthcare, transportation, IT, and education.

— In the materials sector, we are focusing on business models centered around materials, components, and equipment used in growth industries such as semiconductors, secondary batteries, metals, and consumer goods. We offer differentiated services tailored to customer needs, including remarketing of semiconductor manufacturing equipment and materials, and SCM solutions. We are also strengthening our trading of key minerals like copper. Moreover, to respond to the rapidly growing electric vehicle market, we are supplying electric vehicle charging infrastructure and solutions, particularly in North America.

Business Portfolio

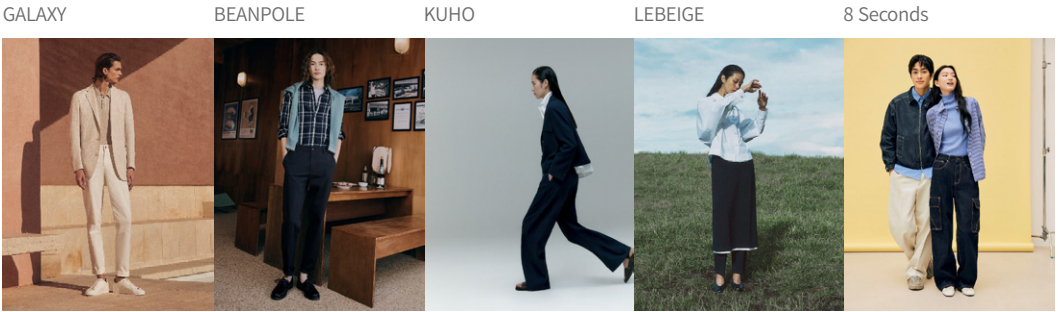
The Fashion Group

In the fashion group, we have secured a top position in the domestic fashion industry through our own diverse range of brands and the importation of international brands. Guided by our vision of being a ‘Global Lifestyle Innovator,’ we aim to grow into a company that proposes a premium lifestyle.

— GALAXY, the self-owned brand, recognized as a men’s fashion brand, has gained recognition for its value. BEANPOLE has successfully maintained customer loyalty and solidified its brand position through brand expansion. The women’s fashion brands KUHO and LEBEIGE lead the premium women’s apparel market with their distinctive branding and product competitiveness. 8 Seconds continues to maintain a steady growth trajectory as a casual brand. Additionally, through new brands like KUHO PLUS, SHIFT.G, kotelo, SAND SOUND, and The Aperture, we aim to attract young customers.

— To meet the needs of domestic consumers, we operate curated shops, 10 CORSO COMO and BEAKER, importing a variety of foreign brands. We provide a platform not only for shopping but also for enjoying culture and lifestyle. Through the Samsung Fashion & Design Fund (SFDF), we support emerging designers and aim to realize social value through initiatives such as HEARTIST, a clothing brand that improves functionality and comfort to provide fashion choices for people with disabilities in wheelchairs, and the HEART FOR EYE, which sponsors surgeries and treatment costs for visually impaired children from vulnerable groups. The official online shopping mall, SSF SHOP, continues to strengthen its content and services, solidifying its status as a premium fashion platform.

GLOBAL LIFESTYLE



BEAKER, Collaboration with ‘Na-UI’s Music World’



HEARTIST



SSF SHOP



INNOVATOR

Business Portfolio

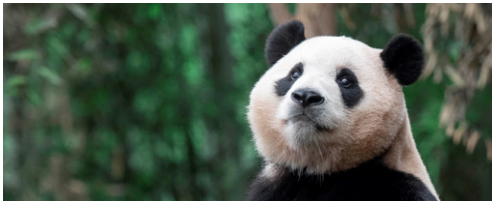
The Resort Group

In the resort group, we aim to create differentiated services through closely related businesses such as Dry Park ‘Everland,’ Water Park ‘Caribbean Bay,’ Golf Club ‘Benest,’ and landscaping division ‘Everscape’. Furthermore, based on the philosophy of ‘Design Happiness,’ we strive to build a culture and environment where people, the environment, and technology coexist, dedicated to our customers’ happiness.

Everland



Zootopia Panda World



DELIGHT EVERYONE



Caribbean Bay



Gapyeong Benest



EverScape

— In the resort group, we delight our customers through Everland, the first theme park in South Korea, and lead the water park trend with the operation of the indoor-outdoor complex Caribbean Bay. We have achieved the top ranking in the Korean Customer Satisfaction Index (KCSI) for 29 consecutive years.

— In the landscaping sector, with over half a century of leading the domestic landscaping industry, we have established ourselves as a Total Service Provider, offering design, construction, and operation management services, including consulting, based on accumulated experience, expertise and the latest equipment.

— In the golf business sector, starting with Anyang Country Club in 1968, we operate a total of 162 holes in Gapyeong, Anseong, Dongrae Benest, Glen Ross, and LAKESIDE. Through differentiated services and experiences, we firmly establish our position and continue to grow.

Global Network

Samsung C&T Corporation encompasses diverse business areas including construction, trading, fashion, and resorts, operating in 44 countries worldwide. Leveraging this global network, we actively pursue major business opportunities.

1 EUROPE & CIS

Country	12
Corporation	9
Branches/Offices	9
Employees	798

2 MIDDLE EAST & AFRICA

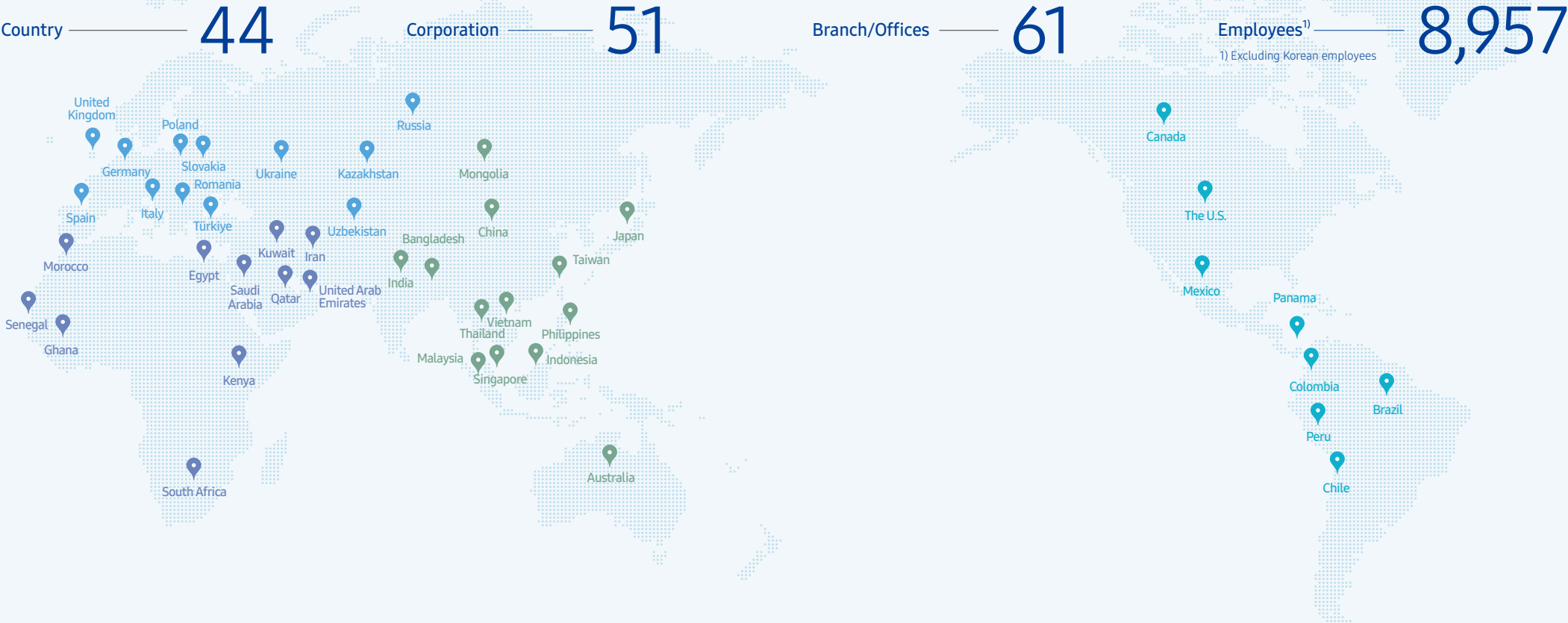
Country	11
Corporation	1
Branches/Offices	17
Employees	1,845

3 ASIA PACIFIC

Country	13
Corporation	32
Branches/Offices	22
Employees	5,566

4 AMERICAS

Country	8
Corporation	9
Branches/Offices	13
Employees	748



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ESG Management

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SUSTAINABILITY FRAMEWORK

Since establishing an ESG management system from 2015 to 2017, Samsung C&T Corporation has solidified its ESG management system based on long-term direction and goals set from 2018 to 2020. Starting from 2021, for five years, we are enhancing the company's sustainability through the implementation of board-centric responsible management.

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ESG Management

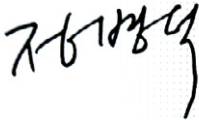
Appendix



Message from the Chairman of the ESG Committee

Samsung C&T has been implementing a three-year plan with the aim of establishing an ESG management system centered on the board of directors and focusing on identifying business opportunities and managing risks for sustainable growth through substantial ESG management practices.

Chung Byung-suk,
Chair of the Board of Directors and ESG Committee



We would like to extend our heartfelt gratitude to our shareholders, customers, partners, employees, and all other stakeholders who support Samsung C&T Corporation's sustainable growth.

At Samsung C&T Corporation, we have been committed to environmental and social responsibilities, including the implementation of a carbon-neutral roadmap and efforts to prevent workplace accidents, in accordance with our medium-term sustainable growth strategy, based on a transparent governance framework. In 2023, we achieved a 24% reduction in our greenhouse gas emissions compared to the base year of 2018. We also confirmed that our use of renewable energy accounted for 30% of our total electricity consumption, indicating steady progress in line with our reduction plans.

Additionally, we have clarified the authority and responsibility in safety management by appointing Chief Safety Officers in all groups. The establishment of work suspension right in construction sites is helping us minimize serious accidents. Our ESG Committee, which includes all independent directors, actively deliberates on matters affecting shareholder value and engages in communication with stakeholders to ensure the establishment of sustainable management. Especially, our efforts have been recognized by external evaluation agencies, such as Morgan Stanley Capital International (MSCI), where we achieved an AA rating, and the Korea ESG Standards Institute, where we received an integrated A+ rating.

While the current business environment is fraught with unprecedented uncertainties, we believe that our commitment to sustainability will enable us to overcome risks and identify new opportunities, driving us toward sustainable growth.

Samsung C&T Corporation will continue to enhance corporate value through a board-centered governance structure. We will consistently pursue our medium-term sustainable management strategy and maintain sincere communication with stakeholders. Also, we will persist in reducing greenhouse gas emissions to steadfastly achieve our goal to achieve carbon neutrality by 2050. Concurrently, we will invest in eco-friendly energy sources such as solar and hydrogen to turn climate change challenges into growth opportunities. We will also strive to create safe business sites for everyone, including our employees, by implementing a proactive accident prevention system with the mindset that safety is the highest form of human rights.

We kindly ask for your continued interest and support for Samsung C&T Corporation's efforts towards a sustainable future.

Thank you.

Strategy and Framework

Samsung C&T Corporation is dedicated to establishing a board-centric ESG management system aimed at creating environmental and social value in a sustainable way. To achieve this objective, we have been implementing medium-term strategies every three years. From 2021, we have established mid-term strategic directions and goals, linking them with KPIs to solidify our ESG management system. Starting from 2023, we will continue to enhance the operation in each ESG field, aiming to leap to the level of advanced companies through ongoing monitoring and strengthening communication with stakeholders.

ESG Progress (2015-2025)

2015-2017

Establishment of ESG Management System

Establishment of Dedicated Committees under the Board and Review of Organization, Regulations, and Processes

- Establishment of governance and the CSR committee for enhancing shareholder value and practicing social responsibility, Disclosure of corporate governance charter, etc.

Enhanced Communication with Various Stakeholders

- Appointment of a shareholder rights protection committee member, publication of sustainability management reports and corporate governance reports, acquisition of excellent ratings from external ESG evaluation agencies

2018-2020

Establishment of Medium to Long-term Strategic Directions and Goals

Development of a 3-year roadmap for governance improvement

- Separation of the chairman of the board and CEO, Establishment of a board evaluation system, Integration of governance and CSR committees, etc.

Establishment of Medium-term Strategies in Environmental and Social Fields

- Three strategic directions: Addressing climate change, Strengthening labor and human rights responsibilities, Creating social value
- Six areas: Safety and Environment, Labor and Human Rights, Compliance, Co-prosperity, Information security, Social contribution

First-ever Declaration of Coal Divestment by a Non-financial Company (October 2020)

- Gradual withdrawal from coal-related investments, construction, and trading businesses
- * Strengthening of renewable energy businesses such as solar and wind power

2021-2023

Establishment of Board-centric ESG Management System

Establishing and Implementing 3-year Goals

- Identifying key areas and KPIs, developing strategic task plans (reevaluating KPIs and goals by 2025)
- ① Climate change (greenhouse gas emissions, emissions per revenue, renewable energy utilization rate), ② Resource circulation (water recycling rate, waste recycling rate), ③ Safety and Health (LTIR, serious accidents), ④ Human rights and diversity (workplace human rights inspection rate, percentage of female managers), ⑤ Supply Chain (inspection rate of partners, mutual growth index), ⑥ Governance (external ESG assessment)

Strengthening the Monitoring System Led by the Board

- Enhancing the status and role of ESG Committee with full participation of all independent directors
- Regular performance management of ESG KPIs, safety and health management, carbon neutrality implementation
- Integrating the Internal Transactions Committee into the ESG Committee to strengthen internal transaction inspections (April 2022)
- Strengthening integration of ESG operational performance with evaluation and compensation
- Boosting implementation by reflecting ESG performance in management evaluations

Strengthening Stakeholder Communication

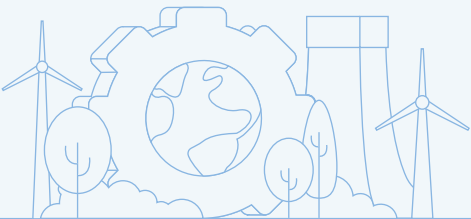
- Establishing information management and disclosure systems in preparation for mandatory ESG reporting
- Communication with stakeholders such as investors, ESG rating agencies, NGOs, etc.

Announcement of Efforts to Achieve Carbon Neutrality by 2050 (November 2022)

Transition to renewable energy, carbon reduction R&D, improvement of energy efficiency aiming for a 58% reduction by 2030 (compared to 2018), promoting carbon neutrality by 2050

2023-2025

Continuous Improvement of Operational Standards



Status of Strategic Tasks Implementation

Samsung C&T Corporation has established three main strategic directions and six key focus areas, setting KPIs and strategic tasks to enhance operational levels in the ESG field. Additionally, the ESG Committee oversees and manages the implementation status of KPIs and strategic tasks, making efforts to enhance communication with internal and external stakeholders.

Implementation Status and Goals of KPIs

Strategic Directions	Key Focus Areas	KPI	2023 Targets	2023 Achievements	2024 Targets	2025 Targets
Net Zero roadmap and circular economy activation (With Planet)	Climate change	Greenhouse gas emissions (tons)  p. 89	174,381	176,443	164,091	147,796
		Emissions per revenue (tons/100 million KRW)  p. 89	0.5	0.5	0.5	0.4
		Renewable energy utilization rate ¹⁾ (%)  p. 88	29.1	29.6	36.1	52.7
	Resource Circulation	Water recycling rate (%)  p. 89	25.7	25.7	26.7	27.4
		Waste recycling rate ²⁾ (%)  p. 90	96.9	97.2	97.2	97.2
Respecting basic rights and promoting a corporate culture promoting co-prosperity (With Responsibility)	Safety and Health	LTIR ³⁾  p. 96	0.11	0.13	0.09	0.08
		Serious accident (cases) ³⁾  p. 96	0	0	0	0
	Human rights and Diversity	Percentage of female managers (%)  p. 92	17.5	17.6	17.8	18.1
		Workplace human rights inspection rate (%)  p. 50	100	100	100	100
	Supply chain	ESG inspection rate of partners (%)  p. 95	100	100	100	100
		Shared growth index (grade)  p. 62	Highest (E&C, Fashion)	Highest (E&C), Excellent (Fashion)	Highest (E&C, Fashion)	Highest (E&C, Fashion)
Implementation of Board-centric responsible management (With Transparency & Accountability)	Governance	Enhancing operational levels by sector - Continuation of efforts in climate change response and resource circulation - Strengthening responsibilities in safety, human rights, diversity, and supply chain 	Enhanced monitoring framework - Strengthening ESG Committee's performance and risk management functions - Strengthening integration of ESG operational performance with evaluation and compensation	Strengthening Stakeholder Communication - Establishment of information disclosure processes based on ESG data management systems - Expansion of stakeholder networking		

1) Renewable energy usage as a proportion of total electricity consumption, expressed as Renewable Energy Usage (MWh) / Total Electricity Usage (MWh).
2) Applicable to production and operational facilities (excluding offices)
3) The safety and health goals encompass both employees and partner companies.

Materiality Assessment

Double Materiality Assessment

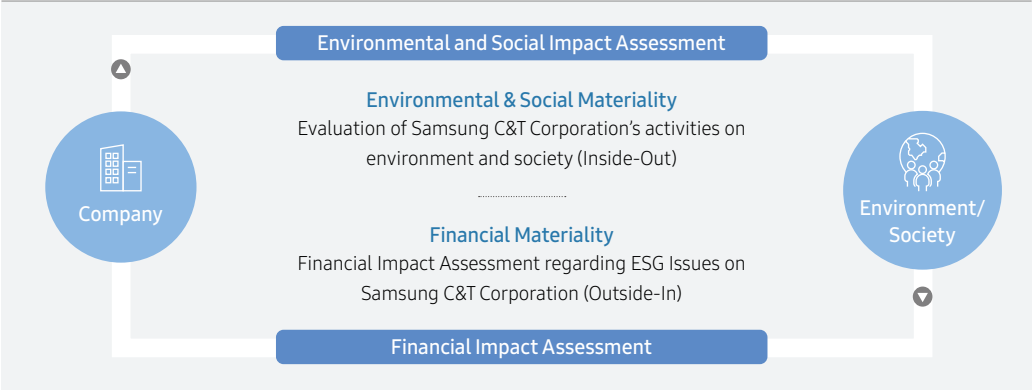
Samsung C&T Corporation conducts annual materiality assessments to identify key issues for sustainable management. With the introduction of double materiality assessment, two perspectives are considered: the impact of the company on the environment and society (Inside-Out) and the external environment's impact on the company (Outside-In). Through Global Initiatives, benchmarking within similar industries, and internal data analysis, we identified 8 issues per group. We conducted a double materiality assessment from both financial and environmental/social impact perspectives, resulting in the final identification of 8 key ESG issues.

Double Materiality Assessment Process

Samsung C&T Corporation conducted a double materiality assessment, incorporating revised GRI 2021 (Global Reporting Initiative) standards and the European Union's Corporate Sustainability Reporting Directive (CSRD) guidelines. The double materiality assessment consists of evaluating the environmental and social impacts (Environmental & Social Materiality) of a company's activities on the external environment and the financial impacts (Financial Materiality) of each ESG issue on the company.

Accordingly, Samsung C&T Corporation conducted a dual materiality assessment by conducting environmental and social impact assessments and financial impact assessments for group-specific issue pools derived through Global Initiatives, industry benchmarking, and internal data analysis.

Double Materiality Assessment



Double Materiality Assessment Process

Composition of ESG issue pool	· Analysis of global ESG reporting standards (GRI, CSRD, SASB, etc.) · Analysis of ESG issues across the entire industry
Identification of major ESG issues by group	· Analysis of ESG issues in each group's industry · Internal data analysis (e.g., Samsung C&T Corporation's ESG strategies) · Analysis of global initiatives (MSCI, Sustainalytics, SASB), and other metrics Identification of 8 major ESG issues per group (E&C, T&I, Fashion, Resort)
Environmental and Social Impact Assessment	· Analysis of global ESG standards such as ESRS, GRI, UNGC, SDGs · Analysis of the trends and key issues in comparable industries · Media analysis of 'Samsung C&T Corporation' keyword coverage from January 1, 2023, to December 31, 2023 - Analysis of non-financial impacts through ESG-related perspective - Analysis of positive and negative ESG articles from an environmental and social impact perspective · Analysis of Samsung C&T Corporation's ESG-related data
Financial Impact Assessment	· Analysis of global indicators such as MSCI, KCGS, DJSI, ISSB, SASB · Media analysis of 'Samsung C&T Corporation' keyword coverage from January 1, 2023, to December 31, 2023 - Analysis of financial impacts through ESG-related perspective - Analysis of positive and negative ESG articles from an financial impact perspective · Analysis of investor demands
Dual Materiality Assessment Result	· The double materiality assessment results are derived from the comprehensive evaluation of environmental and social impact as well as financial impact assessment. · The performance disclosure of Samsung C&T Corporation's final 8 key ESG issues

Double Materiality Assessment Results

Samsung C&T Corporation conducted an assessment of the environmental and social impacts as well as the financial impacts of issues identified across its groups. A total of 8 key ESG issues were selected: Climate risk management, Resource circularity, Eco-friendly business, Occupational health and safety risk management, Human rights risk management, ESG risk management for partners, Employee capability development, and Ethical corporate culture) These selected key ESG issues are managed through Governance, Strategy, Risk management, Metrics and Targets frameworks.

Materiality Assessment

Samsung C&T Corporation Key ESG Issues



The key ESG issues for Samsung C&T Corporation were finalized by integrating and readjusting similar issues identified across groups. A total of 8 key issues were selected. Compared to the previous year’s materiality assessment, the customer safety issue was excluded, and the issues of green technology investment and sustainable products and services were combined into the eco-friendly business issue. Additionally, ESG risk management for partners and employee capability development were newly added.

Environmental	Social	Governance
Climate risk management	Occupational health and safety risk management	Ethical corporate culture
Eco-friendly business	Human rights risk management	
Green technology investment	D&I education and campaigns	
Sustainable products and services		
Resource circularity	ESG risk management for partners	
Waste disposal management	Customer safety	
Renewable energy transition	Employee capability development	
Hazardous chemical management		
Water(wastewater) management		

- Green technology investment and sustainable products and services have been integrated into eco-friendly business.
- Waste disposal management has been integrated into resource circularity.
- D&I education and campaigns has been integrated into human rights risk management.

Impact of Key ESG Issues at Samsung C&T Corporation

		High		Medium		Low	
Area	Issue	Environmental/Social Impact (Inside-Out)	Financial Impact (Outside-In)	Environmental/Social Impact Level	Financial Impact Level	Double Materiality Assessment Result	
Environmental	Climate risk management	+ Reducing carbon emissions through the establishment and implementation of goals and roadmaps to achieve carbon neutrality	+ Securing residual emission permits through the reduction of greenhouse gases - Decrease in investor capital inflows if efforts to achieve carbon neutrality are delayed or unsuccessful	●●●	●●○	●●●	
	Eco-friendly business	+ Creating environmental value through investments in eco-friendly projects such as solar, hydrogen, and SMR, as well as green R&D + Reducing the negative environmental impact of products by using eco-friendly materials and construction methods	+ Increasing sales through the expansion of sustainable products and services driven by green technology investments and developments - Negative perception and sales decline if greenwashing issues arise regarding eco-friendly products	●●●	●○○	●●○	
	Resource circularity	+ Promoting a circular economy through the continuous discovery and application of enhanced recycling management strategies - Negative impact on local communities due to water pollution and waste generation across the value chain	- Compliance costs are incurred if water pollution issues arise at domestic and overseas sites	●●○	●●○	●●○	
Social	Occupational health and safety risk management	+ Ensuring the safety of employees and partners based on a safety and health management system - Occurrence of safety accidents among construction site workers	- Tangible and intangible costs are incurred in the event of serious accidents - Increased management risks if serious accidents occur	●●○	●●●	●●●	
	Human rights risk management	+ Creating a culture of respect for human rights through human rights risk assessment and improvement activities - Operating in regions with poor working conditions and indigenous conflicts	- Tangible and intangible costs are incurred if human rights issues arise at business sites or within the community - Decrease in corporate trust if human rights risks arise	●●○	●○○	●○○	
	Employee capability development	+ Enhancing customer satisfaction by attracting top talent and improving employee capabilities, leading to better product and service quality	+ Increasing sales through improved product and service quality driven by enhanced employee capabilities - Decrease in corporate competitiveness due to the loss of top talent	●○○	●○○	●○○	
	ESG risk management for partners	+ Reducing ESG risks across the supply chain through ESG assessments and providing financial and non-financial support to partners	+ Strengthening the competitiveness of partner companies - Incurring replacement costs if negative issues such as human rights, labor, environmental, and fair trade violations arise within the supply chain	●○○	●●○	●○○	
Governance	Ethical corporate culture	- Decrease in stakeholder trust due to lawsuits and sanctions resulting from violations of corporate ethics	- Compliance costs are incurred if corporate ethics violations occur	●○○	●●●	●●○	

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Sustainability Framework

Message from the Chairman of the ESG Committee

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Appendix

Materiality Assessment

Key Issues

Key issues for external stakeholders and corporate value creation

Category	Key Issues	Analysis of Key Issues for External Stakeholders and Corporate Value Creation						
		Value Chain (Impact Range, %)	Stakeholders	Business Impact	Issue Type	Impact Assessment	Impact Indicators	Related Activities
Environmental	Climate risk management	Samsung C&T Corporation business sites, partners (100%)	Employees, partners, shareholders/investors, government/media, local community, customers	· Cost · Risk	Future	Environmental Impact	Social Cost of Carbon	· Task Force on Climate-Related Financial Disclosures (TCFD) 🔗 p. 26~34
	Eco-friendly business	Samsung C&T Corporation business sites, partners, products and services (100%)	Employees, partners, shareholders/investors, local community, customers	· Cost · Risk · Revenue	Present	Environmental/ social impact	Social cost of eco-friendly business investments	· Expanding Eco-Friendly Business 🔗 p. 39~42
	Resource circularity	Product and service (100%)	Employees, partners, shareholders/investors, local community, customers	· Cost · Risk · Revenue	Present	Environmental Impact	Social cost of resource circulatory activities	· Resource Circulation 🔗 p. 35
Social	Occupational health and safety risk management	Samsung C&T Corporation business sites (100%)	Employees, partners, shareholders/investors	· Cost · Risk	Present	Social impact	Social cost of employee health and well-being	· Health and safety 🔗 p. 52~56
	Human rights risk management	Samsung C&T Corporation business sites, partners (100%)	Employees, partners, shareholders/investors	· Cost · Risk	Present	Social impact	Social cost of work-related stress	· Human Rights · Enhance Diversity 🔗 p. 49~51, 46
	Employee capability development	Samsung C&T Corporation business sites, partners (100%)	Employees, partners, shareholders/investors	· Cost · Risk · Revenue	Present	Social impact	Social cost resulting from work capability enhancement	· Employee capability development 🔗 p. 47~48
	ESG risk management for partners	Samsung C&T Corporation business sites, partners (100%)	Employees, partners, shareholders/investors	· Cost · Risk · Revenue	Future	Social impact	Regulation of social capital	· Assessment and management of partner ESG compliance 🔗 p. 57~58
Governance	Ethical corporate culture	Samsung C&T Corporation business sites, partners (100%)	Employees, partners, shareholders/investors, government/media	· Cost · Risk · Revenue	Present	Social impact	Corporate social influence	· Compliance 🔗 p. 82~86

Performance evaluation by management includes ESG-related items

- Promotion of eco-friendly businesses, development of green technologies, safety/environmental management, enhancement of human competitiveness

*Regular quarterly reporting of ESG KPI performance has been institutionalized, with the ESG Committee taking the lead in monitoring ESG management activities.

🔗 p. 79

Stakeholders Participation

Stakeholder Definition

Samsung C&T Corporation selects key stakeholders through media analysis, benchmarking with peer companies, interviews with industry counterparts, partners, and internal employees. To incorporate the opinions of each stakeholder into its management activities, we have established various communication channels by group to continuously gather feedback.

Samsung C&T Corporation Stakeholder Communication Channels

 Customers	Website, Customer Service Center, Customer Satisfaction Surveys
 Employees	Intranet, Blogs, Labor-Management Council/Labor Union, CEO Messages
 Shareholders/ Investors	Information Disclosure, Quarterly Performance Disclosure, Domestic and International Conferences, Visits and Meetings
 Local community	Corporate Social Responsibility Activities, Partnerships (with NGOs, etc.), Local Community Engagement Council
 Partners	Partner Portal, Partner Council, Various Seminars and Forums
 Government/ Media	Website, Public Hearings, Press Releases

Key Issues and Responses by Stakeholder

At Samsung C&T Corporation, we incorporate the primary concerns of stakeholders into our management practices. Below are the key issues identified: Each issue is being implemented into actual management activities, and specific policies and measures for each issue are disclosed in the Sustainability Report.

Key Issues and Responses by Stakeholder

Category	Key issues of interest	Impact on value chain	Samsung C&T Corporation's response
Customers	· Product and service · Customer safety and health · Marketing · Communication	· Project contracts · Product purchases	· B2B, B2C customer management · Enhancing customer satisfaction and trust · Quality and reliability management
Shareholders/ investors	· Economic performance · ESG, Risk management	· Checks and balances	· Stable profit generation · Enhancement of ESG operational standards, Integrated risk management
Partners	· Assessing the social impact of suppliers · Ethical Management · Protection of workers' rights · Anti-corruption measures	· Logistics, procurement, construction	· Fair trade relationships · Strengthening partners' capabilities · Strengthening cooperation system for co-prosperity
Employees	· Safety and health · Respect for diversity · Education and training · Employment and welfare benefits · Labor-management relations	· Business, construction, operation · Product design, Design · Technology research and development · Intellectual property	· People-centered organizational culture · Capacity development · Workplace safety and health · Welfare benefits · Support for retirement and transition
Local community	· Contribution to local communities · Environmental improvement	· Infrastructure construction · Indirect economic effects	· Centered on domestic and overseas business sites, social contribution activities linked to business capabilities · Reduction of negative impact on local communities
Government/ Media	· Anti-corruption, human rights protection · Accident prevention, environmental protection · Compliance	· Project development · Customer and supplier management · Competitiveness in bidding	· Participation in government policies · Compliance with regulations · Information disclosure

IFRS Framework

Samsung C&T Corporation manages the governance, strategy, risk management, metrics and targets of the 8 key ESG issues based on the 'IFRS S1 General Requirements' and 'IFRS S2 Climate-related Disclosures' announced by the International Sustainability Standards Board (ISSB).

Management of Key ESG Issues

Category	Key ESG Issues	Governance	Strategy	Risk Management	Metrics and Targets
Environ- mental	Climate risk management	- Establishment and operation of a Company-wide management system for climate change response - Board of Directors/ESG Committee: Deliberation and resolution of the goals and plans to achieve carbon neutrality by 2050, etc. - Management: Formulation of climate change strategies and plans, performance evaluation, and measures - ESG departments at company-wide and segment level: Monitoring of task implementation status and target achievement levels - Environmental department within a group: Identification and implementation of greenhouse gas emission reduction tasks	- Establishment of 2050 carbon neutrality goals and strategies 100% adoption of renewable energy, investment in carbon reduction R&D, implementation of low-carbon high-efficiency facilities, stakeholder engagement, etc. - Analysis of Climate Change Risks and Opportunities - Identification of risks and opportunities factors across the company-wide and each group through climate scenario analysis	- Integrated company-wide Risk Management - Identification and evaluation of risk factors that may actually or potentially occur by issue - Determination of priority for core risks considering the characteristics of each group's industry - Integration of response measures for identified risks into actual management strategies and company-wide risk management processes	- Goals to Achieve Carbon Neutrality by 2050 - Target for greenhouse gas emissions by 2023: 174,381 tCO₂e (actual 176,443 tCO₂e) - Target for 2025: 147,796tCO₂e - Target of 58% reduction in greenhouse gas emissions by 2030 (compared to 2018) - Adoption of Renewable Energy 100% adoption of renewable energy for electricity usage by 2030
	Resource circularity	- Establishment of a Company-wide Environmental Management System - Board of Directors/ESG Committee: Deliberation and resolution of major environmental management goals, operations, and plans - Management: Establishment of environmental management strategies and plans, performance evaluation, and measures - ESG departments at company-wide and segment level: Monitoring of task implementation status and target achievement levels - Environmental and business departments in a group: Identification and implementation of resource circulation and eco-friendly businesses	- Establishment of Mid-term Plans (2023-2025) - Selection of resource circularity as a priority area through analysis of stakeholder requirements and company operation levels - Establishment and operation of environmental risk reduction plans for each group (energy, air and water pollution substances, noise, biodiversity, etc.)	 p. 80-81	- Water Recycling Rate - Target for 2023: 25.7% (actual 25.7%) - Target for 2025: 27.4% - Waste Recycling Rate - Target for 2023: 96.9% (actual 97.2%) - Target for 2025: 97.2%
	Eco-friendly business (Previous year's investment in eco-friendly technology / sustainable products and services integrated)		- Establishment of Mid-term Plans (2023-2025) - Development of investment plans for diversification of eco-friendly business portfolios - Expansion of eco-friendly energy businesses such as solar power, hydrogen, SMR, battery recycling, etc. - Expansion of Sustainable Products Considering Environmental Impacts - Conducting Life Cycle Assessment (LCA) for building and energy optimization in building design and construction - Expansion of fashion brands utilizing recycled materials - Operation of eco-friendly procurement policies		- Investment in Eco-friendly energy businesses - Target to expand investment in new growth businesses, including eco-friendly energy to KRW 1.5-2 trillion by 2025

IFRS Framework

Samsung C&T Corporation manages the governance, strategy, risk management, metrics and targets of the 8 key ESG issues based on the 'IFRS S1 General Requirements' and 'IFRS S2 Climate-related Disclosures' announced by the International Sustainability Standards Board (ISSB).

Management of Key ESG Issues

Category	Key ESG Issues	Governance	Strategy	Risk Management	Metrics and Targets
Social	Occupational health and safety risk management	- Establishment of a Company-wide Safety Management System - Board of Directors/ESG Committee: Deliberation and resolution of safety and health management plans and activities - Chief Safety Officer (CSO): Establishment of safety and health policies and strategies, performance evaluation, and measures - ESG departments at company-wide and segment level: Monitoring of task implementation status and target achievement levels - Safety and health department in a group: Identification and implementation of safety and health-related tasks	- Establishment of Mid-term Plans (2023-2025) - Selection of safety as a priority area through analysis of stakeholder requirements and company operation levels - Establishment and operation of safety risk reduction plans for each group - Identification and Actions for Addressing Safety and Health Risks - Identification of potential hazards through workplace risk assessments and establishment of countermeasures - Promotion of Safety and Health Culture and Enhancement of Capabilities - Operation of safety culture programs, education, management of grievance channels, consulting for partners, etc.	- Integrated company-wide Risk Management - Identification and evaluation of risk factors that may actually or potentially occur by issue - Determination of priority for core risks considering the characteristics of each group's industry - Integration of response measures for identified risks into actual management strategies and company-wide risk management processes	- Lost Time Injury Rate (LTIR) (including employees and partners) - Target for 2023: 0.11 (actual 0.13) - Target for 2025: 0.08 - Number of fatalities (including employees and partners) - Target for 2023: 0 case (actual 0 cases) - Target for 2025: 0 case
	Human rights risk management	- Establishment of a Company-wide Human Rights Management System - Board of Directors/ESG Committee: Deliberation and resolution of major human rights management goals, operations, and plans - Management: Establishment of human rights management strategies and plans, performance evaluation, and measures - ESG departments at company-wide and segment level: Monitoring of task implementation status and target achievement levels - Personnel management in group: Identification and implementation of human rights-related tasks	- Establishment of Mid-term Plans (2023-2025) - Selection of Human rights and Diversity as a priority area through analysis of stakeholder requirements and company operation levels - Establishment and operation of human rights risk reduction plans for each group - Identification and Actions for Addressing Human Rights risks - Identification of labor and human rights issues and vulnerable areas through business site inspections - Establishments of mitigation measures for identified risks at business sites and monitoring of improvement activities	- Integrated company-wide Risk Management - Identification and evaluation of risk factors that may actually or potentially occur by issue - Determination of priority for core risks considering the characteristics of each group's industry - Integration of response measures for identified risks into actual management strategies and company-wide risk management processes	- Ratio of Female Managers - Target for 2023: 17.5 (actual 17.6) - Target for 2025: 18.1% - Workplace human rights inspection rate - Target for 2023: 100% (actual 100%) - Target for 2025: 100%
	Employee capability development	- Establishment of Human Resources Development System - Board of Directors/ESG Committee: Deliberation and resolution of employee competency development plans and activities - Management: Establishment of strategies and plans for employee development, performance evaluation, and measures - ESG departments at company-wide and segment level: Monitoring of task implementation status and target achievement levels - Personnel management in group: Identification and Implementation of tasks related to employee capability development	- Systematic operation of employee capability enhancement programs, including external education for talent composition and capability improvement - Create a self-directed learning environment - Establish performance evaluation and reward systems - Identification and Actions for Addressing Human Resource Development Risks - Develop measures to prevent the loss of top talent and retain them - Operate and monitor capability development programs to secure corporate competitiveness	- Integrated company-wide Risk Management - Identification and evaluation of risk factors that may actually or potentially occur by issue - Determination of priority for core risks considering the characteristics of each group's industry - Integration of response measures for identified risks into actual management strategies and company-wide risk management processes	- Employee Capability Development - Operate employee capability enhancement programs, including external education for talent composition and capability improvement - Total Training Hours 2023 Performance: 543,949 hours

IFRS Framework

Samsung C&T Corporation manages the governance, strategy, risk management, metrics and targets of the 8 key ESG issues based on the 'IFRS S1 General Requirements' and 'IFRS S2 Climate-related Disclosures' announced by the International Sustainability Standards Board (ISSB).

Management of Key ESG Issues

Category	Key ESG Issues	Governance	Strategy	Risk Management	Metrics and Targets
	ESG risk management for partners 	- Establishment of a Company-wide Management System for Partner ESG Risks - Board of Directors/ESG Committee: Deliberation and resolution of supply chain ESG management plans and activity results - Management: Establishment of supplier ESG management strategies and plans, performance evaluation, and measures - ESG departments at company-wide and segment level: Monitoring of task implementation status and target achievement levels - Supply chain management in group: Identification and implementation of partner ESG-related tasks	- Establishment of Mid-term Plans (2023-2025) - Expansion of the scope and audit items for enhancing partner ESG audits - Identification and Actions for Addressing Partner ESG Risks - Identification of issues and vulnerable areas by domain (Labor and Human rights, Safety, Environment, Compliance) through partner ESG inspections - Development of actions and monitoring of improvement activities for partners with identified risks	- Integrated company-wide Risk Management - Identification and evaluation of risk factors that may actually or potentially occur by issue - Determination of priority for core risks considering the characteristics of each group's industry - Integration of response measures for identified risks into actual management strategies and company-wide risk management processes  p. 80~81	- Partner ESG Assessment Rate - Target for 2023: 100% (actual 100%) - Target for 2025: 100%, expansion of inspection scope and targets
Governance	Ethical corporate culture 	- Establishment of a Company-wide Compliance Management System - Board of Directors/ESG Committee: Deliberation and resolution of compliance operation plans and activity results - Chief Compliance Officer: Establishment of compliance strategies and plans, performance evaluation, and measures - Enterprise compliance team: Implementation of compliance inspections, training/voluntary activities, and monitoring achievement levels - Compliance management in group: Implementation of compliance activities	- Establishment of Compliance Codes of Conduct and Guides - Providing principles for 7 key areas (Integrity, Fair trade, Anti-corruption, Information protection, Employment and labor, Subcontracting/Win-win cooperation, Safety/Environment/Quality) - Requesting compliance pledges for all employees - Identification and Actions for Addressing Compliance Risks - Conducting compliance inspections and implementing improvement measures biennially for all business sites - Enhancing Compliance Awareness - Conducting common education for employees and operating Compliance Academy for executives		- Ethical Compliance Self-assessment Scores 2023 target: 91 points (achieved: 91 points) 2024 target: 92 points - Biennial Ethical Inspections for All Business Sites - Annual Ethical Education for All Employees

ESG MANAGEMENT

At Samsung C&T Corporation, we are dedicated to fulfilling our corporate social responsibility by sharing detailed updates on the management status of each ESG pillar and continuously strengthening our management system. Moving forward, we will strive to secure sustainability by sharing our social values with stakeholders, including customers, employees, and partners.

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Human Rights
Health and Safety
Management of Partners
Product and Service
Provision
Information Security
Social Contribution

Governance
Board of Directors
Risk Management
Compliance

Appendix



Environmental

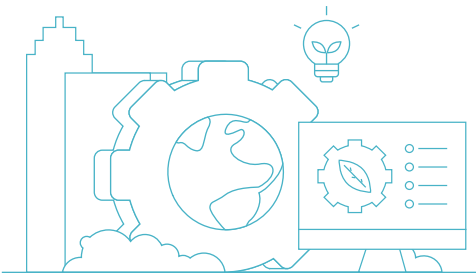
As the effects of climate change and biodiversity on the environment become increasingly significant in the production and operational processes of companies’ products and services, concerns about their negative impacts on the environment and local communities are growing. In response, Samsung C&T Corporation recognizes its corporate responsibility for the environment and is actively pursuing various activities to minimize its impact. We are striving to enhance our corporate value and competitiveness by conducting research and developing products and services to expand our portfolio of eco-friendly businesses.

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Environmental Management

Management Approach

Samsung C&T Corporation places significant importance on the environmental impact during the production and operation processes of its products and services, and is strengthening its environmental management system to minimize these impacts. At Samsung C&T Corporation, we are expanding our eco-friendly businesses to address climate change issues, including global warming, and to fulfill our corporate environmental responsibilities. To take the lead in activities for environmental protection, we promote stakeholder-participation environmental activities, foster consensus on carbon neutrality, and jointly fulfill environmental responsibilities.



Environmental and Energy Management System

Environmental and Energy Policy

Samsung C&T Corporation has established environmental and energy policies that prioritize environmental impacts to ensure sustainable growth, environmental protection, and climate crisis response. Based on this, all employees and partners comply with these policies to minimize negative environmental impacts arising from business activities. We apply stricter standards than those required by regulations to our internal environmental and energy management, and we regularly revise our environmental and energy policies to enhance our management standards. Specifically, in the E&C Group, we have standardized and distributed the guidelines for partners environmental management plans in 2023 to enhance the environmental management level of each site and enable partners to proactively establish systematic environmental management plans.

[Environmental and Energy Policy in the E&C Group](#)

Environmental and Energy Management System

The E&C Group renewed its ISO 14001/50001 certifications in the first half of 2024 at all business sites. The Trading and Investment (T&I) Group obtained and renewed ISO 14001 certification for all production sites (7 sites), and in the case of palm farm in Indonesia, additionally obtained Roundtable on Sustainable Palm Oil (RSPO) certification. The Resort Group also maintains ISO 14001 and ISO 50001 certifications for its parks and was designated as a green company by the Ministry of Environment seven consecutive times.

Environmental Management System Certification Status

	2021	2022	2023
Percentage of business sites that obtained certification	89.8%	89.9%	91.7%

Environmental Management Governance

Samsung C&T operates a company-wide environmental management decision-making organization to minimize negative impacts on the environment and fulfill its corporate responsibilities. Environmental department at each business site conducts major environmental management activities, and environmental department at the headquarters manages the performance and progress of these activities. Management evaluates the outcomes of these activities and takes appropriate actions, while the board of directors supervises the implementation of key environmental management initiatives.

[Detailed information can be found on page 26 of the report.](#)

Eco-friendly Purchasing Policy

Samsung C&T Corporation defines eco-friendly products as those that minimize the input of energy and resources and the generation of greenhouse gases and pollutants. We are striving to replace office supplies used at headquarters and business sites with eco-friendly products in addition to raw and subsidiary materials.

The E&C Group has established the eco-friendly purchasing management manual to select eco-friendly items, define the roles of related departments, such as the purchasing and environment departments, and stipulate suppliers' obligations. Additionally, we have established eco-friendly purchasing systems, including an eco-friendly material registration system for partners and an eco-friendly material identification system, to verify information on eco-friendly products. The Fashion Group uses packaging materials such as shopping bags, gift boxes, courier boxes, and cartons made from eco-friendly materials certified by the Forest Stewardship Council (FSC)¹⁾. In 2023, we achieved a 98% usage rate of eco-friendly packaging materials for packaging commissioned in the Fashion Group. Also, we guide the use of FSC-certified paper for new brand launches or packaging renewals.

1) Forest Stewardship Council (FSC) Certification: Certification related to wood and paper products aimed at preventing forest damage and promoting sustainable forest management.

Eco-friendly Purchasing Calculation Criteria by Group

 E&C Group	· Eco-Label, Good Recycled certification, Low carbon products, Energy Efficiency Rating Label level 1, High-efficiency Appliance Certification, etc.
 T&I Group	· Biofuels with green certifications such as Green Gold Label (GGL) and FSC, green methanol for marine fuel, etc.
 Fashion Group	· Raw materials certified for recycling, animal welfare, eco-friendly processes, and packaging materials certified with FSC certification.
 Resort Group	· Eco-friendly detergents, paints, fertilizers, de-icing agents, biodegradable disposable containers, reusable containers, LED lamps, high-efficiency electronic products, recycled toner, etc.

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Environmental Management

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Appendix

Environmental Management Promotion Activities

Workplace Environmental Inspections

Environmental Management Process

In the E&C Group, we have established and operates systematic environmental management processes to minimize negative environmental impacts during construction operations. We regularly monitor amendments to environmental regulations and laws, such as the Clean Air Conservation Act, Special Act on the Reduction and Management of Fine Dust, Noise and Vibration Control Act, Waste Management Act, and The Construction Waste Recycling Promotion Act and reflect them in our internal standard documents for each field of environmental management. E&C Group has a total of 23 Environmental standards covering areas such as air quality, water quality, waste, noise, and soil. Based on these standards, we assign specialized environmental managers who are trained from site preparation to completion to prevent environmental accidents, and regularly check compliance with environmental regulations and environmental management standards. In particular, to ensure compliance with regulations regarding soil contamination issues in redevelopment and reconstruction sites, and to minimize the impact on costs and construction periods, we have developed soil contamination management guidelines to proactively address soil contamination issues at the commencement sites. We manage asbestos removal as a key high risk task. By training asbestos removal supervisors and enhancing the expertise of our personnel, we thoroughly oversee asbestos removal projects at both domestic and international sites from the planning stage onward. By season, we focus on fine dust and waste in spring, water and flood damage in summer, and freezing of environmental facilities and illegal burning of waste in winter, and conduct thematic inspections focusing on major sites judged to have high risks. Furthermore, in Singapore, we intensively manage water treatment facilities installed and operated within the site according to the climate characteristics and confirm the proper operation of water treatment facilities in real-time through CCTV monitoring from the hub. We have maintained the highest rating of 'STAR' in the Green and Gracious Builder Scheme (GGBS)¹⁾ awarded by the BCA of Singapore every year.

The Resort Group minimizes water pollution by operating its own sewage and wastewater treatment facility in the park. The quality of the discharged water sent to rivers is monitored in real-time, and visual inspections are conducted daily to ensure no pollutants have entered the waterways. Additionally, regular inspections are conducted biannually to verify the normal operation of environmental facilities, and improvement activities are carried out. In 2023, a consultation was provided to enhance the efficiency of the wastewater treatment facility processes, ensuring optimal management.

1) GGBS (Green and Gracious Builder Scheme): Comprehensive evaluation of environmental activities (energy, waste, water quality, tidiness, etc.), quality maintenance activities (public safety, noise, vibration, etc.), and innovation & exemplary activities.

Environmental Management Framework in the E&C Group



Winning the 19th Construction Environmental Management Best Practices Competition

The E&C Group achieves outstanding results in the annual 'Construction Environmental Management Best Practices Competition' organized by the Korea Construction Environment Association, sponsored by the Ministry of Environment, Ministry of Land, Infrastructure and Transport, and the National Assembly Environment and Labor Committee. To mitigate and improve the environmental and energy impacts that may occur during construction projects, we apply eco-friendly technologies and methods, strengthens environmental protection facilities, and continuously identifies and disseminates excellent environmental management practices.

Awards from the 19th Construction Environmental Management Best Practices Competition

- | | |
|---|---|
| 1. Award from the Speaker of the National Assembly | · Eco-friendly demolition case of high-rise buildings in urban areas using the DFD method |
| 2. Award from the Environment Minister | · Reduction of noise problems in aluminum formwork by utilizing masking effects |
| 3. Award from the President of the Korea Construction Environment Association | · Improvement of vertical dust nets/collectors for reducing fugitive dust |

Raising Environmental Awareness

Environmental Training Programs

Samsung C&T conducts environmental training programs tailored to the characteristics of each group to enhance environmental awareness among employees. The E&C Group holds annual workshops to enhance the job performance capabilities of on-site environmental managers, and in 2023 a total of 49 people participated. Additionally, we conduct training on environmental regulations and compliance for on-site environmental managers and partners. The T&I Group holds a license for the sale of chemicals and strengthens its environmental capabilities by designating responsible personnel to complete relevant training. In overseas business sites, environmental education is regularly and periodically provided to environmental managers in accordance with local environmental regulations. The Resort Group conducts annual environmental education to raise employee awareness. In 2023, education on proper waste separation and disposal was conducted for employees.

Environmental Training Programs

Training Name	Purpose	Targets	Date	Method	Key Contents
ESG Mind-set Online Course	Enhancing environmental awareness among employees	All employees	Jan-Feb 2023	Online audiovisual training	· Meaning of ESG and company's strategy · Company's plans to implement carbon neutrality
On-site environmental manager workshop	Enhancing environmental awareness among employees	Environmental managers at construction sites	2023.11.15	In-person training	· ESG trends and key focus areas in the construction industry · Sharing 2024 key environmental work plans · Managing key indicators for improving environmental performance · Sharing best practices of the sites
Environmental job training	Enhancing environmental management levels	PM, Construction Manager	2023.07.20~2023.08.08	In-person training	· Recent updates on environmental regulations and ESG trends · Company's environmental management policies and systems · Sharing of site-specific incidents and BP cases
Training for professionals in water quality	Domestic regulatory compliance	Environmental manager	2023.05.09~2023.05.12	In-person training	· Domestic mandatory training (Water Environment Conservation Act)
ISO Lead Auditor Course	ISO certification compliance	Environmental manager	2023.08.28~2023.09.01	In-person training	· ISO 14001 certification auditor training

Emergency Response Training

The E&C Group has established emergency preparedness and response management rules and conducts regular emergency response training to prepare for environmental accidents that may occur at each site, such as the leakage of pollutants like fuel, wastewater, and soil sludge, as well as emergency measures to reduce domestic high-concentration fine dust. Through this, the group establishes and operates a response system and rapid reporting system among site organizations.

The T&I Group conducts semi-annual emergency response training to prepare for various situations such as fires and chemical spills that may occur at domestic and overseas sites, by developing scenarios for different situations.

The Resort Group sets scenarios for preparing for medication leaks that may occur at operational environmental facilities such as sewage/wastewater treatment plants, water purification plants, the Caribbean Bay water treatment room, and conducts joint emergency training for relevant departments once a year.

Environmental Campaigns for Employees

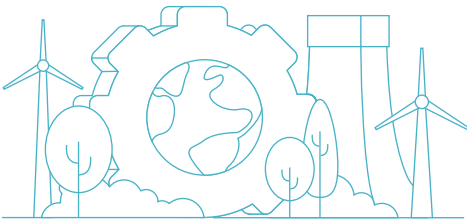
Samsung C&T Corporation conducts a various employee participation-based environmental campaigns to foster consensus on environmentally responsible activities and promote a culture of environmental management.

 Detailed information can be found on page 33 of the report.

Task Force on Climate-Related Financial Disclosures (TCFD)

Management Approach

Samsung C&T Corporation has identified climate-related risks and opportunities to reduce carbon emissions. To achieve its carbon neutrality goal by 2050, it has established four main strategies: 100% transition of renewable energy, promotion of carbon reduction R&D, implementation of low-carbon high-efficiency facilities, and stakeholder engagement. Additionally, we plan to carry out carbon absorption and offset projects to offset remaining emissions and reduce Scope 3 emissions.



Governance

Board of Directors

Roles

The ESG Committee under the Board of Directors deliberates and approves ESG strategies, policies, operational plans, and performance, including issues related to climate change. Additionally, it sets and manages key ESG KPIs related to climate change, including GHG emissions, emissions per revenue, and renewable energy usage. They regularly monitor the progress, implementation status, and performance against three-year targets for each KPI. In 2022, the ESG Committee discussed a plan to pursue carbon neutrality, which was later approved by the Board of Directors and disclosed to the public. In July 2023, the ESG Committee received a report on the progress of implementing the carbon neutrality plans.

Activity Summary of the ESG Committee in 2023

Enforcement Date	Agenda Items
2023.02.01	1. Report on the operation of ESG KPIs in 2023
2023.07.25	2. Report on the progress of plans to achieve carbon neutrality
2023.10.23	3. Report on the KPI dashboard and improvement status of ESG data management systems

The management

The Roles and Responsibilities of the Management

Samsung C&T Corporation's management is striving to enhance global competitiveness through the implementation of the carbon neutrality road map and the expansion of eco-friendly businesses. They oversee the entirety of climate change activities, including the formulation of strategies and implementation plans, as well as monitoring progress.

During management performance evaluations, environmental aspects (e.g., environmental accidents) are included in the assessment criteria. Specifically, for the Resort Group, which has the highest greenhouse gas emissions among single business units, we are including GHG emissions and waste recycling rates in company and organizational evaluation KPIs for performance incentive calculation and managing compensation for all employees below the CEO to reflect climate change responsiveness. For executives responsible for the environment in the E&C Group, evaluations are conducted, incorporating specific climate change response metrics such as compliance with emission targets related to the K-ETS. Subsequently, monetary performance incentives are provided to align compensation with goal achievement. Additionally, internal disciplinary measures can be taken according to company standards in cases where employees cause environmental issues that could damage the company's reputation or have an impact.

Practical Operations and Responsible Departments

With the Corporate Strategy Office at the core, we have established a collaboration and communication framework among groups to monitor the progress of climate change-related initiatives at each group and manage the level of achievement in an integrated way. The Environmental department heads of each group have been delegated authority and responsibilities for climate change response activities, ensuring practical management of climate change mitigation efforts. Furthermore, the group's management support team and environmental departments are identifying and promoting specific strategic tasks for climate change response within each group, and regularly sharing performance among groups. Furthermore, to enhance practitioners' responsibility for climate change adaptation, greenhouse gas emissions, ESG exemplary cases discovery, and other factors are incorporated into performance evaluations for compensation.

Supervisory Structure related to Climate Change



Strategy

Climate Risks and Opportunities

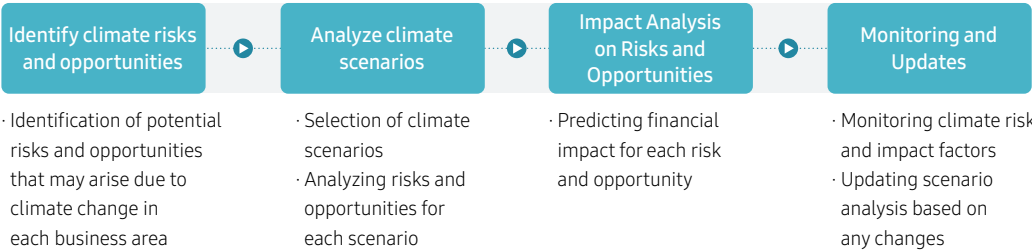
Samsung C&T has conducted analyses in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) to identify the impacts of climate change on its business activities (both risks and opportunities), and to establish response strategies from short-term, medium-term, and long-term perspectives. According to TCFD recommendations, climate change risks are broadly categorized into transition risks and physical risks. Transition risks are those that may arise during the transition to a low-carbon economy and are further classified into risks related to policy and regulation, technology, market, and reputation. Physical risks refer to risks arising from physical impacts such as hurricanes, floods, wildfires, sea-level rise, and average temperature increase, and are categorized into acute and chronic risks depending on the duration of their impact. While climate change poses risks to businesses, it also presents strategic opportunities for entering new markets and business ventures. Therefore, Samsung C&T Corporation has identified opportunities to adapt to the industrial paradigm shifts driven by climate change. Samsung C&T Corporation manages climate change risks by considering the characteristics of its four business sectors: E&C, T&I, Fashion, and Resort. Organizations managing risks within each group identify industry-specific climate change issues and analyze their impacts to manage industry-specific risks, which are then utilized in developing corporate strategy. Corporate Strategy Office analyzes and integrates climate change opportunities and risk factors received from each group for integrated management. The evaluation results derived from climate risk assessments are discussed in the ESG Committee.

Identification-Evaluation-Response Process

Samsung C&T Corporation identifies and assesses climate change-related risks through a risk management process. To identify climate-related risks, various factors (such as regulations, laws, customers, market demand, and physical climate risks) are considered to uncover potential risks that may impact the business. The financial impact of these risks is analyzed and categorized into high, medium, or low. The financial impact is assessed based on the likelihood of occurrence and the magnitude of impact. The magnitude of impact is categorized as 'Low' for less than 0.4% based on operating profit, 'Medium' for 0.4% to 2% and 'High' for more than 2%. The financial impact is also categorized into high, medium, or low. The calculation formula for financial impact is as follows:

※ Financial Impact = Likelihood of occurrence X Magnitude of impact [Low: 1-3 points, Medium: 4-6 points, High: 7-9 points]
- Likelihood of occurrence: Low (1 point), Medium (2 points), High (3 points)
- Magnitude of impact: Low (1 point), Medium (2 points), High (3 points) * Low: Below 10 billion KRW annually (less than 0.4% of 2023 operating profit)
Medium: 10 to 50 billion KRW (0.4% to 2%) High: Above 50 billion KRW (more than 2%)
- Timeframe: Short-term (0-1 year), Mid-term (1-3 years), Long-term (3-10 years)

Climate Risk and Opportunity Management Process



Identified Climate Risks and Opportunities

Risk/Opportunity Types		Risk/Opportunity		Timeframe (Short-term/ Mid-term/ Long-term)	Likelihood of occurrence (High/Medium/ Low)	Magnitude of impact (High/Medium/ Low)	Financial impact (High/Medium/ Low)
Risks	Physical Risks	Short-term physical environmental changes	Damage to business sites due to natural disasters	Mid-term	High (3)	Low (1)	Low (3)
		Long-term physical environmental changes	Worsening business conditions due to increased extreme weather events	Long-term	Medium (2)	Medium (2)	Medium (4)
	Transition Risks	Current Regulations	Reduction in allocated emission allowances and increase in emission allowance prices	Mid-term	High (3)	Medium (2)	Medium (6)
		New regulations	Stricter regulations due to government promotion of carbon neutrality	Long-term	High (3)	Medium (2)	Medium (6)
		Laws	Emission trading system and environmental information disclosure program	Short-term	Low (1)	Low (1)	Low (1)
		Changes in market demand	Low market share for eco-friendly products/services	Mid-term	Medium (2)	High (3)	Medium (6)
		Reputation	Reputation damage due to inadequate response to climate change	Mid-term	Low (1)	Medium (2)	Low (2)
Opportunities	Technologies	Expansion of the application range of eco-friendly technologies	Expansion of the development scope of eco-friendly technologies	Mid-term	High (3)	High (3)	High (9)
	Market	Changes in market demand	Increased demand for eco-friendly energy	Long-term	High (3)	Medium (2)	Medium (6)

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Appendix

Analyze Climate Scenarios

Climate Scenario Analysis Process

Samsung C&T Corporation conducts climate scenario analysis to understand the potential impacts of climate change on the company. We identify risks and opportunities at both the corporate and group levels, select climate scenarios, and analyze risks and opportunities for each scenario to develop response strategies. Additionally, we continuously monitor risks and opportunities according to the changing environment and update analysis results.

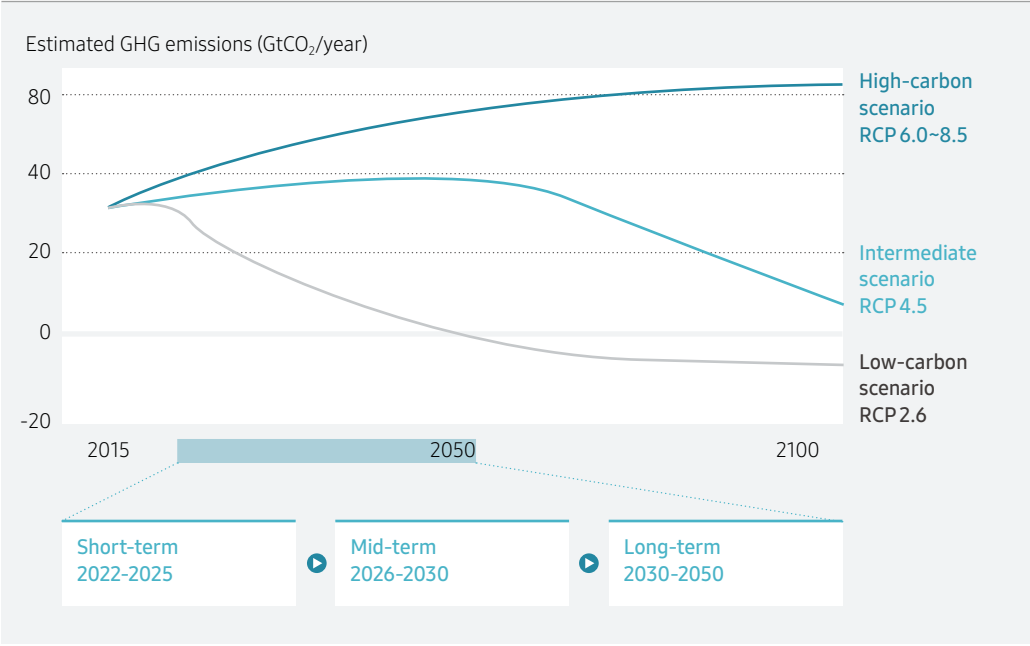
Climate Scenarios

Low-Carbon Scenario RCP 2.6	This scenario involves stringent reductions in greenhouse gas emissions to keep the global average temperature increase below 1.5°C by 2100, aiming to achieve net zero by 2050.	Average Temperature Increase Projection 1.5°C
Intermediate Scenario RCP 4.5	In this scenario, significant implementation of GHG reduction policies and measures results in a moderate level of climate change mitigation and adaptation.	Average Temperature Increase Projection 2.5°C
High-Carbon Scenario RCP 6.0~8.5	This scenario represents a socio-economic structure highly vulnerable to climate change due to the absence of policy measures or technological changes to limit GHG emissions.	Average Temperature Increase Projection 4.0°C
Transition Scenario IEA NZE 2050	To achieve carbon neutrality by 2050, this transition scenario focuses on reducing emissions from the energy sector, which accounts for approximately 75% of GHG emissions.	2050 Years Carbon Neutrality Achievement

Scenario Selection

Samsung C&T Corporation uses the three Representative Concentration Pathways (RCPs) discussed in the Fifth Assessment Report (2013) by the Intergovernmental Panel on Climate Change (IPCC): RCP 2.6, RCP 4.5, and RCP 6.0–8.5, to conduct scenario analysis. Moreover, we used major policy scenarios and the NZE pathway proposed in reports by the International Energy Agency such as a Roadmap for the Global Energy Sector scenario analysis.

Projected GHG Emissions by Climate Scenario (GtCO₂/year)



Climate Risk Impact Analysis

Physical Risks - Damage to business sites due to natural disasters

Samsung C&T Corporation continuously monitor, review, and evaluate acute and chronic physical characteristics related to climate change to mitigate and manage the potential impacts on our business. The impacts of acute and chronic physical climate changes pose risks to our construction processes in the E&C Group. As an example, there have been cases where breakwater under construction were damaged by typhoons or where plant equipment was submerged due to flooding in the Middle East region. As part of the process to identify physical risks from natural disasters during project execution, we have developed storm and flood simulation programs for all projects. Additionally, Samsung C&T Corporation regularly conducts simulations at business sites (construction sites) that are at high risk of natural disasters to categorize them into risk levels A, B, and C. To minimize the environmental impact of natural disasters, we conduct audits and inspections of disaster prevention equipment for each level.

Physical Risks - Worsening business conditions due to increased extreme weather events

As greenhouse gas emissions persist and global warming intensifies, occurrences of extreme weather such as heat waves and cold waves are increasing. These phenomena can pose risks to outdoor facilities and construction sites where work is carried out for prolonged periods. Consequently, the E&C Group anticipates increased costs due to construction delays, damage recovery, and preventive measures. If a heatwave of over 35 degrees Celsius persists, the government strongly recommends suspending outdoor work between 14:00 and 17:00, which may delay the construction period, and costs due to LD may increase, along with construction costs and construction insurance premiums. Additionally, physical damages from abnormal weather events like heavy rain may result in recovery costs. Therefore, the E&C Group takes into account climate change adaptation strategies for regions expected to experience significant impacts, based on historical data and meteorological information, before initiating projects. During heatwave periods, working hours are scheduled in the morning to prevent construction delays caused by extreme heat.

The Resort Group due to the nature of the business, experiences direct impacts on revenue due to extreme weather such as heatwaves resulting from the annual rise in temperatures. The number of visitors inevitably decreases when rain is expected, and more customers avoid outdoor activities on days with predicted heat waves. Since 2021, the Resort group has been running the Be Happy program, offering return visit vouchers to customers who visit on days with more than 20mm of rainfall. This effort aims to mitigate the impact of reduced visitor numbers and revenue. Additionally, during dry seasons, when it is difficult to secure sufficient water, operations can be disrupted. To address this, water levels are continuously monitored to ensure a stable supply of water resources.

Transition Risks (Current Regulations) - Reduction in allocated emission allowances and increase in emission allowance prices

Due to the global demand for reducing GHG emissions, regulations related to carbon emissions are being tightened. Consequently, the number of free allocation permits under the domestic Emissions Trading Scheme (ETS) is expected to decrease significantly during Phase 4 of the ETS, and the price of emission permits is anticipated to rise sharply. The Bank of Korea predicts, using the fourth scenario of the NGFS (Network for Greening the Financial System, an international coalition of central banks addressing climate change), that the price of emission permits could rise to \$1,700 per ton by 2050.

Samsung C&T Corporation was newly included in the Phase 3 ETS in 2021 and received an allocation of emission permits. As of the end of December 2023, the domestic emissions were 93,787 tCO₂e, which did not exceed the number of free allocation permits, so there is currently no emission debt. Samsung C&T Corporation conducts carbon emission trading integrated across four groups. If the actual emissions is lower than the allocated free permits, we will either carry forward or sell the surplus permits. However, since the number of free allocation permits granted by the government is decreasing annually, the price of emission permits is likely to continue rising. If this trend persists, it will be inevitable to incur additional costs for purchasing emission permits. To address this, efforts are being made to monitor and reduce greenhouse gas emissions through the formulation of mid-term (2023-2025) plans in 2022. In 2022, we established a 2050 net zero strategy, aiming to reduce domestic and international emissions to 147,796 tCO₂eq by 2025 and achieve net zero emissions by 2050.

Transition Risks (New Regulations) - Stricter regulations due to government promotion of carbon neutrality

In 2021, the government declared to achieve carbon neutrality by 2050 and strengthened its policies and regulations for climate change mitigation. They include the enactment and implementation of the Carbon Neutrality Act, an upward adjustment of the 2030 Nationally Determined Contribution (NDC) to 40% by 2030, and reducing coal-fired power generation while expanding the share of nuclear and renewable energy in the 10th Basic Plan for Long-Term Electricity Supply and Demand. In response to government policy and regulatory changes, Samsung C&T aims to proactively prevent negative impacts such as fines or sanctions and reputation damage. We declared a coal phase-out in 2020, becoming the first non-financial company to do so, and established a 2050 net zero strategy in 2022 to reduce GHG emissions and improve energy efficiency. At Samsung C&T Corporation, we are expanding eco-friendly businesses such as solar power generation, battery recycling, hydrogen, and Small Modular Reactor (SMR) projects to promote sustainable management and enhance global competitiveness.

Transition Risks (Law) - Emissions Trading Scheme and Environmental Information Disclosure Program

Samsung C&T Corporation continuously monitor, review, and evaluate changes in climate-related regulations to mitigate and manage their impact on our business. Non-compliance with legal obligations related to climate change is a major risk for us. Since 2021, Samsung C&T Corporation has been part of the K-ETS. We regularly assess the risk of failing to meet the legal obligations required by this scheme. For example, if we falsely report our greenhouse gas emissions or fail to report them on time, the government may impose a fine of 10 million KRW.

Responding to CBAM Regulations in the T&I Group

Given the nature of its business dealings with the EU, the T&I Group has set up a task force to tackle the Carbon Border Adjustment Mechanism (CBAM) regulations. This task force aids supply chains in adhering to regulations by issuing guidelines, providing guidelines, monitoring progress, and conducting the impact study on the company. Furthermore, local consulting initiatives are pursued for two overseas corporations subject to CBAM regulations (FFT Corporation and the coil centers located in Mexico and Slovakia) to facilitate smoother compliance practices. Additionally, in collaboration with the legal team, efforts have been made to incorporate clauses mandating the provision of CBAM-related reporting information into our overseas supply chain purchase contracts.

Case Study

Transition Risk (Market) - Low market share of eco-friendly products/services

The eco-friendly products and services market is expected to continue growing, given the prominence of climate change-induced extreme weather events and the increasing global demand for carbon neutrality. The global zero-energy building market is expected to expand to approximately \$47.4 billion (around 54.5337 trillion KRW) by 2026, with an average annual growth rate of about 18.7%. Accordingly, the E&C Group is expanding eco-friendly projects such as certified green buildings and renewable energy generation. Eco-friendly revenue increased from approximately 1.3 trillion KRW in 2022 to 1.8 trillion KRW in 2023. Additionally, the sustainable fashion market size is expected to grow from \$7.8 billion (10.5612 trillion KRW) in 2023 to \$33.05 billion (44.7497 trillion KRW) by 2030. Therefore, the Fashion Group is enhancing its sustainable products and services by developing some products with environmental considerations from the design stage.

Transition Risks (Reputation) - Reputation damage due to inadequate response to climate change

As issues like sustainable management, climate change, and greenhouse gases gain prominence in society, there is growing attention on corporate evaluations of non-financial factors. The results of these evaluations are often made public through the media and are used as an additional indicator of corporate value, adding significance to Samsung C&T Corporation's business activities.

For example, if our rating in CDP's Climate Change evaluation, a leading climate change assessment, drops significantly, our reputation as a leader in climate change response could decline among stakeholders such as investors and clients. This could negatively impact our stock price and business operations.

Climate opportunity impact analysis

Technology - Expansion of the development scope of eco-friendly technologies

Expanding the eco-friendly business portfolio is expected to increase profit margins through market expansion and fixed cost reduction from improved efficiency. Therefore, Samsung C&T Corporation plans to invest 115 billion KRW in R&D by 2030 to achieve a 58% reduction in GHG emissions compared to 2018 levels through the development of eco-friendly technologies and products. In 2022, we developed the Safety Energy Quality (SEQ) hot air blowers and confirmed through on-site pilot applications that we can save nearly 20% of kerosene consumption compared to conventional methods. In 2024, we plan to enhance the SEQ hot air blowers to increase its usability. Additionally, we are focusing on climate change-related technology development and project implementation, with key tasks such as ongoing development of carbon reduction concrete and identification of life cycle reduction items through LCA of buildings.

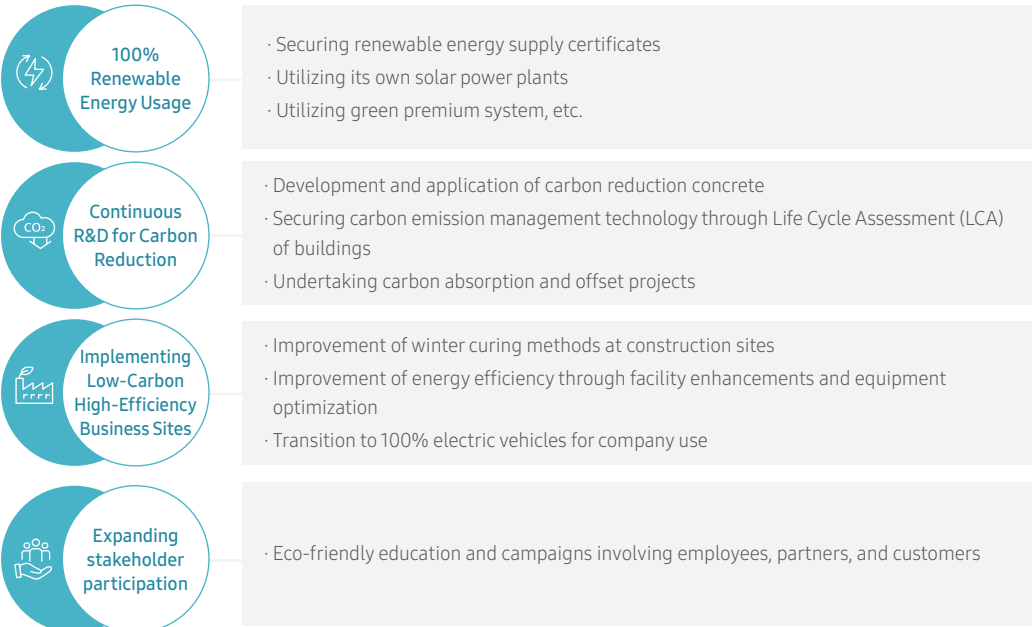
Market: Increased demand for eco-Friendly energy

Due to the global trend of expanding efforts to combat climate change, the market size for renewable energy is continuously growing. According to International Energy Agency research, the global new renewable energy capacity, which was 200 GW in 2019, grew more than twice to 507 GW in 2023, and is expected to increase to approximately 700 GW by 2028. Similarly, Samsung C&T's sales from eco-friendly energy-related business nearly doubled from KRW 289,346 million in 2021 to KRW 574,593 million in 2023, and are expected to continue to grow. Therefore, Samsung C&T is striving to expand its participation in the small modular reactor business, which is gaining attention as a carbon reduction power source, and is exploring business opportunities in the entire process of hydrogen and ammonia production, distribution, and utilization to enter new markets by strengthening cooperation with companies that possess the original technologies, including establishing partnerships with companies and related organizations in domestic and international. Additionally, we are participating in projects that produce hydrogen in regions abundant in renewable energy and import it to Korea. We are also involved in creating a clean ammonia distribution hub and building infrastructure for hydrogen compound co-firing power generation. Furthermore, we have secured certification for cryogenic liquid hydrogen storage tank design technology. Since starting domestic projects in 2008, we have expanded our solar power business beyond EPC to include development projects. Since 2010, we have been expanding our business not only domestically but also internationally, with a focus on North America. We have secured large-scale solar projects in Guam (88MW) and Qatar (875MW) through collaboration with global partners for our EPC business.

2050 Carbon Neutrality Strategy

Samsung C&T Corporation has established its goal to achieve carbon neutrality by 2050 based on the analysis of the impacts of climate risks and opportunities. We aim to reduce emissions by 58% by 2030 compared to 2018 levels and achieve net-zero emissions by 2050. To achieve carbon neutrality, we have established four key strategies to implement various activities, including 100% renewable energy usage, continuous R&D for carbon reduction, implementation of low-carbon high-efficiency facilities, and expanding stakeholder participation. In particular, we are implementing internal reduction activities for Scope 1 emissions management and have established a plan to transition to 100% renewable energy by 2030 for Scope 2 emission reduction. Additionally, we plan to establish a Scope 3 emissions reduction plan and intend to offset the remaining emissions through carbon absorption and offset projects.

4 Key Strategies to Achieve Carbon Neutrality



100% Renewable Energy Usage

Approximately 60% of Samsung C&T Corporation's GHG emissions come from electricity use. To minimize this, we aim to expand its use of renewable energy to 100% by 2030. To achieve this, we plan to gradually increase the use of renewable energy, starting with overseas business sites where the renewable energy market conditions are favorable.

Securing Renewable Energy Supply Certificates At Samsung C&T Corporation, we prioritize to obtain renewable energy supply certificates such as Renewable Energy Certificate (REC), International-REC (I-REC), and Guarantee of Origin (GO)¹⁾ for its overseas business sites. In 2023, we purchased renewable energy supply certificates equivalent to the total amount of electricity used in Bangladesh, Malaysia, India, Romania, and China. In Korea, we also utilize a green premium scheme²⁾ to take into account the availability of renewable energy.

The E&C Group has established procedures to review whether and how to secure renewable energy certificates (RECs) when investing in project, we identify the procurement conditions for renewable energy in the relevant country, and consult with power producers and brokers in advance to ensure timely procurement.

1) REC, I-REC, and GO are all renewable energy supply certificates within the REC system. North America uses REC, Asia, the Middle East, and Africa use I-REC, and Europe uses GO. Korea, Japan, and Australia operate their respective national systems.
2) A system where additional costs are paid besides electricity bills to verify the use of renewable energy.

Utilizing in-house solar power plants At Samsung C&T Corporation, we plan to use electricity produced by our own solar power plants for renewable energy conversion. Since 2008, we have been operating two solar power plants in Gimcheon, Gyeongsangbuk-do, with a total capacity of 18.4MW. We plan to repower¹⁾ the first plant which will provide 50% of our power generation, resulting in approximately 12.5 GWh of renewable energy per year and an expected reduction in greenhouse gas emissions of 5.7 thousand tons. We are currently preparing for construction after obtaining business and construction approvals, with plans to commence operations in the second half of 2025. The second plant will be utilized for a green hydrogen demonstration project. This will be the first off-grid demonstration in Korea, enabling full-cycle verification from production to storage and distribution. As the sole investor, we will supply the produced hydrogen to a hydrogen refueling station in Gimcheon for use in operating hydrogen buses in the region.

In addition, we operate our own solar power generation facilities at the Cheonan Automation Technical Support Office (260,000 kWh/year), the rooftop of the Residential Performance Research Center (5.2 thousand kWh/year), the Dongnae Benest Practice Grounds and Course Management Building (9.2kWh/year), and we are considering installing solar power generation facilities when we acquire new assets.

1) Repowering: Repowering is the process of replacing or reinforcing major equipment to increase output, improve efficiency, extend lifespan, or convert fuel to generate a power plant.

Continuous R&D for Carbon Reduction

Samsung C&T Corporation is continuously securing carbon reduction technologies. In particular, to suit the characteristics of the construction industry, we are developing carbon reduction concrete and low-carbon ready-mixed concrete, laying the foundation for future carbon neutrality. We plan to achieve carbon neutrality by 2050 through projects for carbon absorption and offsetting.

Securing Carbon Reduction Concrete Technology Samsung C&T Corporation has developed zero cement concrete paving block, which replaces the primary concrete material, cement, with admixture, and low-carbon precast concrete, which has less embodied carbon than conventional concrete, to reduce the carbon emissions embedded in concrete due to cement use. In addition, we signed an equity investment agreement with CarbonCure, a company possessing CO₂ mineralized concrete technology, in July 2023. CarbonCure has technology for low-carbon concrete that can be concreted on-site. When applied, the technology replaces cement in the concrete mixing process with CO₂ instead of cement during the concrete mixing process, thereby reducing greenhouse gas emissions.

Development of Low-Carbon Ready-Mixed Concrete Samsung C&T Corporation has embarked on developing low-carbon ready-mixed concrete technology to reduce carbon emissions not just from PC and paving blocks but from concrete concreted on-site. Currently, we are conducting mix experiments for non-winter concrete, aiming to derive the optimal mix ratio for each mix model and conduct ready-mixed production experiments for practical application.

Voluntary Carbon Market Certification The carbon reduction methodology¹⁾ based on CO₂ mineralized concrete technology has been pre-approved by the VCS, operated by Verra. Moreover, to gain recognition for the carbon reductions achieved through our carbon reduction concrete technology, we obtained approval for the methodology and project design document from the Korea Chamber of Commerce and Industry's (KCCI) KCCI Carbon Standards (KCS) in December 2023.

1) A standard document for calculating carbon reduction amounts (CarbonCure Technology)

Life Cycle Assessment (LCA) Samsung C&T Corporation is continuously developing technologies to reduce carbon emissions during the material production, construction, and building operation stages. In 2023, we conducted a full life cycle LCA for three sites and developed our own LCA evaluation program to expand the assessment.

Undertaking carbon absorption and offset projects Alongside a review of voluntary carbon credits, in line with the transition from the Clean Development Mechanism (CDM)¹⁾ to the Sustainable Development Mechanism (SDM)²⁾, we plan to identify projects related to its business that are recognized for carbon reduction by the United Nations Framework Convention on Climate Change (UNFCCC).

1) Clean Development Mechanism (CDM): A carbon trading system based on the Kyoto Protocol

2) Sustainable Development Mechanism (SDM): A carbon trading system based on the Paris Agreement

Implementing Low-Carbon High-Efficiency Business Sites

At Samsung C&T Corporation, we aim to reduce carbon emissions at our business sites by optimizing energy use and transitioning to low-carbon energy sources.

Greenhouse Gas Emissions Reduction Activities by Group

	Activity	Reduction Results
 Common	· Continuing the transition of company vehicles to electric vehicles	· 29 tons
 E&C Group	· Applying hot air circulation curing methods during the winter · Replacing with high-efficiency lighting such as occupancy sensors and LEDs, and establishing lighting conversion standards	· 63 tons · 210 tons
 T&I Group	· Installing waste heat recovery facilities at the plant of Otelinox in Romania · Optimizing processes such as pressure and temperature at the plant of Samsung Precision Stainless Steel (Pinghu) Co., Ltd. in China	· 183 tons · 226 tons
 Resort Group	· Expanding recycling of excess heat from incinerator near the park · Replacing outdated equipment and enhancing energy efficiency at parks and golf courses	· 706 tons · 66 tons

※ Calculation Method for Reduction Scale

· Electric Vehicle Conversion: Scope 1 emissions from internal combustion engine - Scope 2 emissions from electric vehicle

· Winter Hot Air Circulation Curing Methods: [(Kerosene Consumption / 80%) - Kerosene Consumption] × Kerosene emission coefficient

· LED Light Conversion: [(Lighting Electricity Consumption / 72%) - Electricity Consumption] × Electricity emission coefficient

· Expansion of Waste Incineration Plant Heat Recovery near the Park: (Nighttime waste heat supply amount / LNG heat generation amount) × LNG emission coefficient

Energy Efficiency Improvement The E&C Group renewed the existing GHG integrated management system, incorporating annual GHG targets and performance management, as well as unit-based analysis features. To improve energy efficiency and reduce GHG emissions, we are mandating the installation of office LED lighting and occupancy sensors at newly opened sites. To increase the efficiency of fuel usage for heat blower kerosene use during winter concreting, we are enhancing the curing method and applying it to some sites. Specifically, in projects in the Middle East where sunlight is abundant and precipitation is minimal, solar lighting systems are used for nighttime operations, reducing carbon emissions by approximately 1,300 tons annually and saving costs.

The plant of Otelinox in Romania, in the T&I Group, it implemented a system for reclaiming waste heat from. At the plant of Samsung Precision Stainless Steel (Pinghu) Co., Ltd. in China, we are reducing energy loss by regulating pressure and temperature in the processing stages and investing in a pneumatic heat recovery system to minimize steam usage.

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In the Fashion Group, we are improving cooling energy efficiency by prohibiting open-door operations in stores during the summer. Additionally, our logistics centers have expanded the hours for consolidated packaging of deliveries to the same online customer to reduce box usage and optimize operations. We also turn off lights during non-working hours (breaks and lunch) to cut unnecessary energy consumption. We also using high-efficiency lighting and conducting preventive management to block leakage currents through thermal imaging measurements in the distribution boards as part of our efforts to improve energy efficiency.

In the Resort Group, we conduct energy audits of buildings every five years to improve energy efficiency, replace boiler equipment, and use by-product fuel for boilers. Especially, we have installed energy-saving devices on water supply and purification pumps to reduce standby power consumption. To expand the use of waste heat generated from the incineration plant in Yongin City, we utilized a flow pool to store waste heat received during nighttime hours for use during the day. These efforts resulted in a reduction of city gas consumption by 150,859m³ in December 2023 compared to the previous year.

Transition to 100% electric vehicles for company use Samsung C&T Corporation plans to convert all 1,000 of its vehicles for business purposes in South Korea to electric vehicles (EVs). The conversion will include passenger cars, vans, trucks, and buses, and will be carried out gradually, taking into consideration the existing contract terms and the availability of convertible vehicle models. In 2023, we converted 28 business vehicles to EVs and continue to add EVs to the rental and lease fleet.

Management of Other Emissions (Scope 3 Emissions Management)

Since 2023, Samsung C&T Corporation has aimed to expand its management scope to include not just direct and indirect emissions but other emissions generated throughout its corporate activities. We have established specific calculation methodologies for 15 categories and will further expand our efforts to settle the emission calculation process through employee training and manual development.

From the second half of 2023, we have analyzed value chains by group, starting with the E&C Group, to identify emission sources by category and establish calculation methodologies for emission amounts by source. Furthermore, by calculating emissions for the past three years, we have been identifying Scope 3 emission characteristics by group. We plan to build Scope 3 inventories by 2025, and review reduction targets and challenges thereafter.

Expanding stakeholder participation

Samsung C&T Corporation aims to build a consensus on the importance of achieving carbon neutrality and jointly fulfill environmental responsibilities through stakeholder participation-based environmental programs that involve employees, partners, and customers.

 <u>Employees</u> <u>Climate Change-related Employee Training</u> Conducted online training for all employees on ESG strategies and carbon neutrality implementation (from January to February 2023, with a completion rate of 95.1%) <u>Employee Practice Campaigns</u> Conduct lifestyle environmental practice campaigns in addition to planting 3,400 mangrove saplings in Angkapop Park in Indonesia, and ‘Samsung C&T Corporation Forest Creation Project,’ ‘Employee Step Donation Campaign,’ and ‘Save the Earth Campaign.’ and ‘Use of Public Transportation Campaign.’ <u>Idea Collection Events</u> Held a company-wide environment slogan campaign to foster eco-friendly management culture and enhance employee awareness, idea contests to reduce carbon emissions and improve resource recycling rates		
 <u>Partners</u> <u>Provided support for improving environmental capabilities in the supply chain</u> In coordination with the Scope 3 management system, the E&C Group provides education on the introduction of environmental performance labeling and the necessity of certification acquisition for construction material suppliers. <u>Conducted campaigns encouraging the use of public transportation</u> The Resort Group encourages partners to use public transportation at least three times a week and provides benefits such as product incentives through related certifications. <u>Provided ESG education for partners</u> The E&C Group and Fashion Group provide ESG-related training for partners * For desired partners in 2024, whether to support obtaining Environmental Product Declaration is considered		
 <u>Customers</u> <u>Create forest through plant nurturing and donation</u> Donate plants to create forests in nearby parks and wildfire-affected areas <u>Operate environmental education programs</u> The Resort Group provides various experiential programs for customers so that they learn about the importance of the Earth’s environment, such as ‘E-cube School,’ ‘Albert Space Center,’ and ‘Wastewater Treatment Plant Environmental Education Program’ by the Resort Division <u>Suggest the application of carbon reduction concrete</u> Promote the application and expansion of carbon reduction concrete developed by the E&C Group		

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Risk Management

Climate Change Risk Management

Samsung C&T Corporation identifies and manages climate change issues, considering the specific characteristics of its four groups: E&C, T&I, Fashion, and Resort. Within each group, the risk management team identifies and manages industry-specific climate risks and opportunities and prioritizes them according to their materiality and nature to inform business strategy. Particularly, the Resort Group defines extreme climate events such as heat waves, heavy rainfall, and cold snaps as risks. It analyzes the impact by comparing the actual number of visitors affected by these events with the expected number. Additionally, to mitigate the impact on revenue due to extreme climate events, it is developing content as well as marketing strategies for customer. Corporate Strategy Office at the Samsung C&T Corporation analyzes climate change opportunities and risk factors received from each group, integrating them into company-wide climate change risk management. The results of climate risk assessments are discussed within the ESG Committee.

Climate Change Risk Management Process



Integration of company-wide risk management systems with climate change risk management

Samsung C&T Corporation identifies 11 key risks that could arise in the overall management environment and delegates supervision to the board of directors and specialized committees based on the importance and nature of the risks. Climate change risks are integrated into safety and environmental risks among the 11 key risks and are managed accordingly. The ESG Committee regularly monitors the management status and discusses major issues.

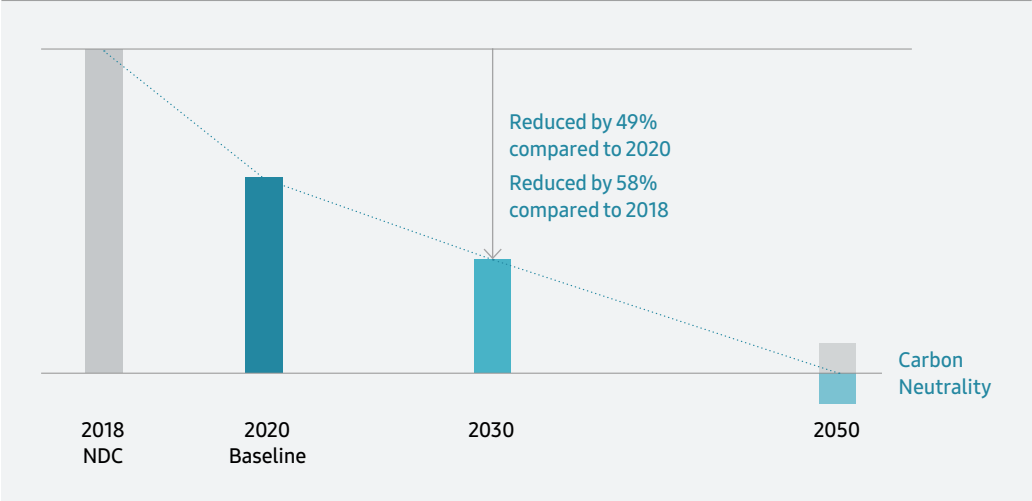
[Detailed information can be found on page 80 of the report.](#)

Metrics and Targets

Goal to Achieve Carbon Neutrality by 2050

At Samsung C&T Corporation, we have established a goal to achieve carbon neutrality aligned with the reduction pathway recommended by the Global Initiatives. We manage relevant metrics and measures the tangible outcomes of its climate change response activities. Pursuant to this goal, it aims to reduce emissions by 58% by 2030 compared to 2018 levels and achieve net-zero emissions by 2050. In addition to GHG emissions and energy usage, we analyze trends in other relevant indicators on a yearly basis and utilize measurement results in the decision-making process for guiding business activities and implementing strategies for achieving carbon neutrality by 2050. Greenhouse gas emissions in 2023 were 176,443 tons, a 24% and 2.4% reduction compared to 231,638 tons in 2018 and 180,717 tons in 2022, respectively. However we slightly exceeding the 2023 target of 174,381 tons due to ambitious goal setting and challenges in renewable energy supply amid domestic sales growth. Moving forward, we will continue to pursue carbon neutrality by securing renewable energy and reducing internal greenhouse gas emissions.

Goal to Achieve Carbon Neutrality by 2050



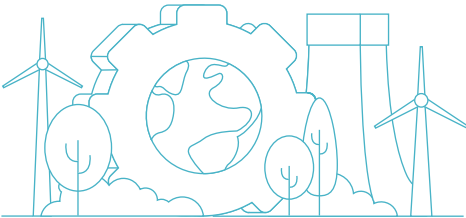
Key Reduction Measures

- Mid-term (by 2030): Conduct internal reduction activities to decrease fossil fuel usage, utilize 100% renewable energy for electricity consumption, R&D investment
- Long-term (by 2050): Transition from fossil fuels to electricity-based sources, promote the usage of renewable energy, pursue projects to offset and absorb remaining emissions

Resource Circulation

Management Approach

The demand for fostering a circular economy by continuously identifying and implementing measures to enhance water and waste recycling management across all corporate activities is increasing. In response, Samsung C&T Corporation has set targets for waste recycling rates and strives to achieve these goals by identifying improvements, improving infrastructure, and obtaining relevant certifications at all business sites.



Expansion of Waste Recycling

Waste Reduction and Recycling

In the E&C Group, we establish strict internal standards for properly handling and promoting waste recycling at construction sites. We aim to expand waste recycling across all business sites to contribute to the circular economy. When selecting waste treatment contractors, priority is given to those that recycle materials as raw materials. Additionally, construction waste generated on-site is recycled into construction materials, reducing the use of new materials and the amount of waste produced. All sites maintain and register excellent contractors and recycling companies through annual inspections and audits and ensure proper management from waste generation to final disposal. Additionally, we are piloting an improved waste disposal method by requiring waste to be placed in transparent bags by construction type and area. This enables us to visually identify the type of waste, reducing mixed discharge and increasing recycling rates. We sign a 'Voluntary Agreement for Eco-Friendly Treatment and Recycling Expansion of Construction Waste' with the Ministry of Environment annually to ensure compliance with construction waste management standards and to expand recycling efforts. Moreover, we separate damaged, contaminated, or end-of-life safety helmet components at the site, and after shredding, washing, and melting, we transform them into pellet-shaped recycled materials. These materials are then used to manufacture employee ID card cases, with lanyard straps made from 100% recycled PET fabric.

The T&I Group operates a palm farm in Indonesia, where palm kernel shells (PKS), a byproduct of palm oil production, are utilized as an alternative fuel for biomass power generation. Additionally, precision plants in Romania and China, as well as coil centers in Malaysia, Slovakia, Mexico, and Vietnam, sell scrap generated during steel processing for recycling.

Zero Waste to Landfill Initiative

In 2023, efforts to enhance waste recycling were demonstrated by obtaining Zero Waste to Landfill (ZWTL) certification from UL, an esteemed international certification body, targeting construction sites and theme parks. UL evaluates waste management methods, the status of licensed waste treatment facilities, waste management systems, and issues certification for recycling rates through document review and on-site inspections. In 2023, the Giheung SDR site achieved the highest level of ZWTL certification, the Platinum grade (recycling rate of 100%).

Zero Waste to Landfill Certification Grades

Grade	Platinum	Gold	Silver
Recycling rate (%)	100%	99~95%	94~90%

Certification Evaluation Criteria

- Waste disposal methods and recycling rates for each type of waste generated within the organizational boundaries of the facility
- Waste disposal plans and procedures, education
- Processes for waste generation, storage, and disposal at each stage

Water Recycling

Development of Water Recycling Systems

In the E&C Group, in addition to using portable water and groundwater, we have developed a 'Water Recycling System' at our research institute to recycle water. This system purifies contaminated water generated during construction on-site so it can be reused for purposes such as cleaning wheel washing machines and preventing fugitive dust. In 2023, we piloted the water recycling system at sites in the Seoul metropolitan area to evaluate its effectiveness. Additionally, we are utilizing treated water from nearby sewage treatment facilities as industrial water, and in 2023, we expanded this to our Singapore site, securing about an additional 26,000 tons of treated water per year. In 2024, we plan to increase the utilization of treated water from sewage treatment facilities and continue to improve the water recycling system we developed for active use in the field.

Improvement of Water Recycling Infrastructure at Business Sites

The T&I Group has also improved water filtration systems at wastewater treatment plants at overseas business sites to increase the use of recycled water. As the use of recycled water increases, overall water consumption decreases. Therefore, we plan to continuously improve the system to further enhance water recycling.

The Resort Group treats wastewater to meet legal quality standards for recycling, and in 2023, approximately 120 million tons was recycled for landscaping and toilet water. To recycle water, we purify water discharged into rivers through the treatment process of wastewater treatment plants to produce heavy water. The heavy water is monitored daily by aggregating its usage volume.

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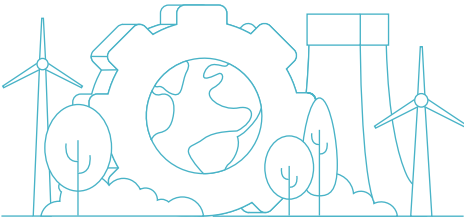
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Appendix

Reducing Environmental Impact

Management Approach

During the operation of our business, pollutants, waste, noise, and other factors can have negative impacts on the environment and local communities. To minimize these effects, the Samsung C&T Corporation has established stringent internal standards and reduction plans. At Samsung C&T Corporation, we recognize the importance of conserving environmental resources and maintaining ecosystems, and as such, we continue to assess impact and conduct mitigation activities.



Environmental Impact Management

Hazardous Chemical Management

The E&C Group, has established management standards for alkaline wastewater-generating operations and chemical-using operations in the Water Environment Management Work Guidelines and to prevent the discharge of alkaline wastewater and turbid water such as water for concreting and gushout water during rain, turbidity reduction, and pH neutralization facilities have been introduced at some high-tech sites to eliminate the risk of alkaline water discharge.

In the T&I Group, the risk management department proactively identifies relevant regulations regarding hazardous chemicals, conducts regular checks on potential risks that may arise during the trading process in collaboration with departmental managers. Additionally, at overseas business sites, continuous monitoring and management are in place to ensure compliance with chemical handling equipment and operational guidelines. In the Resort Group, the hazardous chemical business licenses were returned in 2020, and all employees are using chemicals with low human health risks.

Air Pollutant Management

The E&C Group manages air pollutants such as dust scattering and fine dust generated during construction processes. Guidelines and activities for fugitive dust reduction are included in the air quality management guidelines, and all sites comply with them to establish fugitive dust reduction plans and implement response activities. Especially during the period of fine dust management (December to March), when we formulate site-specific compliance plans, consider restricting the use of aged construction machinery, shortening construction periods when emergency reduction measures are implemented, and reinforcing road watering near construction sites. Furthermore, to enhance the level of trust in our management practices, we have voluntarily entered into agreements with the Ministry of Environment and the Seoul Metropolitan Government, submitting performance results. These efforts have been recognized, leading to two of our construction sites receiving the Green Construction Site Commendation from the Mayor of Seoul.

In the Resort Group, we manage fine dust emissions through compliance with emission standards for air pollutant emitting facilities such as boilers, absorption-type cold and hot water units, and painting facilities. Since 2020, we have replaced 84 boilers and 17 absorption-type cold and hot water units. Additionally, we evaluate the obsolescence of equipment used for an extended period and replace it as necessary.

Water Pollutant Management

In the E&C Group, we have established guidelines for water quality pollution management to properly manage wastewater and turbid water, among water quality pollutants generated at construction sites. When discharging into surrounding water bodies, we analyze water quality. To minimize soil runoff during summer rainfall, we

have installed two-stage grit chambers, separate sediment prevention barriers around rivers or streams, and alkaline neutralization facilities to manage final effluent. In Singapore, where our E&C group operates, financial penalties are imposed for external discharge of sediment-laden water. As a result, we are strictly managing the discharge standards for turbid water generated from the sites.

To prevent soil runoff from construction sites contaminating public water sources, we have mandated the installation of water treatment facilities (ECM Plant) at the final discharge points on site and are monitoring turbidity in real-time via CCTV. Additionally, in Singapore, we have installed and operate an automatic discharge blocking system (ECM automatic valve control device) to prevent discharge of muddy water above the standard limit during emergencies such as temporary heavy rain or machinery failure.

In the Resort Group, we have strengthened internal standards beyond legal requirements and established and implemented wastewater treatment management guidelines accordingly. Key water quality pollutants such as TOC, BOD, and SS are maintained at levels 50% of legal standards.

Water Quality Management Standards in the Resort Group

Water Quality Pollutants	Unit	Legal Standards	Internal Standards
TOC (Total Organic Carbon)	mg/L	25	12.5
BOD (Biochemical Oxygen Demand)	mg/L	30	5
SS (Suspended Solids)	mg/L	30	15
T-N (Total Nitrogen)	mg/L	30	15
T-P (Total Phosphorus)	mg/L	4	2

Noise Management

In order to minimize damage to the local community caused by noise pollution generated during construction projects, the E&C Group has established stringent guidelines for noise and vibration management. Based on these guidelines, noise and vibration reduction plans are formulated for each site and managed appropriately. We particularly employ and manage a noise monitoring system based on IoT platforms. In the event of construction noise exceeding standards, responsible personnel are promptly alerted via real-time alarms, enabling immediate control measures such as installing additional soundproof barriers in the affected areas or adjusting equipment output to regulate the noise level.

We are also striving to mitigate the risk posed by construction noise by establishing criteria mandating the installation of IoT noise monitoring systems at newly established sites. Furthermore, to minimize the adverse impact of noise on the local community, we are identifying and applying construction noise reduction measures that can be implemented during site dismantling operations. By applying the principle of destructive interference of sound waves, we have installed a masquer noise generator within the work area to convert high-frequency noise into low-frequency noise, resulting in a reduction of up to 19 dB(A) in construction noise.

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Biodiversity Conservation

Biodiversity Management

Approach and Process for Biodiversity

Samsung C&T Corporation recognizes the importance of biodiversity conservation and seeks to minimize the impact of its business activities on ecosystems by engaging in biodiversity conservation efforts. When expanding operations or starting new projects, we conduct Environmental Impact Assessment, which includes flora and fauna survey, to identify and address potential negative impacts on the environment in and around our facilities.

In addition, we develop and implement mitigation measures to address identified potential negative impacts, and in addition to post-environmental impact assessment, we conduct activities to mitigate the environmental effects and monitoring, including taking immediate action when the event issues arise.¹⁾

1) The E&C Group conducts client-led Environmental Impact Assessments

Analysis of Impact and Dependency on the Ecosystem

Activities/ Business	Scope of Risk Assessment	Dependency	Current Status Near Business Sites	Impact ³⁾						Response Measures	
				Water Quality	Topography/ Geology	Meteorology	Air Quality	Environmentally Friendly Resource Circulation	Noise/ Vibration		Flora/ Fauna
Civil Engineering Projects ¹⁾	- Business sites and Local communities	During construction, there is a dependency on natural capital in the waste generation and recycling stages.	- Facilities subject to protection: Water purification plant, Cultural heritage (national/provincial designated natural monuments, etc.) - Water source protection zone: Not applicable to the project area - Wastewater discharge standards area: Designated as an administrative zone - Designated as an area where the mandatory use of low-sulfur diesel fuel is required	▲	△	△	△	▲	▲	△	- Noise and Vibration: Construction activities adhere to noise management guidelines, vehicles passing through residential areas adhere to appropriate speeds, work hours are adjusted, and portable soundproof panels are installed. - Water Quality: Prevention of the spread of floating matter, establishment of sewage treatment plans, establishment of wastewater treatment plans, formulation of measures to prevent oil contamination - Flora and Fauna: Suppression of floating matter during construction - Topography and Geology: Establishment of measures to prevent soil runoff, formulation of plans for quarry restoration.
Civil Engineering Projects ²⁾	- Business sites and Local communities	During construction, there is a dependency on natural capital in the waste generation and recycling stages.	- Facilities subject to protection: Water source protection facilities, Cultural heritage, old big trees - Endangered species and protected species designated by the Ministry of Environment: Four species including wolves, foxes, otters, and leopard cats - Water source protection zone: No impact on the project area - Tidal protection area	△	●		●	△	●	△	- Noise and Vibration: Efficient operation of equipment by construction type, installation of soundproofing panels at noise-exceedance points, adjustment of working hours, installation of traffic safety facilities during operation, and speed limit on roads - Water Quality: Development of measures to reduce soil runoff, establishment of sewage treatment plans, and formulation of plans for tunnel washing wastewater treatment - Flora and Fauna: Transplantation of damaged trees, creation of green spaces, securing animal migration paths, construction of dams and diversion water ways for aquatic ecosystems. - Topography and Geology: Establishment of soil supply plans for insufficient soil, calculation of leakage amounts from tunnel shared areas, formulation of drainage plans, prevention of soil loss, and treatment of fertile soil

1) Soheuksando Port Fishing Port Facility Project (Kageodo Port Typhoon Damage Restoration Project)

2) Construction of national provincial road No. 60 (Hanlim-Saengnim)

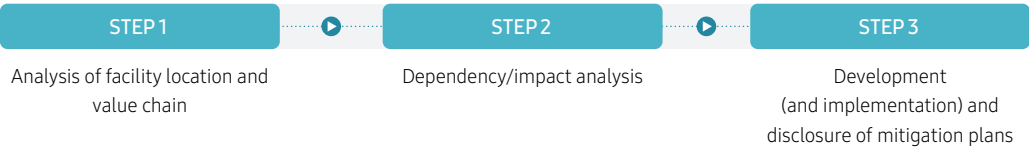
3) △: Slight negative impact ▲: Moderate negative impact ●: Significant negative impact

Biodiversity Risk Assessment

Risk Management Process

Samsung C&T Corporation takes into account biodiversity risks associated with dependency and impact when conducting assessments. These assessments cover various areas including facilities, adjacent regions, upstream, downstream, and beyond. Based on the results of the subsequent assessment analysis, if it is identified that the business activities have a high dependency and impact on the location, mitigation measures for negative impacts are established and implemented.

Risk Assessment Process:



Activities to Mitigate Biodiversity Risks

In the E&C Group, we conduct environmental impact assessments, including air, water, land, and natural ecosystems, to identify potential environmental impacts in the project area and its surroundings before commencing any project. In doing so, we predict the negative impacts on the environment, local communities, and nearby flora and fauna due to the project implementation, and develop mitigation plans to minimize these impacts.

Noise and Vibration Mitigation Measures

To minimize the negative effects of construction noise on the ecosystem, we adjust construction hours to consider the activity times of protected animals around the construction area, conduct activities such as pre-test blasting, and adjust the amount of blasting power to mitigate noise damage.

Measures to Mitigate Ecological Impacts

During construction projects, we anticipate the impact on natural and marine ecosystems and undertake activities to conserve water quality and ecosystems accordingly. To minimize the impact on rivers, we apply stricter discharge standards than the discharge permit criteria, including the installation of sewage, wastewater treatment facilities. Additionally, we reuse discharged water for excavating equipment and construction vehicle access roads. Furthermore, to mitigate the impact on marine ecosystems caused by oil pollution, we have established measures for oil spill prevention, established oil spill response equipment, and conducted educational programs to prepare for oil spills. Moreover, during tunnel construction, we consider the habitats of flora and fauna and implement measures for ecosystem conservation, such as transplanting damaged trees, creating green spaces, installing structures for animal movement, and implementing coffer dam and diversion water way.

Measures to Minimize Topography and Geology Impacts

During construction projects, we assess changes in topography and geology and develop corresponding measures. For tunnel construction, we conduct preliminary surveys of soil volume along planned routes and ensure that insufficient soil is supplied from designated borrow pit near the route. After construction, we calculate the amount of runoff from the tunnel's public use areas and develop drainage plans accordingly. Additionally, we analyze the potential impact of tunnel construction on groundwater depletion in surrounding areas and implement measures to prevent negative effects on agricultural land and rivers due to soil erosion.

Forest and Ecosystem Preservation

In the T&I Group, we've pledged to run palm oil businesses in a sustainable way, preserving forests and ecosystems while ensuring labor rights, as outlined in our 2019 Rainforest Protection Policy (NDPE, NO Deforestation, NO Peat, NO Exploitation). Furthermore, as the first Korean palm oil company to enter Indonesia in 2019, we obtained the Roundtable on Sustainable Palm Oil (RSPO) certification, demonstrating our commitment to sustainable palm oil production. The annual renewal audit was conducted in 2023, confirming compliance with the certification maintenance standards.

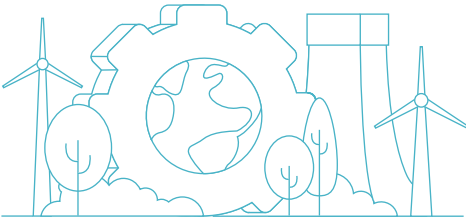
Endangered Species Conservation Activities

In the Resort Group, we are registered as a conservation institution outside designated habitats by the Ministry of Environment, contributing to the protection and conservation of endangered species. We are working to manage eight species of animals including eagles, red-crowned crane, owls, eagle owls, and whooper swans as natural monuments in efforts to create sustainable populations. In particular, for the whooper swans, we have been conducting conservation activities such as releasing them into habitats like the Nakdong River estuary in Busan to contribute to biodiversity and help the animals adapt to the wild environment. Furthermore, we are taking a leading role in biodiversity conservation by participating in initiatives such as the Species Survival Plan (SSP) by the Association of Zoos and Aquariums (AZA) and the Global Species Management Plans (GSMP) by the World Association of Zoos and Aquariums (WAZA).

Expanding Eco-Friendly Business

Management Approach

With the increasing concern on carbon neutrality issues both at home and abroad, there is a growing emphasis on expanding a portfolio to include products and services that create environmental value and minimize environmental impact. In response to this, Samsung C&T Corporation is striving to enhance its corporate value and competitiveness by development of clean technology, establishing plans to increase green investment and diversify its business operations.



Eco-Friendly Energy Business

Through the advancement of eco-friendly energy projects, Samsung C&T Corporation aims to reduce environmental impacts from its business activities and build a sustainable business portfolio. As part of our mid-term business strategy (2023-2025), we announced targets to increase investment in clean technology by approximately 1.5 to 2 trillion KRW. We particularly aims to expand our solar power development and EPC (Engineering, Procurement, Construction) business, secure business opportunities across the entire value chain from hydrogen production to utilization, participate in SMR projects, and establish a battery recycling system. Furthermore, in 2024, we plan to focus on improving the profitability of our existing businesses and achieving visible results by accelerating our eco-friendly energy projects. This includes expanding solar power development and EPC business, developing large-scale hydrogen production projects, and promoting the Gimcheon green hydrogen production demonstration project.

In the T&I Group, we are securing partners and customers in North America to sell electric vehicle chargers and provide charging solutions. Additionally, we are considering investing in a local charger assembly plant. We are also developing a European recycling platform for secondary batteries by working with our partners.

Solar Power Generation Project

Samsung C&T Corporation is pursuing solar power development and EPC (Engineering, Procurement, Construction) projects. In the E&C Group, following the completion of the Guam solar power plant (88MW) in June 2022, we are now solely handling the Qatar solar power plant project (875MW). Beyond EPC, we are expanding our value chain by participating in project development and operation. In December 2023, we were selected as a preferred bidder for the Guam solar + BESS (144MW + 60MW/326MWh) project. We also plan to enter markets in Australia and Eastern Europe.

In the T&I Group, we aim to secure over 20GW of solar development assets by 2025. In 2023, Samsung C&T Renewables, the U.S. renewable energy subsidiary of the T&I Group, signed a contract with a local renewable energy development and investment company to sell and provide development services for a 3GW solar and energy storage system (ESS) project in Texas, U.S., which is promoting to expand its businesses.



Solar Power Projects in the E&C Group



Solar Power Projects in the T&I Group

Green Hydrogen Project

Samsung C&T Corporation is establishing cooperative relationships with companies and institutions both at home and abroad, that possess relevant technologies to explore business opportunities across the entire value chain of hydrogen and ammonia production, distribution, and utilization.

In 2023, the E&C Group, signed a memorandum of understanding (MOU) with Japan's Chiyoda Corporation to explore business opportunities related to hydrogen plant projects. Additionally, the company signed an MOU with the global energy specialist DGA to jointly conduct green hydrogen/ammonia projects in Australia and entered into an MOU with eight organizations/companies, including Gimcheon City, to promote a project for green hydrogen production linked to solar power generation. Furthermore, through continuous efforts in related technology development, we have obtained international certification for its design technology of cryogenic liquefied hydrogen storage tanks. Based on these efforts, Samsung C&T Corporation have secured the project rights for the SalalaH2 Green Ammonia Project in Oman, which aims to produce 1 million tons of green ammonia annually. Also we won the first domestic project to establish infrastructure for hydrogen compound co-firing power generation.

The T&I Group, through the Hydrogen Group, which is dedicated to hydrogen as one of our key businesses, is promoting the 'establishment of a clean energy life-cycle ecosystem' that connects the entire supply chain, from the import of overseas clean hydrogen to its conversion and utilization within the domestic market. In 2023, we signed a memorandum of understanding (MOU) with domestic partners such as Namhae Chemical Corporation to establish a clean ammonia-based hydrogen supply infrastructure. We are also promoting collaboration with domestic power generation companies to jointly develop overseas clean hydrogen projects and enter the domestic clean hydrogen power generation market.

Small Modular Reactor (SMR) Project

Nuclear energy is included in Europe's 'Green Taxonomy' and Korea's 'K-Taxonomy', and is discussed as an energy source contributing to carbon reduction. In line with this, the E&C Group has solidified a strategic partnership by investing in NuScale Power, a US company with relevant original technologies in the field of small modular reactors. Furthermore, to jointly undertake the replacement of the Doicești coal-fired power plant in Romania with NuScale Power's SMR (462MW), agreements have been signed with Romania's nuclear power company, E-INFRA, Nova Power & Gas, NuScale, and Fluor. Starting with participation in the basic design (FEED) of the Romania NuScale SMR project, we will collaborate throughout all stages of project development, including design, procurement, and construction.

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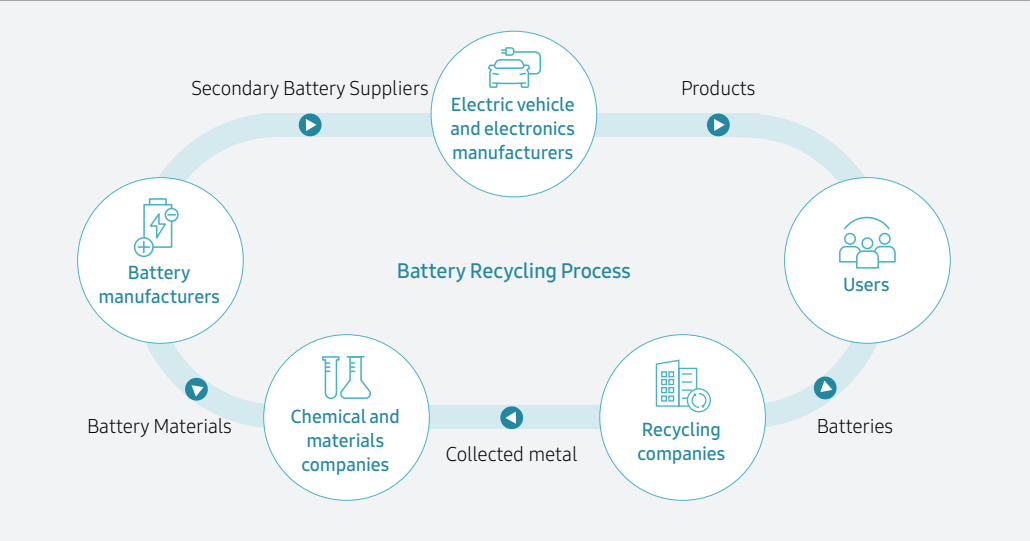
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Battery Recycling Project

The T&I Group is collaborating with specialized recycling partners to proceed trading operations for materials recovered from spent batteries. The metal powder extracted from spent batteries is processed back into metals at domestic refining facilities and then sold to demand sources. Additionally, we are actively working to establish recycling production systems in Europe, aiming to penetrate the European market. Furthermore, we plan to environmentally secure strategic metals such as lithium, nickel, cobalt, etc., from the spent batteries that will increase due to the expansion of electric vehicles.

Battery Recycling Process



Eco-friendly Construction Technology

Securing Eco-friendly Construction Technology

In the E&C Group, we are driving innovation in eco-friendly and safety management technologies to minimize environmental impact and enhance customer satisfaction. Through expanded exploration of open innovation technologies, such as data center liquid cooling systems, technologies assessing environmental impact on a building's lifecycle, and development of construction robot, we aim to develop differentiated products and new growth items. In recognition of these efforts, the 'Robot for Practical Implementation of Anchor Installation in Construction' was awarded the Minister of Land, Infrastructure and Transport Award for Most Outstanding Innovation at the 2023 Smart Construction Challenge hosted by the Ministry of Land, Infrastructure and Transport. In addition, at the 16th Construction Technology Research Excellent Case Presentation, the 'Enhancement of Construction Product's Air Quality Management using Digital Olfaction Systems' received the Minister of Land, Infrastructure and Transport Award, while the 'Commercialization of Technology for Preventing Infectious Disease Transmission in Multi-unit

Dwelling in Response to COVID-19' won the Chairman's Award from the Korea Federation of Construction Contractors. In the E&C Group, we are conducting research on next-generation technology development and addressing safety and environmental issues. The number of patents held in 2023 is 320, with an R&D investment of approximately 147.5 billion¹⁾ won.

1) Including management overheads such as R&D payroll and education/training expenses

Key Technology Development Tasks in the E&C Group

Activity Names	Details
Smart Green Panel development	Development of integrated technology for smart farms - panel integration utilizing IoT-based indoor purification technology linked with building HVAC systems, enabling simultaneous improvement of indoor air quality and operational energy savings.
Energy-saving floor air outlet development	Enhancing the effectiveness of floor air conditioning systems for energy savings and expanding their application by developing equipment that utilizes breathable floor panels/ carpets to provide uniform ventilation.
Infectious Disease Prevention in Multi-unit Dwelling in response to COVID-19	Developed, evaluated, and validated technologies to block factors influencing the transmission of infectious diseases within multi-unit dwelling (In-house negative pressure ventilation systems, germicidal lighting utilizing harmless ultraviolet rays to the human body, entrance air purifiers, air sterilization technology using photocatalyst, and antibacterial handles)
Development of integrated operation technology for water electrolysis microgrid ¹⁾	Securing active microgrid technology to prevent disruptions in water electrolysis system due to the variable nature of renewable energy generation and enabling flexible load management.
Development of Digital Olfaction System	Converting subjective human perception of smell into real-time digital information, such as image codes, and developing a prototype of digital olfaction that can objectively evaluate odors and utilize them to enhance air quality management.

1) Microgrid: A system that establishes an independent production network enabling self-sufficiency in electricity

Introduction of Modular Offices

In the E&C Group, modular offices have been piloted at the Giheung SDR site and the NRD-K site, and reused modular offices are being utilized as offices at the Sungkyunkwan University site. A life cycle assessment (LCA) was conducted of our modular offices, and it was found that there is an effect of reducing greenhouse gas emissions when reused four or more times. Additionally, by applying Off-Site Construction (OSC), safety risks can also be minimized.

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Development of Carbon Reduction Concrete

To reduce carbon emissions generated during the production stage of concrete raw materials, the E&C Group has developed carbon reduction concrete, which reduces the usage of cement in concrete.¹⁾ The zero-cement concrete obtained technical certification from the Korea Concrete Institute in 2022. In December 2023, it received approval for the methodology (carbon reduction calculation standard document) and PDD (Project Design Document) from the KCCI Carbon Standards (KCS) operated by the Korea Chamber of Commerce and Industry.

Carbon reduction concrete includes low-carbon PC that reduces carbon emissions by approximately 60% compared to regular concrete and zero-cement paving blocks that can achieve a 70% reduction in carbon emissions without using cement. The low-carbon PC reduces 0.1 tons of carbon per 1m³, and it is currently applied at the RAEMIAN construction sites (Banpo Jugong 1st District Phase 3, Oncheon 4th District redevelopment, Suwon Gwonseon 6 redevelopment). The carbon reduction achieved will be acknowledged as future carbon emission credits. For the zero-cement paving blocks, initiatives are underway to broaden their usage to future RAEMIAN construction sites and so on following the validation of their performance. We have embarked on developing low carbon ready-mixed concrete technology to reduce carbon emissions not just from PC and paving blocks but from concrete concreted on-site. Currently, we are conducting mix experiments for non-winter concrete, aiming to derive the optimal mix ratio for each mix model and conduct ready-mixed production experiments for practical application.

1) About 0.5 tons of carbon emissions per ton of concrete's primary ingredient.

Comparison of Concrete Mixing Models

Regular Concrete			Low Carbon PC			Zero-Cement Paving Block			
Water	Cement	Aggregate (sand, gravel)	Water	Cement, Admixture	Aggregate (sand, gravel)	Water	Stimulant	Admixture	Aggregate (sand, gravel)
									

Development of Energy-saving Curing Method by Hot-air Circulation

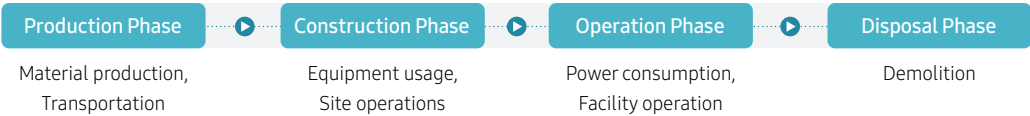
Since the development of the Winter Concrete Heat Circulation Curing Method the E&C Group has applied this method to winter concreting sites to minimize kerosene consumption for winter concrete curing. In 2022, a Safety Energy Quality (SEQ) heat blower was developed to reduce carbon monoxide emissions from the combustion process, improve heat use efficiency, and reduce fuel usage to save energy, prevent worker suffocation accidents, and enhance the working environment. In 2023, the SEQ heat blower was piloted at the Imun1 residential construction site. As a result, lamp oil usage and greenhouse gas emissions from the heat blower decreased by 20%. From January to February 2024, it was expanded to the high-tech construction site, and through the analysis of pilot results, improvement strategies for the SEQ heat blower were derived. Based on this, production planning for improved prototypes of the SEQ heat blower is underway.

Life Cycle Assessment (LCA) of buildings(LCA, Life Cycle Assessment)

The construction industry accounts for 37% of global carbon emissions in the material production, construction, and building operation stages, making the development of technologies for carbon reduction in buildings essential. Therefore, the E&C Group continues to develop carbon emission reduction technologies to decrease carbon

emissions throughout the lifecycle of buildings. In 2023, LCAs were conducted for three sites, encompassing material production, building operation, and disposal stages, to assess carbon emissions throughout the entire lifecycle. Carbon emissions were quantified for each lifecycle stage, and feasible reduction measures were identified to realistically apply and evaluate the reduction potential. Furthermore, to expand the evaluation to cover entire project executions, an in-house LCA evaluation program has been developed. In 2024, we plan to expand the scope of evaluation from the design phase to bid projects.

Building Lifecycle



Design and Construction of Energy-Optimized Building

In the E&C Group, we developed a digital twin to facilitate the realization of net-zero energy buildings by providing building HVAC systems and thermal environment optimization solutions. The digital twin platform virtualizes real buildings into 3D models and integrates energy and Computed Fluid Dynamics (CFD) simulators, which are linked with weather data as well as operational data (e.g., design information, electric heating, lighting loads) By utilizing the energy simulator, optimal operational energy for various situations such as outdoor conditions, indoor temperature and humidity, and comfort conditions can be predicted. Additionally, the CFD simulator evaluates indoor comfort to suggest optimal HVAC conditions that meet comfort requirements. Furthermore, it can diagnose the operational performance of HVAC systems and derive operational scenarios to optimize building thermal environments, reducing energy consumption.

To contribute to improving energy efficiency and achieving carbon neutrality in data centers, we have jointly developed the Immersion Cooling system for data centers, the first of its kind in Korea. The Immersion Cooling system involves submerging servers in a special coolant to dissipate heat directly, resulting in nearly an 80% reduction in power consumption compared to conventional air-cooled systems. It provides industry-leading solutions with a power usage effectiveness¹⁾ of 1.02.

Furthermore, we have signed a business agreement with the Korea Power Exchange to enhance energy conservation and activate Energy Demand Response²⁾ in multi-unit dwelling. We intend to surpass the traditional energy remote metering services provided by existing construction companies and offer real-time energy monitoring and energy demand management services. RAEMIAN Mokdong Adeliche Complex has obtained the highest AAA grade certification for Energy Demand Response, making it the first private apartment complex to achieve this certification among private apartments. To establish an energy demand management infrastructure, intelligent electricity meters and energy gateways capable of real-time data collection have been installed. The complex meets certification requirements by transmitting power consumption data in real-time (every 5 minutes).

We have developed an integrated energy solution for optimal energy management in both individual units and common areas post-occupancy in apartment complexes. This solution is applied through the residential living platform 'Homeniq'. We offer efficient energy management functionalities by monitoring energy consumption and renewable energy generation within the complex. Additionally, we provide Energy Demand Response-related services in conjunction.

1) Power Usage Effectiveness: A metric that represents the total required power consumption compared to the power consumption necessary for operating IT equipment. A value close to 1 indicates an ideal scenario where there is no additional power consumption.
2) Energy Demand Response: A program where electricity consumers receive monetary rewards, mileage points, etc., for reducing electricity usage during requested times by the Korea Power Exchange

Environmentally Friendly Products and Services

Utilizing Recycled Materials for Fashion Brands

In the Fashion Group, we are developing products by considering environmental impact from the design stage. We are committed to using eco-friendly materials and sustainable practices in producing clothing. We use Global Recycled Standard (GRS) certified materials to prove the use of recycled materials and down that is compliant with the Responsible Down Standard (RDS) animal welfare system. In addition, we minimize the use of fertilizers and pesticides and respect labor rights and human rights by using Better Cotton Initiative (BCI) certified cotton. We also employ water-saving washing methods.

As a result, brands like BEANPOLE, 8 Seconds, and four others are introducing upcycled products using recycled materials such as recycled plastic. BEANPOLE has launched clothing made from recycled polyester material derived from discarded PET bottles and recycled nylon material from discarded fishing nets. Additionally, BEANPOLE ACCESSORY has released the R.E KNIT BAG made from polyester yarn recycled from PET bottles.



BEANPOLE ACCESSORY R.E KNIT BAG



BEANPOLE MEN, LADIES GREEN BEANPOLE

Providing Nature-friendly Experiential Services

In the Resort Group, we are continuously expanding nature-friendly experiential services for customers to convey the importance of the environment and are diversifying eco-friendly services. We offer a variety of experiential products and membership programs, including Forest Camp (a forest experience program), firefly events, and Albert Space Center. Additionally, we operate animal and Plant Lovers Club, a club focused on the love of animals and plants, and offer various learning services where participants can experience the environment, such as the 'E-cube School' for elementary students.

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The demands of stakeholders regarding corporate social responsibility entail actions that go beyond financial growth, based on the impact a company has on society. In response, Samsung C&T Corporation aims to enhance sustainable value by proactively identifying potential risks and needs of various stakeholders such as employees, partners, and customers, and addressing them preemptively.

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Employees

Management Approach

Recognizing that improving employee job satisfaction is an important element for corporate competitiveness, and to this end, we support employees to demonstrate their abilities through fair performance evaluations and educational support. In addition, we strive to create a healthy organizational culture by pursuing work-life balance through a horizontal organizational structure and establishing a cooperative system through active communication between labor and management.



Organizational Culture

Samsung C&T Corporation evaluates Samsung Culture Index (SCI) to measure employee job satisfaction annually. SCI divides into three areas: enjoyable work, colleagues to work with, and proud company. It measures goals, happiness, stress, and trust levels based on work experience. In 2022, we revamped our evaluation model to facilitate root cause analysis and the development of improvement strategies. As a result, departments identified for improvement are encouraged to organize individual team-building activities aimed at offering tangible support for enhancing organizational culture. The Samsung Culture Index (SCI) for 2023 was 72.4%, maintaining an average of 70% over the past three years.

Measurement results of the Samsung Culture Index	2021	2022	2023
	72.0%	71.4%	72.4%

Horizontal Organizational Culture

Systematic Improvements

Samsung C&T Corporation has fostered a culture of autonomy and collaboration by creating an egalitarian work atmosphere. To achieve this, all employees, excluding managerial positions, have been unified under the title of 'Pro' regardless of their job ranks. Moreover, to eliminate internal hierarchical culture and enhance organizational flexibility, employee identification numbers revealing career progression and employment contract types have been made private on the company's intranet. Promotion outcomes are now only announced to the promoted individuals to prevent work restrictions based on job grades.

Communication Activation

Samsung C&T Corporation is committed to strengthening communication among employees and fostering labor-management relations. We foster a horizontal organizational culture and operates various communication programs by group to enhance organizational commitment.

Communication Activation Programs

- Conducting regular visits by the labor-management council to domestic and international sites, and holding employee meetings to enhance VOC and foster communication culture
- Enhancing intergenerational communication through 'Reverse Mentoring'
- Conducting quarterly management status briefing sessions
- Selecting communication representatives for each business division within the E&C group and operating communication consultative bodies to gather complaints and provide feedback from site employees
- Implementing New Culture Day to enhance communication among the T&I group
- Operating the 'Special Thanks To' system between business units among the Fashion group
- Conducting ongoing CEO luncheon/dinner meetings to encourage and listen to employee grievances among the Resort group

Labor-Management Relations

In terms of labor-management relations, Samsung C&T Corporation actively engages in communication with labor unions and operates labor-management councils in compliance with relevant laws. Collective bargaining with labor unions is conducted by relevant laws, and collective agreements covering working conditions such as wages, benefits, working hours, and holidays are regularly concluded. Beyond formal negotiations, we emphasize ongoing dialogue and ad-hoc meetings among practitioners to foster trust between labor and management.

Furthermore, considering the characteristics of each business sector, Samsung C&T Corporation operates separate labor-management councils for four divisions. The councils engage in various activities to pursue mutual benefits for labor and management through the participation and cooperation of employees and the company. These councils hold quarterly regular meetings to discuss and make decisions on employee welfare, system improvements, grievance handling, and share company management status. Moreover, we strive to build a sound corporate culture by communicating with employees through meetings and organizational activation events.

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Work-Life Balance

Welfare Programs

Samsung C&T Corporation operates welfare programs for all its employees, including permanent, part-time and contract employees. Comprehensive benefits encompassing the four major insurances, private pension plans, and support for children’s education fees are provided, alongside various benefits aimed at fostering work-life balance, such as congratulation/condolence-related benefits, medical care, and lifestyle and culture benefits. We also offer extensive medical welfare benefits including medical expenses, comprehensive health check-up support, onsite medical clinics, and counseling rooms. Additional benefits cover club memberships, welfare points, resort stays, childcare centers, fitness centers, and other lifestyle and culture-related amenities.

Work System Enhancement

Samsung C&T Corporation implements a variety of flexible work systems tailored to the specificities of each group, such as work-from-home system, selective work system, flexible work system, and staggered work system, aiming to create a self-directed work environment.

The E&C Group operates a selective work system under the principles of compulsory working hours, which allows employees to choose when to start and finish work while adhering to monthly prescribed working hours. Also, a flexible work system where employees can establish a work schedule in advance every three months with extended hours during periods of high workload and reduced hours during less busy periods. We are also continuously promoting the application of flexible working at overseas sites and introduced a spousal overseas assignment leave policy to support work-life balance.

The T&I Group implements individualized selective work hours, considering the varying working hours based on market or trade characteristics. It allows employees to adjust their commuting and working hours for better efficiency and immersion in their tasks. Additionally, we allow a work-from-home system for employees who find it difficult to commute to the office, such as pregnant women needing stability and those injured.

The Fashion Group strives to create a culture where employees can freely use their annual leave. It encourages the use of freely chosen vacations and flexibly manages working hours according to their individual work situations within the month by using the monthly selective working hour system through campaigns. Furthermore, it ensures employees’ leisure time by providing five common holidays per year (sandwich holidays and year-end).

The Resort Group implements a ‘flexible work system’, allowing employees to establish work schedules in advance based on workplace and individual work characteristics. Moreover, it grants broad autonomy in work planning to strike a right balance between work and life.

Mental Health Management

Samsung C&T is managing the mental health of its employees to relieve work-related stress and positively impact organizational culture. In each group, we have placed professional counselors, who manage programs such as Happiness Index (HCI) assessment, conflict resolution, and psychological testing and analysis for spouses and children. In 2023, onsite counseling room visits totaled 5,809, marking over a 3% increase from 2022.

The E&C Group has conducted face-to-face counseling sessions domestically and internationally, focusing on sites where employees are away from their families or where stress management is needed, such as remote areas and speedy construction sites. In 2023, a total of 21 domestic and international sites were visited. In particular, the number of counseling sessions at overseas sites has increased by more than fourfold compared to 2022, prompting positive changes through the management of mental health for employees who face challenges in receiving psychological counseling due to physical constraints and other factors.

The Fashion Group selected and conducted training ‘Gate Keepers’ who can identify signals of employee grievances and refer them to counseling rooms for assistance. In 2024, the group introduced EAP to provide support for basic financial and counseling services, aiming to resolve fundamental difficulties.

The Resort Group focuses on managing employee mental health through initiatives such as supporting the participation of employees, particularly those in customer-facing roles, in ‘Healing Camps’ at Yeongdeok Training Center. It also operates an in-house Mind Care Center and regularly conducts Mind Health Lettering to concentrate on managing employee mental health. It also conducts continuous meetings and discussions to identify and address work and relationship-related stress in advance.

Family-friendly Programs

Maternity Protection

Samsung C&T Corporation is continuously strengthening its maternity protection system to enhance the utilization of female employees and foster a corporate culture that enables all employees to balance work and family. To achieve this, we have implemented a range of policies and benefits, including childcare leave, spouse childbirth leave, maternity leave, prenatal examination leave, infertility leave, and congratulatory payments. Moreover, we operate in-house childcare centers, maternity rest areas, nursing rooms, and other maternity protection rooms. We have extended the duration of existing maternity leave and childcare leave beyond legal requirements, allowing for up to two years of childcare leave per child. Furthermore, we have expanded the eligibility for childcare leave to include children up to the age of 12, rather than the legal standard of 8 years old, to provide a more family-friendly work environment. For employees facing challenges related to infertility, we provide infertility treatment leave and spousal miscarriage/stillbirth leave beyond legal requirements. Moreover, we offer shortened work hour systems and family care leave programs to address issues such as discrimination, career disruptions, and the challenges of balancing work and family life due to childbirth and childcare processes. The E&C Group, the T&I Group, and the Resort Group have extended the period for reduced working hours during pregnancy from the previous 12 weeks or less, 36 weeks or more, to cover the entire pregnancy period to safeguard the health of pregnant employees and their unborn children, and therefore received certification for family-friendly companies from the Ministry of Gender Equality and Family in 2022.

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Employee Network Formation

The E&C Group organizes ‘Maternity Protection Meetings for Pregnancy Employees’ concerning childbirth and childcare. Additionally, it hosts theme-based meetings for female employees, including childcare leave returnees, on-site employees with children, and those with elementary school-aged children. Through these initiatives, it not just introduces work-life balance support systems but facilitates network formation among female employees by listening to their voices and concerns.

The Fashion Group actively supports working moms and dads through communication platforms to share their concerns, along with conducting group counseling programs to aid quick adaptation to work for employees returning after childcare leave.

The Resort Group continues to facilitate communication with female/maternity-protected workers through town hall meetings targeting working moms, providing guidance on revised benefits and welfare systems for employees returning from leave.

Recruitment

Public Recruitment of New Employees

Samsung C&T Corporation conducts biannual open recruitment to fairly select new employees with excellent job competencies. Samsung’s open recruitment applies differentiated processes unique to Samsung, based on the fairness and the nature of the job, including application screening, GSAT(Global Samsung Aptitude Test), interviews, and more. Moreover, Samsung began conducting GSAT and interviews remotely in 2020, implementing a recruitment process free from time and space constraints to enhance accessibility and convenience.

Internship Program

Samsung C&T Corporation operates a summer internship program for college students. We provide an opportunity for students to experience job functions and organizational culture through on-site corporate experiences, explore career paths, and support internship graduates in applying for new employee recruitment interviews by linking internship programs with recruitment processes.

The Fashion Group operates a separate winter internship program linked to the hiring process for professional positions such as designers.

Enhance Diversity

Samsung C&T Corporation ensures non-discrimination principle in recruitment, employment, and promotion processes. We expand our recruitment efforts to strengthen diversity, such as multinational individuals, individuals with disabilities, and individuals of distinguished service to the State. We also provide preferential treatment in the recruitment process for a person eligible for employment benefits by relevant laws.

In particular, we collaborate with local disability employment agencies to broaden opportunities for individuals with disabilities. The Fashion Group directly employed disabled individuals for positions such as SNS creators and online visual specialists. The T&I Group contributes to indirect employment by maintaining contracts with companies that employ disabled workers, such as plant and business card management, through the use of a disability-linked employment system.

Performance Evaluation and Rewards

At Samsung C&T Corporation, we operate a fair evaluation system for performance and rewards, focusing on appropriate compensation based on individual performance and enhancing employee capabilities. We implement an individual-based salary system that establishes and manages goals based on organizational objectives, assessing performance at least once a year and reflecting it in rewards, in addition to providing continuous feedback (using agile communication methods) based on individual abilities and job performance for all employees. To ensure fair evaluation, it distributes guidelines for evaluators, requests relevant agreements, and evaluates employees’ abilities and achievements fairly through various category-based evaluations and 360-degree evaluations based on workplaces, positions, job types, organizations, and more.

The E&C Group conducts competency assessments, including 360-degree evaluations, for all employees at least once a year and provides feedback interviews based on assessment results regarding strengths and areas for improvement.

The Resort Group conducts ‘Evaluator Education’ for all evaluators to ensure fair evaluation and conducts ‘Evaluation Fairness Surveys’ for all evaluated individuals. Additionally, it holds coaching/feedback interviews at least three times a year to expand communication between evaluators and evaluatees.

Samsung C&T Corporation enhances long-term rewards such as position allowances, individual performance bonuses, goal incentives, and performance incentives. Individual performance bonuses are provided based on individual evaluation results conducted at least once a year to recognize outstanding performance of employees in the given year. Through goal incentives, bonuses ranging from 0 to 100% of the basic bonus are provided twice a year based on the achievement of annual management goals, and performance incentives pay up to 50% of the annual salary based on the excess profits of the company’s annual business performance.

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Employee Capability Development

Leadership Skills Enhancement

Samsung C&T conducts various leadership development programs such as newly appointed leaders' leadership training, and MBA and EMBA programs.

The E&C Group produces a Leader's Guide Book to distribute exemplary leadership cases to leaders.

The T&I Group operates situational leadership training programs. It provides leadership coaching based on individual characteristics and education on personnel systems and organizational management, enabling them to manage the organization stably.

The Fashion Group supports developing a leadership mindset through an online leadership introductory course immediately after assuming their positions, and provides offline practical courses covering HR, management, and financial matters. Additionally, through a training camp at the HR Development Center in the second half of each year, they offer coaching practice sessions, leadership insights, and insights courses. They also run leadership group coaching and seminars for existing department heads.

The Resort Group endeavors to enhance leadership capabilities by implementing stage-specific leadership enhancement programs such as the Seoul National University Intensive MBA, group coaching programs for newly appointed department heads, and dynamic leadership workshops for department heads.

Overseas Training Support

Samsung C&T Corporation orchestrates regional expert programs, allowing individuals to reside abroad for a designated period to study the culture and characteristics of the country, aiming to cultivate global talent.

The E&C Group operates programs with global leading firms, partners possessing key technologies in related fields, and specialized courses in international contracts and commerce. The group plans to conduct overseas training programs in emerging key sectors such as energy solutions and smart cities.

The T&I Group facilitates assignments to prestigious overseas financial institutions like the World Bank. Concurrently, the Resort Group administers overseas benchmarking programs, Abroad for self-Directed Learning (ADL) to respond to changes in industry trends actively.

Enhancement of Job Competency

Samsung C&T Corporation provides various training programs tailored to roles and levels to cultivate job competencies in a systematic way.

In the E&C Group, programs include PM (Project Manager) development courses, Tech Advanced technology seminars, and technical education tailored to products and roles, along with contract and process outsourcing courses to enhance project execution capabilities.

The T&I Group offers business-specific expert training through business development internships and practical courses in international trade, logistics, and investment-related fields. Additionally, to improve the efficiency of repetitive daily tasks, macro and Python-based automation courses are conducted.

In the Fashion Group, Insight Lectures are regularly held, inviting experts from various fields to foster creativity and enhance business knowledge. Topics covered in 2023 included Big Data, Chat GPT, Design Thinking, Customer-Centric Marketing, Consumer Trends, and Economics. Moreover, the group conducts designer Tool training for designers, MD (Merchandise) and marketing job education, among others.

In the Resort Group, specialized conferences (Talent Stage) are organized for job-specific roles such as designers, engineers, F&B professionals, and cast members to enhance expertise in niche areas and promote internal exchange. The group also runs programs for animal care experts and internal instructor development.

Support for Self-directed Learning

Samsung C&T Corporation runs an internal learning platform aimed at promoting a culture of autonomous growth and supporting self-directed learning among its permanent, part-time and contract employees. We offer courses for business administration/humanities and language, and job-related certifications. To cultivate work expertise, we provide tuition fees for outside work-related curricula, support for certification acquisition and maintenance expenses, and congratulations rewards for qualification acquisition.

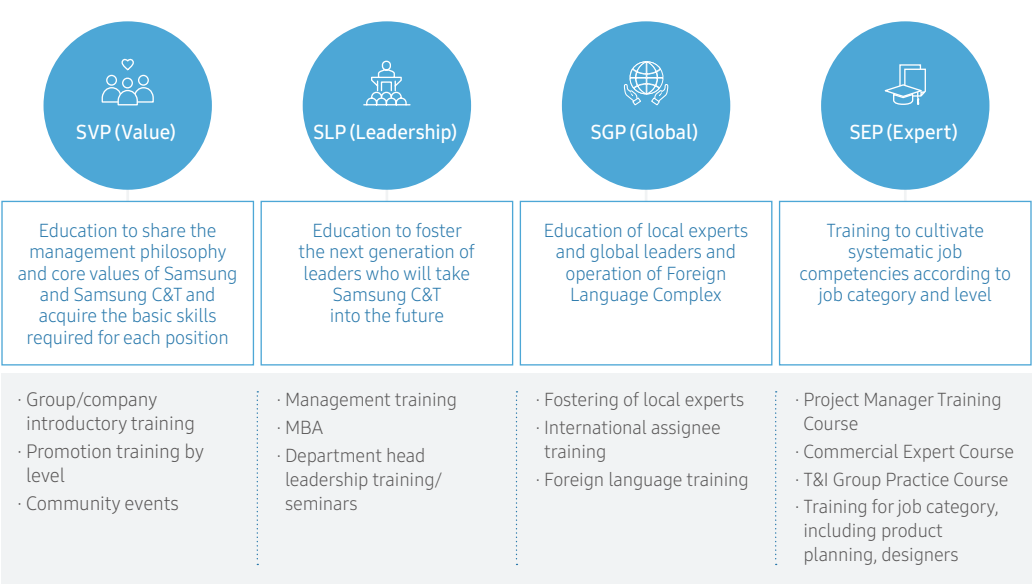
In the E&C Group, we've established the 'Do Learn Do Learn' platform, a knowledge and experience-sharing system, where in-house experts and manager can share their expertise and facilitate continuous learning. This platform enables employees to learn anytime, anywhere using various media content such as videos, photos, and documents.

In the T&I Group, we operate an open-class program where employees can propose courses they wish to take, and the HR team reviews their relevance and organizes offline classes accordingly, and we support self-directed learning in various industries such as management, accounting, IT, and job-related skills through both online and offline commissioned education. Alongside this, we operate a language support system where employees can autonomously choose from phone, video, group, and one-on-one sessions, tailored to their individual learning styles.

In the Fashion Group, we partner with external education providers to offer access to more than 3,000 online courses. We assist with foreign language acquisition through phone/video sessions, app-based learning, covering examination fees, and supporting book purchases.

In the Resort Group, we nurture a culture of self-directed learning and knowledge sharing among employees through the 'Stardium' platform.

Training Programs



Support for Retirement and Transition

Career Consulting Center

Samsung C&T Corporation provides support for retirement and career transition for permanent and contract employees who are retiring or planning to retire. This support includes offering retirement benefits and running programs such as the Career Consulting Center, which provides re-employment support services, Career Re-Design for mid to senior-aged employees, and life planning education courses for exploring lifelong occupations. To alleviate psychological concerns associated with retirement and facilitate a fresh start, we offer one-on-one counseling sessions provided by professional consultants. We also assist with various administrative tasks post-retirement, provide support for resume writing, offer interview coaching, furnish office spaces for job-seeking activities, and provide recruitment information via in-person meetings and media channels to support employees' continued employment. Our retirement and career transition support programs are tailored to address the needs of employees aged 50 and above, as well as those approaching retirement age, including involuntary retirees. In 2023, we conducted Career Design program for employees and Re-employment Education for those approaching retirement age. In the T&I Group, we collaborate with trade-related public institutions to enable retired employees to provide consultancy services to small and medium-sized enterprises. We also conduct Career Design Program annually for employees to ensure they can continue to utilize their professional expertise and contribute to society even after retirement. In the Fashion Group, we operate Restart Leave Program for regular and hourly employees aged mid to senior-level, providing support for entrepreneurship and re-employment preparation for up to two years.

Won the First Place in Industry as the Most Respected Company in Korea

Samsung C&T Corporation won the first place as the most respected company of 2023 in the E&C, T&I, and Fashion group. This award is given by the Korea Management Association Consultants Inc. (KMAC), which quantifies indicators related to employee values, social values, etc., to select the best company by industry. In 2023, Samsung C&T Corporation won the first place for the E&C Group (17 consecutive years), the T&I Group (19 consecutive years), and the Fashion Group (2 consecutive years), respectively.

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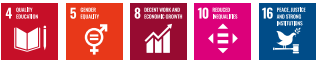
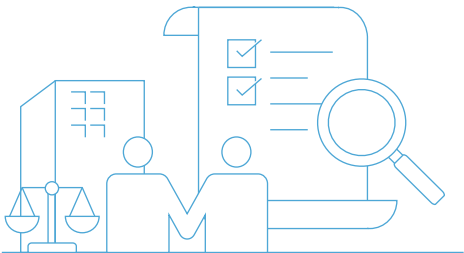
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Human Rights

Management Approach

Samsung C&T Corporation respects human rights as universal values and strictly adheres to laws and regulations in each country where its operations are located. Additionally, we guarantee the freedom of association and three fundamental labor rights for our employees. We are also establishing a human rights management system to ensure the dignity and worth of all stakeholders. Through this, Samsung C&T Corporation aims to proactively identify potential human rights risks, manage them continuously, communicate them with our stakeholders.



Human Rights Management Policy

Samsung C&T Corporation respects the rights of all stakeholders, including employees, customers, partner companies, government, and local communities, and is committed to practicing human rights management at all sites. We support the UN Universal Declaration of Human Rights (UDHR), UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, and ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. Based on our human rights policy, we have identified human rights risks at business sites, partner companies, and local communities and carried out activities to prevent and mitigate them.

Human Rights Risk Management

Human Rights Risk Management Process at Business Sites

Risk Identification and Assessment

Samsung C&T Corporation conducts labor and human rights inspections to identify labor and human rights issues and vulnerable areas within domestic and international business sites and implements improvement measures for identified issues. We distribute checklists to business sites to conduct self-assessments on nine human rights areas including voluntary labor, child labor, and legal working hours to evaluate human rights risks. Sites where relevant issues are identified are classified as priority management target sites and on-site inspections are conducted. We concurrently conduct self-assessments and on-site inspections to ensure that major human rights risks are not overlooked. Additionally, if necessary, third-party visits and interviews with team leaders and responsible personnel are conducted to ensure the professionalism and objectivity of the inspection results.

Establishment of Process for Risk Mitigation and Improvement

After completing the human rights risk assessment for business sites, we initiate mitigation and improvement processes to the identified sites with related risks. Over the past three years, the proportion of business sites undergoing labor and human rights inspections has continued to increase, and the rate of applying improvement measures remains at 100%.

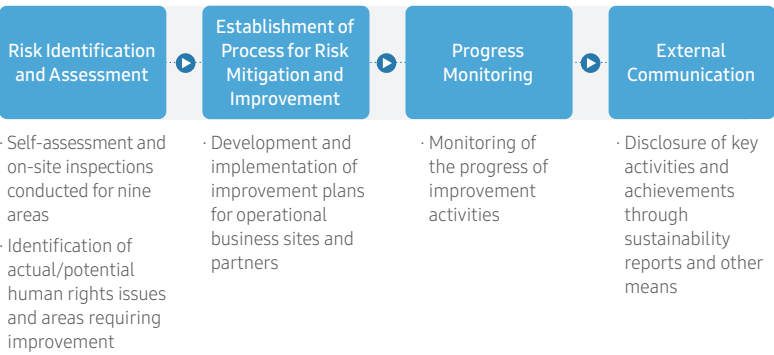
Monitoring Improvement Activities

At Samsung C&T Corporation, we consistently monitor the implementation status of improvement activities to prevent the recurrence of related human rights risks and enhance the effectiveness of the improvement process.

External Communication

Samsung C&T Corporation checks human rights risks, manages issues requiring improvement according to the human rights risk management process, contributing to enhance the level of human rights in its operations. We consider the rights of all stakeholders, including employees, as an important value and disclose key activities and achievements to practice human rights management.

Human Rights Risk Management Process at Business Sites



Items for Labor and Human Rights Inspection at Business Sites

Items Subject to Inspection	Key Inspection Contents
Voluntary Labor	Completion of labor contracts, prohibition of forced labor, prohibition of retaining identification cards, prevention of human trafficking, etc.
Child Labor	Strict verification of legal age during recruitment, regular on-site inspections, etc.
Legal Working Hours	Compliance with overtime work regulations, adherence to weekly rest day policies, etc.
Wages and Benefits	Payment of minimum wages, specification of wage-related matters in labor contracts, etc.
Humanitarian Treatment	Maternity protection such as maternity leave, operation of channels for monitoring sexual harassment and violence, guarantee of severance pay, etc.
Non-Discrimination	Equal remuneration and prohibition of discrimination based on gender, race, religion, employment status in recruitment, promotion, education
Freedom of Association	Guarantee of collective bargaining rights, freedom of association, protection of trade union activities, etc.
Provision of Education and Training	Provision of educational opportunities, ratio of welfare expenses, ratio of long-term employees, etc.
Others	Guarantee of breaks in extreme temperatures, monitoring of human rights issues within the region, etc.

Labor and Human Rights Inspection

To identify human rights risks within business sites, Samsung C&T Corporation conducts labor and human rights inspections annually targeting business sites by group. We establish and implement mitigation and improvement measures for identified risks. In 2023, inspections were completed for 86 out of 86 targeted business sites.

Inspection Results for Business Sites

Category	Unit	2021	2022	2023
Number of Business Sites Subject to Inspection	Sites	88	71	86
Number of Business Sites Inspected	Sites	75	66	86
Inspection Rate	%	85	93	100
Number of Business Sites with Identified Risks	Sites	21	13	18
Percentage of Identified Risks	%	24	18	21
Percentage of Business Sites with Identified Risks Applying Mitigation and Improvement Measures	%	100	100	100

In addition, the ESG inspection targeting subcontractors includes labor and human rights areas, covering aspects such as education, employment contracts, wages, discrimination, and child labor.

[Information about management of partners can be found on page 57 of the report.](#)

Inspection items related to labor and human rights for subcontractors

Items Subject to Inspection	Key Inspection Contents
Training	Whether labor rights education is conducted
Employment contracts	Preparation, distribution, and storage of individual employment contracts
Wages	Payment of wages considering minimum and regular wages, and preparation, distribution, and retention of individual payroll statements
Discrimination	Whether there is discrimination in promotion, training opportunities based on employment status, nationality, etc.
Child Labor	Prohibition of employment of individuals under 18 and compliance with Legal requirements for employment
Forced Labor	Whether there are regulations prohibiting forced labor
Foreign Workers	Legality of employment of foreign workers and assignment of tasks

Case Study

Plan for Human Rights Impact Assessment

Samsung C&T Corporation conducts a human rights impact assessment targeting all business groups in 2024 to ensure the protection of human rights. We conduct a human rights impact assessment to identify potential human rights risks within domestic and international business sites, referring to global guidelines. Based on the results of the assessment, we will conduct on-site inspections to identify and mitigate potential risks. Furthermore, we will consistently monitor the progress of improvement measures following the assessment outcomes and conduct periodic human rights impact assessments to bolster our internal human rights management efforts.

Overview of Human Rights Impact Assessment

Target	All employees at domestic and overseas
Hosted by	HR teams of each group and independent verification agencies
Area	Human Rights Management System
	Non-Discrimination
	Wages
	Prohibition of Forced Labor
	Compliance with Legal Working Hours
	Industrial Safety Assurance
	Information Protection
	Workplace Sexual Harassment
	Workplace Bullying

Human Rights Risk Management Process



Mitigation of Human Rights Risks

Efforts to Eradicate Forced Labor and Child Labor

Samsung C&T Corporation strictly prohibits forced labor and child labor in all its workplaces, partners, and associated companies. During the recruitment of local employees, relevant contractual details are clearly stated in the language of each respective country, and items related to forced labor and child labor are included in the ESG inspection items targeting partners.

The E&C Group conducts regular self-inspections to ensure compliance with labor laws at construction sites. To eliminate child labor, all operations verify whether an individual is under the age of 18 at the recruitment stage and strictly forbid overtime and holiday work without individual consent to prevent forced labor. In addition, we monitor working hours to ensure compliance with legal standards. Additionally, we are improving the working environment by implementing various systems such as PC-Lock, which automatically shut down PCs after a certain period, as well as systems such as selective work system, flexible work system and staggered work system.

The T&I Group verifies compliance with human rights and labor laws to ensure adherence to local labor regulations at each business site. We uphold labor contracts and subcontracting agreements while raising awareness about the imperative of eliminating forced labor and child labor through local labor-related education programs. Specifically, for Indonesian palm farms, we establish stringent policies in labor agreements that align with local government policies for eradicating child labor and provide education to all employees and partners accordingly. Moreover, we rigorously conduct management oversight, including identity verification procedures during recruitment and commuting. Additionally, we are committed to employee welfare by operating 20 childcare facilities for the children of farm employees and supporting regular education up to middle school, as well as providing a school bus service for commuting.

Prevention of Workplace Bullying and Sexual Harassment

Samsung C&T strictly prohibits all forms of harassment, sexual harassment, violence, and any behavior that disrupts company order in the workplace. To ensure this, we have established a Compliance Code of Conduct, which prohibits discrimination based on gender, education, religion, place of origin, physical condition, disability status, or social status in employment, dismissal, promotion, wage payment, education, and welfare. Furthermore, we are committed to preventing all acts of sexual harassment, discrimination, and harassment, regardless of rank, and to fostering a healthy organizational culture.

We operate workplace harassment, sexual harassment, accident reporting, and response processes in accordance with employment rules and take corrective and disciplinary actions against relevant individuals based on investigation results, following a zero-tolerance principle. In cases of workplace harassment or sexual harassment, victims can contact us anonymously via the direct email and contact information provided on the website. Upon receiving reports, the relevant department initiates investigations involving the informant, the accused, and witnesses. Based on expert assessment, the deliberation committee and disciplinary committee determine disciplinary actions. Throughout the incident handling process, the anonymity of the reporter is strictly protected, and measures are taken to protect them from retaliatory actions by the perpetrator.

Sexual Harassment and Harassment Reporting and Response Process



Employee Education on Human Rights

Samsung C&T Corporation conducts annual training sessions aimed at preventing workplace harassment, sexual harassment, and discrimination against people with disabilities for all employees. New hires and experienced staff undergo in-house training on internal human rights matters upon joining the company. Additionally, group-specific training programs are implemented to promote diversity, respect, and inclusivity, enhancing employee awareness of these values.

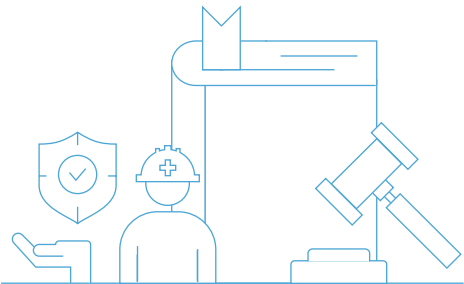
Human Rights Training Programs for Employees

Program Name	Target
Sexual Harassment Prevention	All Employees (mandatory)
Workplace Harassment Prevention	All Employees (mandatory)
Improving Awareness of People with Disabilities	All Employees (mandatory)
Diversity & Inclusion	New Hires in the E&C Group, Employees participating in the Global Appreciation Course, Employees Participating in in-house language courses
Organizational Culture of Respect	Group Leaders in the T&I Group
Gender Equality	Group Leaders in the T&I Group, All Employees in the Fashion Group (mandatory)

Health and Safety

Management Approach

Samsung C&T is leading a 'safety management culture' by making the safety and health of all stakeholders, including employees, a top priority and a fundamental management principle. In response to the trend of strengthening safety-related laws and regulations, such as introducing the Serious Accidents Punishment Act and revising the Occupational Safety and Health Act, Samsung C&T has established its own safety and health policy and supports all employees and business partners to implement it. In addition, we prevent accidents and ensure a safe working environment through active investment and practice in safety and health.



Health and Safety Management System

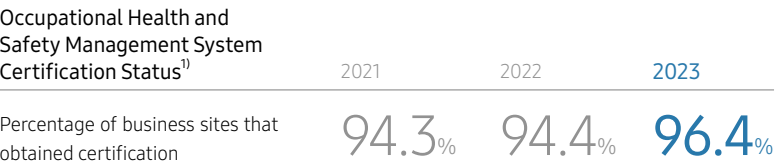
Health and Safety Policy

Based on the principle that 'Safety comes first,' Samsung C&T Corporation establishes and enhances health and safety management systems to prevent accidents in workplaces and ensure safe working environments. We formulate Health and Safety management policies for each group to demonstrate our commitment to health and safety management externally, applying them to all employees, partners, and contractors under management & supervision. Furthermore, to prevent major accidents, we ensure that all workplaces establish their own safety management plans and enact health and safety regulations and rules, strictly enforcing compliance.

- Health and Safety Policies for the E&C Group
- Health and Safety Policies for the T&I Group
- Health and Safety Policies for the Fashion Group
- Health and Safety Policies for the Resort Group

Health and Safety Management Certifications

Samsung C&T Corporation has obtained ISO 45001 certification for over 96.4% of all its business sites, ensuring a health and safety system that meets global standards. Especially, the E&C Group and the Fashion Group has also obtained KOSHA-MS certification for domestic business sites.

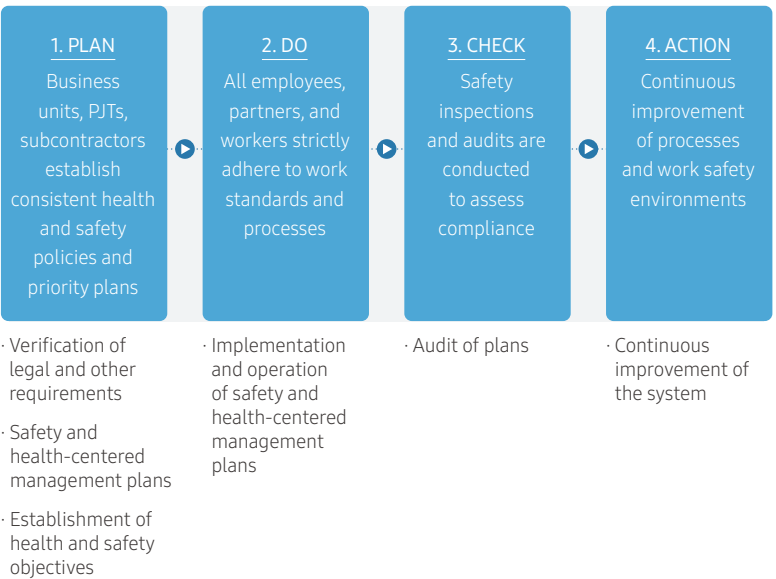


1) Reported as a ratio of business sites

Health and Safety Management Process

The E&C Group has established its own health and safety management system called the 'Samsung Occupational Health and Safety Management System (OHSMS)' to prevent major accidents at worksites. We formulate health and safety policies and key plans in accordance with the Plan-Do-Check-Action (PDCA) cycle, implement work standards and processes, conduct safety inspections to assess compliance, and continuously improve processes and work environments to practice systematic Health and Safety management.

Core Elements of Safety Management System (Samsung OHSMS) in the E&C Group



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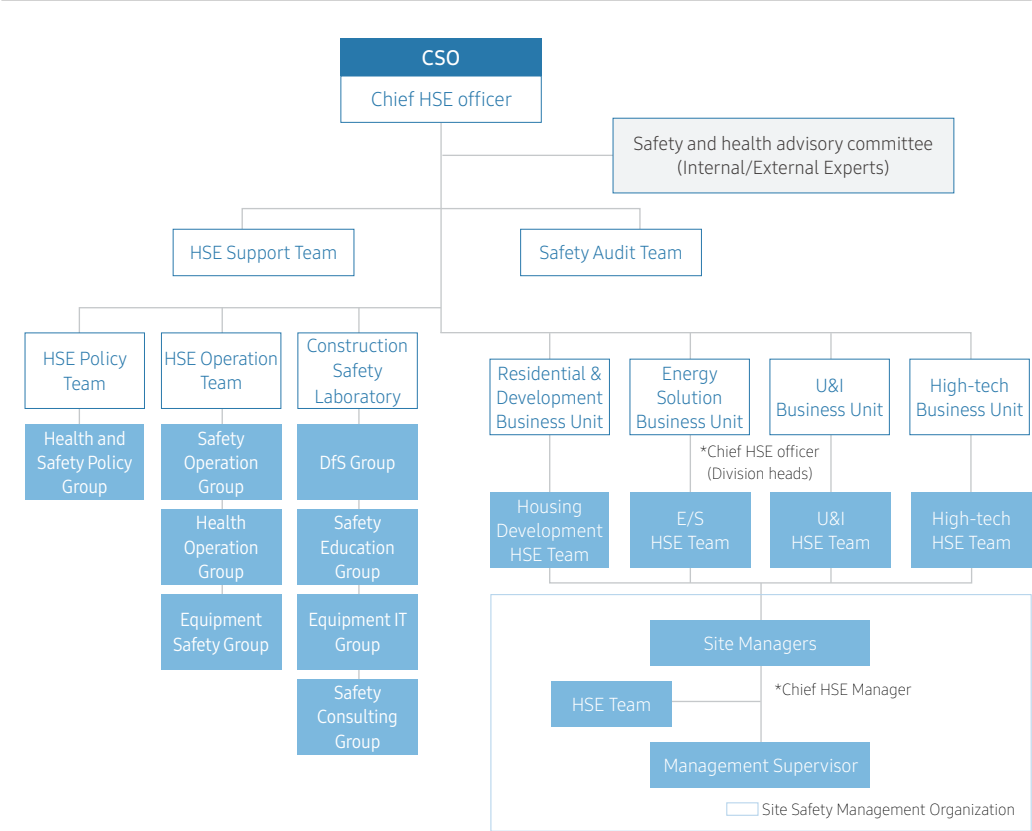
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Health and Safety Management Organization

Samsung C&T Corporation has appointed Chief Safety Officers (CSOs) for each group to establish a health and safety management organization and management system centered around the CSO. Based on this, each group formulates and executes safety management plans and invests in manpower and budgets for eliminating risk factors. The dedicated safety management organization promotes professional activities to prevent accidents. In the event of a safety accident, it is immediately reported to the CSO for swift investigation and handling. Measures to prevent recurrence are then formulated and implemented. Key safety indicators such as the number of safety accidents and preventive activities are managed in connection with company evaluations, management assessments, and rewards. Health and safety management status is monitored at the board level as well. Since 2021, the board has approved health and safety management plans, including Health and Safety management policies, organizational structure and roles, budgets and facilities, and performance for the previous year and plans for the next year, at the beginning of each year. The ESG Committee discusses the performance of the health and safety management for the first half and the plan for the second half.

Health and Safety Management Organization in the E&C Group



Case Study

The meeting board for safety and health in the E&C Group

The E&C Group operates the meeting board for safety and health regularly, with CSOs, operational organizations, and internal and external experts at the center, to systematically review the status of health and safety management. By activating channels for communication on health and safety between top management, the group prioritizes safety, proceeding with planning, implementation, and verification. Through the semi-annual safety and health management review meeting, led by the CSO, we confirm compliance with legal obligations such as Serious Accidents Punishment Act, and we measure the level of the health and safety management system. We then report the results to the management responsible. Moreover, the group operates the Safety and health advisory committee, including internal and external experts, to verify the effectiveness of the Health and Safety management system. In the group, we regularly conduct various meeting boards for safety and health, including weekly safety and health meetings to review the progress of organization-specific key initiatives and safety and health management meetings to disseminate exemplary safety practices.

The meeting board for safety and health in the E&C Group

Category	Frequency	Purpose	Agenda	Attendees
Weekly Health and Safety Meetings	Every week	· Share top-level health and safety policy directions and implementation plans	· Review organizational focus activities, check high-risk site preventive measures, and changes · Analyze external policy and social issue trends, safety-related data analysis, and conclusions	· CSO · Heads of Units/Heads of Departments · Key executives at headquarters
Safety and health consultative group	Every week	· Strengthen safety activities by top safety officers of the company and divisions	· Discussion on accident cases, causes, and countermeasures · Discussion on safety-related organizational, budget, and investment issues · Comprehensive inspection of safety plans for a new business site	· CSO · Heads of Units/HSE Team leaders · HSE Operation Team leaders · Safety Audit Team leaders
Safety and health management meetings	Monthly	· Formation of consensus among field and headquarters leaders on safety and health practices	· Share progress of key strategies and ways to improve and internalize them · Encouragement and recognition for excellent safety management, cultural activities, and Near Miss cases · Education covering specialized knowledge, external trends, and advanced cases that leaders should be familiar with	· CSO · Heads of Units/Heads of Departments · Key executives and Group Leaders at headquarters · Field PM/PD/SM
Safety and health advisory committee	Quarterly	· Validation and advice from internal and external experts to ensure the effectiveness of safety and health operation systems	· Validation of CSO expertise · Evaluation of key operational activities · Compliance check with legal obligations · Suggestions for safety activities and issues	· External Committee Members (Professors) · Internal Members (Safety/Management/HR Executives), etc.
Safety and health management review meeting	Bi-annually	· CSO-led; confirm compliance with legal obligations such as Serious Accident Punishment Act, form consensus on practice plans	· Report on the current state, issues, and future improvement plans based on the measurement results of safety and health operation systems	· CSO · Heads of Units/Heads of Departments · Key executives and Group Leaders at headquarters

Health and Safety Management

Safety and Health Risk Identification

Samsung C&T Corporation holds ISO 45001, and conducts workplace hazard assessments to identify safety and health-related risks and take mitigation measures.

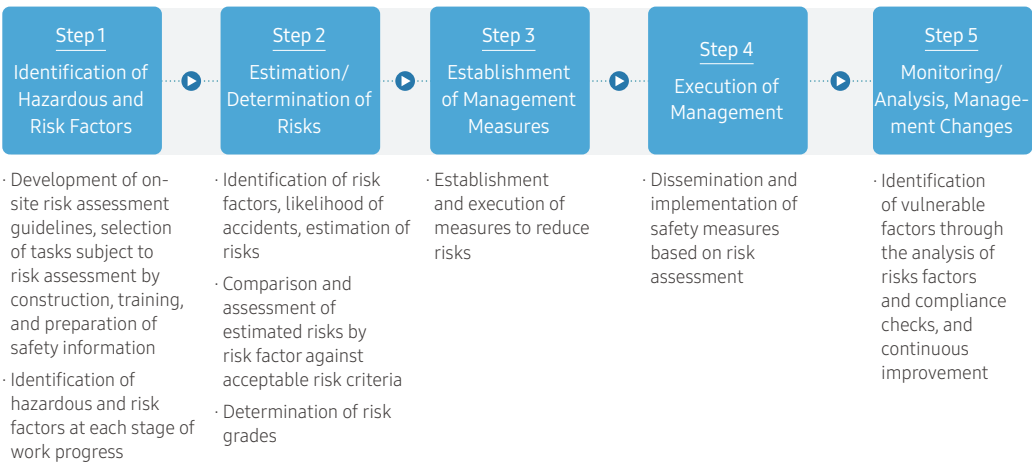
In the E&C Group, we identify harmful and risky elements from the project bidding stage, conduct risk review of safety management and develop countermeasures when establishing comprehensive construction plans. In particular, we establish separate safety measures for high-risk construction works such as earth retaining work. We also conduct initial risk assessment upon construction site commencement to identify and manage risk factors throughout the entire construction process. Furthermore, prior to the implementation of specific processes, risk assessments are conducted frequently to identify any deficiencies or areas for improvement in the initially assessed risk factors. Regular risk assessments are conducted every year of Febuary and ad-hoc risk assessments are carried out when changes occur, with the results of ad-hoc risk assessments reviewed during monthly risk assessment review meetings to classify risk levels as high, medium, or low. Additionally, based on the risk level determined during the initial risk assessment, reassessments of risk levels are conducted, taking into account the effectiveness of improvement measures.

In the T&I Group, the Safety and Environment Center leads the inspection of safety management systems at business sites at home and abroad, actively promoting safety activities including the identification and improvement of potential hazards. Specifically, between October and November 2023, the group conducted preliminary assessments of safety and health capacities for contractors to prevent accidents during office relocation. Construction continued with companies considered to have adequate safety management standards. Subsequently, identified risks from assessments were addressed to secure a safe working environment post-relocation.

The Fashion Group conducts risk assessments at its all business sites annually, including the Dogok office, Bucheon logistics center, and stores, to prevent accidents among employees and partners. Notably, a mobile store risk assessment system has been established in stores, enabling salespersons to conduct on-site assessments when visiting a store and input results in real-time through mobile systems.

The Resort Group conducts regular and ongoing risk assessments across all operations and sites. For areas with changes or incidents, ad-hoc risk assessments are conducted. In particular, attractions undergo daily self-inspections before opening, aside from legal inspections, to prevent related accidents. New or renovated facilities undergo pre-risk assessments before opening to customers. Additionally, specialized safety diagnostics by overseas experts are conducted for high-risk rides to ensure facility reliability. Various emergency scenarios, such as fires, power outages, and high-altitude stops, are simulated and trained for regularly.

Risk Assessment Process



Serious accident eradication by the E&C Group

The E&C Group is actively pursuing activities to eradicate serious accidents, following improvements and enhancements to its safety and health management system. Under the Construction Safety Laboratory, it has established specialized groups such as Design for Safety (DfS), Equipment IT, Safety Education, and Safety consulting groups. These groups are dedicated to promoting the utilization of safety design and developing safety technology to prevent accidents. Construction Safety Laboratory was recognized as a corporate research institute in March 2022, securing credibility and expertise as an accredited research institution in safety and health. Furthermore, to eliminate unsafe elements at sites, third-party safety inspection teams operate to conduct on-site inspections and patrols, ensuring site safety. In 2023, a total of 39,601 potential hazards were identified within sites, leading to the implementation of 49 work stoppages as precautionary measures.

Cases of Serious Accident Eradication by the E&C Group

1. Utilization of Safety Design	- Introducing the concept of Design for Safety (DfS) to minimize risks such as falling, dropping, and suffocation from the design stage of buildings - Promoting overall improvement in safety levels across the construction industry through the public release of the DfS Library.
2. Development of Safety Technology	- Introducing automation systems such as modularization, blockization technology, and construction robots to minimize on-site work and human involvement - Implementing collision prevention systems for equipment and alarm systems for closed spaces
3. Enhancement of Risk Monitoring	- Establishing a Safety Situation Room designed for bi-directional risk management system between the site and headquarters based on IT technology - Conducting continuous monitoring of work situations and risk response activities through the Safety Situation Room and safety inspection teams

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Promotion of safety and health culture

In the E&C Group, we are building a ‘safety culture centered around working with safety in mind and looking out for each other’s safety’ through safety consulting and the development of safety culture programs. In 2022, we developed the Samsung-style safety culture program (S-CARE), incorporating characteristics of the construction industry and advanced cases. We piloted S-CARE at three domestic sites and have been promoting the internalization of safety culture since 2023. Through S-CARE, we provide a community where workers can voluntarily engage in communication regarding safety and health. In addition to that, we organize advocate training sessions, offer customized education programs, hold workshops, and provide coaching sessions. Moreover, through the worker safety information app ‘S-TBM,’ we encourage workers to recognize hazards, exercise the work suspension right in risky situations, and provide feedback on safety and health, which is then reflected in safety management activities. In the T&I Group, we conduct risk assessments annually tailored to the characteristics of the office environment, and implement improvement measures accordingly. In particular, to prevent musculoskeletal disorders, we provide adjustable desks to employees and actively address safety and health-related suggestions received through an online safety suggestion channel. In the Fashion Group, we designated ‘Safety and Health Awareness Week’ and conducted various events such as fire evacuation and fire extinguisher training, challenge safety golden bell, hazard identification competition, and safety education for sales representatives to enhance employee safety awareness and promote safety and health culture. In the Resort Group, based on the principle of ‘safety first,’ we are enhancing the safety culture of our business sites. We assess the level of safety culture to gauge the safety awareness of frontline workers responsible for customer safety management. Additionally, we conduct and distribute ‘Safety Footprint,’ a quiz-based format, and ‘Safety Magazine’ biweekly to share safety information.

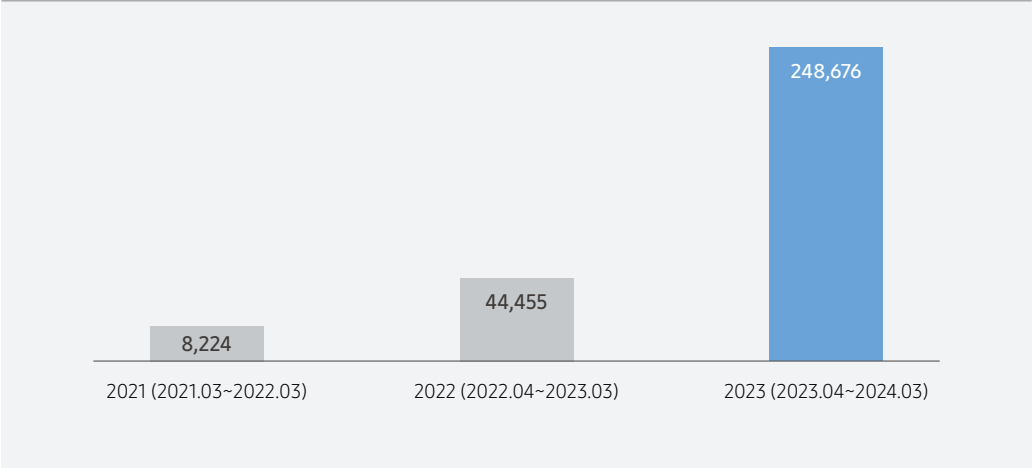
Safety and Health Culture Promotion Program

 E&C Group	· Hosted S-CARE KOM and vision workshops at 24 sites in 2023 · Trained 93 safety culture advocates and conducted education, workshops, and coaching activities at each site.
 T&I Group	· Conducts risk assessments for office environment health and safety, and implemented measures · Operates an online safety suggestion channel
 Fashion Group	· Designated the first week of July 2023 as ‘Safety and Health Awareness Week’ and conducted safety training and education
 Resort Group	· Conducts ‘Safety Footprint’ quizzes · Distributes ‘Safety Magazine’ to share safety information

Guarantee of work suspension right

The E&C Group prioritizes the safety of its workers. We ensure the right to suspend work, known as the work suspension right, for workers who judge their environment or situation to be unsafe. This right is also stipulated in the safety and health guidelines for our partners. Since March 2021, we have fully guaranteed the work suspension right for workers. Since then, 301,355 instances of work suspension have been recorded across 113 sites, establishing a representative safety culture where workers actively contribute to creating a safe working environment. Furthermore, to encourage the active use of the work suspension right, we provide rewards to workers who utilize it and compensate partners for any losses incurred.

Work Suspension Right Usage Status in the E&C Group



Safety and Health Complaint Handling Channel

The E&C Group operates various communication channels to listen to the voices of workers regarding safety and health matters. On-site, labor-management consultation bodies are conducted, and opinions are gathered through site-specific social media and dedicated mobile applications. The headquarters gathers feedback from the field to improve policies, reporting to executive management. In 2023, a total of 945 opinions were collected, and actions were taken for all cases. In the Fashion Group, monthly on-site cooperative meetings are conducted with logistics center partners. 8 suggestions received from safety and health-related workers' feedback were addressed in 2023.

Enhancing Safety and Health Capabilities

Employee Education on Safety

Hands-on Safety Academy

The E&C Group operates a hands-on safety education institution called the ‘Safety Academy,’ providing safety education to all employees and partners. It runs safety hands-on education facilities such as emergency and earthquake experience halls, as well as fire experience halls, in addition to Yongin Safety Academy opened in 2015, overseas (Singapore, Bangladesh, Taiwan) sites, and domestic (Pyeongtaek, Hwasung, Ulsan) sites to enhance the safety and health capabilities of employees. Since the opening, a total of 67,166 employees from the construction sector and partners have completed the training. In 2022, it was registered as a safety and health education institution by the Ministry of Employment and Labor and recognized as a safety hands-on education facility by the Korea Occupational Safety and Health Agency. In the first half of 2024, we expanded and utilized the Yongin Safety Academy to operate various safety training programmes.

Safe Academy Education Center



Safety Academy Overview



On-site Experience Hall



Emergency Experience Hall



Earthquake Experience Hall



Fire Experience Hall

Safety Training in the E&C Group

Program Name Targets		Hours (Hour)	Completers (Person)	Key Contents
Safety courses	Safety Manager	24	773	· Safety mind-set, risk assessment, accident trend analysis, inspection non conformance/recurrence prevention measures · Safety legislation and systems, temporary structure safety management, Understanding construction equipment safety · Administrator mindset, system/ Legal highlights, sharing near misses, rewarding best practices
	Construction Manager	21	933	
	PM/SM/Construction Leader	17.5	669	
Safety Experiential Education	Head office executives/ department heads/employees *Expanded to include executives/ department heads/employees at headquarters, affiliated companies, and employees' families	16.5	1,512	· Emergency experience, fire experience, field experience (safety protective equipment, electrical safety, etc.), VR experience (construction site customised virtual reality)
Accident Investigation Skills training	Safety/Construction Manager (Accident Investigator)	32	47	· Studying accident causes and investigation techniques, accident case studies
Instructor Training Course	Safety and Health Manager (Performs the duties of a health and safety training instructor)	16	42	· Learning and practicing health and safety training lecture skills, facilitation techniques
	Health and safety manager (partner)	8	28	
Partner safety training	Partner New Director	24	175	· Safety-related laws and regulations, site safety/ environmental/health management, Hands-on safety training (emergency/fire, etc.)
	Supplier supervisor, safety officer	8	198	

Hazard Assessment Training

In the E&C Group, to enhance the effectiveness of risk assessments led by on-site PM/PD, we distributed practical guides and standard templates for risk assessment based on regulatory-compliant OHSMS guidelines. Additionally, we appointed risk assessment leaders for each site and provided them with training to nurture their skills. In 2024, we expand these initiatives further by providing gamification-based experiential/practical training sessions (in group settings) on risk assessment for domestic site construction managers, aiming to enhance risk awareness and prevent accidents.

In the Fashion Group, we conduct risk assessment training for employees in key roles, such as sales representatives and managers, and share safety accident cases and reporting procedures to prevent accidents.

In the Resort Group, regular training sessions on risk assessment are conducted for all site management supervisors. Efforts are made to involve all workers in identifying risk factors, which are then incorporated into regular training to ensure awareness among all employees.

Employee Health Management Program

Samsung C&T Corporation supports group medical insurance, and group personal accident insurance is provided for all employees. We offer medical support for employees undergoing treatment for cancer, brain hemorrhage, heart disease, rare diseases, as well as infertility treatment, surgery costs for children with heart disease, and education funds for disabled children. Also, offering general check-ups for employees under 30, biennial comprehensive check-ups for those over 30 or with more than 4 years of service, and annual comprehensive check-ups and a 5-year interval detailed check-up for employees over 40, support health check-ups based on age.

The E&C Group operates a clinic at its headquarters, and on-site, it provides rest and amenity facilities above the legal requirement. We conduct health examinations and post-management for all workers on construction sites and provide education on accident prevention regarding cardiovascular diseases for new employees; employees with a positive medical examination are excluded from outdoor work, night shifts, solitary work, and overtime during vulnerable periods. We conduct CPR and AED training for management supervisors and team leaders. Additionally, we carry out emergency response drills to prevent accidents resulting from personal medical conditions such as cardiac arrest and loss of consciousness. We also provide real-time heatwave information to workers to help them adjust and restrict outdoor work. Additionally, we conduct mandatory checks for harmful factors in the work environment once a month, monitoring the concentration of hazardous substances such as noise and dust and improving the work environment.

The T&I Group conducted CRP and emergency treatment training for headquarter employees to prepare for emergencies such as acute cardiac arrest and respiratory distress.

In the Resort Group, we have operated a healthcare center for employees since 2012. Collaborating with Kinetic Ergocise based on Movement Analysis (KEMA) lab at College of Health Sciences, Yonsei University, we conduct regular surveys on harmful factors for employees working at Everland, analyzing tasks that cause ergonomic strain and deriving improvement measures through these surveys. Through personalized exercise prescription programs, we have improved pain in specific body parts and enhanced muscle strength to increase work capacity. Following employee health examinations, we oversee employees with medical conditions and ensure their health and well-being by conducting workplace assessments to eliminate hazardous risk factors from the work environment.

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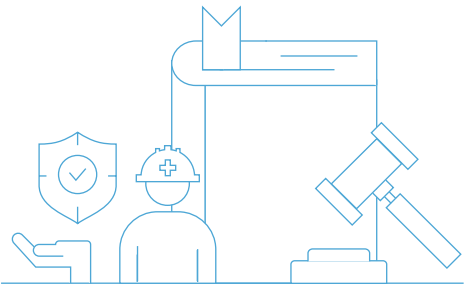
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Management of Partners

Management Approach

With the approval of the EU Supply Chain Due Diligence Guidelines and the strengthening of ESG management demands and regulations across the value chain, Samsung C&T Corporation conducts ESG risk assessments for partners to manage risks throughout the value chain and strive to enhance their competitiveness through analysis of assessment results and improvement support.



Assessment and management of partner ESG compliance

Sustainability Policies for Partners

Samsung C&T Corporation strives to foster a transparent culture of transactions and maintain fair trading practices as part of its commitment to ethical management. In line with promoting fair trade and building a sustainable supply chain, we utilize partner checklists that consider global guidelines and regional regulations. We require partners to adhere to a checklist covering areas such as labor rights, safety, environment, and compliance, alongside enforcing Compliance agreements to enhance the sustainability of the supply chain. Furthermore, we've set up partner codes of conduct to steer the implementation of ESG management, intending to encourage compliance among our partners. We will endeavor to enhance the overall ESG management capabilities throughout the value chain by providing guidance on partner codes of conduct and implementing regular self-assessment, checks, and audit processes.

Partner ESG Screening

Samsung C&T Corporation conducts ESG-based partner screening processes to systematically identify key partners before conducting ESG assessments. We identify partners requiring ESG assessments through a comprehensive screening process that considers various potential risks. This includes ESG-related risks such as labor/human rights, safety, environment, and compliance; industry-specific risks related to business relevance and type, transaction size; risks associated with regional characteristics such as politics, economy, society, and laws in counties or regions where partners are located. Additionally, we consider risks related to product characteristics arising from their production, distribution, and usage processes. In 2024, we will utilize the partner screening process that considers a combination of potential risks to identify significant ESG partners and conduct ESG assessments of those identifies.

Partner ESG Screening Process



ESG Pre-Screening Criteria for Partners

Category	Identification Issues
ESG related risks	Risks related to labor/human rights, safety, environment, and compliance
Industry specific risks	Risks related to business relevance and type, transaction size
Regional specific risks	Risks associated politics, economy, society, and laws in counties or regions where partners are located
Product specific risks	Risks arising from their production, distribution, and usage processes

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Partner ESG Assessment

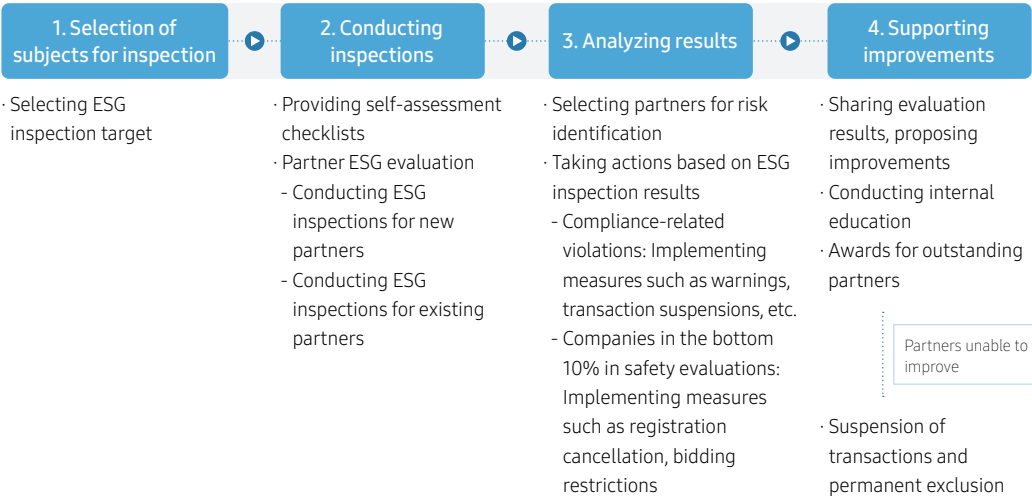
Samsung C&T Corporation conducts ESG assessments for the identified key partners through ESG screening. We evaluate their management in labor/human rights, safety, environment, and compliance areas. We identify potential risks and conduct detailed examinations for each. These assessments are not limited to new partners but extend to existing contractors, informing re-contracting decisions. Should compliance-related violations surface in partner ESG assessments, we take actions such as warnings or transaction suspensions. The safety and environmental inspection results during the performance competency evaluation are reflected in the overall supply chain evaluations to identify key partners. In 2024, we are enhancing the ESG assessment process by updating and reviewing the scope and questions of partner assessments.

In the E&C Group, we conduct biannual Construction Performance Competency Evaluation, which include ESG assessments, to gauge the ESG management levels of our partners. These evaluations inform our selection of bidding participants and recognition of outstanding partners. Particularly, for companies scoring low in safety assessments, we enforce measures such as exclusion from registration or bidding restrictions. Additionally, we conduct separate assessments on labor/human rights when registering new partners.

In the Fashion Group, we conducted ESG assessments for all 205 sewing partners, sharing the results with key partners. Moreover, we conducted internal education sessions based on these results to propose improvements in labor/human rights regulations, among others. Furthermore, we have introduced external ESG assessment services for partners. We selected 21 key partners among the applicants for the Best and Excellent awards at the Mutual Growth Day event from a pool of 62 applicants, conducting external evaluations and promoting improvement activities by sharing the results.

In the Resort Group, we enhanced the effectiveness of partner ESG assessments by altering the assessment method. While assessments were previously conducted independently by personnel from operating or construction departments until 2022, from 2023 onwards, assessments are jointly carried out by personnel from contract, HR/ labor department, and safety/environmental departments.

Partner ESG Assessment Process in the E&C Group



Partner ESG Assessment Items

Check Areas	Key Inspection Contents
Labor/Human Rights	Labor contracts, wages, working hours, prohibition of discrimination/child labor/forced labor, etc.
Safety	Conducting hazard assessments, implementing safety and health education, managing industrial accident rates, etc.
Environmental	Managing air/water pollutants emissions, waste disposal, hazardous substance etc.
Compliance	Drafting of ethics pledge at the time of contracting, writing about violations such as collusion and bribery receipt, etc.

Examples of Partner ESG Assessment and Improvement Measures

In the Resort Group, we added a clause for shortened working hours during childcare periods in the employment rules and specified the calculation method for overtime and holiday work allowances in the salary statements. Furthermore, to enhance industrial accident rate management, we obtained and submitted certificates from the Korea Occupational Safety and Health Agency (KOSHA) and made more systematic improvements to waste disposal SOPs.

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Safety and Health Management for Partners

Support for Safety and Health Management Capabilities

In the E&C Group, we have introduced consulting services and a safety certification system for partners to enhance their safety management levels and prevent accidents. We provide consulting to high-risk and specialized partners that wish to participate in our projects, assign grades based on safety and health management system audits, and support them in establishing their own safety management systems. In 2023, we conducted consulting and safety and health management system audits for 188 partners across 13 types of work.

In the Fashion Group, we have provided guidelines related to workplace risk assessment to partners at the Bucheon Logistics Center, enabling them to establish their own evaluation systems. Additionally, we share identified areas requiring improvement with other partners to mitigate safety and health risks across the supply chain. We support the hiring of professional staff by covering labor costs for safety and health managers at partners, strengthening their safety and health management systems. Moreover, we inspect the use of safety and health management funds by partners involved in store construction and conduct risk assessments for all processes before construction begins to ensure the safety of partner employees.

In the Resort Group, we support the safety and health management capabilities of partners through the Safety and Health Cooperation Program for SMEs and large enterprises organized by the Korea Occupational Safety and Health Agency. We also operate a monthly council to allocate and execute additional budgets for safety and health of our partners, undertake activities such as hazard and risk factor improvement and consulting, and provide systematic support for safety and health activities.

Support for Safety and Health Management Capabilities by the E&C Group

Category	Activity Names	Main Contents
Strengthening autonomous safety capabilities	Safety council with partner company CEOs	· Compliance with safety and health obligations under the Serious Accidents Punishment Act and related training · Introduction of the Safety Recognition System, listening to VOC and deriving improvement directions
	Safety consulting and Safety Recognition System	· Support for building safety and health systems for partners - Granting safety recognition grades through the Safety Recognition Committee - Providing bidding opportunities for excellent companies · Monitoring and adjusting grades through on-site safety performance evaluations
	Construction Safety Academy	· Development and recruitment linkage for fostering safety and health personnel in partner companies
Awards for excellence	Awards for outstanding partners	· Awarding and providing bidding advantages to companies with excellent safety evaluations

Specification of Compliance with Safety Guidelines in Contracts

Samsung C&T Corporation specifies the safety guidelines that partners must adhere to in their contracts, when contracts with suppliers.

In the E&C Group, standard subcontract agreements published by the Fair Trade Commission are used as a base, detailing the safety obligations of primary and subcontractors, emergency measures, and industrial safety and health management.

In the Fashion Group, separate safety compliance pledges are obtained when contracting with store operators and construction companies.

In the Resort Group, safety and health guidelines for partners have been established, and safety management standards are stipulated in contracts, with continuous monitoring for compliance. In addition, semi-annual evaluations are conducted to reward outstanding partners and terminate contracts with those that severely violate safety standards.

Employment-Linked Construction Safety Academy

The E&C Group runs the Employment-Linked Construction Safety Academy to help partners secure safety management personnel. After assessing the hiring needs of partners, trainees are recruited and provided with six weeks of practical training. Post-training, interviews between partners and job seekers are facilitated to support employment. Since 2018, we have conducted this program annually, and in 2023, we trained 100 new safety management professionals.

Safety Training for Partners

In the E&C Group, we conduct regular safety training for domestic partners, targeting CEOs, safety officers, and new site managers to enhance their responsibility and capability in safety matters. Both the E&C Group and Resort Group offer safety management training to all visitors entering domestic sites and parks, ensuring access only to those who have completed the training via distributed mobile videos.

In May 2023, the Fashion Group conducted CPR training, including customer emergency response and AED usage, for flagship store managers and employees.

Mutual Growth Strategy

Samsung C&T Corporation recognizes co-prosperity with partners as a core value and has established the ‘three key strategies for mutual growth’ to jointly practice sustainable growth. By implementing strategies to maintain transparency in subcontracting, strengthen the co-prosperity cooperation system, and enhance partner competitiveness, we aim to mitigate potential supply chain risks and achieve safe and transparent mutual growth. In the E&C Group, under the management principle of ‘safety first,’ we are building a trust-based and mutually respectful co-prosperity ecosystem with our partners. We also establish and manage detailed strategies to enhance the competitiveness of our partners, including strengthening safety management capabilities, supporting business stabilization, enhancing capabilities, and establishing a fair trade culture. In the Fashion Group, we aim to achieve global competitiveness through fair trade practices and win-win cooperation. In particular, we facilitate communication through regular partner meetings and Sinmungo, a system where people can voice their complaints, contributing to risk prevention and stabilization for our partners through various educational supports and inspection activities. The Resort Group maintains long-term co-prosperity relationships with partners companies. Regular meetings are held to support the stable operation of partners, and various educational, inspection, and support activities are conducted.

3 Major Focus Strategies for Mutual Growth



Maintaining Transparency in Subcontracting

Samsung C&T Corporation complies with domestic and international regulations and maintains transparency in subcontracting by establishing rational standards at each stage of partner selection, contracting, and settlement to ensure fair reviews. When selecting partners, we conduct ESG assessments to evaluate the overall risk level of the supply chain and strive to adjust for a healthy co-prosperity ecosystem. We also conduct ESG evaluations for major partners during the execution stage. Furthermore, we aim to establish a fair and transparent trade culture by monitoring payments to partner companies. In the Resort Group, a dedicated organization for subcontracting contracts has been established within the technical team to ensure fairness in outsourcing contract issuance. We also revise regulations and documents to ensure rational and transparent selection of construction partners and execution of construction costs. In addition, we have strengthened the management standards of partners through regular credit evaluations and other measures.

Monitoring of Payments to Partners

Samsung C&T Corporation strictly adheres to the Monopoly Regulation and Fair Trade Act and the Fair Transactions in Subcontracting Act. The department in charge monitors relevant information to ensure that payments to partners are not delayed. Additionally, education is provided to employees in related departments to prevent harm to partners due to employee negligence or misconduct. In the E&C Group, we establish a culture of fair trade. The Partner's Portal system is utilized to transparently manage transactions with partners. Through the subcontract payment monitoring system, delays in payments are managed, and the win-win payment system is utilized to prevent wage arrears for partner employees and delays in payments to second-tier subcontractors. In 2023, a total of 5.2 trillion KRW was paid to 323 partners through the win-win payment system. In the Fashion Group, in 2023, Fair Trade Agreement were signed with 81 first-tier partners. We are striving to promote a fair trading culture through the signing of agreements with second-tier and third-tier partners, as well as implementing a payment monitoring system to first-tier and second-tier partners. In the Resort Group, we manage to prevent payment delays by improving the automated weekly emails sent to inform customers about legal standards and potential issues in case of delays in issuing tax invoices for advance payments.

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Strengthening Cooperation System for Co-prosperity

In the E&C Group, various communication activities such as visits to major partners and holding meetings are conducted to listen to the VOC of partners and implement improvement activities. Partners' Day events are held to recognize and strengthen partnerships with major partners and outstanding performers in safety and performance. Within the group, we ensure timely responses to partner inquiries and maintain VOC channels, along with a harassment reporting center integrated into the Partner's Portal. This enables partner employees to promptly report instances of verbal abuse or other damages they may have experienced. In 2023, 29 VOC reports and 5 reports of verbal abuse were received, and all cases were handled.

In the Fashion Group, Mutual Growth Day events are held annually to share the vision and activities of co-prosperity with partners. In particular, a contract management program has been introduced for partners that have signed the Fair Trade and Mutual Growth Agreement to select excellent partners through fair evaluation. Various benefits, including rewards and scholarships for children, are provided to selected outstanding partners, and in 2023, Mutual Growth Day was held for 12 outstanding partners. Additionally, we have conducted six sessions of product-specific core partner exchanges to share progress on win-win efforts and gather feedback. Furthermore, we operate the Partner Sinmungo within the Fashion Group's website, to collect VOC of partners and identify any issues partners may face.

In the Resort Group, we have resumed quarterly one-on-one meetings with resident partners, which were paused during the COVID-19 period, to listen to their concerns and actively incorporate on-site improvement suggestions into park operations. Additionally, we have organized Partner's Day events with representatives from the landscaping sector to recognize outstanding practices, share construction case studies, and encourage collaboration.

Partner Councils

Category		Participants	Main Contents
The E&C Group	Partner Meetings	Partners	· Sharing key operational details and enhancing communication
	Frequent visits to partners	Key partners	· Listening to on-site issues and sharing co-prosperity activities.
The Fashion Group	Partners' Day	Partners and Awardees	· Awarding and appreciating key partners
	Mutual Growth Day	Outstanding partners	· Awards for outstanding partners · Sharing the vision and activities for mutual growth
	Meetings with key partners by category	Key partners	· Sharing implementation details for win-win cooperation, gathering feedback, and enhancing communication
The Resort Group	Partner's Day	Key partners	· Awards for outstanding partners, sharing construction cases

E&C/Fashion Group Reporting Channel

Report for verbal abuse	Partner's Portal Website	E-mail	win.win@samsung.com
Employee Grievances Collection Channel	VOC Bulletin Board	Employee Grievances Collection Channel	Partner Sinmungo Website

Enhancing Competitiveness of Partner

Financial Support

Interest-Free Loans In the E&C Group, we have allocated a 20 billion KRW interest-free operating fund to ensure the liquidity of partners. Each year, we select outstanding performers through comprehensive evaluations, including assessments of construction capacity, and provide interest-free loans.

The Fashion Group provides mutual support fund to establish and expand cooperative relationships with consignment companies with online growth potential. In 2023, we provided interest-free mutual support funds totaling 1.5 billion KRW to 27 companies.

Mutual Growth Fund The E&C Group has established an 80 billion KRW mutual growth fund to provide interest rate reductions on loans for partners. To ensure stability in project execution, it also operates an unsecured advance payment support system. In 2023, we supported 497.4 billion KRW in unsecured mutual growth advance payments and implemented a management stabilization support system by making early payments during high-demand periods such as Lunar New Year and Chuseok, and by prepaying safety management costs.

The Fashion Group operates a 15 billion KRW mutual growth fund that offers reduced loan interest rates for partners when they invest in equipment, develop technology, or need working capital. In 2023, to support our partners, we made early payments for goods during holidays and festive seasons.

Technical Support

Strengthening Capabilities for Technology Development In the E&C Group, we support the growth of our partners' technology development capabilities by selecting eight joint technology development projects from the 2022 'Contech Competition' and fully funding their development costs, amount to 1.3 billion KRW in 2023. In addition to providing basic technical support, we strive for mutual growth by collaborating with partners who have developed original technologies.

The E&C Group, Joint Technology Development Project Competition

Samsung C&T Corporation, Samsung E&A, and Samsung Heavy Industries hosted the 2023 ConTech Competition to discover innovative technologies applicable to Engineering, Procurement, Construction (EPC) businesses through domestic industry-academia collaboration. A total of 93 ideas in various technical fields such as Data Technology, Smart Manufacturing, and Environmental Technologies were submitted, with the E&C Group selecting four projects as finalists. Selected projects with immediately applicable technologies can receive support for technology validation and commercialization, while those requiring joint development can benefit from funding, collaborative technology development, and support for joint patent registration.



Case Study

2023 ConTech 공모전

공모 분야

새창 기술 분야

- 1 Data Technology (AI/Big Data/IT/AN/VAR/VR/AR 등)
- 2 스마트 제조 (Module, Precast Concrete, 스마트스 등)
- 3 친환경 요소 기술 (친수, 친환경, 그린에너지, 에너지, 자재 재활용, 에너지 저장 등)

수상 혜택

특수 도입/적용 가능 기술

- 프로젝트 자금 출연 지원
- 기술 개발 지원
- 기술 시범 지원

공동 개발 필요 기술

- 자금 지원 지원
- 기술 개발 지원
- 개발 기술의 공동 특허 등록 지원

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Technical Education Samsung C&T Corporation prioritizes the protection of subcontractors' technology and is driving various support activities. We provide 'Education on Safeguarding Technical Data for Small and Medium-sized Enterprises' for key partners and supports the commission fee for subcontractor technical data. In the Fashion Group, we facilitated technological and quality enhancement by conducting visits to 86 subcontractors through technical specialists (QM). We've also made continuous process improvements through on-site quality guidance and quality improvement projects, inducing quality improvement through Faulty Product Exhibition. Additionally, a sewing technology know-how manual was created and distributed to enhance partners' technical capabilities.

Respect for Property Rights Samsung C&T Corporation complies with partners' intellectual property protection and subcontracting law obligations by thoroughly protecting technology data, managing registration and disposal through a technology data management system. When receiving technical data, we submit a technical data request form to partners and sign a confidentiality agreement. The data is disposed of within a specified period after being used for its intended purpose. In the Fashion Group, to protect partners' intellectual property, we have stored the technical data of six partners in the Technology Data Custody Center established by the Mutual Growth Committee at our own expense. In addition, we conducted six technology protection education sessions, including technology protection by the SMEs, to enhance awareness of technology protection and respect for intellectual property rights.

Achieved the highest grade in the Mutual Growth Index

In the E&C Group, following the achievement of the highest grade for three consecutive years in 2022 and entering the ranks of Excellent Honor Companies, we continued our success by obtaining the highest grade for the fourth consecutive year in 2023.
In the Fashion Group, we received the highest level of Excellent in the 2023 Mutual Growth Index evaluation in the fashion industry, and we have also maintained the highest grade for four consecutive years in the Fair Trade Commission agreement implementation evaluation. We strive to achieve a 'Top Rank' in the Mutual Growth Index evaluation by continuously developing practical win-win activities through communication with partners.

Case Study

Large, medium, and small enterprises and Agriculture Cooperation Foundation

The E&C Group is contributing to regional co-prosperity by expanding support for vulnerable groups through collaboration with the Agriculture Cooperation Foundation. The Agriculture Cooperation Foundation is promoting mutual growth by discovering excellent collaboration models among large companies, small and medium-sized enterprises, and agriculture sectors in terms of technology, manpower, and sales channels. Since 2020, Samsung C&T Corporation has been providing financial support to the Agricultural Cooperation Foundation, supporting agricultural workers and vulnerable communities in rural areas as part of its corporate social responsibility efforts. In 2023, the contribution was doubled compared to 2020, aiming to stabilize the income of agricultural workers and help revitalize local economies.

Case Study

Human Resources Management Support

Self-development and Capacity Building Education In the E&C Group, various online education programs are conducted to enhance the self-development and capabilities of partner employees.

Partner Education Program in the E&C Group

Program	Details
Operation of online education courses to enhance the capabilities of partner employees	· Support for 250 self-development education courses for all partners employees
'Core Value Mindset for Mutual Growth' online training	· Improvement of employee job capabilities and compliance competencies · Education on safety, ESG management, and a culture of management by integrity for approximately 4,000 partner employees

Management consulting and job competency education As supply chain ESG management requirements strengthen, the E&C Group conducts ESG evaluations and provides related support for 20 key partners to ensure sustainable growth of the supply chain. Additionally, the Fashion Group conducts management innovation consulting with internal experts in HR, finance, management, and technology fields for partners annually. In 2023, a total of six consulting sessions were conducted on fashion trends, personnel recruitment and management, 2024 S/S fashion trends, SME technology protection, 2024 F/W fashion trends, and partner ESG external expert lectures. Furthermore, to enhance partners' awareness of labor rights, labor law-related education was provided to 81 core partners, and education programs on quality standards, systems, and job competency for distributor personnel were offered.

Consulting Support for Partner Companies Management Innovation in the Fashion Group

Lecture Topic	Detailed Content
2023 fashion market trends seminar	· Review of economic and market trends in 2022 & preview for 2023
Human resources/recruitment seminar (comprehensive)	· Introduction to permanent/non-permanent employment labor laws and personnel management
2024 S/S fashion trends seminar	· 2024 S/S fashion trends seminar
Technology protection education for SMEs	· Education on technology protection to prevent leakage and theft of partner company technologies
2024 F/W fashion trends seminar	· 2024 F/W fashion trends seminar
External expert lecture on ESG for partners	· Incorporation of ESG consulting results and insights

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Support for Environmental Management Capabilities

The E&C Group conducts construction capacity assessments and training to enhance the environmental awareness of partners performing construction on-site. Semi-annual construction capacity assessments are conducted, and additional environmental assessments are conducted to assess environmental risks and environmental management capabilities of partners, including waste management, dust management, and participation in ESG activities (greenhouse gas reduction, waste and water reuse improvement activities). To enhance the environmental management capabilities of the supply chain, the E&C Group supports participation in ESG consulting support projects and environmental performance calculation support projects conducted by the Ministry of Environment. Additionally, it utilizes win-win cooperation funds to support obtaining eco-friendly certifications¹⁾ for partners. Furthermore, annual 'Core Value Mind-set Education' is conducted for partner employees to guide them on the importance of core values and to foster empathy. Especially, we conduct ESG education to deliver our ESG strategy, major ESG areas related to construction, and subcontractor ESG focus areas, promoting sustainable growth of our partners.

1) Environmental Product Declaration, Eco-Label

Sustainable Supply Chain Managment

Management of Conflict Mineral

The T&I Group is aware of human rights violations and social issues that may arise in the mineral extraction process and prohibits the use of conflict minerals (tin, tantalum, tungsten, gold) mined in 10 conflict areas in Africa, such as the Democratic Republic of the Congo. At the T&I Group, we strictly monitor minerals used by material production or supply companies to comply with norms related to conflict minerals and responsible minerals. In particular, we utilize Conflict Minerals Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT) provided by Responsible Minerals Initiative (RMI) to assess the origin of minerals in steel and semiconductor process materials and collect information on trading partners. If identified to be using minerals from uncertified smelters, we recommend restricting transactions with said smelters and encouraged to trade with certified ones. We continuously monitor transaction status and actions taken. Furthermore, we provide guidelines on conflict minerals and responsible minerals to key stakeholders in our supply chain to enhance awareness of responsible mineral sourcing.

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Product and Service Provision

Management Approach

Defects in products and services are directly related to customer safety and corporate brand value. Samsung C&T Corporation is rigorously conducting quality and safety management to secure the safety of products and services and prevent major civilian disasters. In the Fashion and Resort Groups, which directly interact with customers, we prioritize delivering products and services that cater to customer needs and ensure effective service management. Therefore, by developing customer-centered products and services and providing various services including product development and sales after-service, we are providing differentiated customer experiences.



Product and Service Policy

Quality management policy and certification

Samsung C&T Corporation diligently works to prevent and rectify quality issues in alignment with its quality management policy, aiming to deliver exceptional quality and services while fostering customer trust. In this regard, both the E&C Group and the T&I Group maintain their ISO 9001 certification for the quality management system through external accredited agencies.

The E&C Group has obtained quality certifications for its business of overseas branches in the Middle East, Hong Kong, and Saudi Arabia. Additionally, in May 2024, the group renewed its ISO 9001 certification for the field of hydrogen/ammonia renewable energy projects, expanding beyond its traditional domains of construction, civil engineering, and plant facilities. Furthermore, it acquired and renewed the ISO 29001 certification for the petroleum, petrochemical, and natural gas business sectors, being the first construction company in Korea to do so. In addition, in 2021, Samsung C&T Corporation became the first domestic construction company to obtain certification in ISO 19650-2 (Bidding/Design/Construction), the international standard for Building Information Modeling (BIM), demonstrating its commitment to achieving the highest quality standards. As a result, Samsung C&T Corporation has expanded its potential for entering new markets amid the increasing number of countries demanding revisions to BIM national guidelines based on ISO 19650 and confirming BIM certification status.

The T&I Group obtains and renews ISO 9001 certification at its overseas precision materials and coil center operations. Additionally, it holds certifications such as IATF 16949, the quality management system for the automotive industry, and the EU Pressure Equipment Directive (PED) for steel reprocessing (rolling).

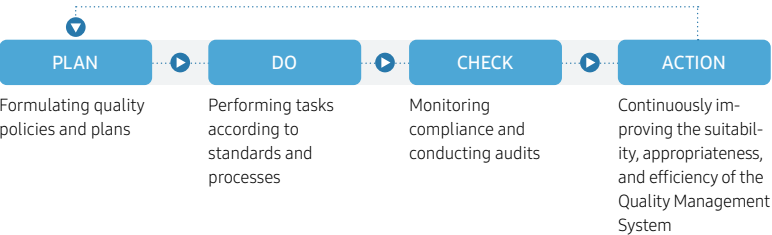
 [Quality Management Policy in the E&C Group](#)

Product Quality and Safety Management

Quality and Safety Management Process

In the E&C Group, we are preventing quality defects and improving quality in overall projects through a systematic quality management process. We perform tasks based on the Plan-Do-Check-Action (PDCA) process according to quality policies and plans, conducts monitoring on compliance with standards, and continuously improves the effectiveness of quality management processes by reviewing the adequacy, suitability, and efficiency of quality management processes. Moreover, in the E&C Group, we operate Hold Points that must be followed in stages during the construction process to secure quality stability, and secure product and construction quality by establishing and strictly adhering to inspection and test plans reflecting this in each project.

Quality and Safety Management Process in the E&C Group



In the Fashion Group, we thoroughly ensure quality and safety from raw materials to finished products based on stringent internal quality standards. By implementing stringent quality and safety processes, we ensure that only verified products pass through quality inspections at every stage of production. For items necessitating safety assessments, our system is designed to prohibit sales in the absence of pertinent quality and safety certifications. Even for finished products stored in logistics centers, quality monitoring inspections are conducted, and if the quality is found to be inadequate, intake and sales are restricted. Furthermore, to prevent the introduction of metal contaminants that could be harmful to consumers after sale, comprehensive inspections using metal detectors are conducted for general clothing. For children's clothing and items with potential metal introduction (e.g., FUR products or handmade items), rigorous inspections are conducted using X-ray detectors.

Quality and Safety Management Process in the Fashion Group



In the Resort Group, we proactively screen out non-compliant products by assessing their compliance with legal hazardous substance safety standards for each product at the reception stage. Additionally, we conduct quality inspections through specialized agencies during overseas production stages for products with high defect rates, preemptively blocking the intake of defective items to ensure product safety and customer trust.

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Quality and Safety Management Activities

In the E&C Group, we are continuously promoting quality innovation to deliver better quality to our customers. All quality-related data obtained through experience, knowledge, and technology is coded according to standardized construction classifications, and accumulated data is utilized for quality defect prevention and related technical documentation. Moreover, we have dedicated personnel for Design for Quality (DfQ) to proactively manage quality risks starting from the planning phase. At all sites, we perform self-quality inspections to elevate our quality management standards. Additionally, at the headquarters, we consistently carry out quality assessments and award outstanding employees and partners for their contributions to quality management.

In the Fashion Group, we rigorously and systematically manage the safety of manufactured and imported products. Based on the recommended quality standards of the Korea Consumer Agency, we establish our own standards and conduct step-by-step quality inspections from raw materials to finished products, including chemical testing, appearance inspection, and washing tests. In particular, we manage the four major hazardous substances (nonylphenol, formaldehyde, arylamine, chromium-6) below one-third of the legal standards. For imported items with various product categories, we secure dedicated personnel and budgets to prevent manufacturing-related safety incidents. For imported items requiring specialized expertise such as household chemical products, cosmetics, and electrical appliances, safety reviews and import tasks are conducted through specialized consulting firms.

In the Resort Group, we thoroughly manage the quality of products provided to customers from the product design stage. Prior to store stocking, defective items are sorted out through inspections, and quality consultation meetings between the quality department and the development department are conducted to improve product quality.

Product Safety Standards in the Fashion Group

Hazardous Substances		Legal Standards	Internal Standards
Nonylphenol (Children's Clothing)		100 mg/kg	30 mg/kg
Formaldehyde	adult outerwear	399 mg/kg	100 mg/kg
	Others (adult innerwear, underwear, children's clothing)	75 mg/kg	20 mg/kg
Arylamine		30 mg/kg	10 mg/kg
Chromium-6		3 mg/kg	1 mg/kg

Quality and Safety Management Training

In the E&C Group, we operate a Quality Academy to ensure the level of product quality demanded by customers. We provide case-based practical and specialized technical training to improve problem-solving skills among quality and construction managers at our sites. In 2024, we extended this education to include overseas sites and partners. On-site, we regularly conduct quality defect prevention education and campaigns for employees and partners. Additionally, we distribute slogans reflecting our commitment to quality assurance, such as 'Although work is completed, Quality endures. Quality is our pride,' throughout all sites to enhance the quality awareness of employees and partners.

In the Fashion Group, we conduct quality education to enhance awareness of quality management among employees and partners, improving product quality. In 2023, we conducted education on buying processes and labeling requirements for household chemical products and lifestyle products to prevent serious civil accidents. Additionally, we host an annual 'Defect Exhibition' to share information on the causes of major defective products, improvement measures, customer VOC on quality, etc. Furthermore, during sourcing policy sharing sessions of 'Mutual Growth Day,' a program designed to strengthen partnerships with our partners, we emphasize the importance of quality and product safety.

In the Resort Group, we provide various education programs to enhance awareness of product safety management. We conduct training on Product Liability Act for developers and designers to prevent defects in design, production, and labeling of products. Moreover, development and operation personnel, as well as partners participate in education sessions on safety standards for children's products and consumer goods conducted by the Korea Institute of Product Safety to enhance expertise on safety and legal labeling standards.



Quality Slogan in the E&C Group



Quality Job Training (Theory) in the E&C Group



Quality Job Training (Practical) in the E&C Group

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Research and Development Strategy

Samsung C&T Corporation is bolstering its capacity for economic value creation through technological innovations to elevate satisfaction with its products and services, positioning itself as a front runner on the global stage amid swiftly evolving landscapes. Considering each group's business characteristics, we consistently refine product quality through continuous research, development, and investments. Our goal is to implement customer satisfaction management by enhancing convenience and overall satisfaction.

In the E&C Group, we are strengthening competitiveness and creating new opportunities in the safety, environmental, and quality fields through continuous R&D investments and research activities. We are particularly focusing on technological development and innovation to fulfill environmental and social responsibilities such as reducing inter-floor noise and building energy usage. Additionally, we hold the annual 'ConTech Competition' to promote collaboration with SMEs, startups, universities, and research institutions.

In the T&I Group, we are enhancing work processes by refining data-based operations. By leveraging data from the US solar system to construct dashboards, employing generative AI for article collection and analysis, establishing a collection and utilization system for MI for a fertilizer team, and developing decision-making support systems based on data from key operational sites such as Otelinox and Innifarm, we aim to boost business productivity. Furthermore, we are promoting a culture of DT by conducting in-house training on practitioner-centric generative AI, Python, Tableau, and other relevant tools.

In the Fashion Group, to adapt to changing consumer shopping trends and customer needs, we are strengthening platform research and investments. Customer-tailored recommendation services utilizing AI algorithms are our core competitive advantage, providing customers with differentiated experiences. Additionally, to address environmental issues, we are transitioning product compositions and packaging to eco-friendly materials and conducting sustainable branding activities.

In the Resort Group, we understand rapidly evolving leisure trends and customer needs, offering tailored customer experiences. This helps us establish a cyclical structure that encourages repeat visits. Through ongoing investments in research and development and innovation endeavors for our content and services, our goal is to deliver innovative experiences to customers, fostering repeat visits and introducing new experiences to them.

Customer Management

Enhancement of Customer Convenience

Responding to Customer Inquiries

In the E&C Group, we run the mobile 'Hestia' defect reporting system, enabling customers to submit defect reports in real-time and access related information. Previously, there were inconveniences, such as customers being unable to track progress or experiencing delays after defect reporting. However, we are addressing customer inconveniences, such as missing issues, by implementing the Hestia system. Starting in September 2023, customers in newly developed complexes can enjoy the advantages of a more intuitive defect reporting system utilizing VR categorized by unit types. Through the utilization of VR and location-based services, we have enhanced convenience to ensure precise receipt and processing of VOC. Additionally, in the E&C Group, we operate various customer communication channels such as the RAEMIAN website, RAEMIAN Customer Center (call center), Hestia Lounge operated during occupancy, and Homeniq platform to listen to customer feedback attentively.

In the Fashion Group, we simplified the ARS menu of the customer center's representative number from 6 to 4 in 2023, enhancing customer convenience. Moreover, through collaboration between online and offline customer centers, we restructured internal processes to provide one-stop consultation. Additionally, we opened an 8Seconds offline consultation center to provide professional customer consultation services and actively increase customer satisfaction through proactive customer care in case of quality issues.

Online-based Customer Convenience Services

In the E&C Group, we have developed the 'Homeniq' residential living platform, a digital smart home service that integrates all services and functions such as cultural/hobby lifestyle and healthcare management into a single app and delivers differentiated value to our customers. By addressing the inconvenience of installing multiple apps like the existing home network solution, community reservation systems and lifestyle concierge service apps, we enable customers to enjoy everything they need in life through just one app, 'Homeniq'.

In the Fashion Group, we have been operating a chat consultation service since 2017, reflecting the preference of customers for online communication over phone calls. We provide scenario-based chat functions that allow 24-hour inquiries and responses to frequently asked questions, enhancing customer convenience. Additionally, since 2019, to prevent security incidents and illicit merchandise incidents at the customer center, we have been conducting monthly risk management activities internally. Through random monitoring and checks, we receive the results via official letters, ensuring that any discovered issues are addressed with subsequent measures. Furthermore, we add these items to the checklist to prevent errors in crucial tasks.

In the resort Group, we strive to enhance customer satisfaction and convenience. For example, Everland implements a reservation system for attractions to accommodate disabled customers who may find long wait times uncomfortable. Moreover, we have introduced and operated online systems such as information integration desks and LOST 112 for swift handling of lost items.

Customer Experience Innovation

In the Resort Group, we prioritize customer experience innovation as our top value and pursue business-specific strategies accordingly. The Resort Division enhances customer experiential elements by utilizing competitive internal and external IP. In addition to expanding experiential elements for our proprietary content, such as Bao Family, we are providing Everland's unique value through collaborations with external famous IPs such as SM Entertainment and Sanrio. We are also operating a new membership program to strengthen data-driven personalized marketing. For the golf business, we enhance customer convenience through mobile check-in/check-out and table ordering.

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The E&C Group: Providing Unique Residential Experiences

In the E&C Group, we have developed 'The Next Home,' a next-generation residential product that offers sustainable living solutions in harmony with the environment and caters to various customer needs based on lifestyle preferences. We have developed a customizable platform, 'Next Rahmen,' which allows free movement between spaces such as the kitchen and bathroom, and 'Next In-fill,' technological elements which ensures efficient mobility and spatial variability. The four 'Next In-fill' technological elements—dry floors conducive to reducing inter-floor noise, modular dry walls, factory-made bathroom pod, and Furniture Wall capable of functioning as wall units—are crafted based on dry construction and modularity, allowing for easy relocation and reinstallation.

The Next Home can be updated according to individual life cycles and lifestyles, and recycled, contributing to resource conservation, and achieving zero energy consumption through integrated solar panels on buildings. The Next Home gained customer empathy through 'The Next' media press event in August 2023. The testbed for validating core technology and productization is scheduled to commence construction in Dongbaek District, where the RAEMIAN residential performance complex is located, with completion expected in the first half of next year.

We are also enhancing the value of customers' lives by installing a home platform called 'Homeniq.' Homeniq, the residential living platform, offers customers four key values: Connection, integrating cutting-edge technology, services, and spaces within the complex centered around the individual; Coexistence, fostering communication with neighbors and linking to various external services for co-prosperity; New Experience, transcending the boundaries between reality and the virtual world; and Premium, providing dignity and pride in life. Furthermore, Homeniq is leading the innovation of residential culture through secure and robust security measures, human-centric AI that evolves through customer communication, and an evolving ecosystem for mutual growth.



Online/Data-driven Service Innovation Technologies

Online/data-based Service Innovation

The Fashion Group is researching on online and data-driven service innovation, focusing on improving online commerce platforms and enhancing product recommendation systems to adapt to market trends.

Major Research activities in the Fashion Group

NO	Research Topics	Major Activities in 2023
1	Improvement of online commerce platform functionality and UI/UX	- Enhancement of SSF SHOP site UX - Improvement of online customer service - Reconstruction of online operating systems
2	Development of advanced SSF SHOP product recommendation system and business support AI	- Enhancement of personalized recommendation algorithm and expansion of product recommendation coverage - Development of AI for detecting misregistered product information and generating descriptions, as well as background removal from images

Innovation of Data-driven Business Processes

In the E&C Group, we've standardized business processes for projects and products to ensure their integrity and visibility. This includes establishing a reference information system and developing unit-based task systems based on quantities, processes, and construction tasks. Additionally, in December 2023, we launched the 'One Data Portal' system, which accumulates, analyzes, and utilizes task data generated through the unit task system, enabling data-driven business processes.

In the T&I Group, we've improved operational efficiency and customer service by implementing specialized systems tailored to various global business areas. This involves collecting operational data to strengthen the foundation for data analysis and visualization. Moreover, we've transitioned the network infrastructure between overseas business sites and headquarters to cloud services to cut costs, boost speed, enhance efficiency, and ensure a stable service system.

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Customer Service Training

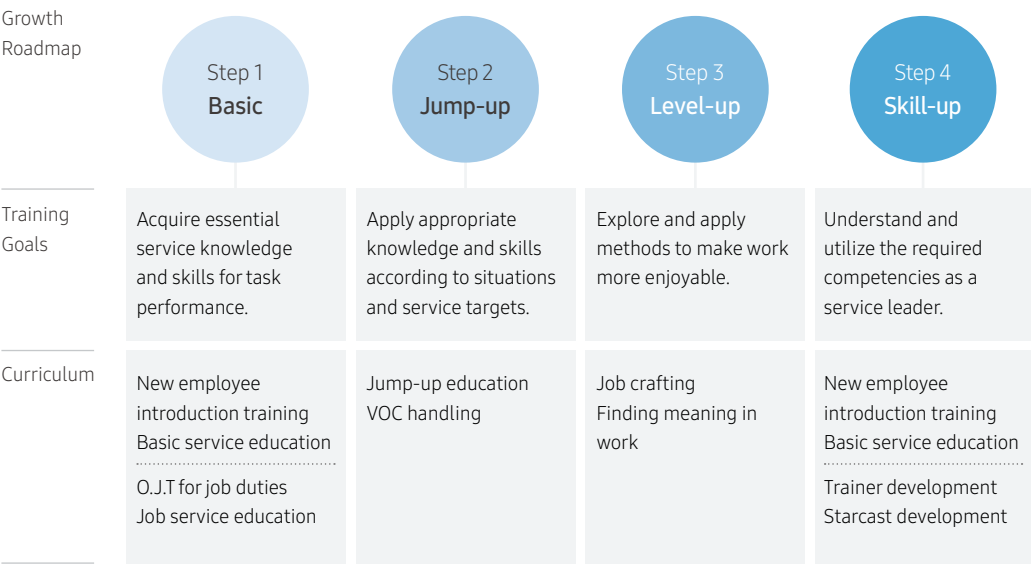
Product and Service Quality Improvement Training

In the E&C Group, we are enhancing the quality of customer service by offering specialized education programs tailored to employees engaged in direct customer interactions. These initiatives include customer response training and designing customer experience journeys aligned with the Customer Experience (CX). We provide customized training based on job roles, specific responsibilities, and departmental dynamics, and we plan to further strengthen customer service training to enhance customer value.

In the Fashion Group, we operate the online education platform 'Happy Campus' to bolster the competitiveness of store services and nurture exceptional sales talent. Our platform offers four distinct courses catering to product experts, service specialists, sales professionals, and style experts. In 2023, a total of 1,634 employees completed 4,570 courses through voluntary participation. In doing so, we have created a learning environment for employees that is not constrained by time or location, aligning with the digital age, to enhance individual capabilities and the competitiveness of our stores.

In the Resort Group, we oversee 'CAST University,' a comprehensive education system targeting customer service staff to enhance service quality. Anchored on the service philosophy of 'Design Happiness,' our educational efforts aim to cultivate a customer-centric mindset by leveraging the invaluable experiences and insights of senior instructors. Furthermore, we offer mobile education options to facilitate continuous learning opportunities.

CAST University in the Resort Group



VOC Management and Response

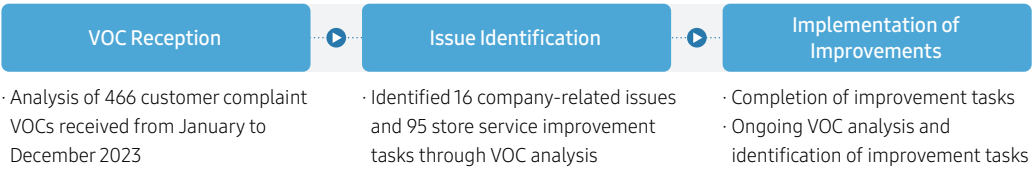
VOC Improvement and Management

The E&C Group, RAMIAN, we're improving customer satisfaction through systematic VOC management activities. All received VOCs are shared with the CX team and related departments, and VOC trends by product and type are communicated with relevant departments every month. In addition, we hold biannual VOC improvement committees to review customer complaints and issues, based on which we strive to enhance our products and services.

Sharing VOC Cases and Preventing Recurrence

The Fashion Group is actively managing customer satisfaction by analyzing VOC received from various channels, identifying improvement tasks, and reporting them to the top management of the Fashion Group. In 2023, a total of 466 complaints were received, including 16 related to company policies, systems, processes, and environment, and 95 improvements in store customer service.

VOC Improvement Process in the Fashion Group



In the Resort Group, our efforts to reflect customer feedback in courteous and proactive service resulted in a 124% increase in compliment VOCs compared to 2022, reaching a record high of approximately 16,500 compliments. Additionally, through VOC innovation meetings led by management, we discuss root causes and preventive measures to address VOCs from a fundamental and long-term perspective.

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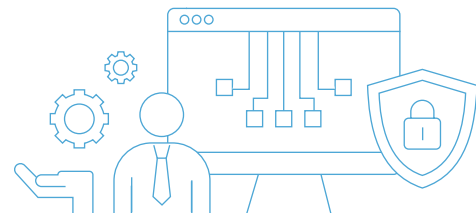
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Information Security

Management Approach

As technology rapidly advances and cyber threats increase, it is imperative to prepare for information security and personal data protection. Samsung C&T Corporation prioritizes the ‘secure protection of information assets and personal data’ as the top value in its information security strategy. By establishing a global-level information security management system, we have strengthened the trust of our stakeholders. Furthermore, every employee plays a pivotal role in information security, contributing to Samsung C&T Corporation’s distinct competitive edge and sustainable management.



Information Security Policy

Information Security Policy

Samsung C&T Corporation, through its information security policy guides all employees to take responsibility for protecting information assets and personal data. It ensures that customers, shareholders, and employees can safely use our IT products and services.

Key Points of Information Security Policy

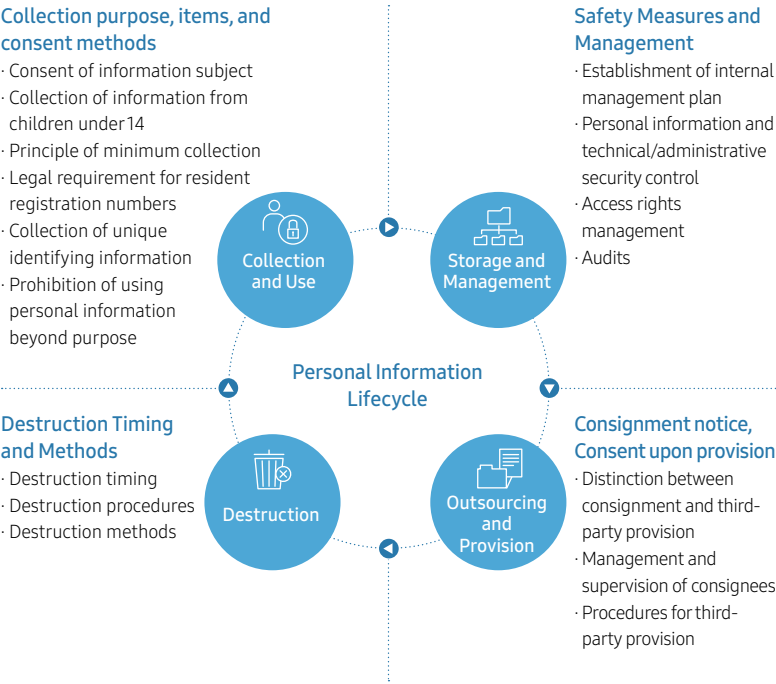
- 1— Comply with legal requirements related to Information security.
- 2— Prioritize the protection of customer information and privacy.
- 3— Maintain the stability of IT products and services.
- 4— Actively practice Information security activities based on a deep understanding of information
- 5— Detect and prevent Information security threats in real time and proactively respond to Information security threats through preliminary inspection

Additionally, Samsung C&T Corporation enhances system competitiveness by checking for security vulnerabilities and continuously operating a security monitoring and control system. By obtaining information security certifications and information security disclosure, we increase external trust. Furthermore, we actively pursue the protection of information assets and personal data through policy updates reflecting the trends in information security and initiatives to enhance employee awareness, strengthening our management system.

We have established an internal management plan for personal information in accordance with the Personal Information Protection Act to ensure the security of personal information. From collection to destruction, we strictly adhere to the standards set by the Personal Information Protection Act throughout the entire life cycle of personal information. This compliance is clearly communicated to data subjects through the personal information processing policy posted on our website. In addition, we apply technical protective measures such as encryption and access control to guard against hacking attacks.

At Samsung C&T Corporation, to protect information subjects, we communicate any updates to our information security policies on our website in a timely manner and notify information subjects via their provided contact information in the event of a security incident in a timely manner.

Personal Information Lifecycle



Personal Information Processing Policy			
1—	Purposes of Processing of Personal Information	8—	Measures to Ensure Safety of Personal Information
2—	Processing of Personal Information and Period of Retention	9—	Installation and Operation of Automatic Personal Information Collection Tool Rejection thereof
3—	Provision of Personal Information to Third Party	10—	Personal Information Protection Manager
4—	Outsourcing and Overseas Transfer of Personal Information Processing	11—	Request for Access to Personal Information
5—	Rights and Obligations of Information Subjects and Legal Representatives and Exercising thereof	12—	Remedial Procedure for Infringement of Rights
6—	Processed Personal Information and Processing Method	13—	Revision of Personal Information Management Policy
7—	Destruction of Personal Information		

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Information Security Management System

Information Security Organization

Samsung C&T Corporation has a CISO who possesses expertise in information security, along with an information security team under their supervision responsible for information security tasks. Additionally, the company's enterprise-wide information security team hosts a security council, enhancing the information security management system by working with various information security units in each group. Moreover, Samsung C&T Corporation systematically performs information security tasks, including establishing a response system for information security-related risks and conducting education to raise employee awareness.

Security Response System

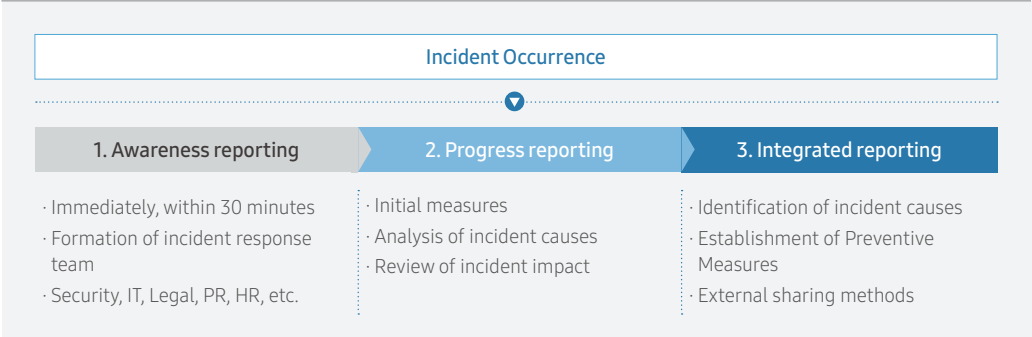
Operation of Security Incident Response Process

Samsung C&T Corporation has established a security monitoring and control system capable of preventing malware infections and hacking incidents and responds promptly in case of incidents. In the event of an employee's PC being infected with malware or an external hacking attack, measures such as blocking external hacking servers are taken to minimize damage, and countermeasures are formulated and responded to prevent recurrence.

Malware Security Incident Response Procedures



Hacking Incident Response Procedure



Business Continuity Plan

Samsung C&T Corporation has established a Business Continuity Plan (BCP) to swiftly recover from business disruptions caused by disasters and external factors. Moreover, through an annual security incident response training, we address identified vulnerabilities in advance, and reflect improvement measures into our BCPs.

Identification of Information Security Risks and Elimination of Vulnerabilities

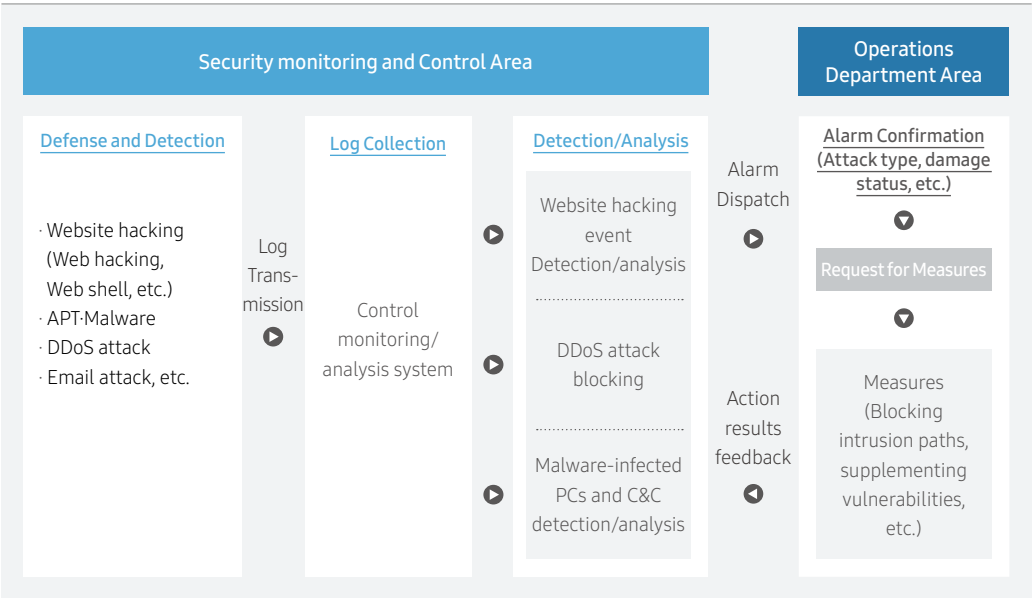
Samsung C&T Corporation collaborates with external experts annually to conduct regular inspections and improve identified vulnerabilities to identify security risks associated with IT products and services provided to customers and stakeholders and to remove vulnerabilities. Additionally, we establish a system to anticipate security threats by working with specialized security firms and relevant organizations. This enables us to draw insights from external intrusion incidents and swiftly respond to rapidly evolving cyber threats.

Information Security Activities

Cyber Threat Response

Samsung C&T Corporation also operates a real-time security monitoring and control system, including web firewalls and DDoS/web shell attack prevention, to prevent hacking of its website and cloud services. Moreover, we regularly conduct simulated training sessions focused on malicious emails to help individuals tackle specific email attacks. Simultaneously, we proactively address diverse cyber threats, including the risk of industrial site malware infections leading to control facility paralysis. Moreover, we are identifying external threat information and implementing preemptive response activities based on expert guidance to recognize various security threats and establish thorough response systems.

Cyber Security Threat Response



Enhancement of Security for IT Products and Services

Samsung C&T Corporation conducts necessary preliminary security checks during product release planning, analysis and design, testing, and other construction phases for IT products and services provided to customers. Furthermore, regular post-implementation security checks are conducted to ensure that vulnerabilities do not occur during operation. In particular, for products and services with extensive customer interaction such as RAEMIAN Home IoT, online shopping malls, and resort reservation services, we conduct annual regular inspections and operates a security control system that defends against DDoS attacks, web attacks, and more in real-time.

Protection of Information Assets

Samsung C&T Corporation has established a globally recognized information security management system to securely protect various information assets, including intellectual property rights, trade secrets, research and development-related technical information, personal information, electronic documents, IT information assets, and storage media. The Information Security Department, in particular, establishes information security regulations to define information assets requiring protection and manages system and document security to prevent the leakage of information assets externally.

Verification by External Expert

Samsung C&T Corporation operates programs where third parties verify security policies, cyber security, and security of IT products and services. Through various verifications such as external expert audits of the information security management system, mock drills for DDoS attack response, and simulated hacking using white-hat hackers, efforts are made to prevent security incidents.

Information Security Education

At Samsung C&T Corporation, we conduct annual information security education for all employees, as well as security training tailored to specific job roles such as personal information handlers and key information handlers. Additionally, we regularly disseminate the latest security incident cases and precautionary measures through 'Security News' and conduct periodic simulated training sessions using real-life instances of external malicious email infections. Furthermore, we conduct various awareness-raising activities for information security, including internal broadcasts involving external security experts.

Information Security Education

Category	Frequency	Target
Information Security Education	Once a year or more	All Employees
Personal information handler training	Once a year or more	Personal information handlers
Security News	As needed	All Employees
Mock training for malicious emails	Once a year or more	All Employees
Internal broadcast	Twice a year	All Employees

Partner Information Security

Samsung C&T Corporation rigorously prepares for partner security incident prevention starting from the contract stage. Initially, confidentiality agreements are signed and security oaths are obtained to enforce compliance with our information security policies during contracting. Various activities, such as security checks and monitoring based on contracts, are also conducted. Moreover, stringent authorization management and regular security training equivalent to that of our employees are provided to resident partners to prevent security incidents.

Information Security Certification and Disclosure

Samsung C&T Corporation has obtained Information Security Management System (ISMS) and Personal Information & Information Security Management System (ISMS-P) certification for all groups (100%) to demonstrate the reliability of information security-related activities such as information security management system and security control, incident response, and employee awareness enhancement. Additionally, annual post-assessments are conducted to maintain these certifications. Furthermore, since 2022, we have diligently complied with mandatory information security disclosure as mandated by the Act on the Promotion of Information Security Industry. This ensures that customers can verify our information security activities.

Information Security Certification Status

Certification Standards ¹⁾	Certification Scope	Target Group	Certification Period	Certification Authority
ISMS	Samsung C&T Corporation Online Services (RAEMIAN website, Representative, E&C Group, and T&I Group websites)	E&C, T&I	July 2022-	Ministry of Science and ICT Personal Information Protection Commission
ISMS-P	Operation of Online Shopping Mall Service	Fashion	August 2019-	
	Operation of Everland and Golf Membership Service	Resort	October 2019-	

1) ISMS and ISMS-P are domestic systems certifying that a series of measures and activities for information security and personal information protection comply with certification standards, including ISO 27001 evaluation criteria.

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Social Contribution

Management Approach

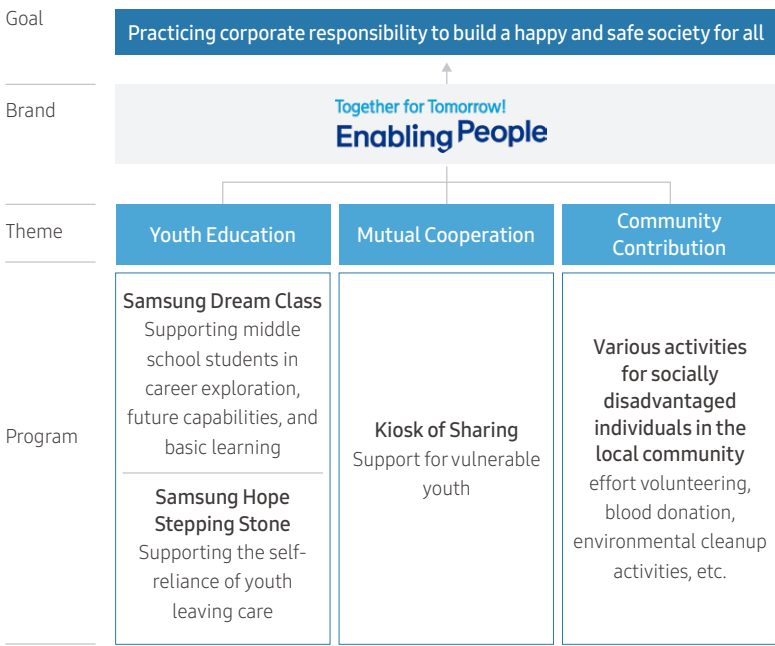
Samsung C&T is dedicated to addressing community issues and contributing to sustainable societal development in alignment with the UN's Sustainable Development Goals (SDGs). We are implementing social contribution activities linked to key areas such as youth education, mutual cooperation, and community contributions to build a happy and safe society for everyone. Looking ahead, Samsung C&T Corporation will continue to engage in various social contribution activities, ensuring that both the company and its employees fulfill their responsibilities as members of society, contributing to a better community.



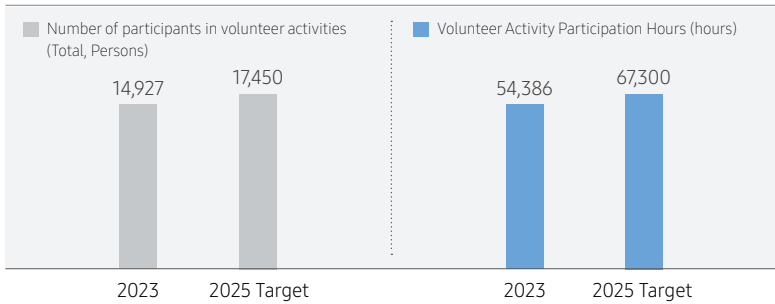
Social Contribution Strategy

Under the CSR slogan ‘Enabling People! Let’s Go to the Future Together!’, Samsung C&T Corporation focuses on three main themes: youth education, mutual cooperation, and community contributions. Our CSR activities aim to build a happy and safe society while fulfilling our social responsibilities. All CSR activities are driven by active employee participation and support. The company matches employee donations and collaborates with various partners, local communities, and social welfare organizations to create a positive social impact.

Social Contribution Strategy



Social Contribution Achievements and Goals



Social Contribution Programs

Youth Education

Samsung C&T Corporation is promoting education-focused social contribution activities to support the dreams of future generations and help them maximize their potential to grow into future leaders. We are committed to actively supporting equal educational opportunities, free from environmental barriers.

Samsung Dream Class

Since 2022, Samsung Dream Class has been jointly operated by Samsung affiliates. This program aims to break the cycle where economic disparity leads to educational inequality by providing equal educational opportunities to middle school students from underprivileged backgrounds. Samsung Dream Class, which began in 2012 as a weekday and weekend after-school program, was revamped in 2021. Samsung Dream Class 2.0 is an online platform-based program that provides three main educational contents for adolescents: career guidance to help them discover their aptitudes and dreams, explore various career paths; global communication skills demanded by future society; and essential academic learning, such as coding and mathematics, necessary to realize their dreams and acquire future skills. Additionally, the program supports a variety of activities, including multi-dimensional mentoring by employees, experts, and university students, field-specific competitions, and online major fairs.

Samsung Hope Stepping Stone

Samsung Hope Stepping Stones, which signifies providing a solid foundation for youth to step up, has been operated jointly by Samsung affiliates since 2022. It supports youth as they take their first steps into society at 18, ensuring they can achieve independence in a stable environment. Upon turning 18, adolescents formerly under protective care must navigate independence. Samsung Hope Stepping Stone offers housing and customized education to prepare these youth for self-sufficiency. Collaborating with local governments and NGOs, the program provides individual rooms for up to two years and personalized 1:1 case management services tailored to each youth's abilities, fostering their genuine independence. Currently, there are 10 centers nationwide, with two more scheduled to open in Daejeon and Chungbuk in 2024.

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Mutual Cooperation

Samsung C&T Corporation supports various programs to ensure that vulnerable members of our society can grow up happily and healthily.

Kiosk of Shring

The Kiosk of Shring is a sponsorship initiative where Samsung C&T Corporation employees voluntarily donate funds to support children in need in local communities. Since 2022, Samsung C&T Corporation has been selecting and introducing one child from crisis-stricken families in urgent need of support, including those affected by rare diseases, severe disabilities, those from single mother, single parent family, multicultural families, each month. Employees contribute by tagging their ID cards at the kiosks installed within the company premises, donating 1,000 KRW each time, and when a certain amount is collected, it is delivered to the designated child. Currently, there are a total of five kiosks installed and operated at E&C, T&I, Fashion, and Resort business sites as well as Pyeongtaek construction site.

Community Contribution

Samsung C&T Corporation engages in volunteer activities aimed at enhancing community development near its business sites for the happiness of residents. We support the improvement of residential safety and hygiene environments for community members.

Hands-on Volunteer Activities

The E&C Group works with Korean Open Doctors Society to carry out hands-on volunteer activities aimed at providing solar lanterns to children in energy-deficient countries. In 2023, a total of 3,419 solar lanterns were packaged in gift boxes with towels, socks, and various presents and delivered to nomadic communities in Mongolia Buyant Ulgii, Umnugogi, and Iru regions, as well as rural villages in Laos Luang Prabang, and Cambodia Siem Reap. In 2024, we will continue to support energy-vulnerable regions by providing solar lanterns and necessary items, contributing to sustainable social development.

The Fashion Group aims to promote awareness of diversity and inclusivity among future generations, and has been working with the First and Foremost Movement for persons with Disabilities Headquarters since 2020 to produce pop-up books containing content to improve awareness of disabilities. The pop-up book is created through the manual assembly of pop-up pieces by employees. It is used as teaching materials for elementary school classes to enhance students' awareness of disabilities and enable them to understand disabilities from new perspectives. In 2023, employees from not only the Fashion Group but also the E&C Group and the Resort Group participated in the program, creating 1,160 pop-up books and donating them to elementary schools across the country.

Samsung Village Project

Since 2013, the E&C Group has been conducting the 'Samsung Village' regional development project to ensure local residents can live in safe and hygienic living environments. We have completed the 10th Village in four countries: Indonesia, India, Vietnam, and Bangladesh. We are currently working on the 11th project in Vietnam to improve the housing for 38 vulnerable households, including those with disabilities, install water and sanitation facilities for 30 households, renovate school restrooms, provide hygiene education, and offer construction safety training to over 100 homeowners and construction workers. In addition, through the 12th project in Bangladesh, we are improving school facilities, providing learning materials, health check-ups, and hygiene education for 2,318 students and teachers in four schools in Dhaka to ensure that they can learn in a safe and hygienic environment.

The 'Samsung Village' project is also being implemented domestically. Over the eight years from 2016 to 2023, near the Anin Power Plant in Gangwon Province, the E&C Group has been annually renovating 15 homes a total of 120 homes for vulnerable groups. These renovations include window replacements, electrical work, thermal insulation work, roof repairs, firefighting equipment installations, solar streetlight installations, boiler replacements, and more, with a focus on enhancing energy efficiency to reduce household energy costs. In 2024, there are plans to initiate a new residential environment improvement project near the Kimcheon Solar Power Plant in Gyeongbuk Province, with efforts focused on enhancing the convenience for local residents in the vicinity.

Support for Domestic and International Youth through Matching Grants

Since 2008, the T&I Group has been delivering sponsorships funded by employee donations and company grants through the Pearl S. Buck Foundation Korea to support youth from the multicultural family in psychological and social adaptation, helping their growth into global talents. These funds are generated from employee donations and company support. Additionally, every year, all proceeds from the year-end sales gifts to employees and profits from internally purchased items are donated to underprivileged youth, enabling them to pursue their dreams. In addition to supporting domestic youth, active efforts are made to advance activities for future generations, such as improving living environments, providing medical expense support, and offering learning opportunities for children in underdeveloped countries through agreements with international NGOs.

Green Walk Campaign

In commemoration of International Day of People with Disabilities on April 20th and Earth Day on April 22nd, the Fashion Group organized the 'Green Walk Campaign' from April 12th to 27th. The campaign aimed to raise awareness about the importance of environmental protection for future generations and to support children with disabilities through employee participation. In 2023, 539 employees participated, collectively walking 70.55 million steps, successfully completing the campaign. The accumulated donation of 20 million KRW from the campaign was delivered through the First and Foremost Movement for persons with Disabilities Headquarters to Yongin Gangnam School. The funds were used to enhance the educational environment for children with disabilities, including the installation of corridor access doors and storage closet.

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Samsung Fashion Design Fund

In the Fashion Group, we operate the Samsung Fashion Design Fund (SFDF), which provides \$100,000 in sponsorship to selected emerging Korean fashion designers worldwide to showcase their talents. Since its inception in 2005, the Samsung Fashion Design Fund has been operated 19 times, sponsoring 29 teams with a total of 4.3 billion KRW. Recipients not just receive monetary awards but get opportunities to participate in projects collaborating with fashion brands to create products. Additionally, they may be offered chances to join the brand for further growth. For example, Jung Wookjun, a three-time SFDF recipient, was hired by Samsung C&T Corporation as a vice-president and now leads JUUN.J. Moving forward, the Fashion Group will continue to do its utmost to discover emerging designers to expand the global influence of Korean fashion.

HEART FOR EYE

With the intention of bringing light to the children who will lead the future, the Fashion Group initiated the 'HEART FOR EYE' campaign in 2006. This campaign donates 20 million KRW from the sales of the women's clothing brand 'KUHO' to Samsung Medical Center. The funds support surgeries and treatments for visually impaired children from vulnerable backgrounds, covering procedures like strabismus surgery and prosthetic eye insertion. Since 2006 up to 2023, we've conducted a total of 20 campaigns, donating a total of 700 million KRW to support 417 visually impaired children.

Children Patient Support Program

Since 2004, the Resort Group has been operating various support programs to promote the healthy growth of children with rare diseases. To boost the self-esteem and social well-being of these children, we run the 'Voice of Hope' choir, which holds an annual concert to foster communication between the children battling illnesses and their families. Additionally, considering their health conditions and residential areas, a one-year 'Horticultural Education and Experience' online course was conducted. We plan to continue these educational programs and will strive to promote educational opportunities for children with limited access to such programs.

Employee Volunteer Activities

Samsung C&T Corporation conducts the 'Acorn Reload' volunteering activity where employees grow acorn seedlings to nurture forests. The Noeul Park, located in Sangam-dong, Seoul, which was a landfill, it is experiencing tree loss due to harmful gases emitted from past landfill waste. Employees participate in an annual volunteering activity where they directly grow acorns in wooden planters during spring and nurture them into seedlings, which are then planted in the tree loss areas of Noeul Park during autumn. Starting from the Fashion Group in 2022, this initiative has been continued with the participation of all Samsung C&T Corporation employees across groups since 2023.

The E&C Group forms volunteer teams by department and site at the beginning of each year to engage in various activities such as distribution of meals in collaboration with local welfare centers, provision of essential supplies, and environmental cleanup activities in parks, rivers, and other areas. In 2023, approximately 1,770 volunteer activities were carried out by 125 volunteer teams. Of particular note are the urban gardening initiatives, where employees grow and donate harvested crops to food bank markets, along with the creation of audio and braille books for visually impaired individuals, making a significant positive impact on the local community.

The T&I Group is actively involved in community support through employee volunteer efforts at various welfare facilities in Seoul's Jung-gu where the company's headquarters are located. These volunteering efforts include regular visits to facilities for the disabled, children, and the elderly, conducting various volunteer activities such as meal distribution and facility cleaning. We are also conducting periodic environmental cleanup activities in Gyeongbokgung Palace near the company office, fulfilling our social responsibilities.

In 2023, the Fashion Group partnered with Gangnam Comprehensive Social Welfare Center to provide holiday groceries and side dish package to 110 households as part of a livelihood support program for vulnerable community members.

In the Resort Group, we carried out volunteer activities targeting vulnerable populations in the vicinity of its business sites. In 2023, we supported 100 low-income households with heating expenses and donated 1.4 tons of kimchi to 17 welfare facilities. Additionally, we provided scholarships to underprivileged children and adolescents at seven nearby elementary, middle, and high schools, and organized an event inviting people with disabilities from the Yongin area to Everland. Furthermore, we engaged in non-contact volunteer activities, creating and delivering pop-up books, cookies, and companion plants to underprivileged people in need.

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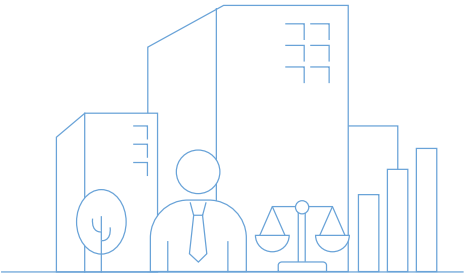
Samsung C&T Corporation implements a responsible management system centered on the board of directors to secure stakeholders' trust and enhance the stability of its governance structure. Thorough risk management and the establishment of a transparent and sound ethical corporate culture are fundamental conditions for sustainable growth, through which we aim to enhance corporate value.

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Board of Directors

Management Approach

Samsung C&T Corporation aims to strengthen the independence, diversity, and expertise of its board of directors, fostering transparent and accountable governance centered around the board to safeguard shareholders' rights and trust by stakeholders. Moving forward, we will continue pursue to sustainable growth and the establish a governance framework that aligns with global standards.



Composition of the Board of Directors

Composition of the Board of Directors

The board of directors at Samsung C&T Corporation comprises a total of nine members (4 executive directors, 5 independent directors). Directors are appointed following approval from the shareholders' meeting. Executive directors are appointed from candidates recommended by the board of directors, whereas independent directors are appointed from candidates recommended by the Independent Director Recommendation Committee, ensuring the selection of professional and independent candidates with no affiliation to the company. According to the Articles of Association, independent directors do not include individuals who have been employees of the company or its subsidiaries within the past two years, or who have significant relationships with the company's major shareholders or relatives. Directors serve a term of three years and may be reappointed through a shareholders' meeting upon term expiration. However, under the Korean Commercial Act, the term for independent directors is limited to six years.

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Composition of the Board of Directors (As of the end of March 2024)

Category	Name	Gender	Area of Expertise	Current Position and Key Career Highlights	Date of Initial Appointment	Tenure
Independent directors	Chung Byung Suk (Chairman of the Board of Directors)	Male	Administration, Employment and Labor	Honorary Professor at Korea University of Technology and Education	2020.03.20	3 Years
	Lee Janice	Female	Finance/Accounting, Risk Management	Advisor, Kim & Chang Law Firm	2020.03.20	4 Years
	Yi Sang Seung	Male	Fair Trade, Governance	Professor, Department of Economics, Seoul National University	2020.03.20	4 Years
	Choi Joong Kyung	Male	Administration, Finance/Accounting	Chairman, GUIDE Star Korea	2021.03.19	3 Years
	Kim Kyeong Soo	Male	Law, Compliance	Attorney, Yulchon LLC	2024.03.15	-
Executive directors	Oh Sechul	Male	Corporate Management	President and CEO (Head of the E&C Group)	2021.03.19	3 Years
	Lee Jaeun	Male	Corporate Management	President and CEO (Head of the Trading & Investment (T&I) Group)	2024.03.15	-
	Jeong Hailin	Male	Corporate Management	President and CEO (Head of the Resort Group)	2023.03.17	1 Years
	Lee Joonseo	Male	Corporate Management	Executive Vice President (Head of the Fashion Group)	2021.03.19	3 Years

Characteristics of the Board of Directors

Samsung C&T Corporation secures the independence, diversity, and expertise of its board of directors to make crucial decisions regarding corporate affairs and effectively oversee management functions for the benefit of the company and the shareholders. The board of directors is composed of a majority of independent directors, and an independent director was appointed as the chairman of the board in 2021 to ensure independence. The Independent Director Recommendation Committee ensures the selection of a diverse pool of independent director candidates, prioritizing gender, nationality, as well as professional expertise in industries and finance, to ensure a balanced operation of the board of directors.

Board Skills Matrix (As of the end of March 2024)

Category	Chung Byung Suk	Lee Janice	Yi Sang Seung	Choi Joong Kyung	Kim Kyeong Soo	Oh Sechul	Lee Jaeun	Jeong Hailin	Lee Joon seo
Business Management		●				●	●	●	●
Economy	●		●	●					
Finance /Accounting		●		●					
Law					●				
Industry (Finance/Telecommunication/ Machinery) ¹⁾		●				●	●	●	●
ESG (Employment/Labor) (Fair Trade) (Industrial Safety) (Environmental)	●	●	●	●	●			●	

1) GICS Industry Expertise based on ① Financials - Banks - Banks (Standard Chartered Bank Korea/Financial Holdings 6 years), ② Communication Services -Telecommunication Services (Hanaro Telecom 4 years), ③ Industrials - Capital Goods - Machinery (Volvo Construction Equipment Korea 5 years)

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Board Member Appointments

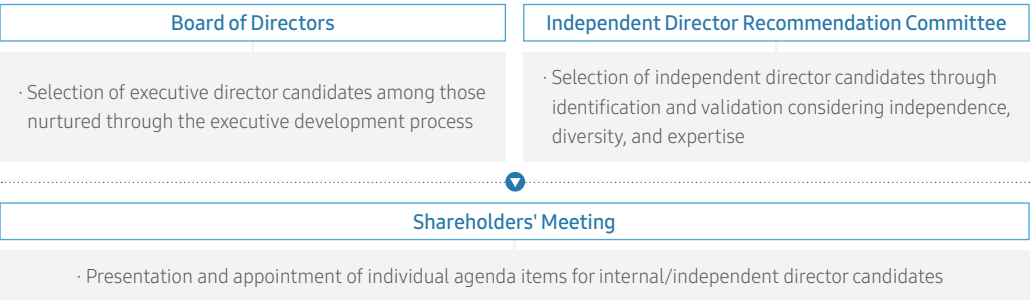
CEO Succession Regulations

Samsung C&T Corporation has established the ‘Principles on CEO Succession’ to define policies and procedures for CEO succession. Based on these principles, we operate the CEO succession process and regularly report detailed status to the board. The CEO, as the top executive, must have extensive experience, knowledge, and managerial ability to present a firm vision for the company in the interests of shareholders and stakeholders. The company continuously operates a preparation process to identify and manage candidates according to an advanced evaluation procedure and development strategy. Through consultations with key executives, including the CEO, we select a pool of CEO candidates. When a reason to initiate the succession process arises, such as term expiration, resignation, or other reasons, we recommend the most suitable candidates from the trained pool. The board then deliberates on the appropriateness of the recommended candidates. Additionally, for executives selected as candidates, we offer job rotation opportunities to ensure they gain experience in various roles. We organize executive development programs to cultivate the comprehensive management skills required of a CEO, including management strategy, leadership, and global capabilities. These candidates are also enrolled in language courses and other educational programs annually, all of which are regularly managed by our internal HR specialist team.

Selection of Independent Director Candidates

Samsung C&T Corporation operates the Independent Director Recommendation Committee, which reviews candidates for their independence, diverse backgrounds, and competencies before recommending them to the shareholders' meeting. To ensure the board's effective oversight, we proactively identify and manage a pool of independent director candidates with expertise in areas such as domestic and international business, economics, accounting, law, and related technologies. This process is conducted annually. Additionally, we work with professional recruitment agencies, external organizations, and shareholders to ensure that highly qualified individuals are included in the pool of independent director candidates. These candidates are identified and managed based on independence requirements and other legal qualifications. When appointing independent directors, we utilize a Board Skills Matrix to assess the expertise required for the company's medium to long-term strategic direction, diversity needs within the board, such as nationality and gender, external stakeholder demands, and the internal and external business environment. We validate qualification requirements, including legal prerequisites, within the candidate pool and conduct a basic review of their suitability and applicability to the company. Subsequently, each committee member conducts detailed evaluations and provides comprehensive opinions to select the final candidates. The Independent Director Recommendation Committee also accepts candidates recommended by shareholders who meet the criteria for exercising shareholder proposal rights, and such recommendations must be submitted no later than six weeks prior to the shareholders' meeting.

Board Appointment Process



Board of Directors Operation

Board of Directors Activities

The Board of Directors operates in accordance with regulations, consisting of regular board meetings and ad-hoc board meetings. Regular board meetings are held once per quarter, while ad-hoc board meetings are convened as needed. In 2023, a total of 9 board meetings were held, deliberating and voting on a total of 25 agenda items and reporting on six agenda items. Samsung C&T Corporation operates various educational programs for independent directors to enhance their expertise and support smooth performance of their duties. These programs include quarterly sessions for independent directors, business-specific management briefings, domestic and overseas site visits. Additionally, orientation sessions are conducted for newly appointed independent directors. Provisions are in place to allow for support or consultation from external experts when necessary. Following the regulations of the Korean Commercial Act, independent directors are limited to holding positions as directors, executive officers, or auditors in no more than two other companies, ensuring faithful performance of their duties as directors.

Samsung C&T Corporation Business Report

Status of Board Education

Education Date	Participants	Attendance Status	Education Content
2023.02.14	All independent directors	5/5	Mid-term strategy and 2023 management plan
2023.03.14	All independent directors	5/5	Mid-term business strategy report (Eco-friendly energy, Bio/healthcare new business)
2023.04.24	All independent directors	5/5	2023 Q1 performance and first-half outlook
2023.06.15	All members of the Audit Committee	3/3	7 questions that the Audit Committees should ask (Risk and control, regulatory compliance, oversight of misconduct risks, etc.)
2023.06.26~07.01	All independent directors	5/5	Review of Business Status (Visits to overseas offices of T&I/Fashion)
2023.07.25	All independent directors	5/5	2023 Q2 performance and full-year outlook
2023.07.26	All Board of Directors	9/9	Governance trends and evaluation results of Board/Committee activities
2023.10.24	All independent directors	5/5	2023 Q3 performance and full-year outlook
2023.12.11	All members of the Audit Committee	3/3	Trends in consolidated internal audit and role of the Audit Committee

Board Committees

Samsung C&T Corporation has established and operates five committees within the Board of Directors to efficiently and professionally fulfill the responsibilities of the board. These committees include the ESG Committee, Independent Director Recommendation Committee, Audit Committee, Compensation Committee, and Management Committee. Except for the Management Committee, all other committees are composed entirely of independent directors to enhance independence. In particular, the Audit Committee has an independent audit team under its supervision to perform audit tasks independently. Resolutions passed by the committees delegated by the Board have the same effect as Board resolutions, and all matters regarding the organization, operation, and authority of each committee adhere to the formalized regulations of each committee.

Committees within the Board of Directors (As of the end of March 2024)

Board of Directors	
ESG Committee	Independent Director Recommendation Committee
Compensation Committee	Audit Committee
Management Committee	
5 independent directors	3 independent directors
3 independent directors	3 independent directors
4 executive directors	
Chung Byung Suk (Chairman) Lee Janice, Yi Sang Seung, Choi Joong Kyung, Kim Kyeong Soo	Chung Byung Suk (Chairman) Lee Janice, Choi Joong Kyung
Lee Janice (Chairman) Chung Byung Suk, Kim Kyeong Soo	Choi Joong Kyung (Chairman) Lee Janice, Yi Sang Seung
Oh Sechul (Chairman) Lee Jaeun, Jeong Hailin, Lee Joonseo	
Committee Names	Roles
ESG Committee	Pre-review of company management matters impacting shareholder value, proposing key policies for enhancing shareholder value, deliberating on corporate social responsibility and significant internal transaction matters
Independent Director Recommendation Committee	Verification and recommendation of independence, expertise, and suitability of independent director candidates
Compensation Committee	Deliberation and decision on the limit and structure of compensation for registered directors, as well as other matters delegated by the Board of Directors regarding director compensation
Audit Committee	Review of the adequacy of the company's financial statements, examination of the audit procedures and results of the accounting firm, review of operational and regulatory audit results
Management Committee	Deliberation and decision on matters delegated by the Board of Directors and other important management matters of the company

ESG Committee

In 2021, Samsung C&T expanded and reorganized the former Governance Committee into the ESG Committee, and in 2022, the Internal Transaction Committee was merged into the ESG Committee. The ESG Committee is deliberating on enhancing shareholder value and corporate social responsibility. All independent directors serve as members, and the chair of the board of directors also serves as the chairman of the committee. In 2023, a total of 7 ESG Committee meetings were held to deliberate on and report to the board of directors regarding shareholder return policy, management plans, and the cancellation of treasury shares in advance. In addition, agendas such as the 3-Year Strategic Plan, including business, finance, and ESG, the operation of ESG KPIs, progress on the implementation of Net Zero Plan, and the status on HSE management were discussed. In particular, quarterly reporting of ESG KPIs has been formalized to enable effective monitoring of ESG management activities, with the ESG Committee taking a central role.

ESG Committee Meeting Records (As of the December 31, 2023)

Date of Meeting	Agenda Items	Approval Status	Attendance Status
2023.02.01	1. Report on 2023 ESG KPI Operation Plan 2. Deliberate on 2022 Dividend Plan and Cancellation of Treasury Shares	Reported Deliberation	5/5
2023.02.15	1. Deliberate on Phase 3 Shareholder Return Policy 2. Report on C&T's 3-Year Strategic Plan & 2023 Management Plan	Deliberation Reported	5/5
2023.06.22	1. Approval of T&I, Lease Agreement for the Relocation of HQ Building	Approved	5/5
2023.07.25	1. Report on KPI Dashboard 2. Report on Progress on the Implementation of Net Zero Plan 3. Report on Status on HSE Management for 1H2023 4. Approval of External Sponsorship	Reported Reported Reported Approved	4/5
2023.10.23	1. Approval of Transaction with Specially Related Persons 2. Report on KPI Dashboard, Plan for Improving Management System for ESG Data 3. Report on 3Q23 Shareholder Advocates' Activities	Approved Reported Reported	5/5
2023.12.11	1. Approval of Retirement Pension Plan Enrollment 2. Approval of Transaction with Specially Related Persons	Approved Expedited	5/5
2023.12.19	1. Approval of Transactions with Specially Related Persons	Approved	5/5

Board Evaluation and Compensation

Board Evaluation

To ensure transparent and sound board operations, Samsung C&T Corporation conducts analysis and self-evaluation of the detailed operation each year for the Board of Directors and its committees and the activities of directors. Evaluation items include attendance rates at Board and committee meetings, participation in educational programs, understanding of company management, and level of expertise. The Board has developed an evaluation framework to assess its own functions alongside those of its committees. In December 2021, it undertook a self-assessment process. The evaluation items encompass the functions, roles, and responsibilities of the Board, the composition and qualifications of the directors, Board operations, performance of Board evaluations, and evaluations of individual committees. Additionally, external experts conduct an independent and objective evaluation of the Board and committee activities on an annual basis. Overall, the evaluation results suggest satisfactory performance levels for the Board, committees, and independent directors. These results are used as the reference to discover the direction to improve future governance and discover challenges such as the operation of the Board of Directors for the following year and the improvement of duties carried out by independent directors.

Director Compensation

Samsung C&T Corporation's compensation framework is determined by the Compensation Committee, taking into consideration factors such as rank, delegated responsibilities, and performance. Final approval of director compensation limits is decided at the shareholders' meeting. The compensation for executive directors consists of a base salary composed of wages and bonuses, target incentives, as well as short- and long-term performance incentives. Target incentives are paid semi-annually based on achievement levels, with evaluation items encompassing financial indicators, long- and short-term business strategies, new business initiatives, and ESG-related key competitiveness indicators, along with stock performance. Financial indicators include return on invested capital, operating profit margin, revenue growth rate, and free cash flow, while ESG-related indicators cover eco-friendly business initiatives, eco-friendly technology development, safety and environmental management, and human resource competitiveness. Short-term performance incentives are paid annually, based on Economic Value Added (EVA), with a portion paid out if the company achieves profitability. Long-term performance incentives are distributed over a period of three years, evaluated based on financial indicators such as return on equity relative to peers, pre-tax profit margin, stock performance, and ESG-related indicators such as safety and environmental management and compliance management are used as deduction items. In case of losses discovered during the performance evaluation period, payment rates are re-evaluated, and deductions may apply. Payment is canceled or reduced for individuals causing losses to the company or violating regulations. Compensation for independent directors includes a base salary, domestic and overseas business travel expenses related to company duties, and other benefits.

Director Compensation Matrix

Category		Components			Ceiling
Base Salary	Annual Salary: Wages, Bonuses				-
Performance Bonus	(Short-term) Target Incentive	Financial Indicators	Key Competitiveness Indicators	Stock performance ¹⁾	Monthly Salary 100%
	(Short-term) Performance Incentive	Economic Value Added (EVA) * Economic Value Added			Benchmark Salary 50%
	(Long-term) Performance Incentive	Return on Equity	Pre-tax Profit Margin	Stock performance ¹⁾	3-year Average Salary 300%

1) Stock performance = ((end stock price - beginning stock price) + dividends per share) ÷ beginning stock price, compared to the average return of the industry and the market (KOSPI)

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Resource Circulation
Reducing Environmental Impact
Expanding Eco-Friendly Business

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Human Rights
Health and Safety
Management of Partners
Product and Service Provision
Information Security
Social Contribution

Governance

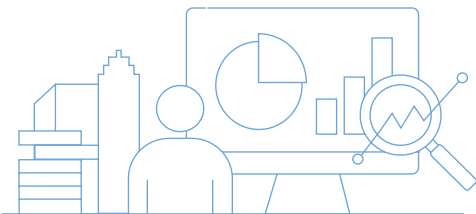
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Appendix

Risk Management

Management Approach

Samsung C&T Corporation has established and operated a company-wide risk management system to proactively respond to risks that may arise in the business environment. We've identified 11 key risks that may impact corporate business activities and formulated mitigation measures to enhance operational stability of our business operations. In addition, we intend to continuously strengthen the company-wide risk management system to optimally respond to risks that emerge in a rapidly changing environment.



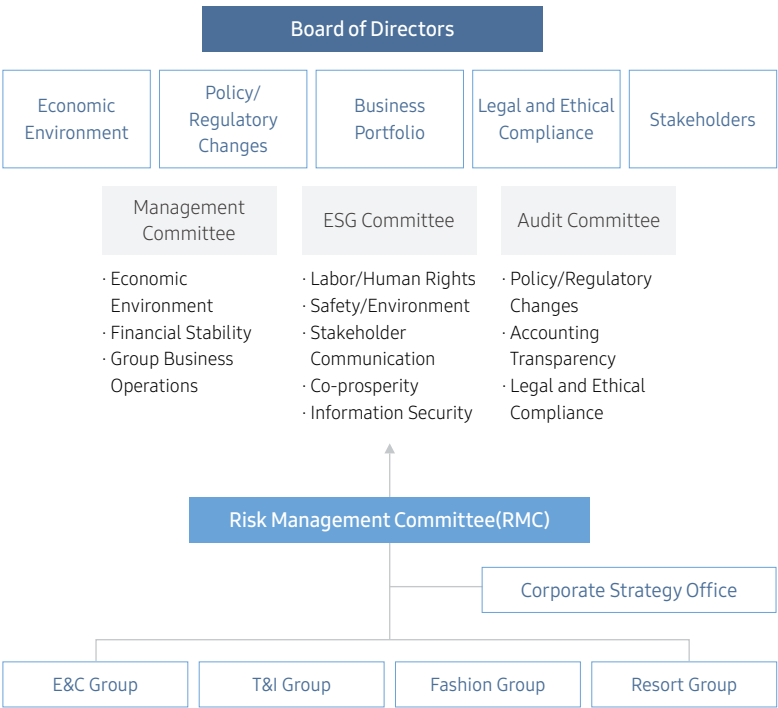
Company-wide Risk Management System

Samsung C&T Corporation operates a company-wide risk management system to proactively address defined 11 key risks by identifying financial and non-financial risks that may impact business operations in response to increasing volatility and uncertainty in both domestic and international business environments.

Risk Management Governance

Samsung C&T Corporation has established an organic communication system between the board of directors, specialized committees, companywide, and the Group to effectively manage risks. Particularly, in accordance with the significance and nature of the 11 key risks, risk management functions have been delegated to the board of directors and specialized committees to establish a rapid response system.

Risk Management Response System



Definition of Risk

Risk Classification System

Samsung C&T Corporation has established and operates a risk classification system to comprehensively manage various risks that may impact corporate business activities. This system categorizes risks into three levels: Level 1 - Risks from a management perspective, Level 2 - Risks classified by similar causes, and Level 3 - Risks that the company must manage. It defines the characteristics of 99 risks that the company must manage, further subdividing them into risks related to project execution (75) and risks related to corporate operations (24) for efficient management.

11 Major Risks

Samsung C&T Corporation integrates financial and non-financial risks for sustainable management, particularly defining and managing 11 key risks through various risk factor (e.g., sensitivity) analyses. To effectively address these, it has established response mechanisms centered around risk management governance, involving groups, the board of directors, and specialized committees. Additionally, med to long-term strategies are developed to minimize the occurrence of risks.

No	Major Risks	Components	Response Measures (Mitigation Actions)
1	Economic Environment Economic/Natural disasters, Exchange rates/Interest rates, etc.	Proactive response to changes	· Ongoing monitoring and response to exchange rate and interest rate trends
2	Policy/Regulatory Changes Government policy/law/regulation changes	Proactive response to changes	· Ongoing monitoring and response to government policy changes
3	Business Portfolio New business/investments, M&A, Business adjustments, etc.	Economic growth and Value creation	· Identifying global trends and Exploration of new markets
4	Financial Stability Cash flow/Financial structure, Credit ratings	Economic growth and Value creation	· Ongoing monitoring of short/mid/long-term foreign currency fund plans · Long-term management of financial liabilities and assets
5	Group Business Operations Key risks related to group business operations	Economic growth and Value creation	· Identifying global trends by group and Exploration of new markets, Conducting marketing activities
6	Accounting Transparency Accounting processing/settlement, disclosure, taxation	Transparent organizational operations	· Capacity building through tax-related education
7	Legal and Ethical Compliance Legal compliance, corruption, information protection	Transparent organizational operations	· Ongoing monitoring and response to legal trends and corruption risks
8	Labor/Human Rights Labor/human rights policies, working environment/ labor-management relations	Fulfilling social responsibility	· Identification and response to potential risks through human rights impact assessments · Operation of reporting channels for workplace harassment and conducting related education
9	Safety/Environment Climate change, emissions/ pollution, safety/health	Fulfilling social responsibility	· Monitoring and response to regulatory trends regarding greenhouse gases and air/water/waste, etc. · Ongoing site inspections for prevention of major accidents
10	Mutual Growth Mutual Growth and sustainability of partner companies	Fulfilling social responsibility	· Strengthening supply chain ESG evaluation and support
11	Stakeholders Shareholders/investors, rating agencies, NGOs, etc.	Stakeholder Communication	· Strengthening of internal and external stakeholder communication channels

Risk Scenario Analysis

Pre-tax Profit Sensitivity to Exchange Rate

Samsung C&T Corporation conducts regular analysis of exchange rate risks annually to prevent potential risk factors such as changes in the amount of interest and principal to be received and paid due to changes in exchange rates and interest rates, aiming to analyze and proactively respond to the severity of exchange rate risk occurrence. In 2023, sensitivity analysis was conducted to assess the impact on pre-tax profits if the functional currency exchange rates for each foreign currency (USD, EUR, JPY, etc.) were to fluctuate by 5%, aiming to exclude or minimize the impact on assets/liabilities and reduce the impact of exchange rate risk.

Exchange Rate Fluctuation Risk Sensitivity Analysis

(Unit: Million KRW)

Category	Current Period		Previous Period	
	5% Increase in KRW Exchange Rate	5% Decrease in KRW Exchange Rate	5% Increase in KRW Exchange Rate	5% Decrease in KRW Exchange Rate
Exchange Rate Fluctuations				
Foreign Currency Financial Assets	-166,348	166,348	-241,210	241,210
Foreign Currency Financial Liabilities	101,710	-101,710	199,134	-199,134
Net Effect	-64,638	64,638	-42,076	42,076

Risk Management by Business

In the E&C Group, we meticulously manage risks that may arise throughout project execution through our PLCM (Project Life Cycle Management) system. We proactively address project risks by reporting them to management through meetings like Bid/No-Bid reviews, bid strategy meetings, and proposal reviews. Moreover, to manage business-related risks effectively, we monitor global issues such as labor and economic issues weekly and provide regular reports to management. Additionally, in response to changes in the business environment, we're enhancing our operational system, moving beyond our traditional EPC (Engineering, Procurement, Construction) focus. We're establishing an enterprise-level risk management framework that extends the Value Chain from investment and construction to operation, beginning from the business feasibility study stage.

In the T&I Group, we meticulously oversee business models from initiation, ensuring only approved projects progress. We define risks into business risks, operational risks, and event risks, specifying areas and targets. From the early stages of a project to its completion, we delineate risk items for each process. We utilize a risk management system, employing business regulations and ERP systems for deliberation, control, monitoring, and evaluation when risks arise.

In the Fashion Group, we establish standardized operational criteria, risk identification and response procedures, and control measures tailored to various retail business characteristics of sales and distribution channels, enabling effective handling of unforeseen risks in each business area. Specifically, in retail, we monitor potential risks regularly, create situation-specific manuals, and manage risks through internal accounting controls. Furthermore, to actively address the risks of climate change, we are making efforts to minimize negative environmental impacts by utilizing eco-friendly materials and manufacturing methods in our product production, and using environmentally certified packaging materials to ensure responsible forest management.

In the Resort Group, we analyze the business impact when detecting changes in the external environment and provide regular reports to the management. Furthermore, we prioritize workplace safety and health as our foremost value, aiming to create a safe and healthy work environment by rigorously managing related risks.

Risk Management Process

In the E&C Group, we adopt the Project Life Cycle Management (PLCM) operating standards to proactively manage risks at each stage of project proposal and execution. To ensure systematic management, we've implemented an integrated risk management system. This system facilitates risk response and resolution by specialized areas companywide, overseen by the responsible management of each division. The risk management department conducts regular biannual assessments and irregular risk analysis and exploration. Identified risk issues are categorized into A, B, or C grades through evaluation, and solutions are formulated and executed based on priority. The review department evaluates its appropriateness and, through monthly implementation management and support, identifies areas that require improvement until achieving the established enhancements. This is to devise countermeasures and continually improve processes in order to prevent recurrence in future projects.

Risk Management Process



Risk Management Internalization

Samsung C&T Corporation conducts risk-related training for the entire board of directors and employees to effectively address risks. For persons in charge of risk-related departments, their performance evaluations include risk management duties, which are reflected in their incentives.

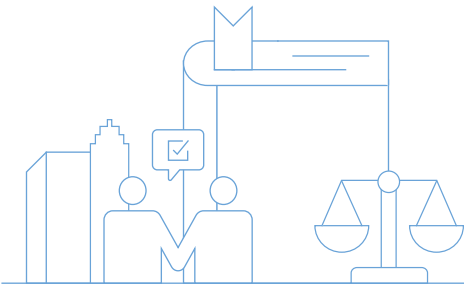
Risk Management Integration Activities in the E&C Group

Category	Target	Details
Project Life Cycle	New Employees	Training on the company's medium to long-term strategies and internal risk management system
Understanding of process from proposal to completion	Experienced Hires	Training on the company's risk management system
Publication of Weekly Risk Letter	All Employees	Publication of a weekly newsletter featuring selected topics on domestic and international politics, economics, labor, renewable energy, and other subjects that could affect the business

Compliance

Management Approach

As corporate social responsibility is emphasized, there is a growing demand for fostering an ethical corporate culture based on compliance risk assessment, training, and a reporting system for ethical concerns. To enhance stakeholder trust through transparent and fair corporate activities, Samsung C&T Corporation conducts an annual inspection by an external monitoring body, the Samsung Compliance Monitoring Committee, to assess the overall compliance control system and operational status. In addition, to efficiently manage legal risks across the company and to enhance compliance risk management systems, Samsung C&T Corporation annually aligns and manages compliance risk management systems.



Compliance Operations System

Compliance Code of Conduct and Guidelines

Samsung C&T Corporation has developed and made available a Compliance Code of Conduct and Guidelines on its website, aiming to cultivate a practical compliance culture. The document encompasses norms of behavior and detailed guidelines to be followed in seven areas: Integrity, Fair Trade, Anti-Corruption, Information Protection, Employment & Labor, Subcontracting/Co-prosperity, and Safety/Environment/Quality. It provides Do's and Don'ts lists and checklists for each area based on legal regulations. Furthermore, every year, all employees are required to sign a Compliance Pledge affirming their understanding of and commitment to the Compliance Code of Conduct and Guidelines. Inquiries and questions regarding the Code of Conduct and Guidelines are received through the Compliance system's 'Q&A', where in-house lawyers provide real-time responses.

 [Compliance Code of Conduct and Guidelines](#)

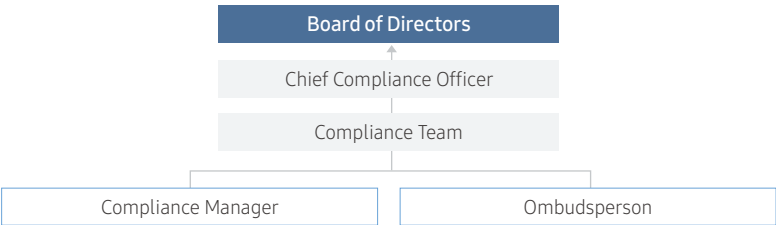
Excerpts from the DOs & DON'Ts list and Checklist

DOs	- Provision of meals, gifts, congratulation/condolence expenses, etc., within the limits permitted by laws such as the Anti-Corruption Act - Seek guidance from the Legal/Compliance department when faced with unclear criteria or challenges in making judgments - Check the corruption history and reputation of agents when selecting agents
DON'Ts	- Offering or promising money or goods to secure business profits - Providing lavish gifts and entertainment systematically or over the long term, which violate local laws - Engaging in transactions with agent companies located in tax havens
Checklist	- Is the counterpart of gifts and hospitality not a public official, a person subject to the Anti-Corruption Act, or a government official? - Are the agent's roles, responsibilities, and scope of work specified in the contract? - Has the Agent not deposited payments into an account under an individual's name, despite being a corporation?

Compliance Operations Organization

Samsung C&T Corporation operates an integrated Compliance Team directly under the board of directors. They appoint a Chief Compliance Officer to establish an independent and systematic compliance governance and the Chief Compliance Officer attends all board meetings to support legitimate decision-making processes. Additionally, the Chief Compliance Officer reports regularly to the board of directors, at least twice a year, on the company's compliance support activities and the effectiveness assessment results of the compliance control system in accordance with compliance control standards. Moreover, Samsung C&T Corporation designates compliance managers for each department to conduct autonomous and continuous compliance activities. To ensure that employees can freely consult on compliance issues under the principles of confidentiality, neutrality, fairness, and protection against retaliation, Samsung C&T Corporation operates an 'Ombudsperson' system. As of 2023, there are 435 compliance managers and 41 Ombudspersons actively engaged in these activities.

Compliance Operations Organization



Compliance Issue Reporting System

When compliance-related issues arise, the Compliance Team reports to the Chief Compliance Officer, who then reports to the CEO and ultimately to the Board of Directors. However, the Compliance Team, a subsidiary directly under the Board of Directors, has established a system allowing direct reporting to the Board of Directors without going through the CEO in cases where top management violates compliance obligations. The Samsung Compliance Monitoring Committee, an external monitoring body, conducts an annual inspection to assess the overall compliance control system and operational status. In 2023, it reported the results of the effectiveness assessment, which included recommendations derived from preliminary inspections during the evaluation of the effectiveness of the compliance control system, to the Board of Directors. Furthermore, major subsidiaries, including Samsung C&T Corporation, receive recommendations from the Compliance Monitoring Committee, an independent body established to bolster compliance monitoring and control functions for expenditures on external sponsorship funds, internal transactions, and enhancements to compliance monitoring programs and systems.

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Compliance Risk Management

Compliance Risk Management System

Samsung C&T Corporation annually aligns and manages its compliance risk management system to efficiently operate the company's overall legal risk assessment and management framework, taking into account internal and external environmental changes and group-specific characteristics. As of 2023, Samsung C&T Corporation meticulously manages eight key risks, such as Integrity, Fair Trade, Anti-Corruption, Information Protection, Employment and Labor, Win-win Cooperation, Safety/Environment/Quality, Clean Organization by categorizing and thoroughly overseeing associated detailed risks. Furthermore, Samsung C&T Corporation has institutionalized the participation of the Compliance Team in conducting investigations when significant issues (e.g., new business ventures or M&A) arise, to effectively address emerging risks.

Compliance Risk Management Framework

Integrity	
Fair Trade	· No collusion, no unfair workload, no misleading indication/adversiting, fair trade in capital markets
Anti-corruption	· No bribery, no improper solicitation
Information Protection	· Personal information protection, unfair competition prevention
Employment and Labor	· Labor standards/labor-management relations, Visas & Permits
Win-win cooperation	· Fair subcontracting
Safety/Environment/Quality	· Zero Safety Accidents, environmental conservation, quality assurance
Clean Organization	· Prevention of internal misconduct

Compliance Risk Evaluation

At Samsung C&T Corporation, we conduct bottom-up compliance risk sessions annually within each department to proactively identify compliance risk issues related to the department's operations. During the compliance risk session, the likelihood of illegal acts is determined based on the size and frequency of legal risks, and major legal risk behaviors are categorized. The operational departments conduct Compliance Risk Assessment (CRA) to evaluate existing risks and Compliance Risk Suggestion (CRS) to discover new risks. They then communicate the results to the Compliance Team. Following this, the Compliance Team assesses the identified risks and revises the risk management system to reflect them into the compliance program.

Compliance Risk Session Process

Operational Department	
<u>CRA(Compliance Risk Assessment)</u> Evaluation of existing compliance risks 1— Issue discussion 2— Risk prioritization 3— Development and proposal of improvement measures	<u>CRS(Compliance Risk Suggestion)</u> Identification of new compliance risks 1— Issue identification and exploration 2— Impact assessment & Root cause analysis 3— Development and proposal of improvement measures
▼	
Compliance Team	
Re-establishment of company-wide compliance risk management system	Reflect on compliance programs · Re-establishment of standards · Training and inspection

Compliance Risk Audit

Samsung C&T Corporation conducts compliance risk audits every two years, encompassing all business sites, including headquarters, field offices, operational sites, and key departments, by the Compliance Team. Additionally, operational departments autonomously conduct 'self-checks', while dedicated teams and related departments carry out regular or ad-hoc 'compliance audits'. In 2023, compliance audits were conducted for 85 business sites, with special ad-hoc checks conducted on compliance issues and risks for each group such as subcontracting in the E&C Group and Fashion Group and anti-corruption in the T&I Group. Also, constant monitoring for fair trade and anti-corruption is conducted across all groups, and contract management reviews and agreement procedures are in place to eliminate risks related to corruption and internal transactions. In 2023, a total of 931 contract reviews were completed. Furthermore, if minor violations are detected during compliance risk assessments, immediate corrective actions are taken. When risks are identified, timely actions such as suspension, improvement, correction, and sanction are taken. If necessary, comprehensive response plans are formulated through consultation with related departments, with progress being managed accordingly. In 2023, internal standard violations were identified in areas such as fair trade, information protection, and subcontracting labor, and corrective and improvement actions have been made. The identified violations are being incorporated into next year's compliance training content to prevent recurrence.

Support for Compliance-focused Departments

Samsung C&T Corporation has designated key departments to effectively manage potential risks in business operations. We are strengthening compliance training and oversight for department heads and business leaders, sharing of Integrity & Compliance self-assessment outcomes across departments, and providing tailored Risk Solutions for each department. Additionally, we distribute compliance response guides for various stages of work in key departments to ensure effective risk management in practical scenarios.

Compliance Activities

Anti-Corruption Guidelines

To proactively prevent corruption risks and foster trading environment, Samsung C&T Corporation promotes anti-corruption activities based on the 'Anti-Corruption Guidelines' within the compliance code and guide. These guidelines contain concepts of bribery, interpretations of domestic and foreign laws, and sanctions and serve as learning materials for employees' bribery and corruption-related policies and guidelines for work-related behaviors. Additionally, Samsung C&T Corporation has established various anti-corruption processes, such as compliance pre-review of items to be submitted to the External Sponsorship Pre-Approval Committee, post-audit of external donations execution details, strengthening pre-assessment evaluations and mandating registration assessments upon registration of partner companies, strengthening of internal transaction pre-review and contract review, and post-audit of internal transactions as the practical process for anti-corruption guidelines.

Enhancing Compliance Capacity of Subsidiaries and Partners

At Samsung C&T Corporation, we conduct initiatives to bolster compliance capabilities and awareness among our subsidiaries and partner companies. Through regular exchanges and consultations with subsidiaries, we contribute to enhancing their compliance standards. Additionally, when entering into contracts with partner companies, we request a commitment to compliance and strengthen compliance assessments. We also conduct regular Integrity & Compliance system training sessions for employees and partner companies to foster a robust compliance culture.

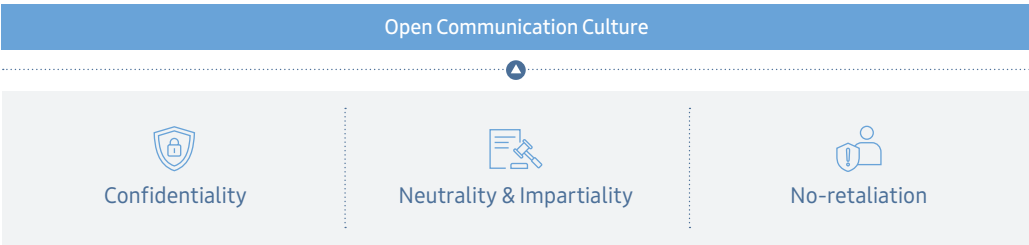
Compliance Reporting System

Samsung C&T Corporation provides various reporting channels in both Korean and English, available 24/7 for internal and external stakeholders, including employees, to consult and report compliance and ethical issues. The confidentiality of whistleblowers is rigorously protected in compliance with applicable laws and company policies¹⁾. Our reporting process operates on fundamental principles including anonymity, confidentiality, impartiality, fairness, and protection against retaliation. At Samsung C&T Corporation, we accept reports of compliance violations through the reporting system on our website. In 2023, we received a total of 367 reports. After excluding 18 cases deemed unactionable and 23 cases referred to relevant departments, we directly investigated and resolved 326 cases, achieving a 100% resolution rate. We also implemented measures such as prevention of recurrence and relevant training for compliance-related issues like safety and subcontracting. In cases of verbal abuse regarding partner companies, sanctions were enforced under the Chief Compliance Officer Compliance system.

Moreover, Samsung C&T Corporation operates an Ombudsperson system to allow employees to freely consult on ethical grievances, internal regulations, and work-related matters. In 2023, 41 Ombudspersons were active, and they consulted and discussed a total of 1,189 issues related to corruption prevention, subcontracting, employment, labor, and achieved 100% completion. Furthermore, Samsung C&T Corporation facilitates discussions on ethics issues and compliance risks for employees through both online and offline counseling channels, fostering a participatory ethical management culture. To activate the Ombudsperson system, we conduct ongoing promotion and training on relevant policies for employees annually. Especially in 2023, we produced a special broadcast on internal channels to ensure employees understand the system and featured related content in the Compliance Newsletter sent out monthly. We also regularly posted the Ombudsperson roster on internal TVs and elevators so the employees can utilize the system when necessary. Furthermore, during compliance training for new and experienced permanent employees, contract workers, and overseas local staff, we introduce both internal and external reporting channels as well as the Ombudsperson system.

1) Article 20 of the Compliance Control Standard and Article 5 of the Whistleblower Handling Manual

Basic Principles of Compliance Reporting Process



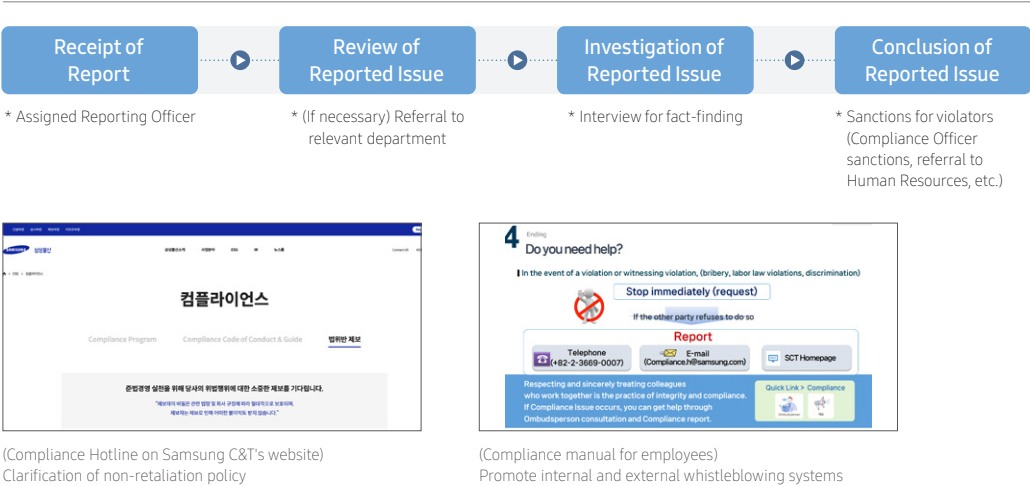
Compliance Reporting Channels

External Reporting		Internal Reporting	
Hot-line	82-2-3669-0007	Compliance System	Help Desk Reporting
E-mail	compliance.h@samsung.com	Interview	Ombudsperson
Report of Legal Violations	Samsung C&T Corporation Website		

Compliance Evaluation and Incentive System

If a violation of internal standards is confirmed based on the results of the investigation and checks of reported issues, Samsung C&T Corporation's Chief Compliance Officer enforces sanctions according to the severity of the violation. In 2023, warnings were issued to 12 individuals, and 18 individuals received cautions. Furthermore, to enhance the effectiveness of the compliance program and promote a healthy compliance culture, Samsung C&T Corporation conducts compliance evaluations targeting the entire organization and executives, which are integrated with the incentive system. Employees and departments demonstrating exemplary compliance activities are recognized and rewarded. In 2023, 32 employees and 6 departments received compliance awards.

Reporting Process



Compliance-related Action Status

Fair Trade	5cases
Corruption and Bribery	1case
Discrimination and Harassment	3cases
Information Protection	4cases
Employment and Labor	8cases
Subcontracting	6cases
Others	3cases

Company Overview

Sustainability Framework

ESG Management

Environmental
Environmental Management
Task Force on Climate-Related Financial Disclosures (TCFD)
Resource Circulation
Reducing Environmental Impact
Expanding Eco-Friendly Business

Social
Employees
Human Rights
Health and Safety
Management of Partners
Product and Service Provision
Information Security
Social Contribution

Governance
Board of Directors
Risk Management
Compliance

Appendix

Enhancing Compliance Awareness

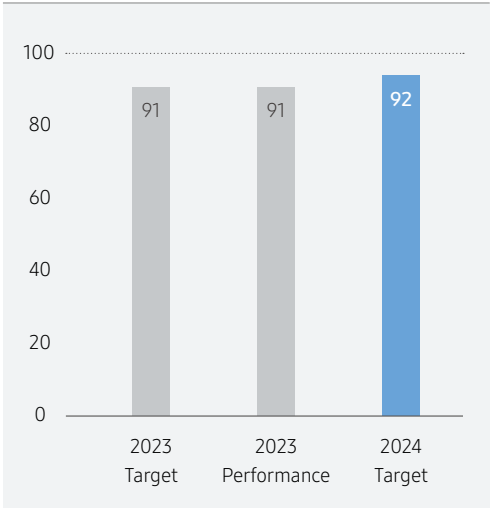
Company-wide Compliance Program

Samsung C&T operates a company-wide compliance program to establish a culture of integrity and leap forward as a company that practices management by integrity. We are implementing various compliance activities aimed at establishing a culture of integrity among all employees, ensuring each individual comprehends and upholds the essence of integrity. This includes establishing standards for mindset and infrastructure enhancement, creating autonomous teams in the field, conducting training and audit, and evaluation and incentivizing performance. Additionally, we conduct ethics and compliance self-assessments for all employees to gauge the level of ethical compliance awareness at the company, departmental, and individual levels, and reflect the results into our compliance program.

Company-Wide Compliance Program



Ethics Compliance Self-Assessment Results and Objectives (Unit: Point)



Compliance Training

Samsung C&T Corporation provides annual common training based on compliance codes of conduct and guidelines to all permanent, contract, part-time, local, and locally recruited employees. This training is available in six languages (Korean, English, Chinese, Japanese, Vietnamese, Bengali) and covers case studies, response strategies, and related behavioral guidelines. In 2023, a total of 13,869 employees completed the common training. In addition, we operate the 'Compliance Academy,' which involves participation from the CEO and executive leadership. It is live-streamed in real-time for all employees, where insights and experiences regarding corporate ethics and compliance from top management are shared to foster a culture of management by integrity. Additionally, we conduct various programs tailored to different ranks and job roles to enhance employees' ethical compliance awareness. Particularly, we focus training on departments and personnel expected to have high legal risks, providing training on topics like fair trade and corruption prevention. We also organize the 'Compliance Manager (CM) Conference' for compliance officers in operational departments. After the training, we evaluate the effectiveness of the programs and find areas requiring improvement to ensure the continuous provision of high-quality training.

Management & Executive Compliance Program

Samsung C&T Corporation is expanding its compliance program targeting management and executives related to management by integrity. We assist senior management in implementing integrity-driven management practices through the publication of 'CEO Insight,' which encompasses government announcements regarding ESG infrastructure advancement plan, measures to combat greenwashing, and policy directions and implications within the fair trade sector for 2023. Additionally, we provide weekly 'Compliance Letters' to help executives understand compliance-related legal trends and offer 'Compliance News' updates. At Samsung C&T Corporation, we are refining and operationalizing the criteria for evaluating senior management and executives to promote the substance of compliance assessments. In particular, we operate a 'dashboard system' that allows executives to monitor real-time evaluations of compliance assessment items. This facilitates the identification of areas with relatively low assessment results and the discovery of improvement opportunities.

Company Overview

Sustainability
Framework

ESG Management

Environmental
Environmental
Management
Task Force on
Climate-Related Financial
Disclosures (TCFD)
Resource Circulation
Reducing Environmental
Impact
Expanding Eco-Friendly
Business

Social
Employees
Human Rights
Health and Safety
Management of Partners
Product and Service
Provision
Information Security
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Governance
Board of Directors
Risk Management
Compliance

Appendix

APPENDIX

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Sustainable Management Performance Indicators

Environmental Performance

Data Collection Scope

Category	Unit	2021 ¹⁾	2022 ¹⁾	2023
Total	Units	135	121	123
Number of sites/ business sites	Domestic	96	89	89
	Overseas	39	32	34

1) Data for 2021 and 2022 has been recalculated to include additional business sites in the T&I Group

Energy Consumption

Category		Unit	2021	2022	2023	
Energy consumption ¹⁾	Total ²⁾	GJ	4,850,173	4,703,042	5,130,250	
		Domestic	GJ	2,909,008	2,794,662	3,055,881
		Overseas	GJ	1,941,165	1,908,379	2,074,370
	LPG	GJ	16,563	21,228	21,084	
		Domestic	GJ	10,049	12,843	13,596
		Overseas	GJ	6,514	8,385	7,488
	Diesel	GJ	1,659,469	1,644,057	1,857,275	
		Domestic	GJ	1,225,979	1,105,819	1,188,701
		Overseas	GJ	433,490	538,238	668,574
	City gas	GJ	720,013	701,045	739,651	
		Domestic	GJ	102,814	138,180	151,440
		Overseas	GJ	617,199	562,865	588,210
	Kerosene	GJ	40,392	97,877	76,212	
		Domestic	GJ	40,013	97,877	76,212
		Overseas	GJ	379	0	0
	Electricity	GJ	2,283,166	2,075,350	1,658,674	
		Domestic	GJ	1,432,459	1,379,038	1,522,017
		Overseas	GJ	850,706	696,312	136,657

Category		Unit	2021	2022	2023	
Energy consumption ¹⁾	Gasoline	GJ	32,787	40,837	55,593	
		Domestic	GJ	26,852	26,693	29,851
		Overseas	GJ	5,935	14,144	25,742
	Heavy oil	GJ	0	1,484	2,300	
		Domestic	GJ	0	1,484	2,300
		Overseas	GJ	0	0	0
	Others (heat, steam, etc.)	GJ	87,633	48,664	22,764	
		Domestic	GJ	66,812	30,048	4,717
		Overseas	GJ	20,821	18,616	18,047
	Renewable energy ²⁾	GJ	10,149	72,500	696,698	
		Domestic	GJ	4,028	2,680	67,046
		Overseas	GJ	6,121	69,820	629,652
	Renewable energy usage ratio ²⁾		%	0.2	1.5	13.6
Energy consumption intensity ²⁾³⁾		GJ/ 100 million KRW	15.8	13.4	14.5	

1) Aviation fuel excluded from the existing energy consumption reporting scope

2) Data for 2021 and 2022 has been recalculated

3) Total energy consumption for the current year/sales revenue for the current year

Electricity Consumption

Category	Unit	2021	2022	2023
Total electricity consumption	MWh	233,425	217,356	236,521
Renewable electricity consumption	MWh	148	13,685	69,979
(Ratio)	(%)	(0.1)	(6.3)	(29.6)

Greenhouse Gas Emissions

Category			Unit	2021	2022	2023
Location-based total emissions (Scope 1, 2)	Total emissions	Total	tCO ₂ e	185,961	185,488	203,167
		Scope 1	tCO ₂ e	77,668	85,655	100,589
		Scope 2	tCO ₂ e	108,293	99,833	102,578
	Domestic	Total	tCO ₂ e	85,762	88,184	93,787
		Scope 1	tCO ₂ e	15,754	21,486	19,634
		Scope 2	tCO ₂ e	70,008	66,698	74,153
	Overseas	Total	tCO ₂ e	100,199	97,304	109,380
		Scope 1	tCO ₂ e	61,914	64,169	80,955
		Scope 2	tCO ₂ e	38,285	33,135	28,425
	Greenhouse gas emissions intensity ¹⁾		tCO ₂ e/ 100 million KRW	0.6	0.5	0.6
Market-based total emissions (Scope 1, 2)	Total emissions	Total	tCO ₂ e	185,961	180,717	176,443
		Scope 1	tCO ₂ e	77,668	85,655	100,589
		Scope 2	tCO ₂ e	108,293	95,062	75,854
	Domestic	Total	tCO ₂ e	85,762	88,184	90,709
		Scope 1	tCO ₂ e	15,754	21,486	19,634
		Scope 2	tCO ₂ e	70,008	66,698	71,075
	Overseas	Total	tCO ₂ e	100,199	92,533	85,734
		Scope 1	tCO ₂ e	61,914	64,169	80,955
		Scope 2	tCO ₂ e	38,285	28,364	4,779
	Greenhouse gas emissions intensity ¹⁾		tCO ₂ e/ 100 million KRW	0.6	0.5	0.5
Other emissions (Scope 3)	Total		tCO ₂ e	85,582	81,936	92,515
	Category 1(Purchasing products and services)		tCO ₂ e	83,190	74,634	81,562
	Category 6 (Business travel)		tCO ₂ e	1,958	6,868	10,543
	Category 7 (Commute)		tCO ₂ e	434	434	410

1) Greenhouse gas emissions from Scope 1 and Scope 2/sales revenue for the current year
2) Location-based total emissions (Scope 1, 2, 3) 295,682 tCO₂e, Market-based total emissions (Scope 1, 2, 3) 268,958 tCO₂e
3) The reduction in local-based GHG emissions for the current year compared to the previous year amounts to 3,219 tCO₂e in 2021, 473 tCO₂e in 2022, and -17,719 tCO₂e in 2023.

Water Withdrawal

Category		Unit	2021	2022	2023
Water withdrawal ¹⁾	Total	ton	6,906,348	6,198,974	6,693,035
	Waterworks	ton	1,447,970	1,561,927	2,067,933
	Surface water	ton	1,890,557	2,057,035	2,107,651
	Ground water	ton	1,845,838	1,985,144	1,981,241
	Reused water ²⁾	ton	1,278,476	1,615,488	1,523,498
	Other	ton	398,681	393,312	302,484
Water sources affected by withdrawal		Units	13	13	14

1) Data for 2021 and 2022 has been recalculated to exclude recycled water from the water withdrawal
2) Reused water is calculated based on the water usage from nearby construction sites wastewater treatment plants.

Water Consumption

Category		Unit	2021	2022	2023
Water consumption ¹⁾	Total	ton	6,152,022	5,360,268	5,763,153
	Water consumption intensity ²⁾	ton/100 million KRW	20.1	14.3	16.3
Recycled water consumption		ton	1,480,337	1,896,774	1,722,733
Proportion of recycled water ³⁾		%	21.4	30.6	25.7
Total water usage in water-scarce regions ⁴⁾	Total	ton	63,907	78,280	130,808
	Waterworks	ton	57,006	66,094	77,855
	Surface water	ton	1,056	0	43,838
	Ground water	ton	5,845	12,186	9,115

1) Subtracting the amount of wasted water discharged from the water withdrawal for the current year, data for 2021 and 2022 has been recalculated
2) Total water consumption for the current year/sales revenue for the current year, data for 2021 and 2022 has been recalculated
3) Total recycled water consumption for the current year/water withdrawal for the current year, data for 2021 and 2022 has been recalculated
4) Water-scarce regions are defined by the withdrawal volume in the respective country among 44 countries based on World Resources Institute (WRI) standards

Wastewater Discharge

Category		Unit	2021	2022	2023
Wastewater discharge ¹⁾		ton	754,326	838,705	929,882

1) Amount of wastewater consigned to a wastewater treatment company and including amount discharged after self-purification

Waste Discharge Amount

Category		Unit	2021	2022	2023	
Waste discharge amount	Total	ton	828,711	758,762	844,978	
	Construction waste	ton	613,672	452,967	617,051	
		Landfill	ton	10,045	10,323	16,961
		Incineration	ton	162	349	43
	Business site waste	ton	208,599	302,879	224,978	
		Landfill	ton	14,419	17,927	2,828
		Incineration	ton	112	389	803
	Designated waste ¹⁾	ton	6,441	2,916	2,949	
		Landfill	ton	6,046	2,763	2,727
		Incineration	ton	147	41	39
Waste recycling amount ²⁾	Total	ton	797,783	726,971	821,578	
	Type	Construction waste	ton	603,465	442,296	600,047
		Business site waste	ton	194,069	284,563	221,347
		Designated waste	ton	248	112	183
Recycling rate ³⁾		%	96.3	95.8	97.2	

1) Inclusion of Hazardous waste in Designated waste
2) Includes the company's own waste recycling and intermediate processing amounts (recycled after shredding/grinding by contracted processing companies). Waste other than recycled waste in waste discharge is all treated through landfill or incineration
3) Based on the waste recycling amount for the current year/the total waste discharge amount for the current year

Air Pollutant Emissions

Category		Unit	2021	2022	2023
NOx		kg	1,501	2,550	2,730
SOx		kg	204	2	118
VOCs		kg	0	0	0
POPs		kg	0	0	0
HAPs		kg	0	0	0
Particulate Matter (PM)		mg/m ³	71	74	38

Water Pollution Substance Discharge

Category		Unit	2021	2022	2023
TOC		kg	475	396	304
BOD		kg	80	125	118
SS		kg	40	40	111

Resource Consumption¹⁾

Category		Unit	2021 ³⁾	2022 ³⁾	2023
Steel bars	Usage	ton	153,693	152,571	106,836
Ready-mixed concrete	Usage	m ³	1,848,233	1,840,592	1,763,010
Recycled aggregate	Usage	m ³	6,461	15,807	60,848
Cement	Usage	ton	35,946	12,296	35,681
Sand	Usage	m ³	138,865	133,108	70,386
Aggregate	Usage	m ³	1,202,859	588,181	655,069
Asphalt concrete	Usage	ton	113,152	77,340	80,676
Paper	Usage	ton	697	478	413
Wool ²⁾	Usage	LB	1,683,078	825,655	0

1) Steel bars, ready-mixed concrete, recycled aggregate, cement, sand, aggregate, and asphalt concrete are used in the E&C Group and the T&I Group, while wool is used in the Fashion Group.
2) No wool purchases in 2023 due to the closure of the Fashion group Gumi business site
3) Steel bars, ready-mixed concrete, recycled aggregate, cement, aggregate, asphalt concrete data for 2021 and 2022 has been recalculated by changing the standard from an order basis to an income basis.

Biodiversity					
Category		Unit	2021	2022	2023
Number of project sites in areas with high biodiversity value		Units	5	5	5
Habitats protected or restored		Units	6	6	5
Scale of location whose biodiversity was affected by business activities, products, or services		km ²	14	14	3
Period of time during which biodiversity was affected by business activities, products, or services		Days	1,825	1,490	1,560
The number of International Union for Conservation of Nature (IUCN) designated endangered species and nationally designated endangered species within areas impacted by the business		Units	0	0	0
Number of protected wildlife ¹⁾	Total	Species	12	12	7
	Level 1	Species	2	2	1
	Level 2	Species	8	8	5
	Ban on capturing	Species	2	2	1

1) Data for 2022 has been recalculated

Environmental Management System

Category		Unit	2021	2022	2023
Scope of application		%	100	100	100
External certification (ISO 14001)		%	89.8	89.9	91.7
Internal management system		%	10.2	10.1	8.3

Electric Vehicles

Category		Unit	2021	2022	2023
Percentage of electric vehicles ¹⁾		%	0	0.5	2.7

1) Including leased, rented, and company-owned vehicles, data for 2021 and 2022 has been recalculated.

Performance in Eco-friendly Purchases

Category		Unit	2021	2022	2023
Proportion of eco-friendly purchases		%	1.4	1.4	2.2
Total amount spent on eco-friendly purchases	Total	Million KRW	318,118	403,851	435,833
	Amount spent on eco-friendly products	Million KRW	313,751	398,543	430,934
	Amount spent on eco-friendly packaging materials	Million KRW	4,367	5,308	4,899
Total purchase amount ¹⁾		Million KRW	23,432,983	27,873,453	19,759,876

1) Data for 2021 and 2022 has been recalculated.

Environmental Regulations

Category		Unit	2021	2022	2023
Number of environmental regulation violations ¹⁾		Cases	8	2	4 ²⁾
Amount of fines for environmental regulation violations		thousand KRW	15,612 ³⁾	7,450	40,823
Number of non-financial sanctions imposed for environmental regulation violations		Cases	0	0	2 ⁴⁾
Number of fines exceeding USD 10,000		Cases	0	0	0

- 1) Number of violations resulting in fines exceeding those imposed under internal environmental accident regulations (Domestic and overseas business sites)
- 2) Fines for exceeding noise standards, non-compliance with the Earth Control Measure (ECM) Plan, fines for the discovery of mosquito larvae at overseas construction sites, implemented measures to prevent recurrence of violations (additional sound barriers and IoT platform-based noise monitoring, timely submission of revised plans for changes to ECMs at overseas sites and monitoring of plan revision management, inspection and disinfection of facilities of on site, and reinforcement of staff dedicated to mosquito larvae)
- 3) Data has been recalculated to include omitted overseas fines
- 4) Number of sanctions related to mosquito larvae/water quality at overseas construction sites

Social Performance

Employee Status¹⁾

Category			Unit	2021 ²⁾	2022 ²⁾	2023
Total number of employees			Persons	16,648	17,894	18,685
Gender	Male		Persons	12,976	13,974	14,626
	Female		Persons	3,672	3,920	4,059
Workplace	Domestic		Persons	9,210	9,449	9,736
	Overseas		Persons	7,438	8,445	8,949
	Region	Middle East/Africa	Persons	881	1,497	1,845
		China	Persons	592	643	643
		Southeast Asia/ Southwest Asia/ Japan	Persons	4,725	4,918	4,918
		Europe/CIS	Persons	822	793	796
		North America/ Central & South America	Persons	418	594	747
Employment type	Permanent	Total	Persons	11,917	12,197	12,230
		Male	Persons	9,208	9,422	9,437
		Female	Persons	2,709	2,775	2,793
	Contract	Total	Persons	4,731	5,697	6,455
		Male	Persons	3,768	4,552	5,189
		Female	Persons	963	1,145	1,266
Age ³⁾	Total	Persons	7,706	7,720	7,762	
	20s	Persons	417	473	512	
	30s	Persons	2,728	2,678	2,478	
	40s	Persons	2,774	2,827	2,908	
	50s	Persons	1,787	1,742	1,864	

Category			Unit	2021	2022	2023
By position ³⁾	Total		Persons	7,706	7,720	7,762
	Executives	Total	Persons	144	142	143
		Male	Persons	138	134	134
		Female	Persons	6	8	9
	Managers	Total	Persons	5,534	5,983	6,189
		Male	Persons	4,649	4,941	5,090
		Female	Persons	885	1,042	1,085
	Non-managers	Total	Persons	2,028	1,595	1,444
		Male	Persons	1,301	991	839
		Female	Persons	727	604	605
Workforce diversity	Employment of persons with disabilities ⁴⁾	Employment figures	Persons	209	217	267
		Number of permanent employees (domestic)	Persons	11,998	12,640	12,605
		Employment rate	%	1.7	1.7	2.1

1) Based on the number of permanent and contract employees hired domestically and abroad as of December 31 of the current year

2) Data for 2021 and 2022 has been adjusted

3) Based on the permanent employees hired by headquarters (excluding local/GE hired by overseas branches and corporations)

4) Reporting standards of the Korea Employment Agency for Persons with Disabilities under the Ministry of Employment and Labor (as of the end of December)

Employee Recruitment Status¹⁾

Category			Unit	2021 ²⁾	2022 ²⁾	2023
New recruitment	Total		Persons	170	433	313
	Gender	Male	Persons	125	285	191
		Female	Persons	45	148	122
	Age	under 30 years old	Persons	72	197	165
		30 and 50 years old	Persons	90	236	144
		50 years old and over	Persons	8	0	4
Internal recruitment ³⁾	Number of internal recruitment		Persons	23	49	2
	Internal recruitment ratio		%	100	89.1	28.6
Turnover and retirement ⁴⁾	Total	Number of individuals	Persons	277	373	276
		Ratio	%	3.5	4.8	3.6
	Gender	Male	Persons	185	279	221
		Female	Persons	92	94	55
	Age	under 30 years old	Persons	35	44	26
		30 and 50 years old	Persons	159	196	139
		50 years old and over	Persons	83	133	111
	Voluntary employee turnover	Total	Number of individuals	Persons	246	295
Ratio ⁵⁾			%	3.1	3.8	2.9
Gender		Male	Persons	155	225	176
		Female	Persons	91	70	47
Average employment cost per person			Million KRW	5.5	5.3	5.6

1) Based on the permanent employees hired by headquarters (excluding local/GE hired by overseas branches and corporations)

2) Data for 2021 and 2022 has been adjusted

3) Public positions filled by internal candidates through job postings

4) Criteria for voluntary resignations (resignations not related to the organization's intent) and involuntary resignations (resignations initiated by the organization to terminate employment)

5) Number of voluntary turnover/average number of employees in the previous and current years

Male/Female Equal Compensation

Category			Unit	2021	2022	2023
Ratio of female Compensation to male compensation	Base salary	Executives	%	71.7	76.3	78.0
		Managers	%	100.1	99.3	98.3
		Non-managers	%	94.4	95.5	99.3
	Base salary + performance bonus	Executives	%	66.3	71.3	70.0
		Managers	%	100.1	96.3	94.9

Parental Leave

Category			Unit	2021 ¹⁾	2022 ¹⁾	2023
Users of parental leave ²⁾	Total		Persons	167	219	200
	Utilization ratio		%	5.4	7.3	6.8
	Gender	Male	Persons	46	68	59
		Female	Persons	121	151	141
Parental leave beneficiary ³⁾	Total		Persons	3,088	3,008	2,924
	Gender	Male	Persons	2,376	2,344	2,251
		Female	Persons	712	664	673
	Returnees from parental leave	Total		Persons	147	141
Return ratio		%	94.8	81.0	98.8	
Gender		Male	Persons	35	37	47
		Female	Persons	112	104	112
Expected returnee from parental leave	Total		Persons	155	174	161
	Gender	Male	Persons	40	42	50
		Female	Persons	115	132	111
	Employees who worked more than 12 months after returning from parental leave	Total		Persons	123	138
Ratio of employment for more than 12 months		%	93.9	93.2	88.7	
Gender		Male	Persons	16	35	32
		Female	Persons	107	103	93
Employees expected to work more than 12 months after returning from parental leave	Total		Persons	131	148	141
	Gender	Male	Persons	19	36	36
		Female	Persons	112	112	105

1) Data for 2021 and 2022 has been adjusted

2) Employees with children under the age of eight who are on parental leave in accordance with the Equal Employment Opportunity and Work-family

3) Employees with children under the age of eight in accordance with the Equal Employment Opportunity and Work-family Balance Assistance Act

Labor-Management Relations

Category			Unit	2021 ¹⁾	2022 ¹⁾	2023
Ratio of labor-management councils ²⁾			%	91.9	91.5	89.5
Ratio of labor unions			%	0.6	0.4	3.4
Ratio of application of collective agreements			%	0.6	0.4	3.4

1) Data for 2021 and 2022 has been adjusted

2) The criteria for holding voting rights in the labor-management council.

Employee training¹⁾

Category			Unit	2021	2022	2023
Total training hours ¹⁾	Total		Hours	373,582	596,566	543,949
	Gender	Male	Hours	309,008	494,000	435,621
		Female	Hours	64,574	102,566	108,328
	By job position	Executives	Hours	6,945	9,050	12,002
		Managers	Hours	270,931	436,742	360,047
		Non-managers	Hours	95,706	150,774	171,900
Total training investment	Total		Million KRW	8,108	9,068	11,188
	Gender	Male	Million KRW	6,622	6,862	8,281
		Female	Million KRW	1,486	2,206	2,907
Training hours per person ^{2), 3)}	Total		Hours	22.4	33.3	29.1
	Gender	Male	Hours	23.8	35.4	29.8
		Female	Hours	17.6	26.2	26.7
Investment per person in training ^{2), 4)}	Total		thousand KRW	487.0	506.8	598.8
	Gender	Male	thousand KRW	510.3	491.1	566.2
		Female	thousand KRW	404.7	562.8	716.2
Evaluation of training effectiveness ⁵⁾				28.6	28.5	25.4

1) Total education and training hours as of December 31 of the current year

2) Data for 2021 and 2022 has been adjusted

3) Total education hours for the current year/the number of employees as of December 31 of the current year

4) Total education investment for the current year/the number of employees as of December 31 of the current year

5) The formula used is (Revenue for the current year - (Operating expenses - Employee-related expenses) / Number of employees). Operating expenses and employee-related expenses are based on the selling, general, and administrative expenses, and welfare expenses as reported in the business report, respectively.

Employee participation¹⁾

Category	Unit	2021 ²⁾	2022	2023
Employee participation results	%	72.0	71.4	72.4
Employee participation response ratio	%	85.1	84.3	83.4

1) Based on organizational health (Samsung Culture Index)

2) Data for 2021 and 2022 has been recalculated using a weighted average based on departmental headcounts.

Status of partners

Category	Unit	2021	2022	2023
Total number of suppliers	Units	2,618	2,608	2,104
Number of significant suppliers ¹⁾ (Tier 1 and non-Tier 1)	Units	400	464	368
Total purchase amount from suppliers ²⁾	100 million KRW	69,484	149,190	134,087
Purchase amount from significant suppliers (Tier 1 and non-Tier 1)	100 million KRW	44,843	118,252	108,819
Share of purchases from significant suppliers (Tier 1 and non-Tier 1)	%	64.5	79.3	81.2

1) Selection of outstanding partners based on comprehensive competitiveness evaluation criteria such as transaction performance in the current year, purchase volume, financial capacity (financial soundness, credit rating), technical capabilities (core technology, irreplaceable technology), and management capabilities (sustainability, organizational management).

2) Based on the purchase amount from partners, including local purchase performance (covering purchases, outsourcing, etc.).

Analyze partner purchases (the E&C Group)

Category		Unit	2021	2022	2023
Status of partners by overseas region (the E&C Group)	Total	Units	310	382	400
	Asia/Pacific	Units	184	184	210
	Middle East	Units	93	120	98
	The Americas	Units	21	60	74
	Europe	Units	12	15	18
	Africa	Units	0	3	0
	Others	Units	0	0	0
Order amount by overseas region (the E&C Group)	Total	100 million KRW	20,769	80,565	56,249
	Asia/Pacific	100 million KRW	3,074	5,645	13,720
	Middle East	100 million KRW	10,185	34,778	4,590
	Others	100 million KRW	7,510	40,143	37,939
Purchase by item ¹⁾ (the E&C Group)	Total	100 million KRW	25,103	69,501	34,449
	General Material	100 million KRW	5,198	11,594	7,621
	Steel Material	100 million KRW	7,993	11,615	11,139
	Finishing Material	100 million KRW	2,159	4,200	3,083
	M&E Material	100 million KRW	9,753	42,092	12,606

1) Data for 2021 and 2022 has been recalculated with additional target scope

New partners that underwent ESG assessments

Category		Unit	2021	2022	2023
Total new suppliers that underwent environmental and labor practice assessments	Total	Units	349	425	423
	Domestic	Units	56	100	84
	Overseas	Units	293	325	339

Partner ESG assessments and support

Category		Unit	2021	2022	2023
Partners that underwent ESG assessments (Significant + Non-significant)		Units	1,397	695 ¹⁾	559
Ratio of significant suppliers evaluated		%	100	100	100
Suppliers with identified issues ²⁾		Units	58	43	46
Established and Improved action plan for issues		Units	24	16	30
Action on the issues (contract cancellation)		Units	34	27	16
Suppliers supported in corrective action plan implementation		Units	58	43	46

1) The E&C Group revised its method from restructuring the entire registered company every year to maintaining existing registered companies, and conducting evaluations including ESG inspection for new partners to be added

2) Identified issues from ESG-related assessment, including environment, health and safety, recruitment, and ethics

Partner Supporting Program

Category		Unit	2021	2022	2023
Partner capacity-building program	Partners supported by the program	Units	1,165	1,101	1,005
	Key partners supported by the program ¹⁾	Units	143	165	185
Financial support performance for partners	Support for management funds	100 million KRW	231	216	220
	Creation of mutual funds	100 million KRW	950	950	950
Performance of technical support for partners	Amount of technical support	100 million KRW	46	40	13

1) Data for 2022 has been recalculated

Human rights risk management

Category		Unit	2021	2022	2023
Education on Human Rights	Completion rate of compulsory human rights education	%	100	100	100
	Completion rate of non-compulsory human rights education ¹⁾	%	0.1	4.5	4.2
Human rights impact assessment	Ratio of workplace human rights risk assessments	%	85.2	93.0	100.0
	Ratio of addressed identified risks	%	100	100	100

1) Data for 2021 and 2022 has been adjusted

Stakeholder human rights grievance handling

Category		Unit	2021	2022	2023
Total number of received cases		Cases	17	25	12
Total number of resolved cases		Cases	17	25	12

Safety Indicators

Category		Unit	2021	2022	2023
Number of incidents	Total	Cases	200	182	190
	Region	Domestic	193	168	175
		Overseas	7	14	15
	Type	Employees	14	18	24
		Partners	186	164	172
Fatalities	Total	Cases	3	3	0
	Region	Domestic	2	1	0
		Overseas	1	2	0
	Type	Employees	1	0	0
		Partners	2	3	0
Lost Time Injury Rate (LTIR) ^{1), 2)}	Total		0.19	0.14	0.13
	Type	Employees	N/A	0.12	0.12
		Partners	N/A	0.14	0.13

1) Lost Time Injury Rate (LTIR) = (Total number of incidents)/(Total hours worked per year) x 200,000
2) Lost Time Injury Rate have disaggregated by employee and supplier affiliation from 2022

Safety Management System

Category	Unit	2021	2022	2023
Scope of application	%	100	100	100
External certifications (ISO 45001, etc.)	%	94.3	94.4	96.4
Internal management system	%	5.7	5.6	3.6

Customer Health and Safety

Category		Unit	2021	2022	2023
Health and safety impact assessment of major products and services	Major product/service categories	Units	181	171	169
	Major product/service categories that underwent health and safety impact assessments	Units	181	171	169
	Ratio of major product/service categories that underwent health and safety impact assessments	%	100	100	100
	Violations of regulations related to product and service health and safety impacts	Cases	0	0	0
	Cases of legal regulation violations (penalties, fines)	Cases	1	2	0
Violations of regulations related to product and service health and safety impacts	Cases of legal regulation violations (warning)	Cases	32	58	24
	Cases of voluntary regulation violations	Cases	32	58	24

Customer Personal Information

Category		Unit	2021	2022	2023
Number of customer personal information protection violations and data loss incidents	Total	Cases	0	0	0
	Issues raised by external parties and subsequently substantiated internally within the organization	Cases	0	0	0
	Issues raised by regulatory authorities	Cases	0	0	0

Product and Service Labeling

Category		Unit	2021	2022	2023
Violations of labeling regulations	Cases of legal regulation violations (penalties, fines)	Cases	0	0	0
	Cases of legal regulation violations (warning)	Cases	0	1	0
	Cases of voluntary regulation violations	Cases	0	1	0
Violations of marketing communication regulations	Cases of legal regulation violations (penalties, fines)	Cases	0	0	0
	Cases of legal regulation violations (warning)	Cases	0	0	0
	Cases of voluntary regulation violations	Cases	0	0	0

Product Stewardship

Category		Unit	2021	2022	2023
LCA product assessment (the E&C Group)	Ratio of products undergoing LCA ¹⁾	%	13.0	14.9	14.1
Low-carbon products (the E&C Group)	Sales from low-carbon products	Million KRW	573,429	628,884	800,973
	Annual emissions avoided by major low-carbon products	tCO ₂ -eq	0	0	0
	Sales from products that prevent third-party emissions	Million KRW	1,408,795	2,424,714	4,392,192
	Emissions prevented by major products that prevent third-party emissions	tCO ₂ -eq	0	0	0
Products with environmental labels (the E&C Group)	Proportion of revenue made from products with environmental labels (independent environmental labels such as Type I, II, III, LEED)	%	1.9	1.7	2.3

1) Data for 2022 has been recalculated

Quality Management System

Category	Unit	2021	2022 ¹⁾	2023
Scope of application	%	100	100	100
External certification (ISO 9001)	%	89.8	88.8	90.5
Internal management system	%	10.2	11.2	9.5

1) Data for 2022 has been recalculated

Customer Satisfaction

Category		Unit	2021	2022	2023
National Customer Satisfaction Index (NCSI)	Apartment sector	Ranking (score)	1(83)	1(82)	1(82)
	Men's casual clothing sector	Ranking (score)	2(79)	2(79)	2(78)
Korean Customer Satisfaction Index (KCSI)	Comprehensive leisure facilities sector	Ranking (score)	1(85.6)	1(86.5)	1(87.8)
	Water park sector	Ranking (score)	1(85.6)	1(82.0)	1(85.2)
Korean Service Quality Index (KS-SQI)	Theme park sector	Ranking (score)	1(77.3)	1(78.1)	1(78.4)
	Water park sector	Ranking (score)	1(73.7)	1(74.3)	1(74.7)

Social Contribution Participation Performance

Category	Unit	2021	2022	2023
Number of participants in social contributions	Persons	16,315	17,046	14,927
Social contribution participation hours	Hours	59,917	77,583	54,386

Governance Performance

Compliance and ethical management training^{1), 2)}

Category	Unit	2021	2022	2023
Total number of participants (cumulative)	Persons	115,991	102,901	108,842

1) One hour of training per participant

2) Total training on compliance risks (fair trade, anti-corruption, information protection, employment and labor, mutual growth, safety, environmental quality, clean organization)

Compliance Self-Assessment

Category	Unit	2021	2022	2023
Number of participants in self-assessment	Persons	11,353	12,044	13,117
Self-assessment participation ratio	%	98.0	98.6	98.5

Corruption Risk Assessment for Business Sites

Category	Unit	2021	2022	2023
Number of targeted business sites ¹⁾	Units	220	184	127
Number of business sites assessed (inspected) for corruption risk ²⁾	Units	109	77	85
Ratio of business sites assessed (inspected) for corruption risk	%	49.5	41.8	66.9

1) Targeted business sites include headquarters departments, sites, branches/corporations, and offices

2) Corruption risk assessments (inspections) conducted every two years for all business sites

Legal/Regulatory Violations

Category	Unit	2021	2022	2023
Number of compliance violations ¹⁾	Cases	0	0	0
Amount of fines imposed for compliance violations	Million KRW	0	0	0

1) Compliance violation items: Anti-corruption, Fair trade

Compliance-related Action Status

Category	Unit	2021	2022	2023
Non-monetary sanctions (employees)	Disciplinary actions	Cases	0	0
	Warning	Cases	40	32
Non-monetary sanctions (partners)	Contract terminations with partners ¹⁾	Cases	5	3

1) Data for 2021, 2022 has been recalculated by excluding partner companies that have established and completed improvement plans

Ethical Management

Category	Unit	2021	2022	2023
Code of conduct application rate	Employees	%	100	100
	Contractors/Suppliers/Service providers	%	100	100
	Subsidiaries	%	100	100
Signature rate for acknowledging the code of conduct	Employees	%	100	100
	Contractors/Suppliers/Service providers	%	100	100
	Subsidiaries	%	100	100

Composition of the Board of Directors

Category	Unit	2021	2022	2023
Number of composition of the BOD	Total	Persons	9	9
	Number of independent directors	Persons	5	5
	Number of executive directors	Persons	4	4
Diversity of BOD	Number of female independent directors	Persons	1	1
	Number of foreign independent directors	Persons	2	2
Independence of the BOD	Duration of maintaining the chairmanship of independent directors	Year	0.8	1.8
Efficiency of the BOD	Number of restrictions on concurrent positions for independent directors	Units	2	2
	Average attendance rate to BOD meetings	%	98.5	96.3
	Number of BOD meetings held	Meetings	8	6
	Number of agenda items on which independent directors opposed or proposed modifications	Cases	1	1

Committee Operations

Category		Unit	2021	2022	2023
ESG Committee (formerly Governance Committee)	Attendance rate of independent directors	%	95.8	96.7	97.1
	Number of BOD meetings held	Meetings	5	6	7
Independent Director Recommendation Committee	Attendance rate of independent directors	%	100	100	100
	Number of BOD meetings held	Meetings	4	4	4
Audit Committee	Number of members meeting the financial expertise requirement	Persons	1	1	2
	Ratio of members meeting the financial expertise requirement	%	33.3	33.3	66.7
	Attendance rate of independent directors	%	100	100	100
	Number of BOD meetings held	Meetings	5	5	6
	Number of BOD meetings held	Meetings	4	4	5
Compensation Committee	Attendance rate of independent directors	%	100	92	100
	Number of BOD meetings held	Meetings	4	4	5

CEO Compensation

Category		Unit	2021	2022	2023
CEO compensation policy	Ratio of short-term CEO compensation deferred bonus	%	0	0	0
	CEO variable compensation performance period	Years	3	3	3
	CEO variable compensation maximum vesting period	Years	3	3	3
	CEO compensation (base salary + performance bonus) ¹⁾	Million KRW	1,515	1,585	1,935
	Ratio of CEO compensation to total employee compensation ²⁾	Times	13	13	14

1) Average values for three representatives in the business report
2) Average employee compensation value in the business report

Effectiveness of the Board of Directors

Category		Unit	2021	2022	2023
BOD tenure	Average board tenure	Years	1.8	2.8	3.5
BOD expertise	Ratio of directors with industry-specific experience	%	66.7	66.7	66.7

Voting Rights

Category		Unit	2021	2022	2023
Voting rights status	Shares owned by CEO	Shares	4,364	5,364	5,400
	Shares owned by executive directors	Shares	7,663	8,663	8,699
	Shares owned by independent directors	Shares	200	200	200
	Ownership stake of registered executives	%	0.004	0.005	0.005
	Ownership stake of non-registered executives	Shares	26,109	19,629	28,533
	Government agency voting rights ownership ratio	%	7.1	7.2	7.0
	Total voting rights of the founding family	%	31.3	31.6	31.8

Shareholders' Meeting

Category		Unit	2021	2022	2023
Shareholders' meeting regulations	Notification date for matters (e.g., venue, agenda) of regular shareholders' meetings	Days	30	30	30

General Economic Performance

Key Financial Performance¹⁾

Category	Unit	2021	2022	2023
Revenue	Million KRW	30,627,362	37,573,561	35,402,294
Operating profit	Million KRW	615,601	1,508,723	1,654,340

1) Based on consolidated financial statements for the E&C, T&I, Fashion and Resort groups (excluding domestic subsidiaries)

Policy advocacy expenses¹⁾

Category	Unit	2021	2022	2023
Lobbyists/lobbying organizations	Million KRW	0	0	0
Political campaign candidates	Million KRW	0	0	0
Associations or tax-exempt organizations ²⁾	Million KRW	1,516	2,029	2,052

1) Samsung C&T Corporation adheres to its Samsung Management Principles and Compliance Code of Conduct, refraining from political intervention, providing illegal political funds, or engaging in illegal financial transactions such as money laundering

2) Key details for 2023: Construction Association of Korea (793 million KRW), International Contractors Association of Korea (416 million KRW), Korea Federation of Construction Contractors (100 million KRW)

R&D status

Category	Unit	2021	2022	2023
R&D expenses	Million KRW	110,622	113,535	148,200
Ratio of R&D expenses to revenue	%	0.4	0.3	0.4
R&D personnel	Persons	153	162	172
Environmental R&D expenses	Million KRW	22,842	25,231	27,011
Clean technology investment target	Million KRW	N/A ¹⁾	26,190	28,044

1) Estimating clean technology investment target starting from 2022

Patent Status

Category	Unit	2021	2022	2023
Number of patents	Units	272	290	329

Sustainability Taxonomy

Category	Unit	2021	2022	2023
Revenue ¹⁾ Total	Million KRW	1,559,901	1,819,187	2,279,214
Ratio	%	5.1	4.8	6.4
Innovations (Ultra High Voltage Direct Current Transmission and Distribution)	Million KRW	23	466,464	580,446
Renewable energy	Million KRW	289,248	330,217	660,566
Biomass	Million KRW	119,713	87,962	182,967
Clean transportation infrastructure	Million KRW	354,382	332,353	532,069
Zero energy buildings or green buildings	Million KRW	372,534	285,776	85,386
Waste recycling and upcycling	Million KRW	294,755	252,919	148,419
Others	Million KRW	129,246	63,496	89,361

1) Based on K-Taxonomy economic activities

Company Overview

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Report Overview

Samsung C&T aims to transparently disclose the results of our activities carried out to achieve our mid- to long-term ESG strategy direction and goals through the 'Samsung C&T 2024 Sustainability Report'. This report consists of the Sustainability Framework that describes Samsung C&T's ESG strategy system and task implementation status, the ESG Management that describes environmental, social, and governance activities, and the Appendix that contains non-financial performance results.

Reporting Standard

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, international sustainability reporting guidelines. It has also been prepared with consideration of the International Sustainability Disclosure Standards (IFRS S1 General Requirements and IFRS S2 Climate-related Disclosures) of the International Sustainability Standards Board (ISSB), as well as the Task Force on Climate-related Financial Disclosures (TCFD) guidelines.

Reporting Period and Scope

This report covers Samsung C&T Corporation's performance from January 1, 2023, to December 31, 2023. The reporting scope includes all domestic and international business sites across the company's four groups (Engineering & Construction, Trading & Investment, Fashion, and Resort), excluding domestic subsidiaries such as Samsung Welstory and Samsung Biologics. Quantitative performance data is provided for the past three years to show year-over-year trends. Some qualitative performance data includes information from before 2023 and the first half of 2024.

Group	Scope
The E&C Group	· All domestic and overseas business sites
The T&I Group	· All domestic and overseas business sites
The Fashion Group	· All domestic and overseas business sites
The Resort Group	· All domestic business sites

Environmental performance assessment standards

Environmental performance is assessed and provided in accordance with the following standards.

Classification of data		Assessment scope and standards
Data Collection Scope		· Total number of domestic and overseas business site operated for the current year
Energy Consumption	Energy Consumption	· Based on statement of energy consumption · Data verified by the third party institution
	Energy consumption intensity	· Based on sales in the annual business report (excluding domestic subsidiaries of 4 groups)
Greenhouse Gas Emissions	Scope 1 emissions	· Based on all domestic and overseas business sites
	Scope 2 emissions	· Based on statement of greenhouse gas emissions
	Scope 3 emissions	· Data verified by the third party institution
	Greenhouse gas emissions intensity	· Based on sales in the annual business report (excluding domestic subsidiaries of 4 groups)
Water Consumption	Water Consumption	· Calculated by 'Water withdrawal – Water discharged' · Based on disclosed information in 'Mulbaro System'
	Water consumption intensity	· Based on sales in the annual business report (excluding domestic subsidiaries of 4 groups)
	Total water usage in water-scarce regions	· Calculated by 'Water withdrawal – Water discharged' within the country among the 44 countries based on WRI (World Resources Institute)
	Water sources affected by withdrawal	· Number of sites that use surface water
Resource Consumption		· Status of ordered materials in the purchase system
Waste Discharge Amount	Waste discharge amount	· Based on disclosed information in 'Allbaro System'
	Waste recycling amount	
Wastewater discharge		· Amount of wastewater consigned to a wastewater treatment company and amount discharged after self-purification
Air Pollutant Emissions		· Based on disclosed information in 'ENV-INFO system'
Water Pollution Substance Discharge		
Biodiversity	Number of project sites in areas with high biodiversity value	· Based on sites subject to environmental impact assessments
Environmental Regulations	Number of environmental regulation violations	· Based on disclosed information in 'ENV-INFO system'
	Amount of fines for environmental regulation violations	
Environmental Management System		· Number of project sites and business sites acquired external certification (ISO 14001)
Electric Vehicles		· Based on electric and hydrogen vehicles in accordance with the Clean Air Conservation Act

Social Performance Assessment Standards

Social performance is assessed and provided in accordance with the following standards.

Classification of data		Assessment scope and standards
Employee Status		· Total number of domestic/overseas permanent and contracted employees · ‘Permanent employees’ are employees with work contracts of unlimited duration · Company-wide employees are calculated based on the number of employees in each sector · Overseas resident employees are calculated as employees in the original sector
	Employment rate of persons with disabilities	· Based on the standards announced by the Korea Employment Agency for Persons with Disabilities within the Ministry of Employment and Labor
Employee Recruitment Status		· Based on permanent employment contracted with the headquarters (excluding GE who contracted with abroad branches, subsidiaries)
Parental Leave	User of parental leave	· Applicants for use of parental leave among those with children under 8 years old according to the ‘Equal Employment Opportunity And Work-family Balance Assistance Act’
	Parental leave beneficiary	· Employees with children under 8 years old according to the ‘Equal Employment Opportunity And Work-family Balance Assistance Act’
	Returnees from parental leave	· Returnee in accordance with termination of parental leave (including early-return) for the current year from January 1 to December 31
	Expected returnee from parental leave	· Expected returnee for the current year after the use of parental leave during the prior reporting period
Male/Female Equal Compensation	Executives	· Based on remuneration of executive position under the employment contract
	Managers	· Based on remuneration of manager position under the employment contract
	Non-managers	· Based on the employment contract of non-manager position
Labor-Management Relations	Rate of application of collective agreements	· (Number of member of union membership)/(Number of expected member available for union membership)
Employee training		· Total training for domestic and oversea employees
Status of partners	Total number of suppliers	· Total partner companies with transaction history for the current year among registered partner companies
	Number of significant suppliers	· Selection of outstanding partners based on comprehensive competitiveness evaluation criteria such as transaction performance in the current year, purchase volume, financial capacity (financial soundness, credit rating), technical capabilities (core technology, irreplaceable technology), and management capabilities (sustainability, organizational management).
Safety Indicators	Number of incidents	· Based on reporting to Labor Management Corporation
	Fatalities	· Based on reporting to Labor Management Corporation
	Lost Time Injury Rate (LTIR)	· (Total number of accidents)/(Annual working hours)×200,000

Revision and Recalculation of Information

The information included in this report has been updated due to changes in calculation criteria compared to previous years’ reports. The revised information is as follows:

Category	Name of Indicators	Details of Criteria Change
Global Network		· Until 2022, Samsung Welstory included 10 domestic subsidiaries. However, as domestic subsidiaries are excluded from the scope of this report, they have been omitted.
Environmental	Water Withdrawal	· Previously, recycled water was included in the total water withdrawn quantity. However, the criterion was changed to exclude recycled water from the withdrawn quantity. · Reused water is now calculated based on the water usage from nearby construction sites wastewater treatment plants.
	Resource Consumption	· The quantity previously calculated based on ordering standards was recalculated for for 2021 and 2022 based on incoming standards.
	Electric Vehicles	· Data for 2021 and 2022 was recalculated to include leased/rented/company-owned vehicles.
Social	Organizational health	· Data for 2021 and 2022 was recalculated using a weighted average based on departmental headcounts.
	Parental Leave	· Data for 2021 and 2022 was recalculated to exclude individuals who returned from childcare leave and resigned on the same day or within 2 days.
Governance	Compliance-related Action Status	· The data has been recalculated by excluding partner companies that have established and completed improvement plans based on the existing compliance issue occurrence data.

GRI Index

Statement of Use	Samsung C&T Corporation reports on sustainable management practices in accordance with the GRI Standards for the period from January 1, 2023 to December 31, 2023.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of the publication of the report in June 2024, there are no applicable GRI Sector Standards. To determine important issues applicable to Industrial Conglomerates according to the GICS criteria, external sources and indicators were reviewed to select and report on significant issues and related performance.

GRI 2: General Disclosures 2021

Disclosures		Page	Remarks
2-1	Organizational details	4, 9	
2-2	Entities included in the organization's sustainability reporting	2, 101	
2-3	Reporting period, frequency and contact point	2	
2-4	Restatements of information	2, 88~100, 102	
2-5	External assurance	106, 107~109	
2-6	Activities, value chain and other business relationships	4~9	2023 Annual Report p.55~56
2-7	Employees	4, 92	
2-8	Workers who are not employees	-	2023 Annual Report p.513
2-9	Governance structure and composition	76~78	
2-10	Nomination and selection of the highest governance body	76~77	
2-11	Chair of the highest governance body	76	2023 Annual Report p.483
2-12	Role of the highest governance body in overseeing the management of impacts	18~20, 76, 78	
2-13	Delegation of responsibility for managing impacts	18~20, 76, 78	
2-14	Role of the highest governance body in sustainability reporting	78	
2-15	Conflicts of interest	-	Compliance with interest conflict prevention policies including domestic laws such as commercial law, etc. 2023 Corporate Governance Report p.39~41

Disclosures		Page	Remarks
2-16	Communication of critical concerns	76~81	2023 Annual Report p.480
2-17	Collective knowledge of the highest governance body	76, 77	2023 Annual Report p.487~490
2-18	Evaluation of the performance of the highest governance body	79	
2-19	Remuneration policies	79	2023 Annual Report p.514~522
2-20	Process to determine remuneration	79	
2-21	Annual total compensation ratio	99	
2-22	Statement on sustainable development strategy	11	
2-23	Policy commitments	49, 52, 57, 69	Compliance Code of Conduct & Guide
2-24	Embedding policy commitments	49~51, 52~56, 57~59, 69~71	
2-25	Processes to remediate negative impacts	51, 85	
2-26	Mechanisms for seeking advice and raising concerns	85	
2-27	Compliance with laws and regulations	-	2023 Annual Report p.582~586
2-28	Membership associations	110	
2-29	Approach to stakeholder engagement	17	
2-30	Collective bargaining agreements	44, 93	

Company Overview

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Appendix

Sustainable Management
Performance Indicators
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GRI 3: Material Topics 2021

Disclosures		Page	Remarks
3-1	Process to determine material topics	14, 15	
3-2	List of material topics	14, 15	

Material Topic 1: Climate risk management

Topic	Disclosures		Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	16, 18~20	
GRI 302: Energy	302-1	Energy consumption within the organization	88	
	302-3	Energy intensity	88	
	302-4	Reduction of energy consumption	32	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	89	
	305-2	Energy indirect (Scope 2) GHG emissions	89	
	305-3	Other indirect (Scope 3) GHG emissions	89	
	305-4	GHG emissions intensity	89	
	305-5	Reduction of GHG emissions	32	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	90	

Material Topic 2: Environmental business

Topic	Disclosures		Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	16, 18~20	No GRI Topic Standards apply to this key topic.

Material Topic 3: Resource circularity

Topic	Disclosures		Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	16, 18~20	
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	29, 35	
	303-3	Water withdrawal	89	
	303-4	Water discharge	89	
	303-5	Water consumption	89	
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	35	
	306-2	Management of significant waste-related impacts	35	
	306-3	Waste generated	90	
	306-4	Waste diverted from disposal	90	
	306-5	Waste directed to disposal	90	

Material Topic 4: Occupational health and safety risk management

Topic	Disclosures		Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	16, 18~20	
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	52~53	
	403-2	Hazard identification, risk assessment, and incident investigation	55	
	403-3	Occupational health services	56	
	403-4	Worker participation, consultation, and communication on occupational health and safety	53~56	
	403-5	Worker training on occupational health and safety	56	
	403-6	Promotion of worker health	56	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	59	
	403-8	Workers covered by an occupational health and safety management system	52~53, 96	
	403-9	Work-related injuries	96	

Material Topic 5: Human rights risk management

Topic	Disclosures	Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	16, 18~20
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	46, 76 92~93
	405-2	Ratio of basic salary and remuneration of women to men	93
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	85, 98
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	44, 93 No negative impact has arisen due to violations of freedom of association and collective bargaining

Material Topic 6: ESG risk management for partners

Topic	Disclosures	Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	16, 18~20
GRI 308: Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	95
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	95
	414-2	Negative social impacts in the supply chain and actions taken	95

Material Topic 7: Employee Capability Development

Topic	Disclosures	Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	16, 18~20
GRI 404: Training and Education	404-1	Average hours of training per year per employee	96
	404-2	Programs for upgrading employee skills and transition assistance programs	47~48
	404-3	Percentage of employees receiving regular performance and career development reviews	46

Material Topic 8: Ethical corporate culture

Topic	Disclosures	Page	Remarks
GRI 3: Material Topics 2021	3-3	Management of material topics	16, 18~20
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	83~85, 98
	205-2	Communication and training about anti-corruption policies and procedures	82~86, 98
	205-3	Confirmed incidents of corruption and actions taken	85, 98
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	98
GRI 415: Public Policy	415-1	Political contributions	- In accordance with Article 31 Political Funding Act, it is legally prohibited, and Samsung C&T Corporation is complying with it.

GHG Verification Statement

Independent Verification Statement

Samsung C&T Corporation

The Korea Management Registrar Inc. (hereinafter “KMR”) has conducted the verification on the greenhouse gas (hereinafter “GHG”) emission (Scope 1,2&3) of Samsung C&T Corporation(hereinafter “the Company”) in 2023.

SCOPE

Verification of places of business and emission facilities under the control of the company.

STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- WRI/WBCSD GHG Protocol
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading Scheme

PROCEDURE

We conducted a risk analysis approach and on-site verification based on data evaluation, and we identified the appropriateness of the data and factors applied to GHG emission calculations based on objective evidence. The verification team verified the GHG emissions during the reporting period in a reasonable way based on the verification guidelines.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATIONS

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

OPINION

- GHG verification has been performed to meet the limited assurance level according to the verification standards.
- We express that no significant errors were found in the calculation of emissions during the verification process, and that relevant activity data and evidence were appropriately managed and calculated. As a result, we express an “unmodified” opinion.
- Criticality: meets the criterion, which is less than 5%

Category	Direct Emission (Scope 1)	Indirect Emission (Scope 2)	Corporate Value Chain (Scope 3)	Total (tCO ₂ -eq)
Location-based	100,589	102,578	92,515	295,682
Market-based	100,589	75,854	92,515	268,958

- ※ Note : There is a difference in the total amount of emissions and emissions by greenhouse gas and by workplace.
(Total emissions are cut to a decimal point for each workplace unit and emissions are summed up for each workplace unit.)
- ※ In the case of overseas business sites, items purchased to offset emissions from the market, such as REC and GO (Guarantee of Origin), were reflected, and the offset emissions were subtracted from the existing region-based emissions and calculated as market-based emissions. (Offset 26,724tCO₂-eq)
- ※ Domestic emissions are emissions calculated by adjusting direct and indirect emissions based on total emissions based on the amount submitted for greenhouse gas statement verification in 2023.

RESULTS

We confirm through verification that the emissions from major emission facilities have been calculated and reported without omission.

- ※ The abovementioned company is responsible for preparing verification data in accordance with the “Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2021-278)”, and KMR’s responsibility is limited to the party in the verification contract according to the agreed contract terms. and is not responsible for other decisions, including investment decisions based on this verification statement.
- ※ The abovementioned company must comply with the use of the certification and logo marks under the contract entered into with KMR.



E J Hwang

April 12, 2024
C E O Eun Ju Hwang

Independent Assurance Opinion Statement

The Stakeholders of Samsung C&T Corporation

Overview

BSI (British Standards Institution) Group Korea (hereinafter referred to as the "Assurer") was requested to verify the Sustainability Report 2024 (hereinafter referred to as the "Report"). The Assurer is independent of Samsung C&T Corporation and has no major operational financial interest other than the assurance. This assurance opinion statement is intended to provide information related to the assurance of the Samsung C&T Corporation report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any purpose other than the purpose of publication. This assurance opinion statement was prepared based on the information presented by the Samsung C&T Corporation and the assurance was carried out under the assumption that presented the information and data were complete and accurate.

Samsung C&T Corporation 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 Samsung C&T Corporation only.

The Assurer is responsible for providing Samsung C&T Corporation management 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 Samsung C&T Corporation. The Assurer shall not bear any other responsibility, including legal responsibility, to any third party other than Samsung C&T Corporation in providing the assurance opinion and shall not be liable to any other purpose, purpose or stakeholders related thereto for which the assurance opinion may be used.

Scope

The scope of engagement agreed upon with Samsung C&T Corporation includes the following:

- Reporting contents during the period from January 1st to December 31st 2023 included in the report, some data included the first half of 2024.
- 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.
- In Accordance with the four principles of AA1000 AccountAbility in the report, based on the type of Sustainability Assurance based on AA1000AS v3 and if applicable, the reliability of the sustainability performance information contained in the report.

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 levels and types are as follows;

- Moderate level based on AA1000 AS and Type 2 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018 and quality and reliability of specific performance information published in the report.)

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 Samsung C&T Corporation.

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

205-1~3, 206-1, 302-1, 302-3~4, 303-1~5, 305-1~5, 305-7, 306-2~5, 308-2, 403-1~9, 404-1~3, 405-1~2, 406-1, 407-1, 414-1~2, 415-1

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;

- A top-level review of issues raised by external parties that could be relevant to organizations policies to provide a check on the appropriateness of statements made in the report.
- Discussion with managers and staffs on organization's approach to 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 materiality issue analysis process and prioritization by reviewing materiality issue analysis process and verifying the results
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures where available
- An assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the Samsung C&T Corporation Seoul HQ 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 the reporting organization. It implies that no significant errors were found during the verification process, and that there are limitations related to the inevitable risks that may exist. The Assurer does not provide assurance for possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

Competency and Independence

BSI (British Standards Institution) 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 almost 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with Samsung C&T Corporation. 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.

Opinion Statement

The assurer was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. Assurer planned and performed this part of our work to obtain the necessary information and explanations assurer considered to provide sufficient evidence that Samsung C&T Corporation's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated.

On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environment performance indicators are accurate and are supported by robust internal control processes.

Conclusions

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

Inclusivity: Stakeholder Engagement and Opinion

Samsung C&T Corporation defined customers, employees, shareholders/investors, local communities, partners and governments/media as a Key Stakeholder Groups. In order to collect opinions by each stakeholder groups in the context of sustainability, operated the stakeholder engagement process. Samsung C&T Corporation conducted a review of the stakeholder engagement process at the Steering Committee in order to reflect the major issues derived through the stakeholder engagement process in sustainability strategy and goals. Samsung C&T Corporation disclosed the results related to the process in the Report.

Materiality: Identification and reporting of material sustainability topics

Samsung C&T Corporation implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. In the materiality assessment, Samsung C&T Corporation conducted the analysis of global sustainability reporting or assessment standards, and reflected sustainability issues by major business sectors such as construction, trading, fashion, and resorts to derive the impact and financial materiality. Samsung C&T Corporation derived 8 key issues through the relevant process, and disclosed GRI topic standards disclosures related to key issues in the Report.

Responsiveness: Responding to material sustainability topics and related impacts

Samsung C&T Corporation operated a management process for key issues in the context of sustainability derived from the materiality assessment. Samsung C&T Corporation established mid- to long-term sustainability plans and goals in according to the management methodology established to effectively reflect the expectations of key stakeholders. Samsung C&T Corporation disclosed the process including policy, indicator, activity and response performance on key issues in the Report.

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders

Samsung C&T Corporation identified the scope and extent of the impacts to the organization and key stakeholders in the context of the sustainability of the reported key issues. Samsung C&T Corporation established sustainability strategies and objectives based on the analysis results of major impacts, including risks and opportunities for key issues at the governance level, disclosed mid- to long-term plans and strategic system in the Report.

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

Among the GRI Topic Standards, the following disclosure were carried out in a assurance Type 2 based on the information and data provided by the reporting organization. In order to verify the reliability and accuracy of the data and information, internal control procedures related to data processing, processing, and management were verified through interviews with the responsible department, and accuracy was verified through sampling. Errors and intentional distortions in sustainability performance information included in the report were not found through assurance processes. The reporting organization manages the sustainability performance information through reliable internal control procedures and can track the process of deriving the source of the performance. Errors and unclear expressions found during the assurance process were corrected during the assurance process and prior to the publication of the report, and the assurer confirmed the final published report with the errors and expressions corrected.

- GRI Topic Standards Disclosures related to energy use, greenhouse gas emissions, waste generation, employees training, diversity and equal pay: 302-1, 302-3, 305-1~4, 306-3~5, 404-1, 405-1~2

Recommendations and Opportunity for improvement

The assurer will provide the following comments to the extent that they do not affect the result of assurance;

- It may be effective to specify specialized ESG goals and management systems based on sustainability issues by business sectors such as construction, trading, fashion, and resorts, and to reflect related achievements in the company-wide ESG strategic visions.

GRI-reporting

Samsung C&T Corporation provided us with their self declaration of compliance within GRI Standards. Based on our review, we confirm that social responsibility and sustainable development indicators with reference to the GRI Index. The Assurer confirmed that the Report was prepared in accordance with the GRI Standards and the disclosures related to the Universal Standards and Topic Standards Indicators based on the data provided by Samsung C&T Corporation. The sector standard was not applied.

Issue Date: 28/05/2024

For and on behalf of BSI (Brithish Standards Institution):

BSI representative



Jungwoo Lee
Lead Assurer, ACSAP



Seonghwan Lim
Managing Director of BSI Korea

BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea
Hold Statement Number: SRA 791270



Awards and Association Memberships

External Evaluation and Awards

Group	Awards	Hosted by
Common	Obtained Grade AA in the 2024 MSCI Evaluation	Morgan Stanley Capital International
	Achieved Integrated Grade A+ in the 2023 ESG Evaluation	Korea ESG Standards Institute
	Induced into the 2023 CDP Korea Hall of Fame Platinum Club	CDP Korea Committee
	Included in the 2023 DJSI World Excellence Companies	S&P Global
E&C	Selected as an Outstanding Honorary Company in the Co-prosperity Index Evaluation	Korea Commission for Corporate Partnership
	RAEMIAN ranked 1st in the 2023 National Customer Satisfaction Survey (NCSI) in the Apartment Sector	Korea Productivity Center
	Ranked 1st in the Construction sector as the Most Respected Company in South Korea in 2023	Korea Management Association Consultants Inc.
	Received the Main Prize in the 2023 German iF Design Awards	International Forum Design in Germany
	Received an Award in the Spatial/Architecture Category of the 2023 Asia Design Prize	Asia Design Prize
	Received the Cultural, Sports and Tourism Minister's Award in the 13th Republic of Korea Landscape Awards 2023	The Korean Institute of Landscape Architecture, Ministry of Land, Infrastructure and Transport
	Received award from the National Assembly, award from the Minister of Environment, President Award from the Korea Construction Environment Association at the 2023 Construction Environmental Management Best Practices Competition.	Korea Construction Environment Association
	Received an Award for Excellence in Construction Safety and Health Activities with a Focus on Risk Assessment in 2023	Ministry of Employment and Labor, Korea Occupational Safety & Health Agency
	Received an Award from the Minister of Land, Infrastructure and Transport Award at the Smart Construction Challenge Contest 2023	Ministry of Land, Infrastructure and Transport
	Received President's Award from the Korea Federation of Construction Contractors and the Minister's Award from the Ministry of Land, Infrastructure and Transport at the 16th Construction Technology Research Excellence Presentation in 2023	Korea Federation of Construction Contractors
	Received Bronze Tower Industrial Medal at the 60th Trade Day Ceremony in 2023	Ministry of Trade, Industry and Energy, the Korea International Trade Association
	Ranked 1st in the General Trading sector as the Most Respected Company in South Korea in 2023	Korea Management Association Consultants Inc.
T&I	The plant of Samsung Precision Stainless Steel (Pinghu) Co., Ltd. in China, received 2023 Pingan Building Pilot Company Award	China Pinghu Committee
Fashion	Selected as an Excellent Company in the Mutual Growth Index	Korea Commission for Corporate Partnership
	Received the Top Award in the Fair Trade Agreement Implementation Evaluation	Fair Trade Commission
Resort	Ranked 1st in the Comprehensive Leisure Facilities and Water Parks category by the 2023 Korean Customer Satisfaction Index (KCSI)	Korea Management Association Consultants Inc.
	Ranked 1st in the Theme Parks and Water Parks category by the 2023 Korean Service Quality Index (KS-SQI)	Korean Standards Association

Association and Organization Membership Status

Associations and Organizations		
Construction Industry Vision Forum	Korea Air Cleaning Association	Korean Society for Quality Management
Construction Industry KOSHA 18001 Association	Korea Management Association Consultants Inc.	Japan RX Consortium
Federation of Korean Industries	Korea Data Center Council	Proptech Association
Green Companies Association	Korea Association for Fusion Energy and Accelerator Technology	Korea Plant Industries Association
Korea Construction Association	Korea Radon Association	Korean Institute of Landscape Architecture
Korea Golf Association	Korea Remodeling Association	Korea Chemicals Management Association
Korea Mechanical Construction Contractors Association	Korea International Trade Association	Korea-Japan Economic Association
Korea Chamber of Commerce and Industry	Korea Developer Association	International Contractors Association of Korea
Korea Electric Association	Korea Fire Safety Association	Overseas Resources Development Foundation
Korea Specialty Contractors Association	Korea Botanical Garden and Arboretum Association	Energy & Mineral Resources Development Association of Korea
Modular Building Committee	Korea Engineering & Consulting Association	Korea Environmental Preservation Association
Building SMART Korea	Korea Foodservice Industry Association	AZA (Association of Zoo & Aquariums)
Strategic Goods Management Institute	Korea Atomic Industrial Forum	CBSG (Conservation Breeding Specialist Group)
Paris Fashion Association	Korea Nuclear Power Export Industry Association	CPSG (Conservation Planning Specialist Group)
Korea CM Association	Korea Electric Power Corporation Association	IAAPA (International Association of Amusement Parks and Attractions)
Korea Gas Association	Korea Information and Communication Corporation Association	ICMI (International Cyanide Management Institute)
Korea Federation of Construction Contractors	Korea Integrated Recreation Facilities Association	IZE (International Zoo Education)
Korea Construction and Transportation Technology Association	Korea Housing Association	Hydrogen Council
Korea Construction Quality Association	Korea Data Center Energy Efficiency Association	NFPA (National Fire Protection Association)
Korea Construction Environment Association	Korea Railroad Association	RSPO (Roundtable on Sustainable Palm Oil)
Korea Employers Federation	Korea Fashion Industry Association	TEA (Themed Entertainment Association)
Korea Golf Course Management Association	Korean Standards Association	WAZA (World Association of Zoos and Aquariums)

