

2024 Sustainability Report

Taihan Cable & Solution

taihan

About This Report

Report Overview

Since 2020, Taihan has been regularly publishing ESG reports. Through this sustainability report, we aim to thoroughly communicate our efforts and achievements in creating economic, environmental, and social value to all stakeholders. This report comprehensively presents Taihan's sustainability management strategies, implementation systems, and detailed activities and key achievements based on them. As a responsible and sustainable company, Taihan is committed to faithfully fulfilling its duties, and we will continue to enhance transparent and trust-based communication with our stakeholders by publishing sustainability reports annually.

Reporting Period and Scope

This report covers the period from January 1, 2024, to December 31, 2024, and presents qualitative and quantitative information on our financial and non-financial activities and performance. However, for certain key issues requiring stakeholders' accurate understanding, the latest information available up to the second quarter of 2025 has been included. Quantitative performance indicators systematically cover changes and trends over the past three years across the three ESG pillars: Environment (E), Social (S), and Governance (G). The report scope includes all of Taihan's domestic business sites, with some content including activities and performance data from overseas operations.

Reporting Standards

This report was prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, an international guideline for sustainability reporting. Financial information is based on consolidated financial statements, and reporting criteria and definitions follow the Korean International Financial Reporting Standards (K-IFRS).

Report Assurance

To ensure the credibility of the report preparation process and data, it has undergone independent assurance. Details of the assurance and assurance statement can be found on page 56 of the report.

Report Inquiries

This report can be viewed and downloaded from the Taihan website (<https://www.taihan.com>). For further information regarding the report, please contact us using the information provided below. We welcome and value your feedback and opinions.

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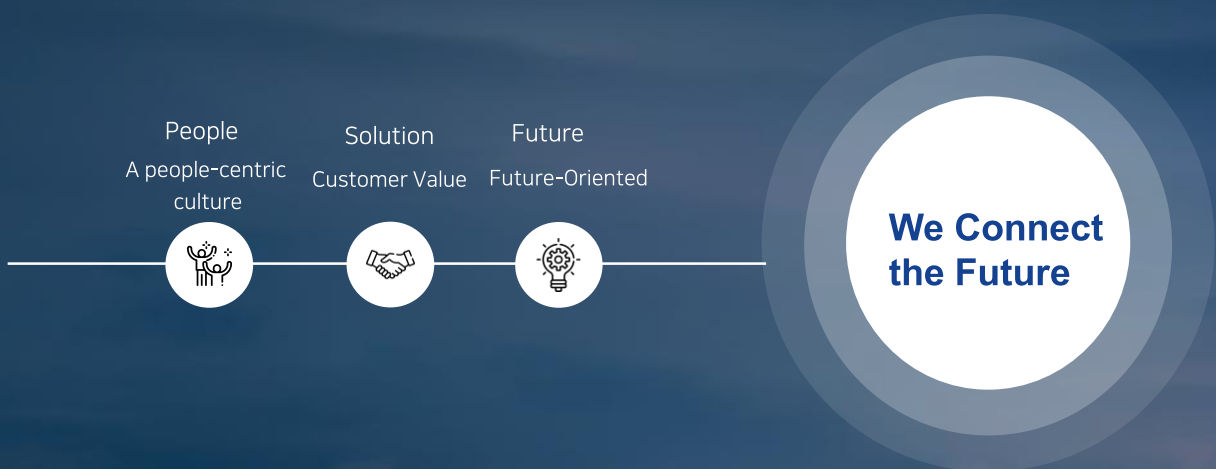
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An incredible future that was unimaginable at the time of our founding has now become reality. Taihan continues to innovate and take on new challenges, never settling for the present, as we move toward a better future. A world connected through energy and information — Taihan is paving the way.



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CEO Message



To Our Valued Stakeholders,

We extend our sincere appreciation for your continued interest in and unwavering support.

The year 2024 presented a series of formidable challenges for businesses worldwide, driven by persistently high interest rates, elevated inflation, and ongoing global supply chain disruptions. Amidst this uncertain and complex external environment, Taihan remained steadfast in its pursuit of innovation and strategic agility — delivering outstanding performance. On a consolidated basis, we achieved KRW 3.2913 trillion in revenue and KRW 115.2 billion in operating profit, surpassing KRW 3 trillion in annual sales for the first time in 13 years and marking the highest operating profit since 2007.

Notably, we secured large-scale contracts across key markets including North America, Europe, and Asia, obtaining new project orders totaling KRW 3.7 trillion for the year. These accomplishments reflect the successful outcome of our continued efforts to enhance quality and technological excellence, thereby strengthening our global competitiveness and laying a robust foundation for sustainable growth

As a responsible corporate citizen committed to a sustainable future, Taihan is making company-wide efforts to reinforce ESG (Environmental, Social, and Governance) management. We have established a roadmap to achieve carbon neutrality (Net-Zero) by 2050, and have actively carried out a range of climate and environmental initiatives such as the installation of solar power systems, marine cleanup activities, and community engagement programs.

In addition, we are embedding a culture of compliance and ethical management throughout the organization by enhancing our Compliance Program (CP) system and establishing a transparent governance structure centered around the ESG Committee. All employees and executives regularly complete training on fair trade and ethics, ensuring that our business is conducted responsibly in accordance with laws and principles. As a result of these continued efforts, Taihan became the first and only company in the cable industry to receive an integrated ESG rating of “A” from the Korea ESG Standards Institute (KCGS) for four consecutive years — a truly meaningful achievement.

Dear Valued Stakeholders,

Since joining the Hoban Group in 2021, Taihan has pursued strategic collaboration with the Group and adopted advanced management systems to streamline our business structure while strengthening our core competencies. Through these initiatives, we have steadily reinforced both our financial stability and our ESG-based sustainable management practices, laying a solid foundation for our next 100 years of growth.

Moving forward, Taihan will continue to place “sustainable value creation” at the heart of all business activities. Through technological innovation and a strong commitment to ESG management, we aim to grow together with society. Even amid ongoing change, we will build a more valuable future for all — grounded in trust with our customers, partners, and local communities.

Thank you.

Taihan Cable & Solution
CEO Jong Min Song

A handwritten signature in black ink, appearing to read 'Jong Min Song' with a stylized flourish at the end.



Connecting
the World with
Energy and
Information

Corporate Profile

Taihan delivers the highest value in the cable & solution industry, leading technological innovation for the future of humanity, and shaping a prosperous tomorrow through cutting-edge technologies.

Company Name	Taihan Cable & Solution
Majority Shareholder	Hoban E&C Co., Ltd.(41.95%)
Business Domain	Power Cables, Communication Cables, Base Metal, etc
Products and Services	Design, Manufacturing and Installation in Electric and Communication Cable System
CEO	Jong Min Song
Address(Seoul Office)	18, Yangjae-daero 2-gil, Seocho-gu, Seoul, Korea
Year of Establishment	1941
Employees	1,853 employees



[As of December 31, 2024]

Total Capital

KRW 100 million
14,961

Confirmed Orders

KRW 100 million
28,181

Sales

KRW 100 million
32,913

Operating Profit

KRW 100 million
1,152

Credit Rating

Based on NICE Investors
Service ratings
A0/Stable

ESG Rating

Four years in a row
Integrated A

Corporate History

From its inception in 1941 as Korea's first electric wire company until its emergence as a global company. The record of numerous 'firsts' and exploration of Taihan over a long period of time is what differentiates Taihan from its competitors.

1941 Established Chosun Electric Wire Co., Ltd.

1955 Renamed as Taihan Electric Wire Co., Ltd.

1957 Produced PVC jacket cable

1964 Became Korea's first company to export cables

1968 Listed on the stock exchange

1975 Built Anyang cable plant

1978 Built EHV OF cable plant

1980 Constructed SCR (Southwire Continuous Rod) factory

1983 Established the Technology Research Center

1984 Built the Anyang optical fiber cable factory

1996 Built new VCV tower and EHV cable factory

1940~1950s | Beginning of history

1960~1970s | Initial establishment of power grid

1980~1990s | Expedited growth of projects

2020s | New Taihan in HOBAN

2021 Largest shareholder changed to Hoban E&C Co., Ltd.

2022 Acquired 'A-' in Korea's credit rating by Korea Enterprise Rating

2023 Acquired dedicated CLV(Cable Laying Vessel) for submarine cables

2024 Commenced operation of the Dangjin Submarine Plant(Phase 1)

Acquired ESG Composition Grade 'A' for 4 consecutive years(KCGS)

2010s | Accelerated global localization

2011 Built Dangjin Cable Plant

2016 Established Taihan Vina, a production base in Vietnam

2017 Established Saudi taihan, a joint venture in Saudi Arabia

2000s | Building global production bases

2000 Founded a South African subsidiary M-TEC

2005 Established TSC, a production base in Vietnam

2007 Won "\$1 billion Export award" on the 4th Trade Day
Built Dangjin Solution Plant

Global Network

Taihan's Stage is the World



Customized Service

Swift and flexible on-site response to various needs of global customers



Global Production

Production facilities optimized for each production base



On-time Delivery

Minimized lead time and logistics costs thanks to proximity to major markets



Business Product

taihan

Power Generation | The most reliable and efficient power cable

To ensure the seamless operation of social infrastructure, Taihan has led power grid development projects both domestically and internationally. We supply a wide range of power products — from transmission to distribution — including extra-high voltage (EHV) cables and accessories, overhead conductors, and distribution cables. In particular, Taihan possesses global top-tier competitiveness in the field of EHV cable systems and continues to grow alongside its customers through innovation and excellence.

Renewable Energy | Pioneering Solutions for a Sustainable Tomorrow

The global transition to renewable energy lies at the heart of building a sustainable future society. In alignment with this transformation, Taihan is actively developing and manufacturing a wide range of products required for renewable energy generation, including offshore wind and solar power systems. Notably, we have successfully developed a 154kV-class submarine cable system, which has obtained KEMA international certification, a globally recognized standard of excellence. To meet the growing demand for offshore wind power, we are continuously expanding our portfolio of related solutions and technologies.



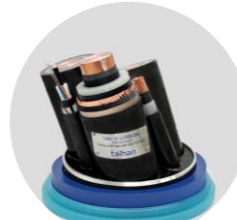
EHV Cable
(XLPE)



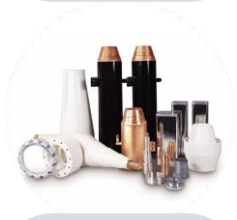
EHV Cable(OF)



HVDC
(VSC, LCC types)



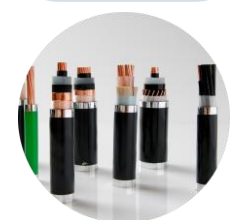
Triplex Cable



EHV Cable
Accessories



ACCC



MV and LV Cable



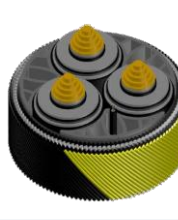
Busduct



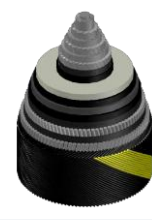
Submarine Cable



Solar Power Cable



400kV Submarine
Cable



HVDC Submarine
Cable

Business Product

Communication Cable | Future-Driven Communication Technology

Taihan has played a vital role in building global communication networks by manufacturing a diverse range of copper communication and optical cable products. With the recent surge in demand for high-capacity and ultra-high-speed data transmission, we are enhancing our business competitiveness by offering not only cable supply but also advanced technologies and services for high-speed communication network construction. Through globally recognized technology, we deliver cables of the highest quality that enable faster and safer transmission of massive volumes of data.



Optical Cable



Communication cable



DATA Cable

Wireless
Communication Cables

Base Metal | Proven Quality

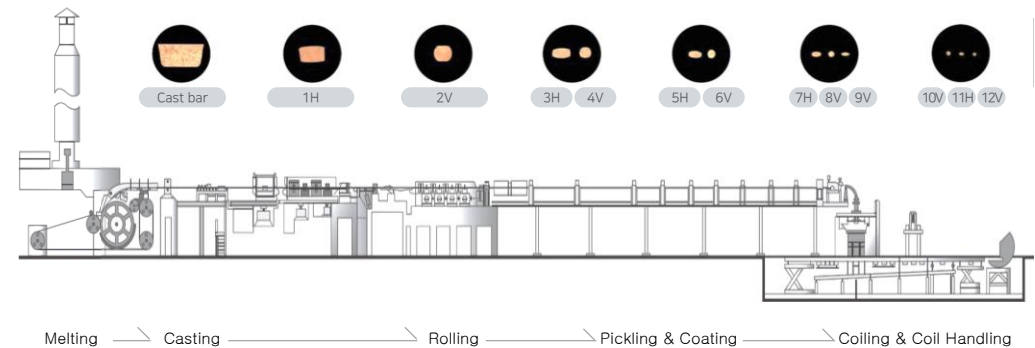
In key industries such as electricity, electronics, and heavy industry, materials serve as fundamental components — and above all, quality is paramount. Taihan uses high-purity electrolytic copper with a copper content of 99.99% or higher as its primary raw material. We supply a wide range of products with diameters from 0.3 mm to 23.0 mm, produced through an automated manufacturing line equipped with state-of-the-art SCR (Southwire Continuous Rod) systems. With extensive experience in facility operation and a commitment to continuous technological advancement, we are dedicated to delivering the highest-quality materials to our customers



Copper Rod



Magnet Wire



Business Highlight

Final Decision on Construction Site for Dangjin Submarine Cable Plant 2



Taihan has secured a site for the second Dangjin Submarine Cable Plant, aiming to begin operations in 2027 following the completion of Plant 1 in 2025.

The new site is adjacent to the existing Submarine Cable Plant 1 and is located near Taihan's main cable and solution plants in Dangjin.

With this expansion, Taihan will establish the largest integrated cable production cluster in Korea, covering underground and submarine cables, power and communication cables, from base materials to finished products—within a single industrial zone.

To meet growing global demand, Dangjin Submarine Cable Plant 2 will produce 640kV HVDC submarine system and export cables, further enhancing Taihan's global competitiveness in the submarine transmission market.

PALOS, Korea's Only Offshore Wind Cable Laying Vessel, Officially Commissioned



Taihan's submarine CLV (Cable Laying Vessel), PALOS, has officially entered service. PALOS is Korea's only CLV designed for offshore wind power.

PALOS features a flat-bottom design, allowing it to operate in various environments regardless of water depth. It is also equipped with state-of-the-art technologies, including a Dynamic Positioning System (DP2), enabling precise and stable operations. In addition, PALOS can cruise independently at speeds of up to 9 knots, providing greater responsiveness to weather changes and currents compared to CLBs that require tugboat assistance.

With the addition of PALOS, Taihan has secured full turnkey capabilities across the entire value chain for submarine cables.

Completed Development of EHV Submarine Cable System



Taihan has completed the development of a 154 kV EHV submarine cable system and obtained international certification from KEMA. KEMA, an internationally recognized testing and certification authority based in the Netherlands, is highly trusted in the field of electrical safety.

With this certification, Taihan has secured eligibility to participate in a wide range of submarine cable projects, both in Korea and in global markets.

The 154 kV cables are primarily used as export cables to connect offshore wind farms to onshore grids, and they also serve interconnection purposes between land-based power grids and across continents, which is expected to generate numerous opportunities for participation in future projects. Looking ahead,

Taihan continues to focus its R&D efforts on achieving rapid results in 345 kV and HVDC submarine cables.

Global Competitiveness Enhancement in HVDC Cable Systems



Taihan is strengthening its global competitiveness in HVDC (High Voltage Direct Current) cable systems, which are regarded as the power grid of the future.

The company's technological capabilities were recognized when it won a cable-supply contract from US power company "LS Power Grid California" for a 320kV HVDC and 500kV HVAC project.

Through this project, Taihan has made its first foray into the US HVDC market. Having taken its first step toward winning subsequent HVDC cable systems orders, Taihan plans to actively seek business opportunities for various projects in Korea and overseas.

To bolster its order-winning capability and market responsiveness, Taihan is establishing a dedicated test facility for 640kV HVDC cable systems, scheduled to commence operations in 2025. The facility will be equipped to conduct simultaneous tests on two HVDC cable lines—both land and submarine cables.

Business Highlight

Achievement of an "A" for Fourth Consecutive Years in the ESG Evaluation



Taihan has won an "Integrated A grade" in the "2024 ESG Evaluation" conducted by the Korea Corporate Governance Service (KCGS). It is the fourth consecutive year that it has earned an A rating since it was the only one in Korean cable industry to receive an integrated A rating in 2021.

In this year's evaluation, Taihan received a grade of Environmental(E) A, Social(S) A+, and Governance(G) B+.

Especially in the Social sector, Taihan was one of only 172 out of 794 companies to achieve an A+, which was the highest grade possible in this evaluation, as no company received an S rating in any sector.

Taihan explained that its sustained top performance stems from rapidly implementing concrete, high-impact ESG initiatives.

Securing Korea's First Extra-Long Continuous Underground Power Grid Project



Taihan has been awarded Korea's first-ever extra-long continuous underground power grid project by Korea South-East Power. This project is significant as it marks the first application of extra long continuous cable technology in South Korea.

Extra-long continuous cable technology enables manufacturing and laying of cables over 1km in a single run-more than double the approximately 500 meters previously used-making it a highly sophisticated solution.

By applying this technology, the entire grid section can be constructed with a single continuous cable, eliminating the need for intermediate joints. This results in reduced production and construction costs, shortened project timelines, improved installation efficiency, and enhanced reliability through lower failure risk.

Extra-long continuous power grids are expanding in developed countries and are expected to see broader application in both domestic and international projects, presenting Taihan with expanded business opportunities.

Taihan's Roadmap to Achieve Carbon Neutrality by 2050



Taihan has established a carbon neutrality roadmap aimed at achieving net-zero emissions by 2050. This strategic initiative reflects the company's commitment to addressing the global climate crisis while enhancing its market competitiveness through sustainable management.

Under the newly developed roadmap, Taihan plans to reduce total direct and indirect carbon emissions from all domestic and overseas operations by 46% by 2031. In addition, the company has set a goal to cut emissions across its entire value chain, including international subsidiaries and partner companies, by more than 30% within the same timeframe.

Ultimately, Taihan aims to achieve net-zero emissions by 2050 across all business activities, including product manufacturing and operations. Through this effort, the company seeks to build an environmentally responsible operating model and lead the future of sustainable energy industries.

Taihan's Credit Rating Elevated to "A," Establishing Financial Stability



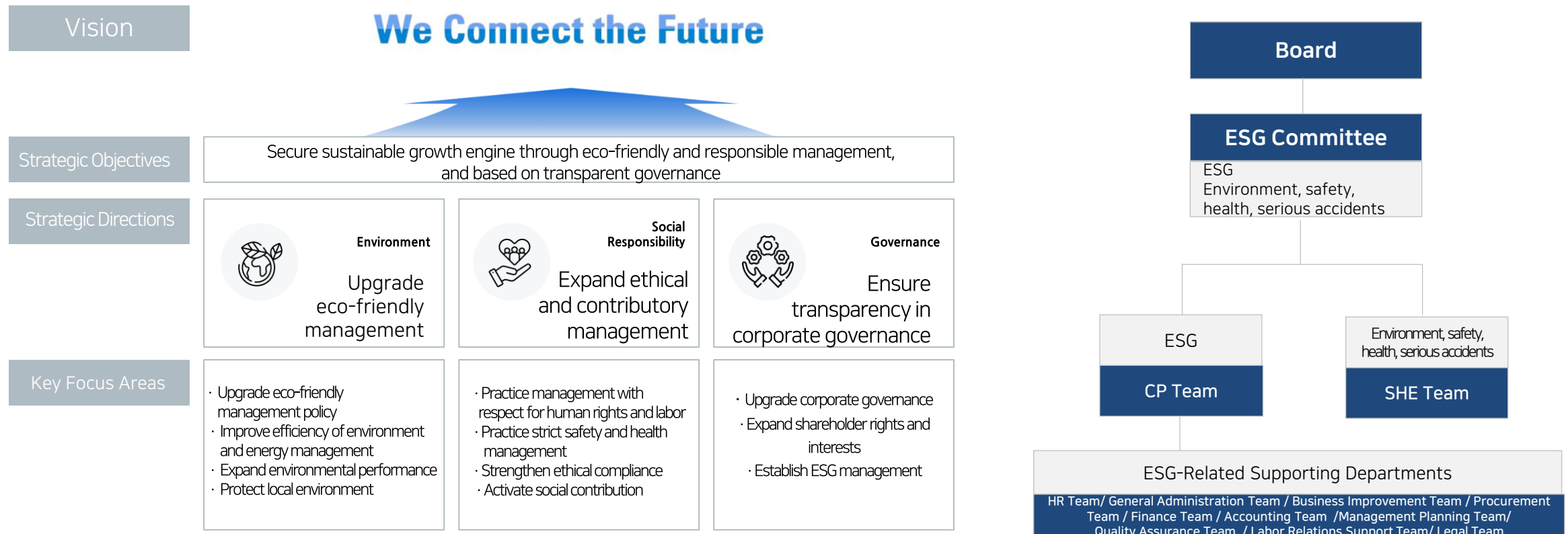
Taihan has received an Issuer Credit Rating (ICR) of "A" with a Stable outlook from NICE Investors Service, a Korean credit rating agency.

This upgrade marks a significant improvement from the "A-" rating it received from Korea Ratings in 2022, accomplished in just two years. The ICR evaluates a company's overall business profitability and debt-repayment ability, serving as a benchmark of external credibility. Following its incorporation into the Hoban Group and the establishment of a stable business and financial environment,

Taihan initiated this evaluation to confirm its credit rating and enhance customer confidence. NICE Investors Service cited the business stability based on a diverse product portfolio, continuous sales growth, stable operating profitability, and significantly improved financial stability, as the basis for the rating

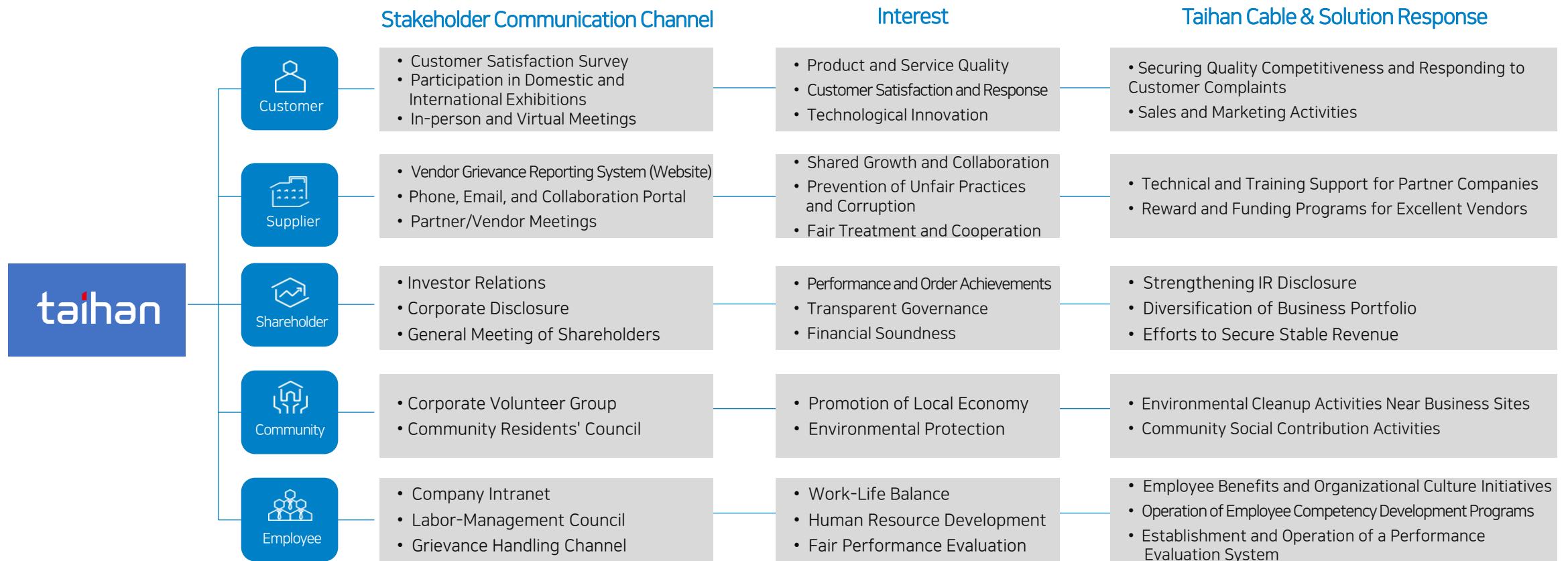
ESG Management Strategy

Taihan recognizes that creating social value is essential for the sustainable growth of both the company and society. To this end, we implement ESG (Environmental, Social, and Governance) policies and strategies across all aspects of our operations. Through strict management and transparent disclosure, we aim to contribute to a healthier and more sustainable future. We have established a structured governance system led by the ESG Committee under the Board of Directors. The committee oversees key non-financial issues such as environment, safety, health, and major industrial accidents. Dedicated teams including the CP Team and SHE Team are responsible for policy execution and performance management. ESG efforts are integrated across the company through close collaboration with related departments such as HR, finance, procurement, quality, and legal. The ESG Committee receives biannual reports from ESG teams, reviews progress, identifies areas for improvement, and guides overall ESG strategy.



Stakeholder Communication

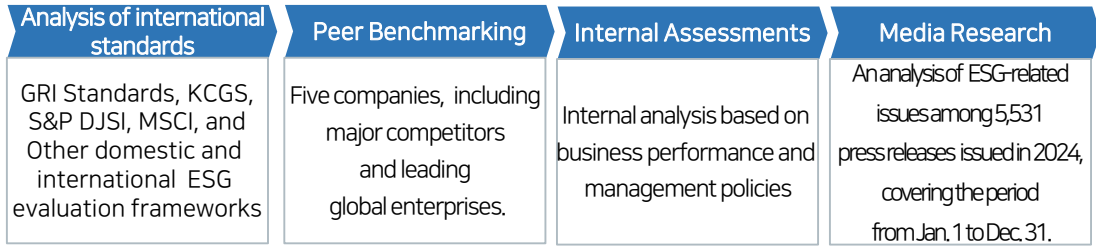
Taihan Cable & Solution closely identifies the interests of various stakeholders—including customers, business partners, shareholders, local communities, and employees—and operates communication channels tailored to the specific characteristics of each stakeholder group. The feedback gathered through these channels is actively reflected in our ESG management activities and serves as a key foundation for creating sustainable value.



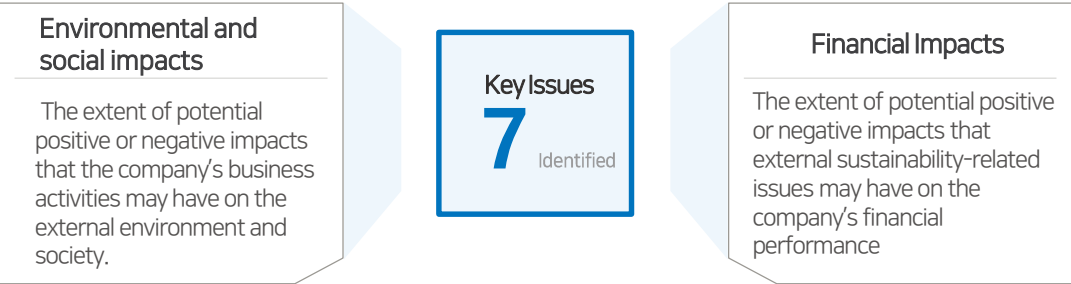
Materiality Assessment

Materiality Assessment Process

Taihan conducted a materiality assessment in accordance with the GRI (Global Reporting Initiative) standards, comprehensively reviewing both financial impacts and the company’s environmental and social influences. Through global standard analysis and peer benchmarking, a pool of 270 potential issues was identified.

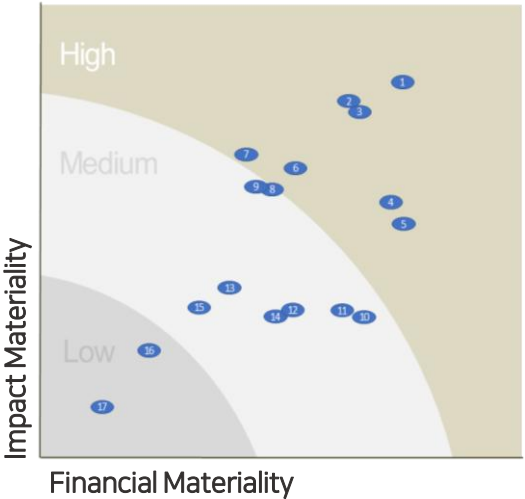


A survey was conducted with stakeholders to assess the financial and environmental/social impacts of 17 key issues. The results provided a quantitative basis for evaluating each issue’s significance and impact, helping to prioritize material topics for future strategy and sustainability efforts.



Materiality Assessment Results

Taihan identified the top seven key issues through a double materiality assessment.



Rank	Category	Key Issues
1	Social	Quality and Customer Satisfaction Management
2	Environmental	Eco-friendly product development
3	Social	Occupational Health and Safety
4	Environmental	Response to Climate Change
5	Economic	Creating Sustainable Economic Value
6	Economic	Strengthening Ethics and Compliance
7	Social	Employment and Labor Relations

Rank	Issues	Rank	Issues
8	Research, Development and Innovation	13	Product Environmental Responsibility
9	Integrated Risk Management	14	Information Security and Data Protection
10	Respect for and Protection of Human Rights	15	Shared Growth with Suppliers
11	Pollutant Emissions and Reduction	16	Social Contribution and Community Engagement
12	Board Accountability and Governance	17	Biodiversity Protection

Materiality Assessment

We analyze both risks and opportunities associated with the seven key issues and derive systematic management measures to strengthen the foundation for sustainable management.

Category	Key Issues	Impacts		Risks and Opportunities	Management Measures	Reporting Page
		Financial	Social/ Environmental			
Environ- mental	Quality and Customer Satisfaction Management	H	H	- Risk : Limited eco-friendly product technology, Delayed certification acquisition, High-cost structure - Opportunities : Growth of global green infrastructure, Rising green procurement demand	- Strengthen eco-friendly R&D - Address certifications proactively - Cut costs via green lineup and process upgrades	21
	Eco-friendly product development	M	H	- Risk : Tighter carbon regulations, Higher energy/logistics costs - Opportunities : Orders driven by renewable energy expansion	- Establish GHG emissions measurement and reduction roadmap - Invest in high-efficiency energy systems and pursue RE100 - Strengthen climate risk disclosure and ESG rating response	19~20
Social	Occupational Health and Safety	H	H	- Risk : Customer dissatisfaction and trust decline from quality issues - Opportunities: Secure long-term deals through high quality, Increase market share via customer satisfaction	- Advance Quality Management System (QMS) operations - Improve processes to prevent quality claims - Operate VOC analysis and customized technical support system	36
	Response to Climate Change	H	H	- Risk : Accidents causing disruption and legal risk - Opportunities Stronger ESG trust via zero-accident sites, Higher employee engagement	- Conduct regular risk assessments and preventive actions - Internalize safety training and strengthen partner site inspections - Monitor safety performance and share across the organization	32~34
	Creating Sustainable Economic Value	H	M	- Risk : Increased business instability from talent loss or labor disputes - Opportunities : Sustainable growth through stable labor relations, Enhanced talent competitiveness	- Operate a fair HR and compensation system - Expand talent development programs and organizational culture initiatives - Strengthen regular labor-management dialogue and two-way communication	29~31
Governance /Economic	Strengthening Ethics and Compliance	H	H	- Risk : Undermined sustainability and stakeholder trust due to short-term profit focus - Opportunities: Growth potential driven by increased power grid investment	- Derive tasks linked to mid- to long-term ESG strategies - Establish an integrated management system for financial and non-financial goals - Enhance transparent performance disclosure and communication with stakeholders	12~13, 47~53
	Employment and Labor Relations	M	H	- Risk : Reputational and legal risks from violations or misconduct - Opportunities: Enhanced corporate trust through compliance management, Strengthened global partnerships	- Improve ethical management and internal control systems - Conduct regular compliance training for employees - Implement and enhance effectiveness of the ISO 37301 compliance management system	42~44



Environmental Management

We connect the future

Environment Management System

Environment Management Policy

Taihan Cable & Solution has established its environmental management policy based on its Environment, Safety, and Health (ESH) Manual, and has acquired ISO 14001 certification for its environmental management system. Through these efforts, the company minimizes environmental impact and practices sustainable management



ISO 14001

Environment Management Policy

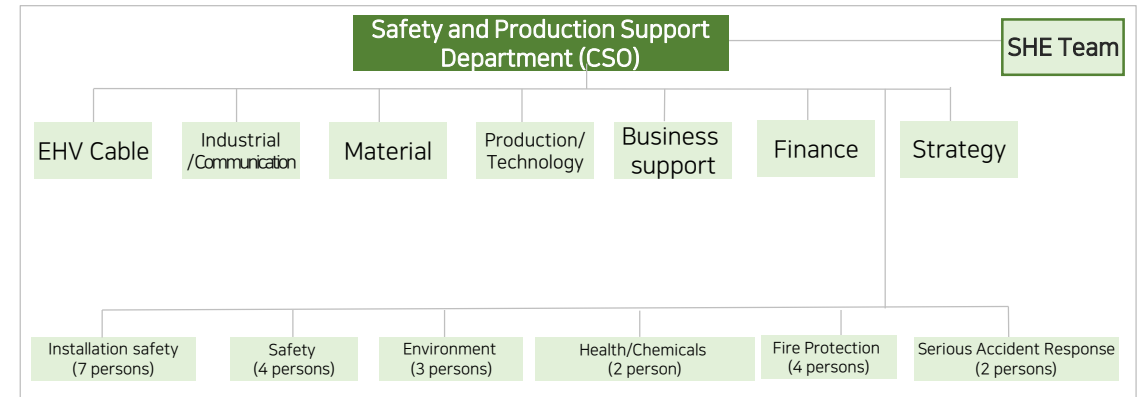
Taihan Cable & Solution recognizes environmental protection and energy conservation as core corporate values and essential conditions for sustainable growth. The company is committed to fulfilling its environmental responsibilities through the following environmental management principles:

1. Maintain and improve an environmental management system to create a healthy ecosystem where people and nature coexist.
2. Establish a resource circulation system by managing resources efficiently, minimizing waste, and promoting recycling.
3. Establish a resource circulation system by managing resources efficiently, minimizing waste, and promoting recycling.
4. Comply with domestic and international environmental laws and regulations to uphold a high standard of environmental management.
5. Promote education and communication with stakeholders to share environmental goals and strengthen environmental protection activities.

Environment Management Organization

The company promotes company-wide environmental management, led by the Safety Production Support Office and the CSO (Chief Safety Officer). By closely collaborating with departments related to the environment—such as production, facilities, technology, research, and quality—the company identifies and proactively addresses issues, enabling plants and sites to focus on their core operations.

Environment Management Organization



Environment Education

Environmental training is provided to all employees, and an environmental incident response system has been established along with regular response drills.

Name of Education	Category	completers
Certified air quality technician	Mandatory training	1 Person
Specialized training for environmental technicians	Korea Environment Conservation Institute	1 Person
Waste Generator Training	Mandatory training	1 Person
K-REACH Practitioner Training	Korea Chemicals Management Association	1 Person
Hazardous Chemicals Inspection Training	Korea Chemicals Management Association	1 Person
Integrated Environmental Management Training	Internal Training	34 Person

Environment Management System

Environment Management Goals

Taihan is strengthening its ESG management through its mid-to-long-term environmental strategy, "Green 2030," with the goal of contributing to an eco-friendly society through concrete action plans by 2030.

Green 2030



Upgrade environmental policy

- Strengthen environmental management and transparently disclose environmental information
- Perform ecosystem conservation activities for biodiversity conservation



Strengthen environmental investment

- Expand development of eco-friendly cables
- Keep air and water pollutant discharge to a minimum



Practice environmental and energy management

- Introduce state-of-the-art facilities and technologies for environmental pollution prevention
- Recycle wastes, increase water reuse, and reduce energy consumption



Use new & renewable energy

- Operate eco-friendly worksites by using new & renewable energy

GHG (tCO2eq/MT)	2024 Goal	2024 Outcome	2025 Goal	Energy (TJ/MT)	2024 Goal	2024 Outcome	2025 Goal
Scope1	0.106	0.110	0.106	Usage	0.00453	0.00428	0.00455
Scope2	0.143	0.129	0.137				
Water	2024 Goal	2024 Outcome	2025 Goal	Waste	2024 Goal	2024 Outcome	2025 Goal
Usage (Ton/MT)	0.86	0.79	0.83	Recycle (%)	71.1	73.8	70.8
Recycle(%)	0.15	0.15	0.18				

※ Goal Setting Criteria: Average of the past five years X (1 - Target Reduction Percentage)

※ Management Criteria: Per-unit basis (Annual usage / Annual production)

Environment Investment

Taihan Cable & Solution actively invests in environmental protection, implementing various measures to reduce air and water pollution. For air quality, the company has replaced bag and centrifugal dust collectors, optimized boiler capacity, installed new catalysts for dioxin reduction, and regularly replaces activated carbon. These efforts aim to minimize emissions of NOx, SOx, and particulate matter. To prevent water pollution, Taihan has upgraded its wastewater treatment facilities and manages non-point source pollution control systems, applying stricter internal standards than legal requirements. Through these initiatives, Taihan promotes sustainable and eco-friendly management, reinforcing its ESG commitments.

Environment Investment plans and performance

Investment Items	2024 plans	2024 Results	Details	Investment Items	2025 plans	Details
Reduction of air pollutants emissions	KRW 0.25 bil	KRW 0.31 bil	Replaced bag filters in dust collectors Upgraded dioxin reduction system (catalyst and main PCB) Cleaned denitrification unit and heat exchanger Repaired adsorption tower and dust collector Replaced activated carbon in adsorption tower Replaced one boiler	Reduction of air pollutants emissions	KRW 1 bil	Installed an additional heat exchanger for the melting furnace Replaced catalyst in the dioxin reduction system Cleaned denitrification unit and heat exchanger Repaired adsorption tower and dust collector Replaced activated carbon in air pollution control facilities
Reduction of water pollutants emissions	KRW 80 mil	KRW 0.31 bil	Replaced control panel of the wastewater treatment facility Repaired transfer lines of the wastewater treatment facility Cleaned membranes and treated concentrated sludge in the wastewater treatment system Dredged non-point pollution reduction facilities	Reduction of water pollutants emissions	KRW 80 mil	Conducted preventive inspection of the wastewater treatment facility Cleaned membranes and treated concentrated sludge Dredged non-point source pollution reduction facilities

Climate Change Response

Taihan responds to climate change by managing GHG emissions and energy use, and promoting high-efficiency equipment and renewable energy.

Reinforcing GHG Management

Taihan Cable & Solution has set a long-term goal of achieving carbon neutrality (Net Zero) by 2050, with a concrete roadmap in place. As part of this plan, the company aims to reduce GHG emissions by 46% by 2031 compared to the base year, covering both Scope 1 (direct) and Scope 2 (indirect) emissions. Annual reduction targets are established based on the government's Emissions Trading Scheme (ETS), and all emissions data is verified by external experts. In addition, Taihan is expanding its efforts across the value chain. The company targets a 30% reduction in Scope 3 emissions by 2031, including emissions from suppliers, logistics, and transportation. To support this, it is promoting ESG training for partners, sustainable procurement, and eco-friendly transportation solutions.

		(Unit : tCO2eq)		
Category		2022	2023	2024
GHG Emission	Scope 1(Direct)	14,252	16,470	18,922
	Scope 2(Indirect)	25,071	28,425	29,181
	Total	39,323	44,895	48,103
GHG Intensity	GHG emissions per unit of production (tCO2eq/MT) :	0.22	0.22	0.21

※ ODS Emissions: Taihan does not use ozone-depleting substances such as PFCs, HFCs, or CFCs. SF₆ is used in the insulation process at the Dangjin Solution Plant but is mostly recovered through dedicated systems to minimize leakage.

Energy Reduction Activities

Taihan is actively pursuing various efforts to reduce energy consumption. Given that electricity and fuel use are major sources of GHG emissions in manufacturing, improving energy efficiency is seen as a key and sustainable solution. At the Dangjin Plant, outdated boilers were replaced in 2023 with high-efficiency, low-NOx burners, reducing both fuel use and air pollutant emissions. High-efficiency motors and inverter controls have also been introduced to optimize energy use based on operating conditions. In addition, a 1.2MW solar power system installed at the Dangjin Cable Plant generates approximately 1,400 MWh annually, covering about 5% of the plant's total electricity consumption. Taihan also promotes energy-saving practices company-wide, including temperature control, standby power reduction, and awareness campaigns. Moving forward, the company plans to prioritize renewable energy in new plants and facility expansions to support its RE100 goals.

		(Unit : TJ)		
Scope		2022	2023	2024
Domestic	Non-Renewable Energy	797.02	908.27	965.01
	Renewable Energy	–	–	5.64
	Total	797.02	908.27	970.65
Energy Intensity	Energy use per production unit(TJ/MT)	0.00447	0.00446	0.00428

Climate Change Response

The company closely identifies climate-related risks both domestically and globally, and continuously seeks proactive response measures. These risks are categorized into transition risks and physical risks, and their potential impacts on financial performance are thoroughly analyzed. Based on this, Taihan has established an integrated risk management framework for climate change and is developing and implementing strategic, mid- to long-term responses to support a sustainable business environment.

Type	Item	Key Risks	Potential Financial Impact	Mitigation strategy
Transition Risk	Policy and Regulation	Strengthening of carbon emission regulations	Increase in production costs, decline in profitability, and Burden of carbon credit purchase costs	- Introduction of low-carbon process technologies - Energy efficiency analysis and improvement by process
	Technology Changes	Technology transition and equipment upgrade costs	Accelerated depreciation of existing equipment, higher CAPEX for green equipment upgrades	- Strengthening R&D for new product development - Securing product portfolios to meet next-generation demand - Expanding investment in automation and digitalized facilities
	Market Changes	Increasing demand for eco- friendly products	Limited export opportunities, reduced market access, and potential revenue loss due to lack of eco-certifications	- Expansion of environmentally certified products - Increased use of recycled materials - Introduction of LCA-based product environmental impact assessments
	Reputation / Disclosure	ESG disclosure and reputational risk	Deterioration of financing conditions, reduced competitiveness in bidding, and potential decline in stock value	- Structured climate disclosures aligned with TCFD/ISSB standards - Enhancing ESG rating readiness
	Legal Risk	Climate-related litigation, Legal liability for non-compliance	Rising costs of damage compensation and litigation response	- Enhancement of legal advisory framework - Establishment of an ESG compliance management system
Physical Risk	Chronic Climate Change	Quality and productivity loss from temperature and humidity changes	Defect management costs, Liability and compensation costs due to product recalls, Decline in sales	- Improvement of temperature and humidity control systems - Development of new heat- and moisture-resistant materials - Strengthening of quality inspection
	Extreme Weather Events	Quality degradation and productivity loss due to temperature and humidity fluctuations	Production loss, asset damage, contract penalties, and customer loss	- Risk assessment of disasters at key facilities - Disaster preparedness training and response planning
	Supply Chain Disruptions	Disruptions in overseas raw material procurement	Rising procurement costs, revenue loss, and delivery delays to customers	- Diversification strategy for critical raw materials - Securing alternative supply chains based on regional risk analysis - Establishing inventory stabilization strategies

Eco-Friendly Business Activities

Development of Eco-friendly Product(R&D)

Taihan continuously invests in expanding eco-friendly products and applies green technologies across all processes from design to inspection to enhance environmental performance.

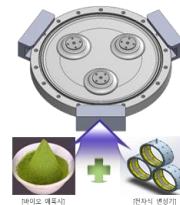
Development of eco-friendly polypropylene (PP)-based power cables

The company is jointly developing eco-friendly polypropylene (PP) insulation materials with a major domestic petrochemical company to localize materials and enhance global competitiveness. Compared to conventional XLPE, PP cables offer simpler manufacturing, lower CO₂ emissions, recyclability, and over 10% higher power transmission capacity due to superior heat resistance. Through this, the company aims to contribute to carbon neutrality and the sustainability of the power industry.



Spacer with eco-friendly epoxy and electronic voltage transformer

Taihan Cable & Solution has developed a built-in spacer with an electronic voltage transformer (LPIT) using eco-friendly solid insulation materials, expanding its green product portfolio. The traditional petroleum-based epoxy used in GIS (Gas Insulated Switchgear) spacers has been replaced with bio-based epoxy, and the integrated electronic transformer reduces installation space. Through such innovations, the company aims to enter new markets and drive revenue growth by expanding its eco-friendly offerings.



Environmental Label Certification

Taihan is promoting eco-friendly management through products certified with environmental labels. From production to disposal, the company minimizes energy and resource consumption and reduces pollutant emissions. Based on these efforts, sales of eco-friendly products continue to grow, contributing to carbon neutrality and sustainable growth.

COBRA HFIX Cable

- Application
 - Used mainly for wiring in general electrical installations or electrical devices with a voltage of 450/750V or less
- Advantages
 - An eco-friendly product that is a low-toxicity, flame-retardant cable
 - Easy installation and stripping (a key strength of our company)
- Product Certification
 - Korean Industrial Standards (KS) / Electrical Appliances Safety Certification

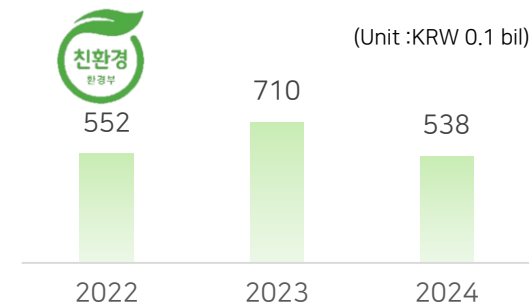


HFCO Cable

- Application
 - Used for power and lighting circuits in residential and building installations with voltages of 0.6/1kV and 6/10kV
- Advantages
 - An eco-friendly, low-toxicity, flame-retardant cable
- Product Certification
 - Korean Industrial Standards (KS) / Electrical Appliances Safety Certification



The sales of Eco-friendly Products



Eco-friendly Sales Ratio	2022	2023	2024
	2.5%	2.7%	1.8%

- Criteria for calculating eco-friendly sales : Eco-Friendly Certified Products
 - ① 450/750V HFIX Insulated Wire 1.5mm²~10mm² (Solid, Circular Stranded)
 - ② 0.6/1kV and 6/10kV HFCO, HFCCO Types

Eco-Friendly Business Activities

Procurement of Eco-friendly Materials

In 2021, Taihan established a Green Purchasing Policy and has been promoting the expansion of eco-friendly material procurement through public disclosure on its website. The company is reviewing ways to apply this policy not only to the purchase of raw and auxiliary materials for production, but also to non-operational activities such as office supplies, event materials, and maintenance items.

Green Purchasing Policy and Eco-Friendly Material Procurement

- 녹색 구매 방침 -

1. 목적
본 방침은 대한전선(주)의 녹색 제품 구매를 촉진함으로써 자원의 낭비와 환경오염을 방지하고 온실가스 감축에 기여하여 국민경제의 지속가능한 발전에 이바지함을 목적으로 한다.

2. 적용범위
본 방침은 대한전선(주)의 제품생산 활동에 필요한 물품의 계약 중 구매자의 구매활동과 관련한 업무에 적용한다.

3. 주요 인증 제도

구분	환경표지인증	저탄소제품	우수재활용(GR) 인증
표시			
인증목적	전과정적으로 환경성이 우수한 제품 인증 (KS 통일 이상 인증)	환경성적표지 인증을 받은 제품중 온실가스 배출량을 줄인 제품	폐자원을 재활용하여 제조한 제품 가운데 물질이 우수한 제품 인증
인증기준	환경표지 홈페이지 참조	‘저탄소제품 기준’ 고시 참조	GR제품정보시스템 참조
인증기관	환경부/한국환경산업기술원	환경부/한국환경산업기술원	국가기술표준원/ (사)자원순환산업인증원
홈페이지	greenproduct.go.kr	edp.or.kr	buygr.or.kr

4. 용어의 정의
본 방침에서 사용하는 용어의 뜻은 다음과 같다.
(1) “녹색제품”이란 “저탄소 녹색성장 기본법 제2조 제5호에 따른 제품으로서 인증명 해당 품목은 다음과 같다.
가. 환경 표지 인증 품목 : 사무기기, 가전제품, 생활용품 등 165개 제품군
나. 저탄소 제품 : 의료기기, 약약품, 1차 농수축산물 및 임산물 등 제외한 모든 제품
다. 우수재활용(GR) 인증 : 폐지, 폐고무, 폐플라스틱, 폐목재 등 11개 분야
(2) 환경표지 인증 품목 : 전자 및 생활 필수품 10종(가정용 에어컨, 세탁기, 냉장고, 에어컨, 에어컨, 에어컨, 에어컨, 에어컨, 에어컨, 에어컨)
(3) 환경표지 인증 품목 : 전자 및 생활 필수품 10종(가정용 에어컨, 세탁기, 냉장고, 에어컨, 에어컨, 에어컨, 에어컨, 에어컨, 에어컨, 에어컨)

- Eco-friendly Material Items
 - Pallets and Wooden Drums (FSC Certified)
 - PE END CAP (Eco-Label Certified)

(Unit : KRW mil)

Year	2022	2023	2024
Total Purchase Amount (Subsidiary Materials)	90,002	73,907	78,090

Performance in Eco-Friendly Material Procurement

Eco-Friendly Material Procurement Ratios	2022	2023	2024
	2.8%	4.5%	3.2%

Green Purchasing Policy

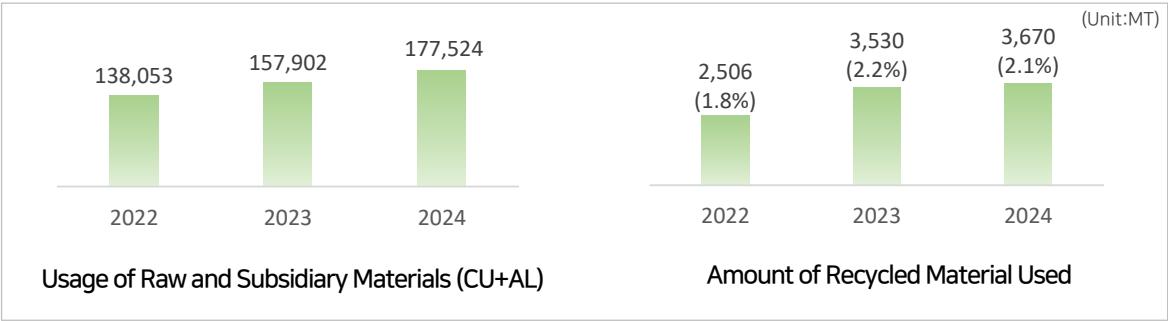
Cost Innovation Activities

As part of its annual TOP (cost reduction) activities, Taihan promotes BOM (Bill of Materials) optimization to reduce raw and auxiliary material usage and minimize losses. These efforts enhance product cost competitiveness and support sustainable management.

Key Cost Reduction Activities in 2024

Cost Reduction Activities	Expected Outcomes
Reprocessing of co-extruded PVC	Reduction in raw material costs, Waste reduction, Enhanced resource efficiency
Reuse of pallets (wooden and plastic)	Reduction in packaging costs, waste minimization, and improved resource efficiency
Reuse of remaining production materials (e.g., tape, bare copper wires)	Reduction in manufacturing costs, improved production efficiency, and loss minimization

Usage of Raw, Subsidiary, and Recycled Material



Minimizing Environmental Impact

Air Quality Management

Taihan strives to minimize the impact of air pollutants and ensure compliance with relevant regulations by establishing and strictly managing its own emission concentration standards, which are more stringent than the legal limits. To reduce the emission of pollutants such as NOx, SOx, and particulate matter, we operate air pollution control facilities and continuously implement emission reduction measures through quarterly preventive inspections and replacement of outdated equipment.

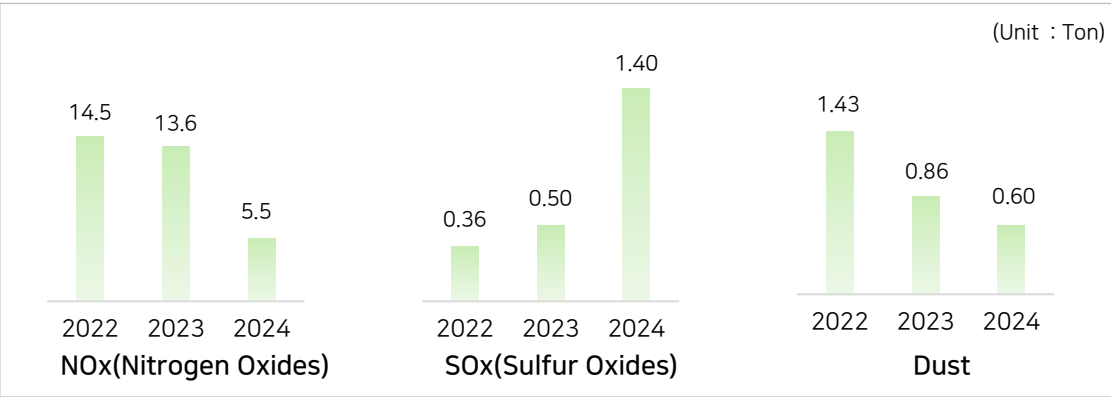
Purpose of Air Management Standards

The purpose of this standard is to properly manage the air pollutant emission facilities and pollution prevention facilities operated by Taihan to minimize environmental pollution.

List of Facility Management Regulations

- 2-2 AI-00-028_Filtration Dust Collector Management Rule
- 2-2 AI-00-030_Greenhouse Gas Management Rule
- 2-2 AI-00-031_Furnace Dust Collector Management Rule
- 2-2 AI-00-034_Adsorption Tower Management Rule

Management and Emission Performance



Water Quality Management

To minimize the discharge of water pollutants, Taihan has replaced its wastewater treatment facilities and optimized their operations, successfully reducing discharge concentrations to less than 30% of the legal limits. All industrial water, excluding process evaporation, is fully recovered and reused. Additionally, the company is committed to reducing water consumption by installing water-saving devices and promoting water conservation campaigns.

Dangjin Cable Plant Water source/Withdrawal Volume (Unit: m³)				
Category	Water Resource	2022	2023	2024
Withdrawal Volume	Tap water	23,778	31,031	39,760
	Industrial water	107,752	123,275	119,788
	Total	131,530	154,306	159,548

Dangjin Cable Plant Discharge Volume (Unit: m³)				
Category	2021	2022	2023	2024
Laboratory Wastewater(I+4)	1.48	-	5.32	0.54
Others(EX)	173.64	94.92	246.21	103.70
Total	175.12	94.92	251.53	104.24

Dangjin Cable Plant Water Reuse (Unit: ton)				
Category	2021	2022	2023	2024
Industrial water	110,914	107,752	123,275	119,788
Industrial water usage	78,481	80,907	97,269	95,410
Industrial water reuse	32,433(24%)	26,845(20%)	26,006(17%)	24,378(15%)

Dangjin Cable Plant Water Pollutants (Unit: Ton)				
Category	2021	2022	2023	2024
BOD(Biochemical Oxygen Demand)	0.095	0.030	0.021	0.046
SS(Suspended Solids)	0.024	0.011	0.071	0.014

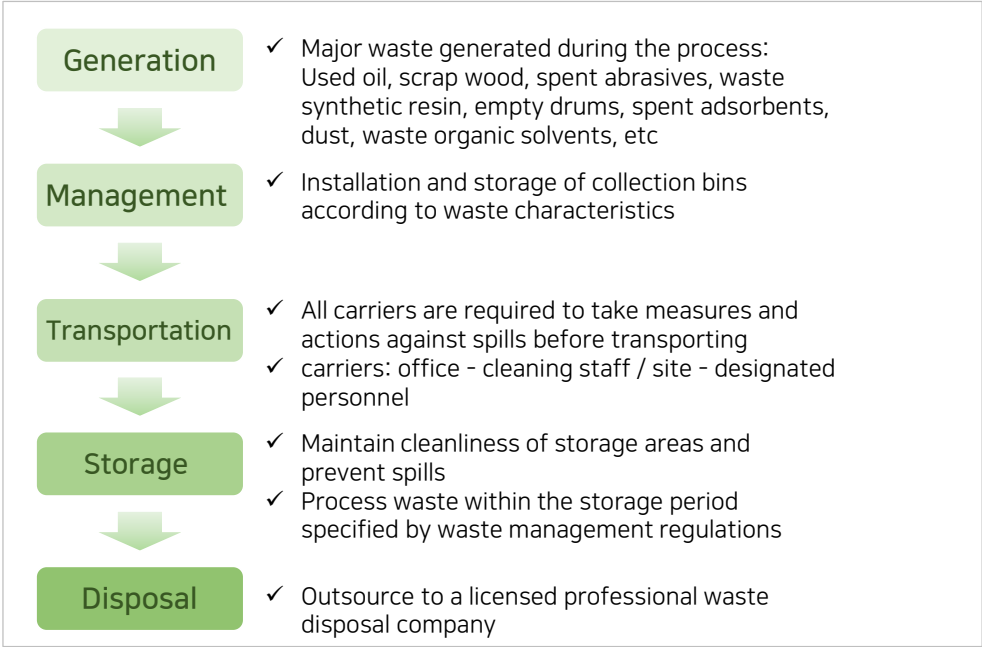
※ Wastewater – Since it is biologically treated, it is measured using BOD.
Legal Standard: BOD and SS should be below 10 ppm

Minimizing Environmental Impact

Waste Management

Taihan minimizes waste generated from production activities and operates based on established management standards covering waste generation, storage, transportation, discharge, and treatment. All waste is 100% consigned to certified waste disposal companies, which are selected following on-site inspections to ensure legal compliance. The company also develops and implements annual waste reduction plans and continuously works to increase recycling through various methods.

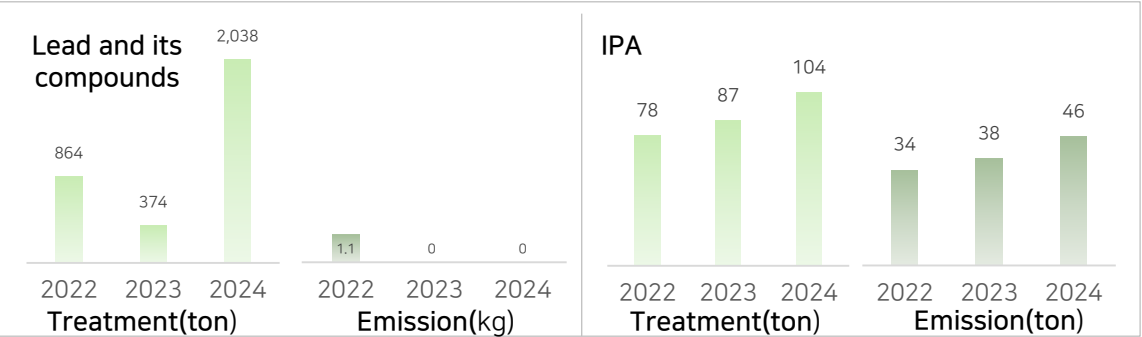
Waste Management Process



Waste Generation (Unit: ton)				
Category	'21	'22	'23	'24
General	2,815	2,272	3,547	3,215
Designated	453	574	589	803
Recycling	69%	70%	74%	74%
Emission per unit (ton/MT)	0.0205	0.016	0.02	0.018
2024 Generation by Category	Category	Incineration	Landfill	Reuse
	General	936.45	14.67	2,263.61
	Designated	6.06	97.05	699.74

Hazardous Chemicals Management

Taihan acknowledges its social and legal responsibilities regarding the management of hazardous chemicals and is committed to responding appropriately. We have established a chemical substance management system and procedures to ensure that workers handling chemicals are informed of the hazards and risks associated with the substances they manage. Through the implementation of proper occupational safety and health measures during handling processes, we strive to prevent chemical accidents and safeguard the safety of both our employees and the surrounding community.



Local Community Environment Protection

Environmental Volunteer Activities

Taihan conducts environmental volunteer activities in Anyang, where its headquarters is located, and in Dangjin, where its manufacturing site is based. These include local clean-up campaigns near the headquarters and coastal clean-up activities in Dangjin. Taihan also participated in Dangjin's resource circulation program, engaging employees in collecting recyclable materials (e.g., paper cartons), contributing to environmental protection, promoting recycling awareness, and supporting carbon neutrality.

Jango Port Coastal Cleanup



As part of the "One Company, One Coastline" initiative, Taihan participated in a coastal clean-up at Janggohang and collected approximately 600 kg of waste in 2024.

Dangjin's Resource Circulation Program



Taihan participated in Dangjin City's industrial waste resource circulation program, collecting used paper cartons and donating recycled toilet paper to vulnerable groups, thereby enhancing the recycling rate of reusable materials.

Biodiversity Conservation Activities

Taihan is actively engaged in biodiversity conservation efforts. To support species diversity in Dangjin, the company has implemented habitat protection activities for the gold-spotted pond frog (*Pelophylax chosonicus*), a native Korean species classified as Endangered Wildlife Class II. Because this species rarely leaves its habitat, it is highly vulnerable to environmental disruption. Taihan carried out habitat conservation and clean-up activities at Dangsanjeosu, a key habitat site, and installed "frog ladders" in irrigation channels to facilitate safe movement and survival.



Taihan also participated in a tree-planting initiative to create habitats for shelter and foraging of wildlife within a designated wildlife protection area. A total of 2,000 trees were planted near Sapgyo Lake in Dangjin.



The background of the slide is filled with a series of thin, orange, wavy lines that flow from the left side towards the right, creating a sense of movement and connectivity. These lines are layered, creating a mesh-like effect in some areas.

Social Management

We connect the future

Protection of Human Rights

Taihan is dedicated to upholding the rights of all stakeholders—including employees—and continuously strives to implement responsible human rights practices.

Human Rights Policy

Taihan has established a Human Rights Policy to ensure the protection of its employees' rights. In addition to mandatory legal training, the company conducts annual training for all employees on workplace harassment prevention and ethical business practices.

Human Rights Principles

Taihan exercises due diligence to respect the human rights of all stakeholders, including employees, and to prevent violations throughout its business operations. The company adheres to international standards such as the UN Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, the UN Convention on the Rights of the Child, and the ILO Core Conventions.

- 01 Taihan respects the dignity and value of all its members, and dedicates the utmost effort to providing a good working environment
- 02 Taihan respects human rights protection and labor standards of international organizations, and prohibits discrimination by reason of gender, race, nationality, and religion, etc.
- 03 Taihan complies with labor-related laws and regulations of each country, and applies this policy to all suppliers and investors.

Operating guidelines

We respect the freedom and human rights of all employees and stakeholders, and do not tolerate any form of discrimination. To promote more responsible business practices, we have established and strictly manage human rights protection guidelines.

Combat



Uphold



Human Rights Risks and Areas for Improvement

To prevent potential human rights violations across all aspects of our business operations, we identify areas for improvement and continuously strengthen our human rights management practices..

Category	Status	Improvement Points and Future Tasks
Policy and Organizational Structure	The CP Team checks the status of human rights management during regular audits and partner visits. In cases of whistleblowing audits, the Management Improvement Team monitors for any violations of human rights practices.	In line with organizational expansion, we are reviewing the establishment of a dedicated human rights management team or the refinement of roles. We also plan to enhance execution by forming task forces for each stakeholder group.
Human Rights Management Assessment	- Human rights assessments are conducted biennially, with results reported to management. - Training on country-specific forced labor prohibition laws and violation cases.	- An annual human rights assessment is conducted across all domestic and overseas business sites. - Training on forced labor laws and violation cases is provided, considering region-specific human rights risks.
Safety Training and Post-Incident Management	- Regular safety training is conducted - Various accident cases are shared, and on-site visits include interviews with responsible personnel.	- Collecting safety-related feedback from field personnel - Sharing safety incident cases during compliance training
Human Rights Management of Suppliers	Partner companies are visited every two months to share updates on global human rights initiatives and cases of forced labor violations.	Supporting partner companies in establishing human rights policies and related initiatives
Communication with Local Communities	Ongoing communication with local residents	Establishing diverse communication channels with local residents and holding regular community meetings

Protection of Human Rights

Human Rights Management Targets

We are expanding our human rights policy to partners and overseas subsidiaries following the revision of our internal regulations, aiming to embed human rights management in practice. Through an integrated management system, we will promote a culture of human rights across the global supply chain and strengthen our business objectives.

2025	2026	2027
[Introduction of International Human Rights protection] - Expand training (Quarterly) - Campaign against forced labor	[Establishment of human rights management] - Revision and supplementation of regulation - Expand human right policy (supplier/overseas subsidiary)	[Expansion of Human Rights Management] - Expansion of human rights impact assessments (to partner companies and overseas subsidiaries)

Human Rights Impact Assessment

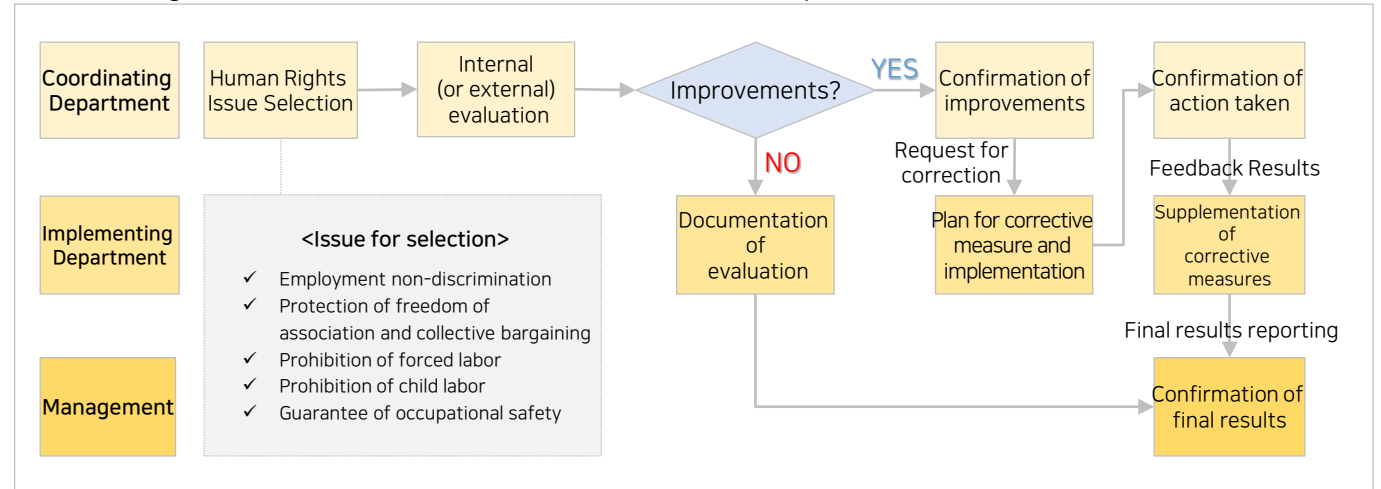
In December 2024, we reviewed our human rights management system and activities, as well as our compliance with domestic and international standards. The assessment focused on the status of our human rights framework—including policies—and compliance with key international norms such as the Universal Declaration of Human Rights, International Labour Organization (ILO) standards, United Nations (UN) principles, and relevant national labor laws. Additionally, the review included human rights risks related to vulnerable stakeholders, such as partner companies and local communities.

Assessment Details

Category	Contents	Nr. of items
Establishment of Human Right Management	• Policy and Organizational Structure • Procedure for Reporting Human Rights Violations Assessment of Human Rights Management • Recruitment Process • Fairness of Compensation and Benefits	11
Domestic and international standards	• Formation of Trade Unions and Conducting Collective Bargaining • Equity in HR Practices • Workplace Safety Management • Safety Training and Post-Incident Management	14
	• Working Hours and Leave Standards • Foreign Worker Regulations • Standards for Employing Minors • Contract Employment Standards	9
	• Human Rights of Suppliers and Communication with the Surrounding Environment/Community • Quality Control and Non-Conformance Management	16

Checklist Process for Human Rights Issues

We regularly monitor for potential human rights violations by reviewing a checklist of human rights issues in collaboration with relevant departments.



Human Rights and Ethics Consultation and Handling

Taihan Cable & Solution operates various channels, including the Cyber Reporting Center on its website, on-site grievance offices, and anonymous suggestion boxes, to protect the human rights of all stakeholders. Any reported human rights violations are addressed promptly and fairly.

Human rights consultation and requests	Examination of the report content	Response with results
• Homepage : Cyber Complaint Center • Workplace : Grievance office, • anonymous suggestion box • Online : dedicated reporting email	• Consultation with the dedicated department and review of the content (Management Improvement Team/HR Team)	• Web/Email Reply results • Whistleblower protection and complete assurance of confidentiality

Year	Cases	Reported Contents	Investigation Results	Follow-up Action
2024	0	Zero case	–	–
2023	2	Workplace Harassment	Inappropriate comment	Disciplinary measures for those involved and corrective actions to prevent recurrence
2022	1	Poor Work Conduct	Non-compliance	Issuing warnings and providing training

Talent Development

At Taihan, our talents communicate with an open mind, pursue customer satisfaction through top-level expertise, and create a better future with passion for their work.

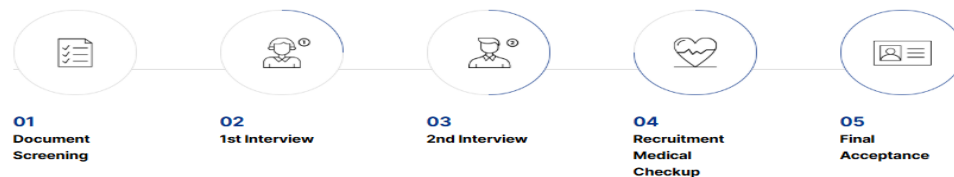
Talent Vision

Taihan Cable & Solution is committed to creating a happy and fulfilling workplace for all employees. We foster talent through a structured curriculum, and promote a stable work environment through fair evaluation and compensation, as well as a culture of open communication..



Recruitment Procedure

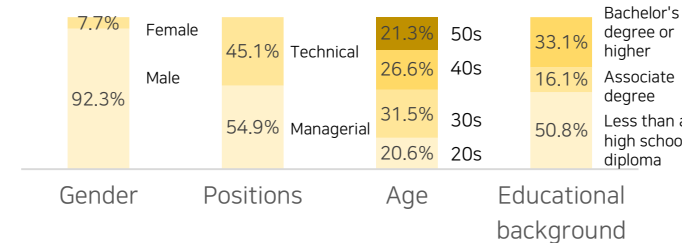
Taihan evaluates both job competencies and organizational fit to recruit top talent, selecting outstanding individuals through a structured and comprehensive process.



Hiring and Talent Acquisition

Taihan Cable & Solution achieves sustainable growth through a balanced workforce of technical and managerial staff, while offering an optimal work environment through diverse employment types. Moving forward, we will continue to actively secure top talent to strengthen our global competitiveness.

2024 Employee Diversity



2024 Status by Employment type

Category	2024
Full-time*	1089
Fixed-term	52
Outsourced	324
Temporary employee	1
Casual worker	10
Total	1,476

Category	2024	%
Total Employees*	1141	100.0%
Gender	Male	92.3%
	Female	7.7%
Position	Management	54.9%
	Technical	45.1%
Age	20s	21.3%
	30s	26.6%
	40s	31.5%
	50s and above	20.6%
	Less than a high school diploma	33.1%
Educational Background	Associate degree	16.1%
	Bachelor's degree or higher	50.8%
	Turnover (in 2024)	7.5%
Turnover rate	**Voluntary turnover	72.1%

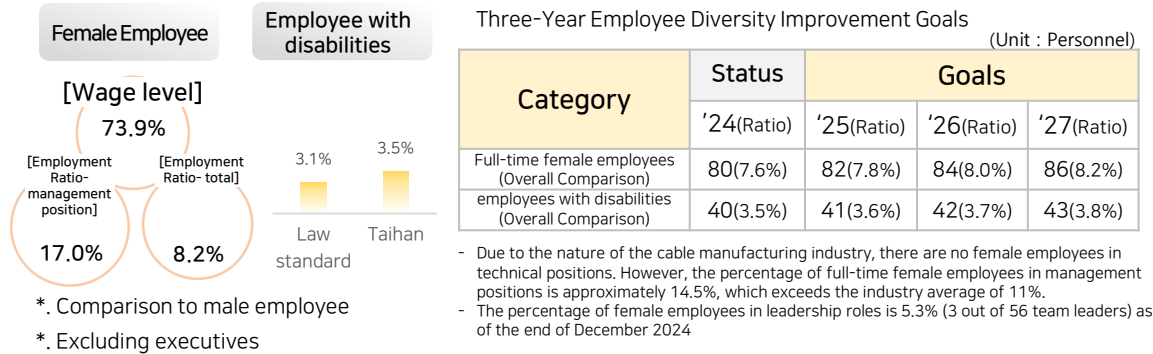
* Total Employees: Excluding registered executives, including full-time and fixed-term employees

** Voluntary resignations due to reasons such as job changes or academic pursuits (excluding reasons such as retirement or contract termination)

Talent Development

Improvement of Employee Diversity

Taihan values diversity and inclusion as core principles. We ensure equal pay across positions and fair opportunities for all, regardless of gender or disability. To address the low ratio of female workers in manufacturing, we are actively pursuing inclusive policies and will continue to foster a diverse and inclusive workplace.



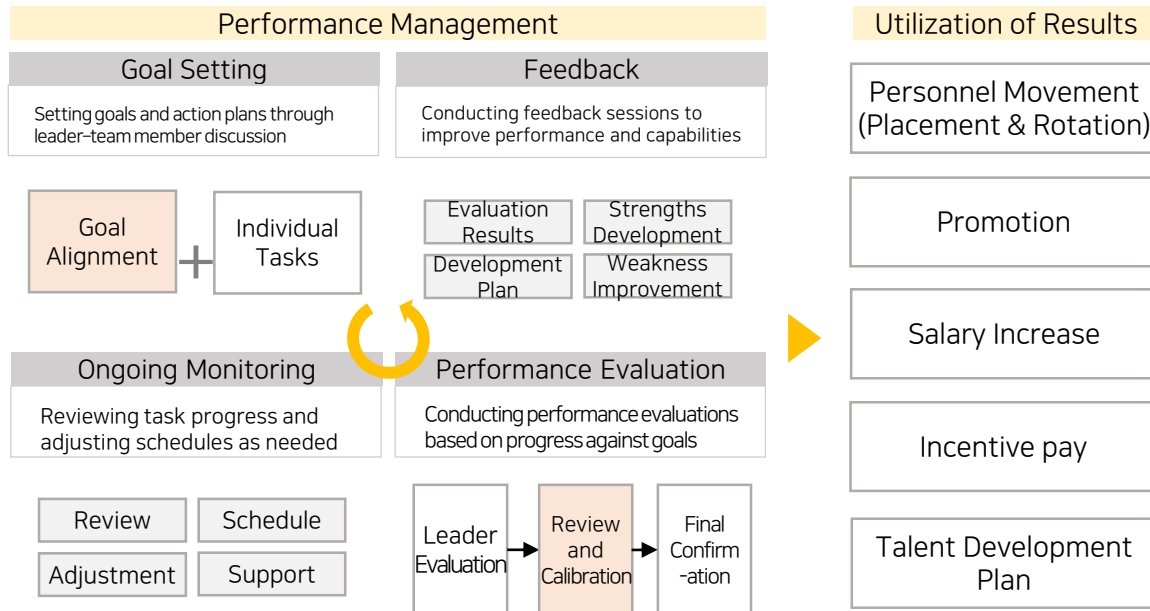
Talent Development

Performance Management

Taihan Cable & Solution operates a performance management system aimed at driving organizational success through employee growth. Individual goals are set in alignment with the company's vision and priorities, with fair and transparent evaluations linked to reasonable compensation. We strive to create an environment where employees can fully demonstrate their capabilities, focusing on every step of the performance journey to grow together as an organization.

Process

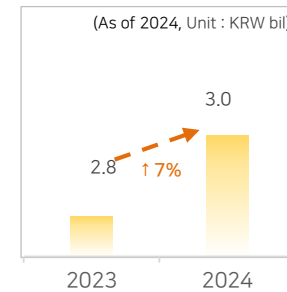
We conduct evaluations once a year and enhance fairness through review and calibration of results. The outcomes are used for personnel decisions, compensation, and employee development.



Welfare Benefit

Taihan Cable & Solution complies with minimum wage laws and provides welfare programs to improve job satisfaction and quality of life.

Welfare Expenses



Items of Welfare Benefit

Children's Tuition Assistance Program Support for tuitions of middle school, high school, and university children according to company regulations	Celebration Gifts Gifts to celebrate birthdays, childbirth, Korean New Year's day and thanksgiving, the company's founding anniversary, etc.	Congratulations & Condolences Program Congratulations & Condolences through financial supports, wreaths, funeral supplies and vacations, etc.	Reward Long service awards
Cafeteria Cafeterias for employees	Lodging Lodging for local and overseas workers.	Leisure Facilities Resom Hoban Hotel & Resort (benefit as an affiliate), Muju Deogyusan Resort	Commuter Bus Commuting bus service to the headquarters and plant

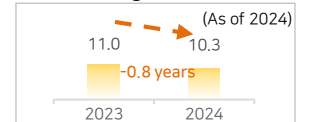
Employment Stabilization Policy

Taihan Cable & Solution promotes a happy workplace through family-friendly policies and flexible working hours. Since 2017, we have maintained family-friendly certification. With 44% union membership and 100% collective agreement coverage, we continue to uphold stable, cooperative labor relations.

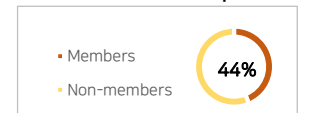
Family-Friendly Company Certification



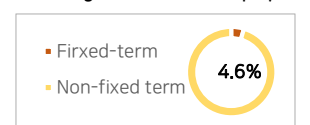
Average Tenure



Union membership rate



Percentage of fixed-term employees



Safety and Health Management

Occupational Health and Safety Management Policy

Taihan places the highest priority on safety and health, aiming to protect the lives and well-being of all employees and achieve zero industrial accidents. To this end, we proactively eliminate hazards, provide systematic training, and ensure legal compliance to create a safe and pleasant working environment.

Safety and Health Management Policy

Taihan Cable & Solution recognizes safety and health as core corporate values and essential foundations for sustainable growth. We are fully committed to protecting the lives and well-being of all employees. To achieve this, we declare the following Occupational Health and Safety (OHS) Management Policy and commit to building a safe and healthy workplace through collective effort.

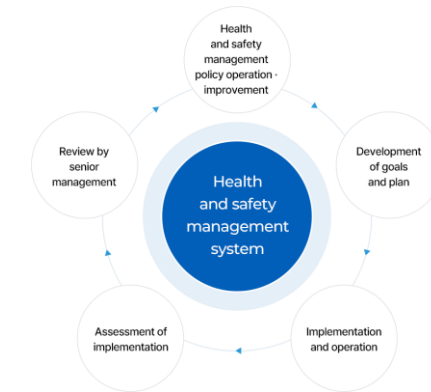
1. Identify and eliminate potential hazards in all work processes to ensure a safe and pleasant working environment.
2. Enhance safety and health awareness among employees through systematic and continuous education and training, striving for zero industrial accidents.
3. Comply with all relevant domestic and international safety and health laws and regulations, maintaining a high standard of OHS management systems.
4. Promote shared safety and health goals with all stakeholders through training and communication, reinforcing accident prevention activities.
5. Regularly evaluate OHS performance and pursue continuous improvement and innovation based on the results.

Health and Safety Management System

Taihan Cable & Solution fosters a safe and pleasant workplace through proactive safety efforts by employees. We manage all aspects of safety—risk assessments, inspections, emergency response, and training—and maintain ISO 45001 certification to ensure a high standard of health and safety management.



ISO 45001 Certification



Health and Safety Management System

Three-Year Goals

2025	2026	2027
- Zero Serious Accidents - Promotion of Near-Miss Case Identification - Strengthen Safety and Health Awareness Among Partner Companies - Implement Engineering Improvements in Noisy Processes - Achieve Over 80% Safety Suggestion Implementation Rate - Enhance Safety and Health Education	- Zero Serious Accidents - Strengthen Process Safety Management - Enhance the Effectiveness of Risk Assessment - Enhance Safety and Health Education - Implement Engineering Improvements in Dust-Generating Processes - Strengthen Safety Management at Construction Sites	- Zero Serious Accidents - Maintain "S" Rating in PSM Implementation Assessment - Enhance Safety and Health Education - Implement Ergonomic Improvements to Prevent Musculoskeletal Disorders - Strengthen Safety Management at Construction Sites

Safety and Health Management

Safety and Health Training

To enhance employees' awareness of safety and health, we provide regular training on workplace safety rules. Special safety training is conducted regularly for workers who operate high-risk machinery and equipment, such as forklifts and cranes, to prevent industrial accidents. Additionally, departments with higher accident rates receive focused, intensive safety training. Furthermore, we publish a monthly safety and health bulletin that highlights hazardous and risky factors workers may be exposed to, thereby raising awareness among employees. We also offer safety education for supervisors to strengthen their capabilities in managing occupational safety and health.



Forklift Safety Training



Crane Safety Training



Special Safety Training for High-Risk Departments



Supervisor Training

Inspection and Improvement of Hazardous and Risk Factors

To identify potential hazards and improve the work environment, we conduct daily safety inspections. In 2024, a total of 463 hazardous risk factors were inspected, achieving a 91% improvement rate. Identified risks are promptly addressed, and the safety of hazardous equipment such as cranes, hoists, and pressure vessels is ensured through internal and external expert inspections. These efforts are part of our commitment to providing a safe workplace for all employees.

Category	Nr. of Inspections	Nr. of Improvements	Improvement Rate (%)
Risk Assessment	86	83	96.5%
Regular Safety Inspection	345	311	90.1%
Occupational Safety and Health Committee	32	28	87.5%

Employee Safety Suggestions

Taihan actively gathers employee safety suggestions to more effectively identify and address workplace hazards that are closely related to workers' daily tasks. Submitted suggestions are reviewed for effectiveness and acted upon, and relevant risk factors are incorporated into the risk assessment process for ongoing review and improvement.

Category	2022	2023	2024	Note
Nr. of Suggestion	16	31	37	Introduction of the Safety and Health Suggestion Talk in 2023
Nr. of Improvements	8	24	25	
Improvements Rate(%)	50%	77%	68%	

Safety and Health Management

Enhancement of Emergency Response Capability

To prevent emergencies such as natural disasters, fires, and explosions, and to minimize potential damage, we conduct regular training for all employees. These safety and health activities are systematically managed in alignment with the Safety Culture Ladder (SCL) standards, continuously reinforcing the safety of both employees and worksites.



Joint Fire Drill with
Dangjin Fire Station



Emergency Response Training
for Serious Accidents



SCL Certification

Safety Management for Partner Companies

Taihan actively supports initiatives to enhance safety awareness among partner company employees. We continuously improve the working environment through risk assessments, technical assistance, and both human and material support provided to our partner companies. These efforts are part of our commitment to creating a safer and more secure workplace for everyone involved.



Taihan-Partner Company Council



Joint Safety and Health Inspection by
Taihan and Partner Companies

Occupational Health and Work Environment Management

We have appointed an in-house occupational health manager and conduct annual general and special health checkups to monitor the health status of all employees. Those with findings requiring attention are continuously monitored to ensure a healthy working environment for all staff. In addition, we provide support benefits for employees and their families when undergoing medical examinations at external healthcare institutions. Furthermore, we conduct semiannual workplace environment assessments to ensure that employees are not exposed to hazardous substances beyond legal limits, maintaining strict control over occupational health risks.

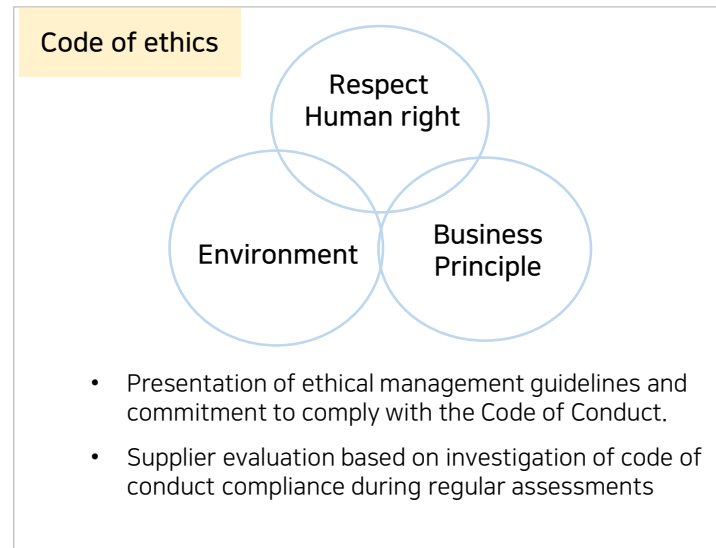
Annual Status of Industrial Accidents Involving Partner Companies

Category	2022	2023	2024
Accident Fatalities	0	0	0
Serious Injury Cases	1	1	0

Mutual Growth & Supplier Management

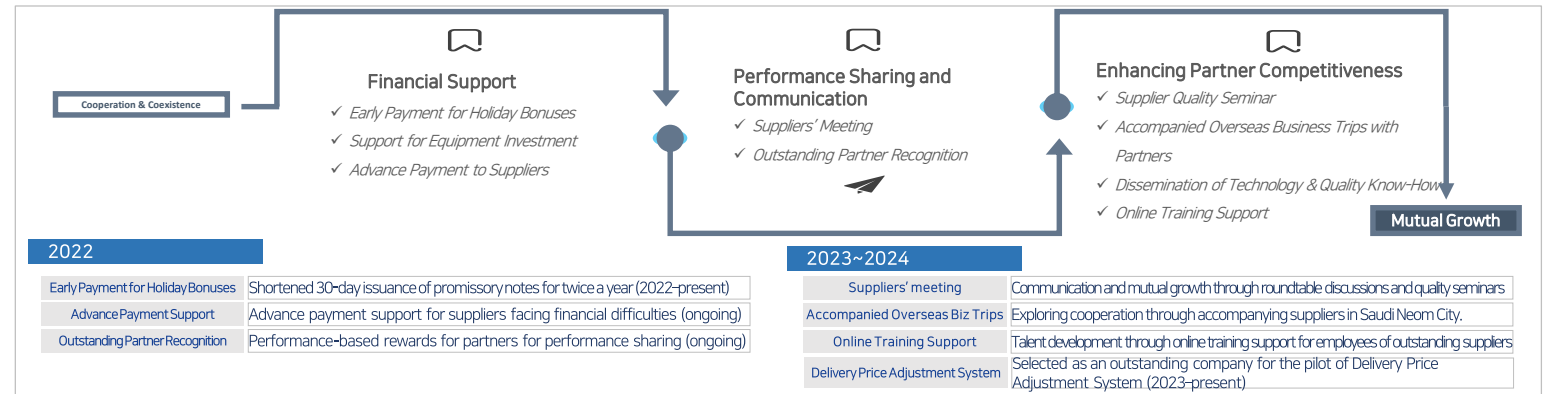
Partner Selection and Management

Taihan prioritizes ethical management in partner selection, providing a code of ethics, supporting improvements, and incorporating results into future evaluations.



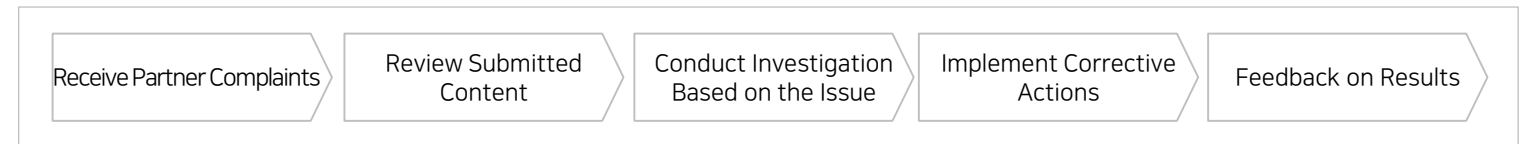
Fair Trade Compliance and Implementation Program for Partner Companies

We uphold fair trade principles with our partners and respect their physical and intellectual property. We will continue to promote mutual growth through ongoing dialogue and support programs.



Partner Complaint Handling Process and Status

We operate a structured grievance handling process to address partner complaints promptly and fairly. All cases are carefully reviewed, resolved appropriately, and shared with the partner along with preventive measures to avoid recurrence.



[Status of Partner Complaints Reported via Website]

Year	case	Complaints	Violations	Investigation Results	Follow-up Actions
2024	0	-	-	-	-

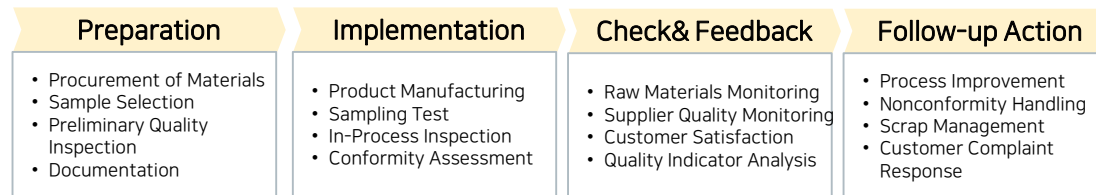
※ Zero Complaints Reported Over the Three-Year Period (2021~2023)

Customer-Centric Management

Quality Management System

Taihan Cable & Solution accurately identifies customer needs and expectations to deliver the best products in a timely manner. By continuously monitoring and improving customer requirements, we strive to maximize customer satisfaction. To this end, we establish and achieve operational goals across the entire process—from materials, design, production, inspection, logistics, and construction to handling customer complaints. Furthermore, we are committed to continuously strengthening our quality management practices to establish a global quality management system.

Quality Control Process



Enhancement of Quality Competitiveness

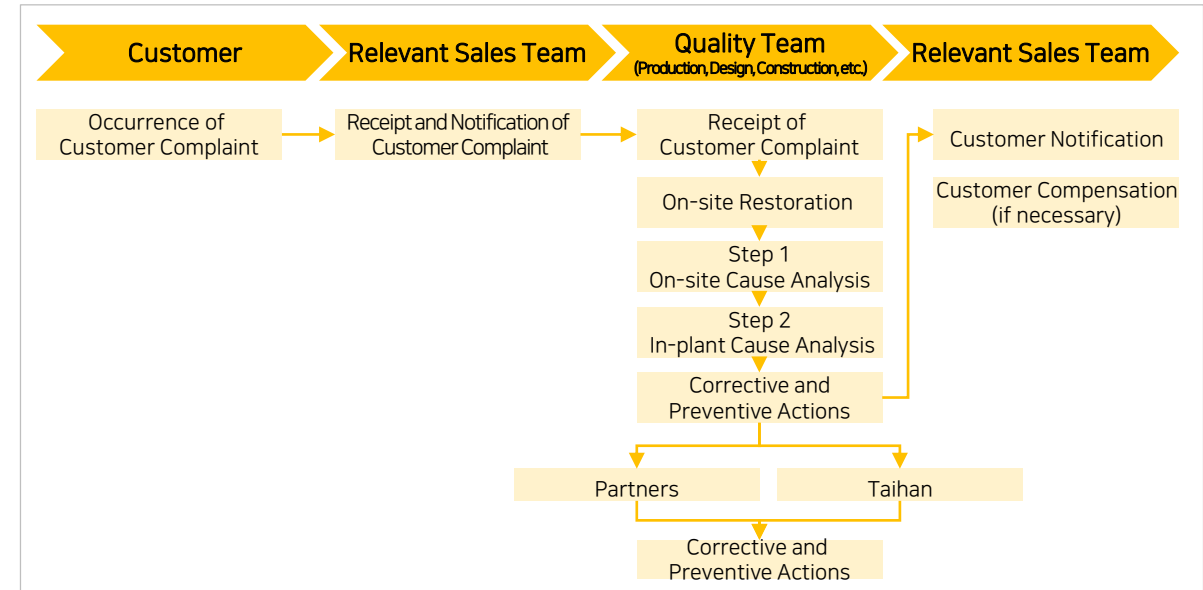
Taihan builds customer trust based on its strong business capabilities. We operate a systematic quality management system aligned with international standards, certified by ISO 9001. With goals such as enhancing product reliability, ensuring process stability, and strengthening global quality competitiveness, we run a dedicated quality organization and establish company-wide and departmental quality objectives, which are regularly reviewed. Through proactive quality activities, we prevent internal and external nonconformities and minimize loss costs, enabling us to respond quickly to market changes and customer needs.



[ISO 9001]

Customer Complaint Management

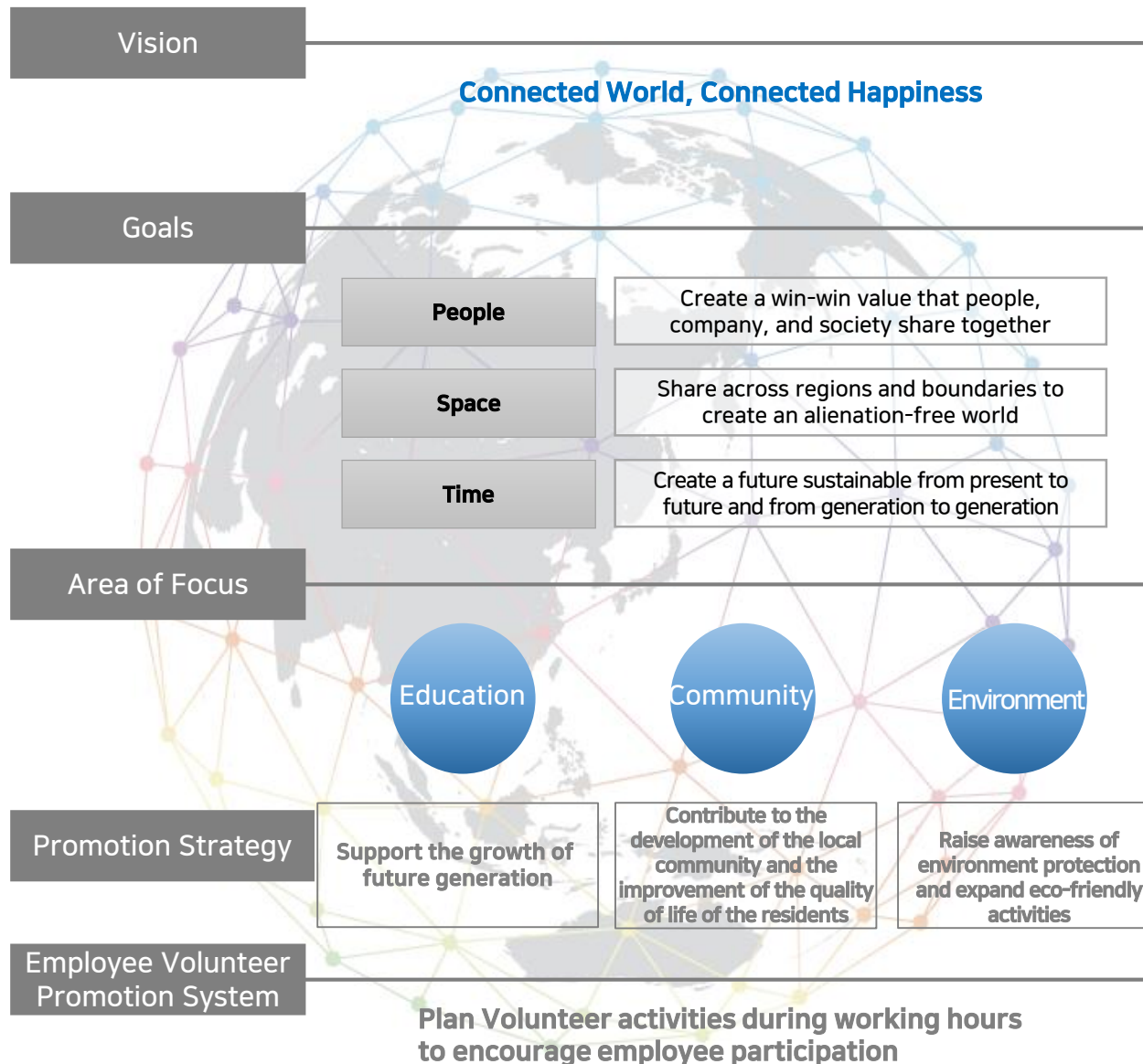
Taihan aims to enhance customer satisfaction and product reliability by responding to customer complaints promptly and accurately. A dedicated team is in place to thoroughly analyze complaints and ensure continuous quality improvement and customer satisfaction, operating in accordance with internal regulations and procedures.



Customer Information Protection

Taihan values the personal information of its customers and handles it lawfully and securely in compliance with the Personal Information Protection Act and other relevant laws. The company operates internal policies and dedicated procedures to protect customer rights and promptly address any privacy-related concerns. Going forward, we will continue to strengthen our information protection practices, building on the trust of our customers.

Social Contribution Value System



Introduction to Social Contribution Activities

Taihan carries out a wide range of social contribution activities focused on education, local communities, and the environment. We regularly engage in volunteering and blood donation for the underprivileged, and conduct coastal clean-up activities in Dangjin to promote harmony with the local community. Through recycling campaigns and endangered species protection efforts, we actively support environmental preservation. In collaboration with Hoban Group, we participate in the "Hoban Sarang Nanum-i" program, delivering warmth to neighbors through employee-driven fundraising. Moving forward, Taihan will continue fulfilling its responsibility for a sustainable future through active social contribution initiatives

Key Achievements in 2024

- 01. Hoban Sarang Nanum-i**
 - A total of 163 employees participated, raising 19 million KRW (Taihan)
 - Donations were made to 14 organizations
- 02. Environment**
 - Used Battery Exchange Campaign: 181 participants, 5,351 batteries collected
 - One Company, One Coast cleanup : 2 sessions
 - Endangered Gold-Spotted Pond Frog Habitat Protection Activities : 3 times
 - Tree Planting in Dangjin City: 1 times
- 03. Community**
 - Community-Based Social Contribution Activities: 5 events
 - Donation : 2 events (160 group employees participated, 700 blood donation certificates collected)

Social Contribution Value System

Beyond the Boundaries of the World We grow together with the local community through collaboration beyond boundaries.

Growing Together with Local Communities



We build sustainable partnerships with local communities and expand collaborative programs that create shared social value through open communication.

Employee-Centered Social Contribution



We support employee-led volunteerism through a structured system and increased community investment to create meaningful social impact.

Sustainable investment in social value



We actively pursue contribution projects leveraging corporate expertise, driven by employee initiative and creative ideas to enhance environmental and social value.

2030 Mid-long term Goals		1) Expanding Community Cooperation through Partnerships	2) Proactive Identification of New Initiatives	3) Active Human and Material Investment
Area	2024 Performance	2025 Goal	2026 Goal	2027 Goal
Community Cooperation (Partnership)	- Community-linked Volunteer Activities(5 times) - Love Donation Blood Drive Campaign(2 time) - Used Battery Exchange Campaign - 181 participants / 5,351 batteries collected - One Company One Coastline Cleanup Campaign (2 times) - Participation in Hoban Love Sharing Fund - 163 participants, 19,000,000 KRW accumulated (Taihan) - Donations made to 14 organizations	- Reinforcing community-linked Volunteer Activities - Implement programs that reflect the needs of partner organizations and deliver tangible results - Planning sustainable long-term programs	- Build additional partnerships linked to the local community - Sustainable investment through long-term community partnerships - Community engagement and issue identification	- Expand global partnerships - Diversification of partnership programs - Quantitative and qualitative evaluation system for social value impact
Expand New Initiative	- Disassembly and Recycling of Used Toys - Program Expansion to Affiliated Group Companies	- Develop and promote new initiatives - Expand the diversity of beneficiaries - Implement site-specific specialized programs	- Project implementation based on corporate expertise - System for employee-led idea generation and implementation	- Plan new global CSR activities - Continuously expand environmental social contribution activities
Community Human/ Material Investment	- Donation of Funds to Local Welfare Center - Volunteer Efforts through Direct Participation of Employees	Continue expanding employee participation: Secure at least one hour per person (based on managerial-level staff)		
		Increase community engagement funding	- Establish systems to promote greater employee participation - Increase community engagement funding	- Organize a structure to manage global CSR initiatives - Increase community engagement funding



Governance

We connect the future

Board Management

Board of Directors

As of the end of March 2025, Taihan Cable & Solution's Board of Directors consists of seven members: two executive Directors(Song Jong-min, Kim Joon-seok), one non-executive director (Kim Dae-heon), and four independent Directors (Noh Sang-seop, , Chang Kyung Sun Trisha, Cho Gook Hwan, Lee Bang-uk).To ensure effective checks and oversight, more than 51% of the board is composed of independent Directors. As the company's highest decision-making body, the board operates independently from management and is composed of experts from diverse fields.

Appointment of Board of Directors

To enhance the independence and qualifications of Independent Directors, Taihan Cable & Solution operates a Independent Director Recommendation Committee composed entirely of Independent Directors. Candidates are assessed based on experience, expertise, conflicts of interest, reappointment history, and concurrent roles. Only those without disqualifications under relevant laws are recommended to the shareholders’ meeting. The company ensures diversity and fairness in the nomination process, without discrimination based on gender, nationality, age, religion, race, origin, education, or disability. As of March 2025, one outside director is female.

[Board of Directors Composition]

[As of March 28, 2025]

Role	Name	Gen-der	Date of Appointment (Terms)	Expertise	Focus Area Responsibility	Profile	Board Committee		
							Independent Director Recommendation Committee	Audit Committee	ESG Committee
Executive Directors	Song Jong-min	Male	2025-03-28 (2 years)	Management	Chairman of Board, CEO, Overall Management	Current : CEO / Vice Chairman, Taihan Cable & Solution Co., Ltd. Former : President & CEO, Hoban Construction Co.,Ltd, Vice Chairman & CEO, HOBAN E&C CO., LTD			
	Kim Joon-seok	Male	2025-03-28 (2 years)	Management	Executive Vice President, Chief Operating Officer	Current : COO of Taihan Cable & Solution Co., Ltd., Executive Vice President, Hoban Construction Co.,Ltd Former : Korea Hydro & Nuclear Power Co., Ltd.,(KHNP) Head of Strategic Planning, Hoban Construction Co.,Ltd, and CEO, Hoban Asset Development			○
Non-Executive Director	Kim Dae-heon	Male	2024-03-29 (2 years)	Management	Responsibilities for Overall Company Management	Current : President, Head of Planning Division, Hoban Construction Co.,Ltd Former : President, Head of Planning, Hoban Construction Co.,Ltd, Executive Vice President, Head of Management Division, Hoban Construction Co.,Ltd			
Independent Directors	Noh Sang-seop	Male	2025-03-28 (1 year)	Administration	Responsibilities for Overall Company Management	Current : Advisor, Kim & Chang Former : Director, Anti-Monopoly Division, Korea Fair Trade Commission (KFTC)	○	○	○
	Chang Kyung Sun, Trisha	Female	2025-03-28 (2 years)	Law	Responsibilities for Overall Company Management	Current : Foreign Attorney, Kim & Chang Former : Attorney, Paul Hastings LLP	○	○	○
	Cho Gook Hwan	Male	2025-03-28 (2 years)	Finance	Responsibilities for Overall Company Management	Current: Advisor, Yoon & Yang LLC Former : Director General, Financial Investment Supervision Department, Financial Supervisory Service (FSS)	○	○	○
	Lee Bang-uk	Male	2025-03-28 (2 years)	Cable Technology	Responsibilities for Overall Company Management	Current : Professor, Division of Electrical Engineering, Hanyang University ERICA	○		○

Board Management

Operation of the Board of Directors

The Board of Directors reviews and resolves a wide range of agenda items—including social, environmental, and economic matters—reflecting the views of shareholders and stakeholders. It also deliberates on business investment risks. Regular board meetings are held at least four times a year, with 10 to 15 additional ad-hoc meetings as needed. In 2024, the board convened 12 times, handling 12 reporting items and 36 resolutions.

Category		2022	2023	2024
Meetings Held	Number of Meetings	9	19	12
Reports and Resolutions	Number of Reporting Items	16	12	12
	Number of Resolutions	20	56	36

Board Committees

As of March 2025, Taihan Cable & Solution has three board committees: the Independent Director Recommendation Committee, the Audit Committee, and the ESG Committee. Both the Recommendation and Audit Committees are composed entirely of independent directors to ensure greater independence.

[Committee Composition]

[As of March 28, 2025]

Name of Committee	Composition	Name(Chairman)	Purpose and Responsibilities
Independent Director Recommendation Committee	4 Independent Directors	Noh Sang-seop(Chairman) Cho Gook Hwan Lee Bang-uk Chang Kyung Sun Trisha	Nomination of Outside Directors
Audit Committee	3 Independent Directors	Cho Gook Hwan(Chairman) Noh Sang-seop Chang Kyung Sun Trisha	Audit of Accounting and Business Operations
ESG Committee	1 Executive directors 4 Independent Directors	Kim Joon-seok Chang Kyung Sun Trisha (Chairman) Cho Gook Hwan Noh Sang-seop Lee Bang-uk	Internal Transactions Review, Management Matters Impacting Shareholder Value, ESG Policy Review, Shareholder Value Enhancement

General Meeting of Shareholders and Shareholder Composition

For the 70th General meeting of Shareholders, Taihan Cable & Solution ensured shareholders' right to information by providing the meeting notice and agenda disclosures 18 days prior to the meeting date, earlier than the statutory requirement of 14 days. In addition, to enhance shareholder rights and convenience, the company introduced an electronic voting system in April 2021.

[As of December 31, 2024]

Category		Shares Owned	Ratio	Note
Major shareholders (5% or more)	HOBAN E&C CO., LTD	78,220,635	41.95	-
	National Pension Service	10,443,180	5.60	-
Treasury Stock		689,291	0.37	
Employee Stock Ownership		1,405	0.00	-

Dividend

Taihan has not paid dividends over the past five years, due to challenging business conditions up to 2022 and more recently, the need to invest in future growth and adapt to a changing business environment. Going forward, the company will determine its dividend policy in accordance with its Articles of Incorporation, based on a comprehensive assessment of available distributable earnings, investment needs for future growth, and the maintenance of a sound financial structure

[Dividend Status]

[As of March 28, 2025]

Year	2020	2021	2022	2023	2024
Total Dividends	-	-	-	-	-
Dividend per Share	-	-	-	-	-
Dividend Yield	-	-	-	-	-
Dividend Payout Ratio	-	-	-	-	-
Type of Dividend	-	-	-	-	-

Ethical Management

Taihan Cable & Solution enhances stakeholder value through the practice of corporate ethics and strives to foster a transparent and trustworthy corporate culture.

Ethical Management Framework

Taihan Cable & Solution's ethical management is based on a concrete and actionable framework. To implement this, we have established and operate an ethical management system centered on three pillars: Code (code of ethics), Compliance (system operation), and Consensus (Consensus Building).



Code of Ethics(Code)

To raise awareness of ethical management across all employees and embed it in daily practice, Taihan Cable & Solution has established a clearly defined code of conduct.

Ethics Charter

Taihan aims to become a respected company that contributes to customers, shareholders, the society, and the nation based on the core values to promote "people-centric culture, customer value, and future-oriented management." Thereupon, all employees of Taihan will practice Jeong-Do (righteousness) management, and promote advancement "to a better future" based on sustainable growth and development. To this end, the Ethics Charter is established as of the following as a yardstick for ethical judgment and behaviors, and a basis for the employees' pledge for ethical management:

First, Taihan will place the highest priority on achieving customer satisfaction, strive to create customer value by meeting customers' requirements and expectations, and dedicate effort to maximizing shareholders' yield through efficient management.

Second, Taihan will strive to maintain a relationship of shared growth with all suppliers on an equal footing by providing them with fair opportunities, and creating a culture of transparent transaction

Third, Taihan will respect the values of the country and society, comply with various laws and regulations, and strive to contribute to national development through sound corporate activities.

Fourth, Taihan will comply with the company's rules based on ethical values, perform our duties in a fair attitude, and strive to create a sound organizational culture.

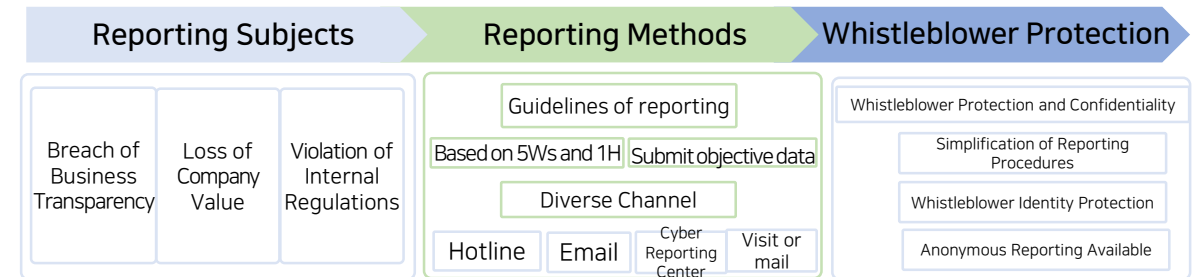
Operation of the Ethical Program(Compliance)

[Risk Prevention]

We conduct internal audits based on an annual audit plan and continuously monitor the implementation of previous audit recommendations. Through open communication channels with employees, we identify and improve unreasonable or inefficient practices to prevent potential risks in advance.

[Promotion of the Internal Whistleblowing System]

We provide a trustworthy reporting system for all stakeholders. Reports are handled independently under the supervision of the responsible department, and the identity of the whistleblower is strictly kept confidential.



Building Consensus(Consensus)

[Internal and External Commitment] The CEO shares an annual compliance message to employees and promotes ethical awareness among external partners through various channels. **[Employee Engagement]** Employees participate in compliance training, receive compliance letters, and sign ethics pledges to support ethical management. **[Third-Party Engagement]** Partners are encouraged to join ethical practices through cooperation letters and compliance pledge signing.

Compliance Program

Taihan promotes fair trade through a Compliance Program, supported by strong management commitment and active employee participation.

Fair Trade Compliance Program

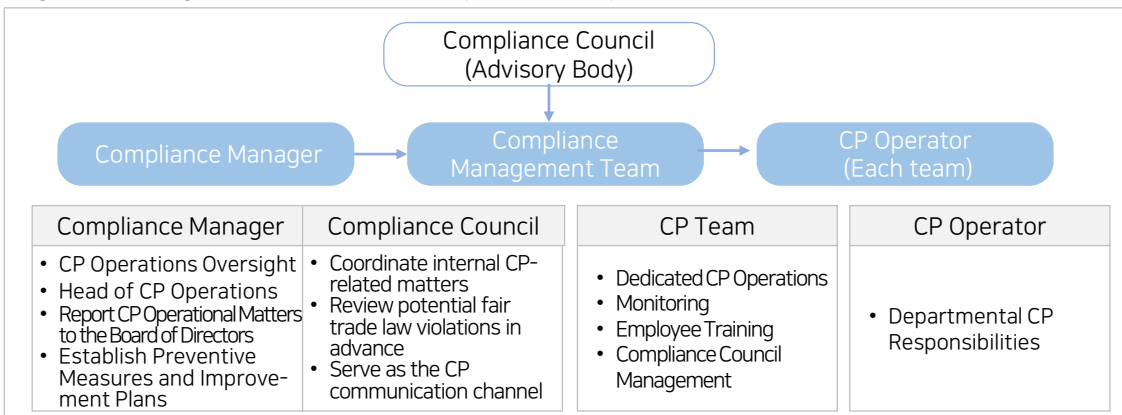
To fulfill its corporate social responsibility, Taihan Cable & Solution introduced a Fair Trade Compliance Program in 2021. Since then, the company has been working to foster and spread a culture of compliance throughout the organization, while striving to prevent legal violations in advance. In particular, Taihan focuses on achieving tangible outcomes through employee training, pre- and post-monitoring, and the operation of a cyber whistleblowing system.



[Fair Trade Compliance Manual]

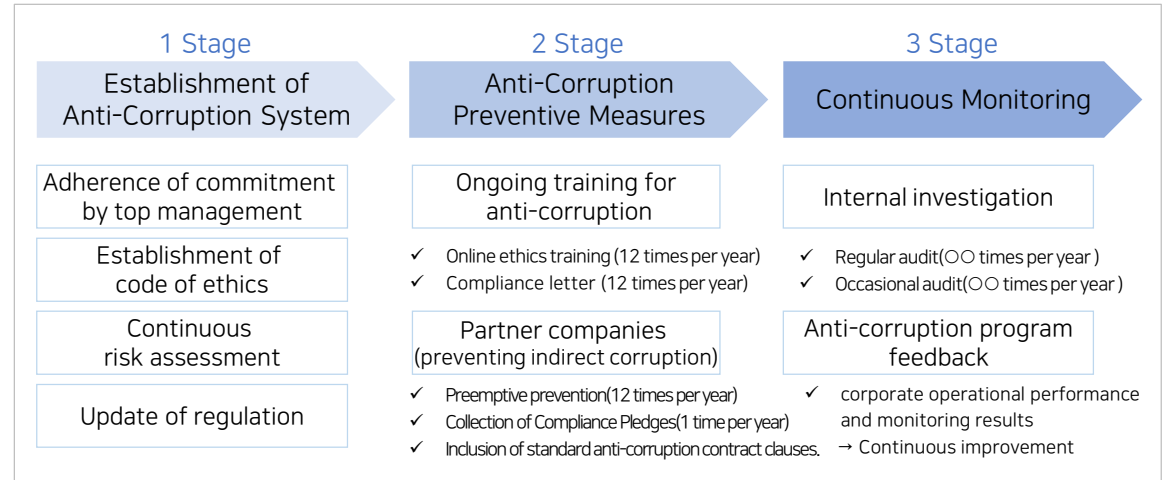
Dedicated Organization for Fair Trade Compliance Program

To enhance the independence and expertise of compliance operations, we have established and are operating a dedicated team, the CP Team. This team is responsible for building a compliance system aligned with global guidelines. In addition, to prevent compliance risks in advance and to strengthen employees' awareness of compliance, we have implemented a regular training framework, which is systematically executed.



Anti-Corruption Program

To effectively respond to global anti-corruption regulations, we have systematically compiled the Compliance Program (CP) overview and key compliance considerations by major business function in the Compliance Manual. In addition, the department in charge of CP operates a separate anti-corruption program, including training for employees, as part of ongoing efforts to establish an effective culture of compliance.



※ The number of audits conducted is confidential and not disclosed

Fair Trade Compliance Program Evaluation

Taihan Cable & Solution has been recognized as an Excellent Company in the Fair Trade Compliance Program Evaluation for two consecutive years — in 2023 and again in 2024 — the only company in the cable industry to receive this distinction.



[Fair Trade CP Evaluation Certificate]

Compliance Program

Taihan Cable & Solution is committed to promoting a culture of compliance by carrying out a wide range of compliance activities that are both appropriate and effective. Through these efforts, we aim to enhance legal awareness among various stakeholders associated with the company and embed compliance as an integral part of our organizational culture.

Company-wide Compliance Initiatives

[[Training Activities]] Regular compliance training is provided for employees, with rewards for top performers. External experts, including compliance attorneys, are also invited for specialized sessions.

[[Monitoring and Improvements]] CP surveys are conducted biannually to assess effectiveness and employee satisfaction. Based on the results, improvements are made, including ongoing training on global anti-corruption and anti-bribery regulation

[[Tailored Departmental CP Activities]] High-risk departments appoint CP operators and receive customized training. To prevent collusion, employees must submit a "Meeting with Competitor Declaration Form" before attending industry gatherings.



[Outstanding Trainee Award]



[External Expert Training]



[Department-Specific CP Training]

Global and Third-Party Support

[[Overseas Affiliates]] The CP Team visits overseas affiliates to introduce the headquarters' compliance program, review local operations, and actively support improvements where needed. As a result, overseas affiliates independently carry out activities such as updating internal regulations to match headquarters standards, conducting regular compliance training, and collecting ethics pledges from local hires and compliance pledges from key partners.

[[Third-Party Partners]] We hold regular compliance meetings with key partners and provide compliance guidance through checklists. We also collect compliance pledges from third-party vendors. In addition, we share our latest compliance regulations to support partners in establishing and updating their own internal policies.



[On-site Compliance Audit of TAIHAN VINA]



[[On-site Compliance Audit of M-tec]]



[Supplier Training Materials]

Risk Management

Risk Management System

The rapid changes in both domestic and international business environments demand a high level of risk management and response capabilities, even within the power and communication infrastructure industries. Taihan Cable & Solution systematically analyzes and proactively addresses potential legal, financial, environmental, and supply chain risks that may arise across all aspects of its business operations. Through this approach, the company establishes a stable and resilient business environment. Furthermore, Taihan operates an integrated risk management process that identifies, prevents, and effectively controls a wide range of potential risks associated with its domestic and overseas business activities in advance.

[Key Risk Categories]

Risk Type	Explanation
Market Risk	Global downturn, raw material volatility, and rising competition
Financial Risk	Exchange rate volatility, rising debt burden, and interest rate hikes
Supply Chain Risk	Supply instability, higher logistics costs, and global supply disruptions
Technology Risk	Technology development delays and lagging tech competitiveness
Legal and regulatory risk	Tougher environmental rules and legal risks abroad
Geopolitical Risk	Political instability in export countries and tightened trade regulations
ESG Risk	Reinforcing Net-zero policy, increasing requirements for sustainability
Operational Risk	Deterioration of facilities, lack of workers, and quality issues
Cyber Security Risk	Hacking and data leaks, OT, and security system vulnerability
Reputational Risk	Increase of customer claims, defective product, and ethical issues
Environmental Disaster Risk	Production and logistics disruptions due to natural disasters

Risk Management Process

Taihan analyzes internal and external business environments within each department to identify risks, evaluates expected effects and impacts, and prepares optimal countermeasures. Subsequently, they report to and are reviewed by the board of directors, incorporating feedback to continuously improve the risk management system.



Taihan Cable & Solution actively manages potential ESG risks—including climate change, raw material price volatility, supply chain disruptions, industrial safety, and technological changes—through the establishment and implementation of systematic response strategies.

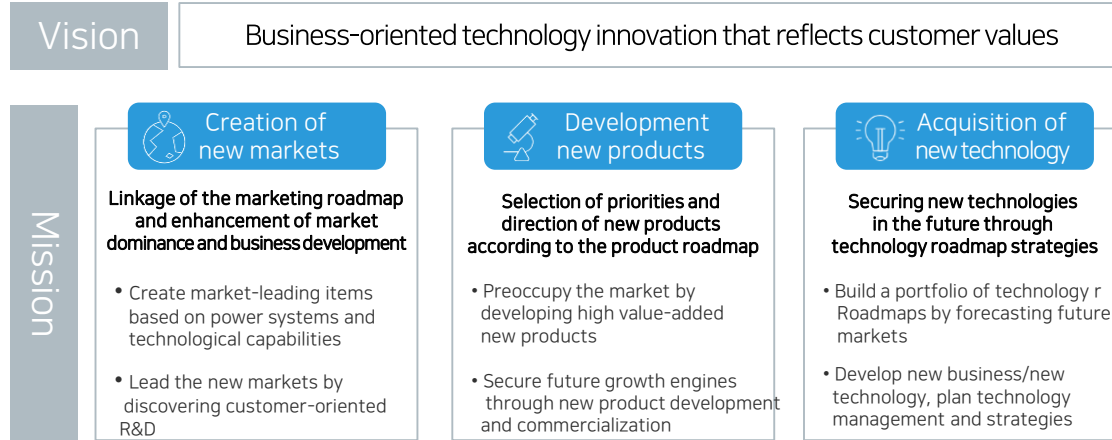
[Potential Risk Impacts and Mitigation Measures]

Risk Type	Risk Description	Business Impact	Mitigation Plan
Climate Change	Increasing extreme weather raises the risk of damage to factories and infrastructure.	Increased recovery costs and potential delivery delays due to damage to production facilities	Establish disaster response manuals, conduct drills, and implement emergency recovery systems
Raw Material Price Volatility	High price volatility of key raw materials like copper and aluminum increases cost burdens.	Rising manufacturing costs lead to lower profitability and increased pressure in price negotiations	Use futures and long-term contracts; develop efficient raw material recycling
Supply Chain Risk	Potential production disruptions due to key raw material and component supply chain issues	Supply chain instability risks raw material shortages and delays in customer deliveries	Diversify key raw material sourcing and ensure production process flexibility
Industrial safety Human Resource Management	Risk of industrial accidents in high-voltage, high-temperature conditions of wire production processes	Production disruptions and legal liabilities may arise from worker safety incidents	Strengthen safety training and expand automation by implementing smart factory systems.
Response to Technology change	Growing need to develop eco-friendly cables due to carbon neutrality and green energy transition	Inability to adapt to technology risks losing competitiveness and new projects	Develop eco-friendly power and communication cable technologies and apply carbon reduction measures.

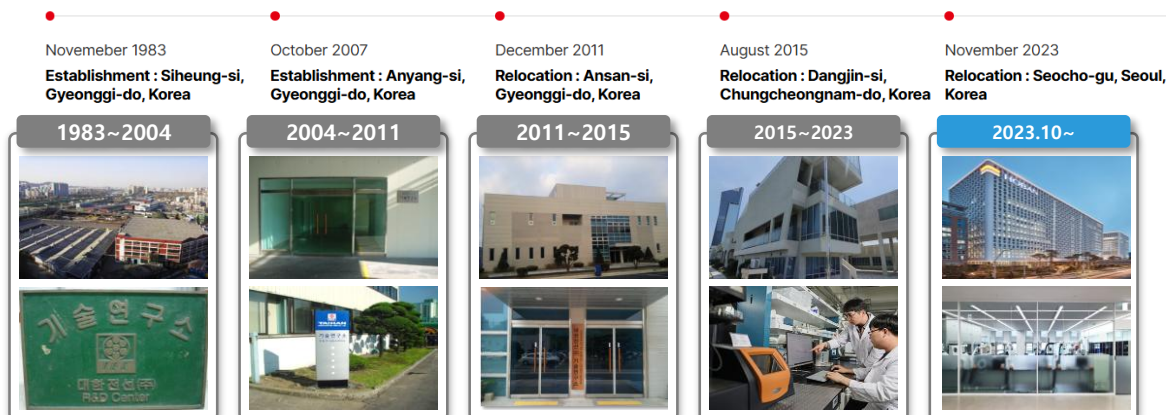
R&D and Innovation

R&D Management System

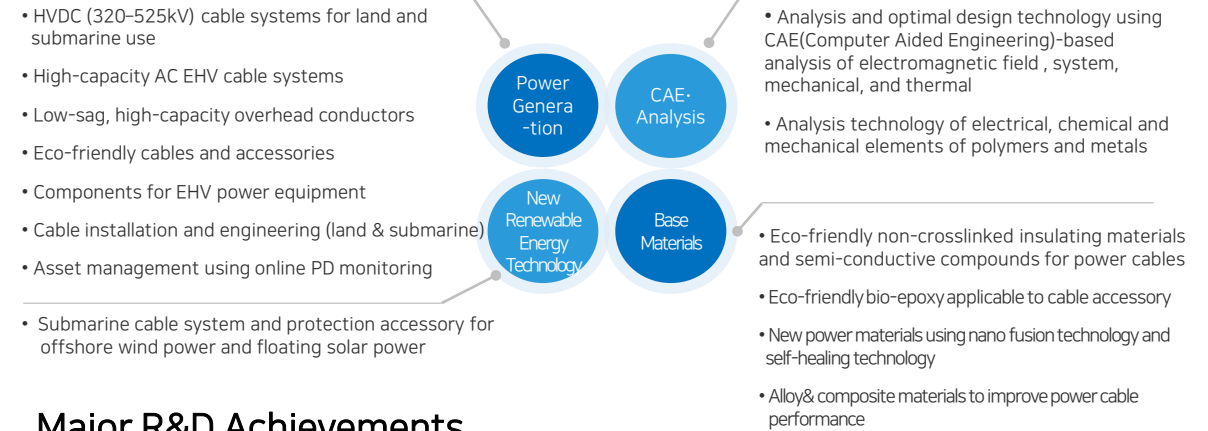
Taihan leads the future of the industry with over 80 years of innovation, driving change through eco-friendly products and next-generation technologies in the Cable & Solution sector.



History of the Technical Research Center



Key Research Areas



Major R&D Achievements

Taihan Cable & Solution has strengthened its competitiveness in the global market by advancing technologies in HVDC, extra-high voltage underground and overhead transmission lines, and eco-friendly solutions. Backed by accumulated expertise and continuous R&D, we aim to lead industry standards and contribute to the advancement of power infrastructure.

R&D Type	Complete	Detailed R&D information
HVDC	2022. 11	KEMA certification for 500kV 2500mm ² HVDC land cable
	2023. 07	KEMA certification for 500kV 3000mm ² HVDC land cable
	2024. 12	KEMA certification for 320kV 3000mm ² HVDC land cable
EHV AC	2023. 12	Developed 345kV nanotech power cable with insulation under 24mm
Overhead Transmission	2024. 12	500kV lightweight long-span conductor with 220% capacity gain, KERI certified
Eco-friendly	2024. 06	Developed eco-friendly spacer with built-in electronic damper, certified by KERI
Renewable	2024. 04	70kV underground/submarine power system for renewables, KERI type-tested
Junction Box	2024. 08	54kV XLPE cable fault-recovery back-to-back joint box KOLAS certified by KEPCO
Basic Research	2023. 04	Derived lifespan curve of XLPE model cable
	2023. 07	Measured mechanical and installation properties of 500kV 2500mm ² XLPE HVDC cable
	2024. 11	Measured mechanical properties of 154kV 2500mm ² AL conductor cable

A series of thin, light blue wavy lines that flow across the top half of the page, creating a sense of movement and connectivity.

Appendix

We connect the future

Financial Performance

Condensed Consolidated Statement of Financial Position

(Unit : KRW million)

Category	2022	2023	2024
Current Assets	1,144,663	1,265,742	1,775,776
Non-Current Assets	475,602	612,823	866,950
Total Assets	1,620,265	1,878,565	2,642,726
Current Liabilities	488,178	682,344	920,138
Non-Current Liabilities	249,882	242,936	226,475
Total Liabilities	738,061	925,279	1,146,614
Share Capital	124,447	124,447	186,447
Retained Earnings	248,528	316,750	385,165
Total Equity	882,204	953,286	1,496,112

Condensed Consolidated Statement of Comprehensive Income

(Unit : KRW million)

Category	2022	2023	2024
Revenue	2,450,546	2,843,980	3,291,229
Cost of Sales	2,312,167	2,651,979	3,027,913
Gross Profit	138,379	192,001	263,386
Operating Profit	48,174	79,824	115,170
Earnings Before Tax	31,378	65,485	75,905
Net Income	21,831	71,873	74,190
Other Comprehensive Income	(12,764)	(106)	9,041
Total Comprehensive Income	9,066	71,767	83,231

ESG Data

All Domestic Sites: Dangjin Cable Plant, Solution Plant, Submarine Plant 1, Anyang/Seoul HQ, Construction Sites

GHG Management

(Unit: tCO2eq))

Category		2022	2023	2024
GHG Emission	Scope 1 (Direct)	14,252	16,470	18,922
	Scope 2 (Indirect)	25,071	28,425	29,181
	Total	39,323	44,895	48,103
GHG Intensity	GHG emissions per unit of production (tCO2eq/MT) :	0.22	0.22	0.21

Waste Management

(Unit : Ton))

Category		2022	2023	2024
Waste Generation	General	2,272	3,547	3,215
	Designated	574	589	803
	Total	2,846	4,136	4018
Intensity of Waste Generation		0.016	0.02	0.018
Waste Recycle	Recycle Amount	1,991	3,074	2,963
	Recycle Rate(%)	70%	74%	74%

Energy Management

(Unit : TJ)

Scope	Category	Detailed Category	2022	2023	2024
Domestic	Non-Renewable Energy	LNG	253.04	296.03	316.13
		Diesel	16.62	14.65	35.67
		Kerosene	1.73	1.58	1.21
		Electricity	523.90	593.97	609.78
		Propane	0.74	0.93	0.94
		Acetylene	0.99	1.11	1.28
		Steam	0	0	0
		Total	797.02	908.27	965.01
	Renewable Energy	Solar power	0	0	5.64
	Domestic total		797.02	908.27	970.65

Water discharge management(Dangjin Cable Plant)

(Unit : Ton))

Category		2022	2023	2024
Water Discharge	Tap water	23,778	31,031	39,760
	Industrial water	80,907	97,269	95,410
	Industrial water(reuse)	26,845	26,006	24,378
	Rate of Reuse(%)	20%	17%	15%
Water usage per unit(Ton/MT)		0.829	0.832	0.792

ESG Data

Air Quality Management

(Unit: ton))

구분		2022	2023	2024
Management and Emission	Nitrogen Oxides	14.46	13.56	5.49
	Sulfur Oxides	0.36	0.50	1.43
	Dust	1.43	0.86	0.60

. Hazardous Chemicals Management

Category		2022	2022	2024
Lead And Its compounds	Treatment(ton)	864	374	2,038
	Emission(kg)	1.1	0	0
IPA	Treatment(ton)	78	87	104
	Emission(ton)	34	38	46

Environment Record of Regulatory Violations

(Unit :cases))

Category	2022	2022	2024
Record of Violation	-	-	-

Eco-friendly Procurement

(Unit :KRW Mil)

Category		2022	2023	2024
Eco-Friendly Procurement	Total procurement	90,002	73,907	78,090
	Eco-friendly Procurement	2,501	3,349	2,513
	Ratio of eco-friendly procurement	2.8%	4.5%	3.2%

Cost Innovation Activities

(Unit : 1,000MT)

Category		2022	2023	2024
Recycled Material Used	Usage of raw and subsidiary materials	138,053	157,902	177,524
	Recycled material used	2,506	3,530	3,670
	Ratio of Recycled Material	1.82%	2.24%	2.07%

Eco-friendly Sales

(Unit :KRW mil)

Category		2022	2023	2024
Eco-Friendly Sales	Eco-friendly sales revenue	55,159	71,055	53,838
	Eco-friendly sales ratio	2.5%	2.7%	1.8%

ESG Data

Employee Information

(Unit : personnel))

Category		2022	2023	2024
Total Employees		899	999	1141
Gender	Male	839	929	1053
	Female	60	70	88
Position	Management	466	520	626
	Technical	433	479	515
Age	20s	130	171	243
	30s	279	287	303
	40s	296	343	359
	50s and above	194	198	236
Education Background	Less than a high school diploma	324	348	378
	Associate degree	148	165	184
	Bachelor's degree or higher	427	486	579
Diversity	Person with a disability	12	12	40
	Veteran	10	10	10
	Non-regular worker	18	31	52

Employment and Tenure

(Unit : personnel, %))

Category		2022	2023	2024
Hiring	New hire	119	169	217
	Turnover	88	72	86
	Voluntary turnover	68	34	62
	Average Tenure	11.8 years	11.0 years	10.3 years
Union membership rate		48%	46%	44%

Employee Benefit

Category		2022	2023	2024
Total benefit expense		KRW 2.0 bil	KRW 2.8 bil	KRW 3.0 bil
Benefit expense per person		KRW 2.2 mil	KRW 2.8 mil	KRW 2.6 mil
Parental Leave and Return Rate	Parental leave	12	11	6
	Parental leave use rate(%)	21%	28%	23%
	12-month post-return retention	11	4	—

* The company operates a DC pension plan for managerial staff and a DB pension plan for functional staff.

Training Expenses

Category		2022	2022	2024
Total Training Expenses		KRW 238 mil	KRW 240 mil	KRW 317.4 mil
Training Expenses per Person		KRW 0.26 mil	KRW 0.24 mil	KRW 0.278 mil

ESG Data

Number of industrial accidents

Category	Unit	2022	2023	2024
Injury rate	%	0.15	0.28	0.27
Fatalities	Person	0	0	0
Number of injuries	Person	1	3	3
LTIFR		0.40%	1.05%	1.00%
Taihan				
Injury rate	%	1.58	0.74	0
Fatalities	Person	0	0	0
Number of injuries	Person	2	1	0
LTIFR		5.87%	2.73%	0.00%

Safety Training

Category	Unit	2022	2023	2024
Total Training Hours	Hours	18,788	23,762.5	25,044
Total number of trainees	Person	926	1,052	1,115
Average training hours per employee	Hours/person	20.29	22.59	22.46

Suppliers*

Category	Unit	2022	2023	2024
Total Suppliers	Number of Companies	294	295	272
Key Suppliers (Top 20% by procurement)	Number of Companies	59	59	54
Total procurement amount	KRW mil	15,817	17,771	21,695
Purchase amount from key suppliers	KRW mil	15,618	17,421	21,422
Purchase ratio from key suppliers	%	98.7	98.0	98.7

* Includes only raw material and packaging suppliers

Supplier Risk Assessment

Category	Unit	2022	2023	2024
Supplier Subject to Evaluation - over KRW 300 mil annually - 3 or more transactions	Number of Companies	61	59	75
Suppliers Evaluation	Number of Companies	61	59	75
Ratio of Evaluation	%	100%	100%	100%

* Includes only raw material and packaging suppliers

Social Contribution(Employee Participation Fund)

Category	Unit	2022	2022	2024
Cash Donation	KRW	18,860,000	18,845,00	19,085,000

ESG Data

Board Overview

Category	Detailed Category	2022	2023	2024
Board Performance	Number of Meetings Held			
	Regular	4	4	4
	Interim	7	15	8
	Resolution Items	20	56	36
	Reporting Items	16	12	12
	Average Attendance Rate	99%	94%	97%
Board Composition (As of year-end)	Inside Director	3	2	2
	Non-executive Director	1	-	1
	Outside Director	3	3	3

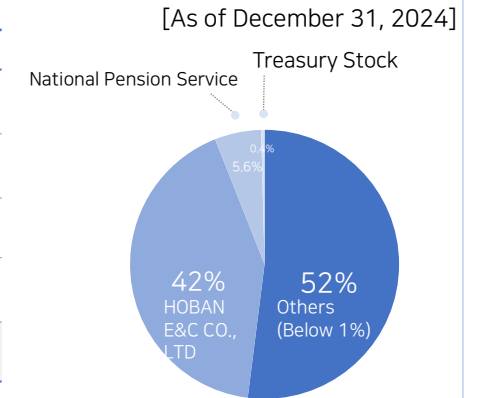
Board Compensation

Category	Detailed Category	2022	2023	2024
Board Remuneration	Amount Approved by the General Meeting of Shareholders	KRW 2,000 mil	KRW 2,000 mil	KRW 2,000 mil
	Total Compensation	KRW 1,002 mil	KRW 1,073 mil	KRW 950 mil
	Average Compensation per Director	KRW 143 mil	KRW 153 mil	KRW 158 mil

* The compensation of the Board of Directors is determined by the General Meeting of Shareholders.

Ownership Structure

Category	Shares Owned	Ratio(%)
HOBAN E&C CO., LTD	78,220,635	42
National Pension Service	10,443,180	5.6
Treasury Stock	689,291	0.4
Others (Below 1%)	97,094,194	52
Total	186,447,300	100



Dividend Status

Year	2020	2021	2022	2023	2024
Total Dividends	-	-	-	-	-
Dividend per Share	-	-	-	-	-
Dividend Yield	-	-	-	-	-
Dividend Payout Ratio	-	-	-	-	-
Type of Dividend	-	-	-	-	-

(Unit : KRW, %)

R&D Expenses

Category	Detailed Category	2022	2022	2024
R&D Expenses	R&D Expenses	4,109,144	6,022,746	8,739,296
	(Government Grants)	(539,720)	(568,356)	(629,018)
	R&D-to-Sales Ratio	0.22%	0.27%	0.34%

(Unit : KRW 1000, %)

* Calculated based on the total amount of R&D expenses before deducting government grants

GRI Standards 2021 Index

Company Overview

ESG Strategy

ESG Management

Appendix

Statement of use
Taihan Cable & Solution has reported its sustainability information for the period from January 1 to December 31, 2024, in accordance with the GRI Standards 2021

GRI 1 used
GRI 1: Foundation 2021

Applicable GRI Sector Standards
As of the publication date, no sector-specific standards are applicable.

GRI Standards	No.	Disclosure Name	Page	Note
Universal Standards				
GRI 2 : Organization and reporting practices	2-1	Organizational details	5	
	2-2	Entities included in the organization	2	
	2-3	Reporting period, cycle and contact information	2	
	2-4	Entities included in the sustainability reporting	2	No revisions compared to the previous report.
	2-5	External assurance	56	
GRI 2 : Activities and workers	2-6	Entities with business activities, value chains and business relationships	7~9	
	2-7	Officers and employees	29, 51	
	2-8	Workers other than officers and employees	29	
GRI 2 : Governance	2-9	Governance structure and composition	40~41	
	2-10	Nomination and selection of the highest decision-making body	40~41	
	2-11	Chairman of the highest decision-making body	40~41	
	2-12	Role of the highest decision-making body overseeing impact management	12, 40~41	
	2-13	Delegation of responsibility for impact management	12, 40~41	
	2-14	Role of the highest decision-making body in sustainability reporting	12, 40~41	
	2-15	Conflict of interest	40~41	
	2-16	Communication on important issues	12, 40~41	
	2-17	Collective knowledge of the highest decision-making body	40~41	
	2-18	Performance evaluation of the highest decision-making body	54	Refer to Business Report
	2-19	Remuneration policy	53	
	2-20	Remuneration determination process	53	
	2-21	Annual total compensation ratio	53	

GRI Standards	No.	Disclosure Name	Page	비고
GRI 2 : Governance	2-22	Statement on sustainable growth strategy	4	
	2-23	Policy promises	17, 27, 32, 36, 37, 42	
	2-24	Internalization of policy promises	20, 27~28, 33, 35, 43~45	
	2-25	Process for addressing negative impacts	20, 27~28, 33, 35, 43~45	
	2-26	Mechanisms to seek advice and raise concerns	28, 33, 35~36, 42	
	2-27	Compliance with laws and regulations	54	Zero violations in the past three years
	2-28	Membership association	58	
	2-29	Stakeholders' participation and communication	13	
	2-30	Collective bargaining agreement	31	
Material Topics				
GRI 3: Material Topics	3-1	Materiality topic determination process	14, 15	
	3-2	List of materiality topics	14, 15	
	3-3	Management of materiality topics	14, 15	
Economic				
GRI 201 : Economic performance	201-1	Direct economic value generation and distribution	48	
	201-2	Financial impact and other risks and opportunities due to climate changes	20	
	201-3	Provision for defined benefit pension obligations	51	
	201-4	Financial assistance received from government	53	
GRI 202 : Market Presence	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	31	
GRI 203 : Indirect Economic Impacts	203-1	Infrastructure investments and services supported	37	
	203-2	Significant indirect economic impacts	35, 52	
GRI 204 : Procurement Practices	204-1	Proportion of spending on local suppliers	35, 52	

GRI Standards 2021 Index

GRI Standards	No.	Disclosure Name	Page	Note
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	42~43	
	205-2	Communication and training about anti-corruption policies and procedures	42~43	
	205-3	Confirmed incidents of corruption and actions taken	55	No cases
GRI 206: Anti-Competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	55	No legal actions occurred during the reporting period
Environmental				
GRI 301: Materials	301-1	Materials used by weight or volume	50	
	301-2	Recycled input materials used	50	
GRI 302: Energy	302-1	Energy consumption within the organization	49	
	302-3	Energy intensity	19	
	302-4	Reduction of energy consumption	19	
	302-5	Reductions in energy requirements of products and services	21~22	
GRI 303: Water	303-1	Interactions with water as a shared resource	23	
	303-2	Management of water discharge-related impacts	23	
	303-3	Water withdrawal	23	
	303-4	Water discharge	23	
	303-5	Water consumption	23	
GRI 305: Biodiversity	304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	25	
	304-3	Habitats protected or restored	25	
GRI 305: Emission	305-1	Direct (Scope 1) GHG emissions	19, 49	
	305-2	Indirect (Scope 2) GHG emissions	19, 49	
	305-4	GHG emissions intensity	19, 49	
	305-5	Reduction of GHG emissions	19, 49	
	305-6	Emissions of ozone-depleting substances (ODS)	19	
GRI 306: Waste	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	24	
	306-1	Waste generation and significant waste-related impacts	24	
	306-2	Management of significant waste-related impacts	24	
	306-3	Waste generated	24	
	306-4	Waste diverted from disposal	24	
GRI 307: Environmental Compliance	306-5	Waste directed to disposal	24	
	307-1	Non-compliance with environmental laws and regulations	50	
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	35, 61	
	308-2	Negative environmental impacts in the supply chain and actions taken	35, 61	

GRI Standards	No.	Disclosure Name	Page	Note
Social				
GRI 401 : Employment	401-1	New employee hires and employee turnover	51	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	31	
	401-3	Parental leave	51	
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	32, 58	
	403-2	Hazard identification, risk assessment, and incident investigation	33	
	403-3	Occupational health services	34	
	403-4	Worker participation, consultation, and communication	34	
	403-5	Worker training on occupational health and safety	33, 52	
	403-6	Promotion of worker health	34	
	403-7	Prevention and mitigation of occupational health and safety impacts	34~35	
	403-8	Workers covered by a health and safety management system	32~34	
	403-9	Work-related injuries	52	
	403-10	Work-related ill health	52	
GRI 404: Training and Education	404-1	Average hours of training per year per employee	30	
	404-2	Programs for upgrading employee skills and transition assistance programs	30~31	
	404-3	Percentage of employees receiving regular performance and career development reviews	31	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	29, 30, 51	
	405-2	Ratio of basic salary and remuneration of women to men	28	
GRI 406 Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	28	
GRI 407: Freedom of Association and Collective Bargaining	407-1	Disclosure of operations and suppliers where freedom of association and collective bargaining might be at risk	27, 31	
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	37~38	
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	36	

Assurance Statement

To the readers of the Taihan Cable & Solution 2024 Sustainability Report

Assurance Overview

Korea Management Association Consulting (hereinafter referred to as the "Assurance Provider") was commissioned to conduct an independent assurance of the *2024 Sustainability Report* (hereinafter referred to as the "Report") published by Taihan Cable & Solution. Taihan is solely responsible for the information and data contained in this Report, which has been ultimately approved by the company and remains under its full responsibility. The role of the Assurance Provider is to apply the assurance methodology within the defined scope and provide an independent assurance opinion containing professional judgments to the management of Taihan. The Assurance Provider does not accept responsibility to any third party for the conclusions reached and presented in the assurance statement and report.

Standards and Level of Assurance

This assurance engagement was conducted in accordance with the AA1000 Assurance Standard (AA1000AS) v3. It was confirmed that the Report was prepared in accordance with the GRI Standards 2021, the globally recognized sustainability reporting framework. The assurance assessed the organization's adherence to the four AccountAbility Principles (2018): Inclusivity, Materiality, Responsiveness, and Impact. The assurance engagement was carried out as a Type 1 assurance at a Moderate level of assurance. Through the materiality assessment process, the following key GRI disclosures were identified

Universal Standard - GRI 1 : Foundation, GRI 2 : General Disclosure, GRI 3 : Material Topics

Topic Standards

- GRI 201 : Economic Performance, GRI 202 : Market Presence, GRI 203 Indirect Economic Impacts, GRI 204 : Procurement Practices, GRI 205 : Anti-corruption, GRI 206 : Anti-competitive Behavior
- GRI 301 : Materials, GRI 302 : Energy, GRI 303 : Water and Effluents, GRI 304 : Biodiversity, GRI 305 : Emissions, GRI 306 : Waste
- GRI 401 : Employment, GRI 403 : Occupational Health and Safety, GRI 404 : Training and Education, GRI 405 : Diversity and Equal Opportunity, GRI 406 : Non-discrimination, GRI 407: Freedom of Association and Collective Bargaining, GRI 413 : Local Communities

Scope of Assurance

The scope of the assurance engagement covers information and data disclosed between January 1 and December 31, 2024, as well as key developments through the first half of 2025. The assurance scope is defined as follows. The assurance did not include an assessment of the achievability of the company's targets or future projections. Included in the scope :

- Sustainability-related policies, strategies, and performance
- Issues identified as material through the materiality assessment involving the company and its stakeholders
- Reasonableness and adequacy of the report preparation process and reporting framework
- Reliability and quality of the data and disclosures corresponding to the GRI Standards .

Excluded from the scope .

- Financial data presented in the Appendix
- Index items related to other international standards, norms, or initiatives not part of the GRI Standards
- Supplementary information on the corporate website, annual reports, or other external materials

Assurance Methodology

The assurance provider conducted the engagement in accordance with the applicable assurance standards and performed evidence-based verification of the information presented in the Report.

- Reviewed the materiality assessment process to confirm its appropriateness and to determine assurance priorities
- Conducted interviews with department managers responsible for each material issue to assess the relevance and validity of the underlying evidence
- Evaluated the reliability of the reported information through data sampling and consistency checks

Assurance Findings and Opinion

The assurance provider engaged in multiple rounds of discussion with the reporting organization regarding revisions to the Report and reviewed the final version to confirm that the suggested improvements and recommendations were appropriately reflected. As a result of the assurance process, no evidence was found to indicate that the information and data disclosed in the Report were inappropriately presented from a materiality standpoint. It is the opinion of the assurance provider that the Report has been prepared in accordance with the internationally recognized GRI Standards 2021. Furthermore, the assurance provider offers the following opinion regarding the organization's adherence to the four AccountAbility Principles (2018):

1) Inclusiveness : Stakeholder Engagement and Communication

Taihan Cable & Solution operates stakeholder-specific communication channels for key stakeholder groups including customers, suppliers, shareholders, local communities, and employees. Through these channels, the company collects feedback on material concerns and reflects these inputs in its decision-making processes.

2) Materiality: Identification and Disclosure of Key Sustainability Topics

To identify its key reporting topics, Taihan conducted a comprehensive process involving international standards review, peer benchmarking, internal assessments, and media research, which led to the development of a pool of 270 potential issues. After collecting stakeholder input, the company narrowed this down to 17 priority issues and ultimately selected 7 material topics based on their social/environmental and financial significance. The assurance provider found no material omissions in this process.

3) Responsiveness: Response to Sustainability Issues Raised

To enhance the effectiveness of its company-wide sustainability management, Taihan has designated responsible departments and personnel directly linked to each issue, ensuring clarity of roles and responsibilities. The company monitors the status and areas for improvement in a structured manner.

4) Impact: Impacts of Material Topics on the Organization and Stakeholders

Taihan has identified both direct and indirect impacts of the selected material topics through its materiality assessment. For each topic, the company has outlined related risks, opportunities, and corresponding management approaches.

Recommendations for Improvement

- Clearly articulating how each material topic is linked to the organization's strategic decision-making, performance indicators (KPIs), and risk response plans would help stakeholders better understand how ESG activities are meaningfully integrated into the company's overall business strategy.
- Quantitatively disclosing the financial impacts of climate-related risks would enable clearer prioritization of risk magnitude and strategic response actions.

Competence and Independence

Korea Management Association Consulting has established documented policies and a quality assurance system. The assurance practitioner is a qualified sustainability professional and maintains independence by holding no commercial or financial interest in the business activities of Taihan Cable & Solution beyond the provision of this third-party assurance service.



June 25th, 2025
CEO, Soo-hee Han



GHG Verification Statement



GHG Verification Statement

Independent Verification Statement

Taihan Cable & Solution Co., Ltd.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas (hereinafter "GHG") emission (Scope 1, 2) of Taihan Cable & Solution Co., Ltd. (hereinafter "the Company") in 2024.

SCOPE

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

STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Operational Guidelines for Reporting and Certification of Emissions in the GHG Emission Trading Scheme
- Verification Guidelines for GHG Emissions Trading Scheme Operation
- Guidelines for GHG Target Management Scheme Operation

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.

GHG-2025-099

1204, Acahightechcity 1-dong, 775 Kyunginro, Yeongdeungpo-gu, Seoul, 07299, Korea



GHG Verification Statement

Independent Verification Statement

OPINION

- GHG verification has been performed to meet the reasonable 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%
- GHGs Emission(All places)

GHGs Emission	Direct emission (Scope 1)	Indirect emission (Scope 2)	Total (tCO2-eq)
2024	18,922.244	29,181.193	48,101

Energy Consumption	Fuel	Electricity	Steam	Total (TJ)
2024	355.121	615.416		968

※ 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.)

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.

March 20, 2025

Authorized By 
CEO Eun Ju Hwang


ISO 14064-1

GHG-2025-099

1204, Acahightechcity 1-dong, 775 Kyunginro, Yeongdeungpo-gu, Seoul, 07299, Korea

Major Certifications and Awards

Association Memberships

Associations or organizations	Associations or organizations
Korea Electrical Manufacturers Association	Korea Electrical Contractors Association
Korea Electric Association	Korean Institute of Electrical Engineers
Korea Cable Industry Cooperative	Korea Information & Communication Contractors Association
Korea Construction Engineers Association	Korea Mechanical Equipment Construction Association
Korea Superconductivity Industry Association	CIGRE Korea
Korea International Trade Association	Korea Exchange (KRX)
Korea Listed Companies Association	Korea Housing Builders Association
Korea Data Center Council	Emergency Planning Council
Anyang Chamber of Commerce and Industry	Dangjin Chamber of Commerce and Industry
Korea Human Resource Management Association	SunGwang Association
Heukja Management Research Institute	Korea Fire Facility Association
Floating Offshore Wind Power Research Society	Korean Society of Ocean Engineers
	Korea Offshore Grid Industry Association
	Korea Wind Energy Industry Association

Major Certifications

Certification	Initial Acquisition Date	Certification Body
ISO 9001	November 1999	BSI, CPG
KS	December 1981	Korean Standards Association etc
Safety Certification	January 2002	KTC
UL	November 1974	미국 UL
ISO 14001	February 2001	EQA
Eco-Label	February 2006	KEITI
ISO 45001	April 2020	EQA
SCL	June 2021	DEKRA

Awards

Category	Awarding Organization	Award Date
Commendation	Ministry of SMEs and Startups	23.12.18
Award	Korea Fair Trade Commission	23.12.14
Commendation	Ministry of Trade, Industry and Energy	21.10.28
Plaque of Appreciation	Anyang Bisan Community Welfare Center	21.05.14
Award	PG&E	21.03.04
Plaque of Appreciation	Korea Electric Power Corporation	20.12.10
Plaque of Appreciation	Korea Electric Power Corporation	19.11.08
Award	Australian Power Authority	18.06.14

