

# KOSWIRE LTD. ESG REPORT

2024 KOSWIRE ESG REPORT

# 2024



Always Go Green with KOS

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# OVERVIEW

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## About this Report

### Overview of the Report

KOS Group disclosed the sustainability management starting from the integrated report of three major domestic companies in KOS Group from 2022, and ESG management was officially declared and introduced from 2023 to publish the ESG management report annually.

### Reporting Period

This report includes the details of ESG management by KOSWIRE in the KOS Group from January 1, 2024 to December 31, 2024. For some quantitative data, recent 3 years of performances in 2022~2024 were disclosed to enable the annual increase and decrease trend to be identified, and some qualitative data includes significant performances outside the reporting period.

### Reporting Boundaries

This report is subject to the ESG management activities and performances of domestic plants and Seoul office of KOSWIRE and details of three major corporations in KOS Group can be indicated in combination partially for better understanding. (KOS Ltd., KOSWIRE Ltd., KOS GLOBAL Ltd.)

### Reporting Standards

This report composed and classified the items by referring to the GRI (Global Reporting Initiative) Standards that is the global preparation guideline for publishing the sustainability report. Moreover, other indicators such as the TCFD (Task Force on Climate-related Financial Disclosure) Recommendations and UN SDGs (United Nations Sustainable Development Goals), etc. were referred for preparation. To enable the report contents to be delivered effectively, KOSWIRE will continue the efforts on improvement and application by collecting the feedback from the internal and external stakeholders using this data annually, and by identifying the details of the domestic and global disclosure standards continuously.

### Reliability of the Report

As verification by the certified external authority according to the specific reporting standards was reviewed internally to be performed later in the current stage, verification by the external authority will be considered in the future according to the stage of progressing the KOS ESG management. This report was prepared faithfully based on the details of activities performed by each KOSWIRE workplaces, and we hereby clarify that there are no contents prepared falsely only for disclosure.



### For Additional Inquiries

**KOS HR/ESG Team (053-665-8394)**  
**[bk0320@koswire.com](mailto:bk0320@koswire.com)**

## CEO Message

### Dear stakeholders of KOS,

Since taking our first steps in 2022, KOS Group has been advancing toward ESG management and is now closing out its third year.

While we started our ESG journey with our first integrated report in 2022 and its foundation with the official declaration of ESG management in 2023, 2024 was a year of deepened efforts to further advance and internalize ESG management at KOS Group, amidst intensified global demands for carbon neutrality and supply chain transparency.

To systematically manage GHG emissions from domestic and overseas plants, we further advanced the carbon information system established last year and proactively responded to customer and market demands by establishing a product-specific carbon information production system. Furthermore, through consulting with the Korea Chamber of Commerce and Industry for RE100 renewable energy and participation in the K-Carbon flagship technology development project (KOS LTD.), we continue our preparations and exploration for eco-friendly technology development and the transition to renewable energy utilization.

Furthermore, through joining the UN Global Compact(UNGC) (KOSGLOBAL LTD.) and participating in the Corporate Renewable Energy Initiative(CoREI), we are practicing responsible management aligning with global standards and collective international actions to tackle the climate crisis and promote sustainable growth. We have also conducted a double materiality assessment to strengthen communication with KOS Group's diverse internal and external stakeholders.

In addition, we are solidifying our role as a company that grows alongside the local community by being selected as a Korean Best Job Company by the Ministry of Employment and Labor (KOS LTD.) and being certified as a Root Company, while fulfilling our social responsibilities.

We will never forget that this entire journey was made possible by your interest and trust. Moving forward, KOS Group will continue to seek sustainable paths in an ever-changing era, evolving into a company that fulfills its responsibilities for the environment, society and the future happiness of us all.

Thank you.

CEO of KOS Group



# Company Introduction

## The Global Leader KOS

KOS is supplying various stainless and special steel-based materials globally and strategically through the three main corporations for maximizing the efficiency of production and supply, and KOS is not only ranked No.1 in the relevant domestic industry, but also holding the leading position in the world.

Main materials are supplied to the semiconductor, precision instrument, home appliances, medical devices and mobility, etc. fields through the mission of providing various conveniences for the happiness of humanity, and top-quality products are supplied to over 50 countries by operating 16 sales offices and 11 plants worldwide.

### Overview of the Company

**K** : KOS LTD.   **K-W** : KOSWIRE LTD.   **K-G** : KOS GLOBAL LTD.

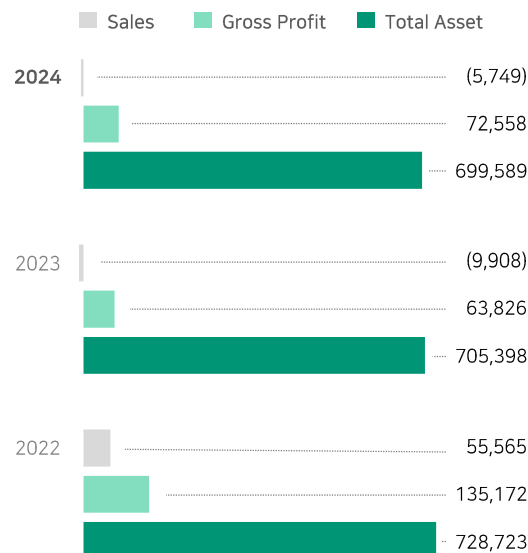
<b>Company</b>	KOS LTD. – KOS Group <b>K</b> KOSWIRE LTD. – KOS Group <b>K-W</b> KOS GLOBAL LTD. – KOS Group <b>K-G</b>
<b>Address of Headquarters</b>	43, Eosil-ro, Yangsan-si, Gyeongsangnam-do, Republic of Korea <b>K</b> 101, Gayadae-ro, Sasang-gu, Busan, Republic of Korea <b>K-W</b> 68, Yunoegongdan-gil, Beopsu-myeon, Haman-gun, Gyeongsangnam-do, Republic of Korea <b>K-G</b>
<b>CEO</b>	Gyeongho Jung <b>K</b> / Gyeongho Jung, Jin Sahgong <b>K-W</b> / Gyeongho Jung <b>K-G</b>
<b>Month / Year of Incorporation</b>	August 1969 <b>K</b> April 1999 <b>K-W</b> March 2016 <b>K-G</b>
<b>Main Business</b>	Stainless wire, Rope, PV Ribbon, Medical materials, Metal powder manufacturing
<b>Employees</b>	368 <b>K</b> / 136 <b>K-W</b> / 175 <b>K-G</b> (Based on domestic business sites as of the end of 2024)

## Key Financial Performance

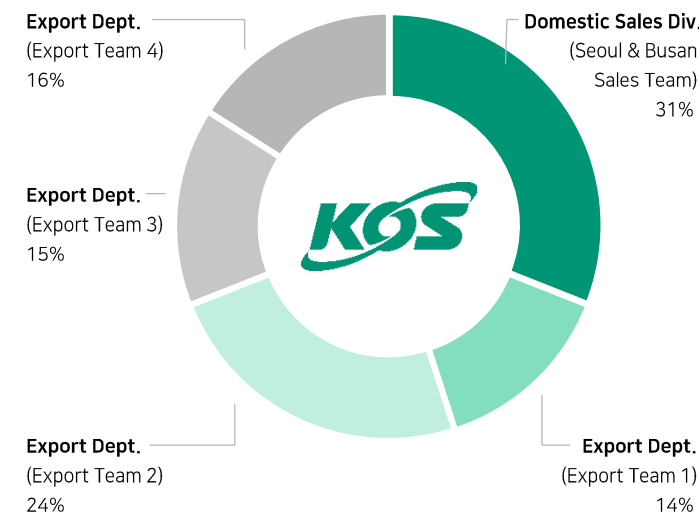
(Unit : KRW 1 million)

Category	2022	2023	2024
<b>Total Assets</b>	728,723	705,398	<b>699,589</b>
<b>Equity</b>	301,318	275,278	<b>248,124</b>
<b>Sales</b>	804,225	633,792	<b>647,736</b>
<b>Gross Profit</b>	135,172	63,826	<b>72,558</b>
<b>Operating Profit</b>	55,565	(9,908)	<b>(5,749)</b>

\* Integrated data of three corporations / individual corporation's financial performances are disclosed on DART(Data Analysis, Retrieval and Transfer System)



### Sales by Division



## Company History

**K** : KOS LTD.

**K-W** : KOSWIRE LTD.

**K-G** : KOS GLOBAL LTD.

### ESTABLISHMENT

1969 - 1979

- 1969 08 Established KOS Trading Company **K**
- 1977 03 Established KOS Trading Company Gamjeon Plant **K**
- 1977 04 Established KOS Trading Company Samrak Plant **K**
- 1979 11 Awarded the Prime Minister Citation **K**  
(16<sup>th</sup> Export Day)

### GROWTH

1980 - 1989

- 1980 01 Established KOS Trading Company Seoul Office **K**
- 1980 04 Completion of Yusan Plant **K**
- 1986 11 Received 10 million Export Tower Award **K**  
(23<sup>rd</sup> Export Day)
- 1989 05 Established KOSTECH Pohang Plant **K**

### MOMENTUM

1990 - 2000

- 1990 01 Established Germany Corporation **K**  
(DUSSELDORF)
- 1995 01 Established US Corporation **K**  
(NEW JERSEY)
- 1995 06 Established Japan Corporation **K**  
(OSAKA, TOKYO)
- 1996 03 Awarded the National Medal of Coal Industry **K**  
(30<sup>th</sup> TAX Day)
- 1997 10 Established Hong Kong Corporation **K**
- 1999 04 Established KOSWIRE **K-W**
- 1999 08 Established KOSWIRE Samrak Plant **K-W**
- 2000 02 Established Singapore Corporation **K**
- 2000 05 Established KOSWIRE Seoul Office **K-W**

### GO GLOBAL & ESG

2001 - 2023




- 2002 09 Transfer of US Corporation **K**  
(ATLANTA)
- 2002 09 Completion of US Plant **K-W**  
(ATLANTA)
- 2003 02 Established KOSWIRE Uiryeong Plant **K-W**
- 2003 02 Established China Corporation **K-W**  
(Shanghai)
- 2003 05 Selected as the World-Class Product by the Ministry of Commerce, Industry & Energy (S.S.WIRE) **K** **K-W**
- 2005 11 Received 100 million Export Tower Award **K** **K-W**  
(42<sup>nd</sup> Trade Day)
- 2007 10 Established the Türkiye Office **K-W**
- 2008 06 Completion of Czech Plant **K-W**
- 2010 01 Established the Italy Office **K-W**
- 2012 07 Changed the Company Name from KOS Trading Company to KOS Ltd., and KOSTECH is merged with KOS Ltd. **K**
- 2015 04 Established the Vietnam Corporation **K-W**  
(Ho Chi Minh)
- 2016 05 Established KOS GLOBAL Haman Plant **K-W**
- 2017 01 Established the Vietnam Corporation **K**  
(Hanoi)
- 2017 07 Established KOS GLOBAL Seoul Office **K-G**
- 2020 01 Established KOS GLOBAL Uiryeong Plant **K-G**
- 2021 10 Large Enterprise & Expert Benchmarking **K** **K-W** **K-G**  
(Decision on Promotion of ESG Management)
- 2021 12 In-house Training of ESG (all employees), Organization of the ESG Promotion Team **K** **K-W** **K-G**
- 2022 02 Organized Divisions for Promoting ESG Management (8 Divisions, 31 Members) **K** **K-W** **K-G**
- 2022 05 Enterprise-wide ESG Promotion Status Report Meeting (Review on Status of K-ESG Standards) **K** **K-W** **K-G**
- 2022 06 Selected in the ESG Management Consulting Support Project for Small & Medium-sized Enterprises (ASEIC & ENP) **K-W**
- 2022 09 Selected in the Support Project for Publication of English ESG Evaluation Report by Medium-sized Enterprises (KOTRA & WHO'S GOOD) **K-W**
- 2022 11 Selected in the Global ESG Consulting Support Project for Medium-sized & Hidden Champion Enterprises (KOTRA & DELOITTE) **K-G**
- 2022 12 Confirmed ESG Management KPI for Each Division in 2023, KOS ESG Management Vision and Slogan **K** **K-W** **K-G**
- 2022 12 Acquired ISO 45001 Certification in All KOS Workplaces on Dec. 29<sup>th</sup> (Safety & Health Management) **K** **K-W** **K-G**
- 2023 01 Declared ESG Management in the 2023 New Year's address, and Established ESG Page in the Official Website **K** **K-W** **K-G**
- 2023 01 Received the EcoVadis Bronze Medal **K**
- 2023 01 Initiated Construction of Carbon Information System in Response to CBAM **K** **K-W** **K-G**
- 2023 02 Sent Relief Supplies for the Türkiye -Syria Earthquake Victims, and Executed the Sharing Together Program **K** **K-W** **K-G**
- 2023 03 Selected in the Eco-friendly Management Consulting Support Project by the Ministry of Environment in 2023 **K-W**
- 2023 03 Division Status Check / Training / Work discussion **K** **K-W** **K-G**
- 2023 03 Established the Carbon Information Inventory on Domestic and Foreign Plants **K** **K-W** **K-G**
- 2023 04 Established the KOS ESG Committee **K** **K-W** **K-G**
- 2023 05 Interest Discount in Response to ESG Evaluation by Shinhan Bank (QESG-Excellent Grade) **K**
- 2023 05 Supported the Sharing Together Program **K**
- 2023 06 Selected in the 2023 Supply Chain Consulting Support Project by KOTRA **K**
- 2023 07 Completion of R&D Center in the Gyeongsan Multiple Complex **K**
- 2023 10 Disclosure of 2022 KOS Group Integrated ESG Report (Korean) **K** **K-W** **K-G**
- 2023 11 Disclosure of 2022 KOS Group Integrated ESG Report (English) **K** **K-W** **K-G**
- 2023 11 Disclosure of KOS Partner Code of Conduct through the Website **K** **K-W** **K-G**
- 2024 01 Joined the UN Global Compact (UNGC) **K-G**
- 2024 03 Established the Product-specific Carbon Information System **K** **K-W** **K-G**
- 2024 03 Selected for a Project Responding to Environmental Trade Regulations by the Ministry of Environment **K-W**
- 2024 06 Selected for a RE100 Renewable Energy Utilization Consulting Project by the Korea Chamber of Commerce and Industry **K** **K-W** **K-G**
- 2024 06 Selected for a K-Carbon Flagship Technology Development Project by the Ministry of Trade, Industry and Energy **K**
- 2024 07 Joined the UN Global Compact Corporate Renewable Energy Initiative (CoREI) **K** **K-W** **K-G**
- 2024 07 Selected as a Korean Best Job Company by the Ministry of Employment and Labor **K**
- 2024 08 Acquired Root Company Confirmation Certificate (Korea Institute of Industrial Technology) and Designed as a Root Technology Specialized Company (Ministry of SMEs and Startups) **K** **K-W** **K-G**
- 2024 10 Selected for Renewable Energy Implementation Strategy Consulting for SMEs and Mid-sized Companies by the Korea Chamber of Commerce and Industry **K** **K-W** **K-G**
- 2024 10 Selected for Smart Green Industrial Complex FEMS Construction Project (Smart Energy Platform) **K** **K-W**

# Global Network


**K** : KOS LTD.   **K-W** : KOSWIRE LTD.   **K-G** : KOS GLOBAL LTD.

KOS branches all around the world provide total solutions from worldwide supply to technical support.


\* The group companies are legally distinct entities, but the business support activities are unified to meet the needs of customers, who are key external stakeholders.

- 


Global Expansion  
(Countries)

**56**
- 

Products

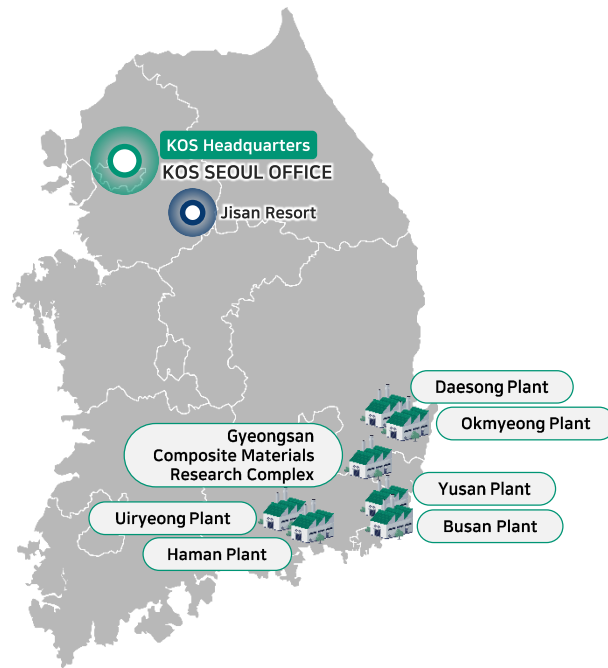
**16,416**
- 

Sales Offices

**16**
- 

Plants

**11**

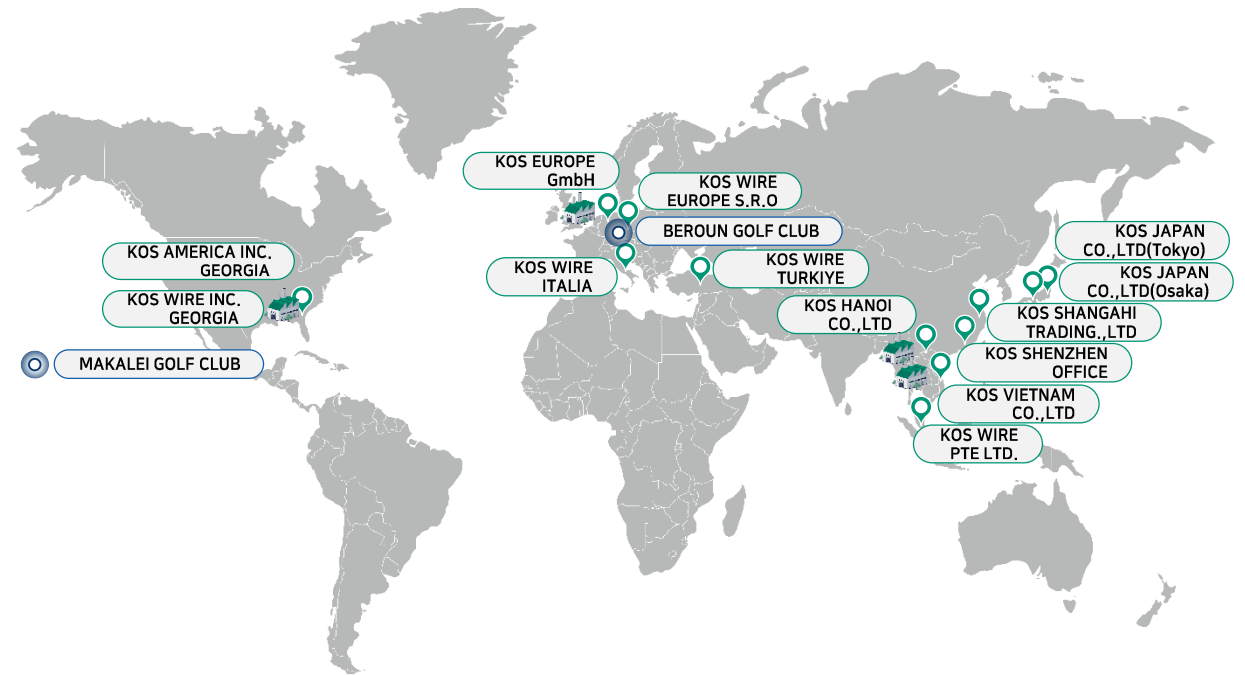


### Domestic Business Sites

- Yangsan - Yusan Plant (Productions Base) **K**
- Yangsan - Yusan2 Plant (Productions Base) **K**
- Pohang - Daesong Plant (Productions Base) **K**
- Pohang - Okmyeong Plant (Productions Base) **K-W**
- Busan - Busan Plant (Productions Base, Sales Base) **K-W**
- Uiryeong - Uiryeong Plant (Productions Base) **K-G**
- Haman - Haman Plant (Productions Base) **K-G**
- Seoul - Seoul Office (Sales Base) **K** **K-W** **K-G**

### Research Institutes

- Yangsan - Technical Research Institute **K**
- Gyeongsan - Composite Material Technical Research Division **K**
- Busan - Affiliated Research Institute **K-W**
- Uiryeong - Affiliated Research Institute **K-G**



### Overseas Business Sites

- Dusseldorf, Germany - KOS EUROPE GMBH. (Local Corp., Sales Base) **K**
- Istanbul, Turkiye - KOS WIRE TURKIYE (Local Corp., Sales Base) **K**
- Singapore - KOSWIRE (S) PTE, LTD. (Local Corp., Sales Base) **K**
- Tokyo, Japan - KOS JAPAN CO., LTD. (Local Corp., Sales Base) **K**
- Osaka, Japan - KOS JAPAN CO., LTD. (Office, Sales Base) **K**
- Hanoi, Vietnam - KOS HANOI CO., LTD (Local Corp., Production-Sales Base) **K**
- Georgia, USA - KOS AMERICA INC. (Local Corp., Sales Base) **K-W**
- Georgia, USA - KOS WIRE INC. (Local Corp., Production-Sales Base) **K-W**
- Prague, Czech - KOS WIRE EUROPE S.R.O. (Local Corp., Production-Sales Base) **K-W**
- Milano, Italy - KOS WIRE ITALIA (Office, Sales Base) **K-W**
- Shanghai, China - KOS SHANGHAI TRADING, LTD. (Local Corp., Sales Base) **K-W**
- Shenzhen, China - KOS SHENZHEN OFFICE LTD. (Office, Sales Base) **K-W**
- Ho Chi Minh, Vietnam - KOS VIETNAM CO., LTD (Local Corp., Production-Sales Base) **K-W**

# ESG JOURNEY

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# KOS ESG Management System

## Always Go Green with KOS

“Constantly growing company challenging for environment and humanity”



## Promotion of KOS ESG Management

### Establishment of ESG Management System

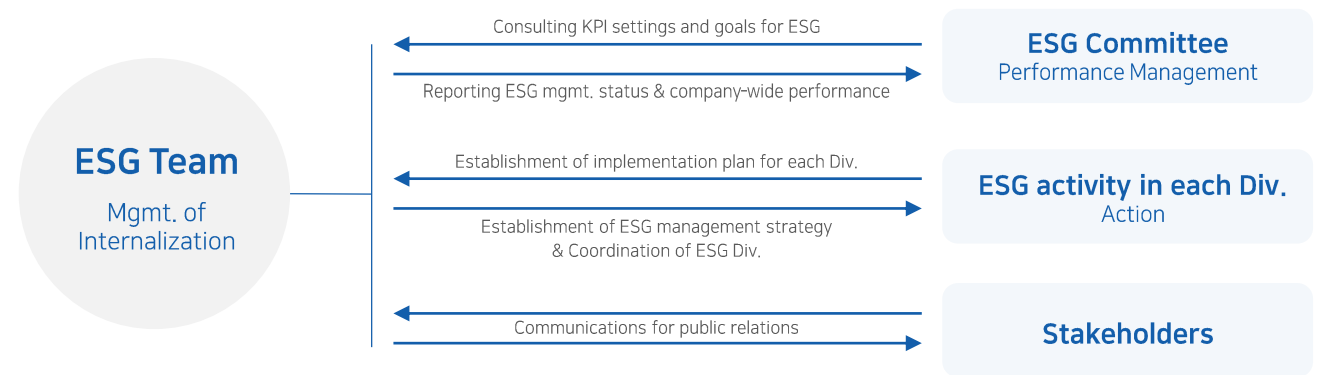
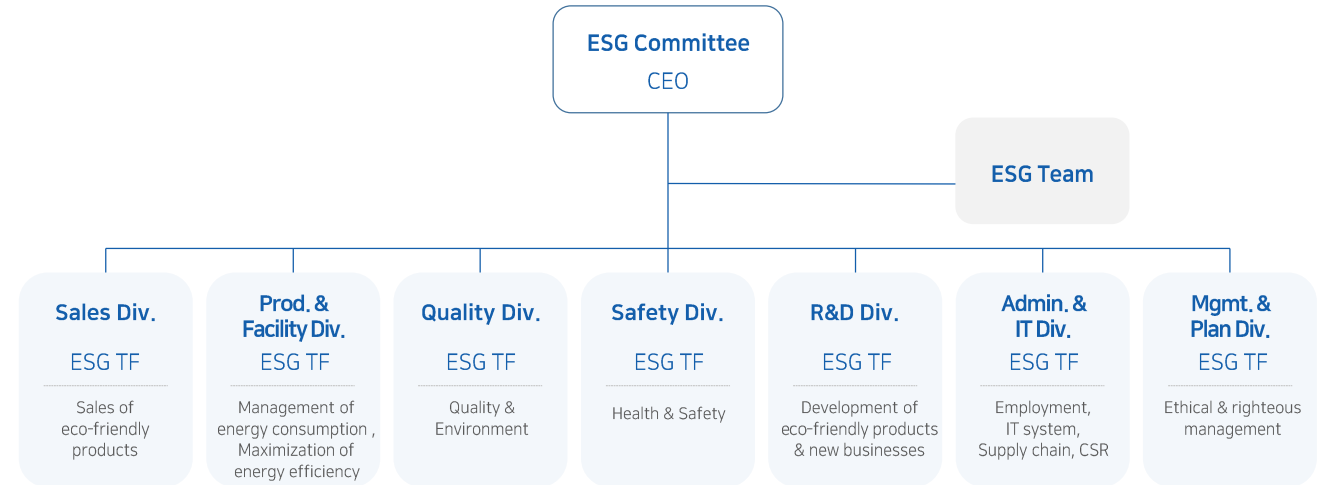
KOS establishes the required organizations and decision-making system for implementing the ESG management, and continuous improvements are made for internalization and sophistication of relevant activities.

### Stakeholders Communication

KOS communicates and cooperates with all stakeholders (employees, customers, partners, shareholders, countries and communities) through management activities to enable the details of the ESG management vision to be reflected throughout the overall areas of environment, society and governance.

### Supply Chain Cooperation

KOS satisfies the human rights, environmental and social standards of the supply chain area required by the international society, makes active efforts for continuous improvement, and helps to support the inspection, training and improvements through due diligence if necessary.



<p><b>2023</b></p> <p>Identification of key ESG risks, Establishment of ESG mgmt. foundation (Korean HQs; three major Corp.)</p>	<p><b>2025</b></p> <p>Advancement of ESG management, Introduction of ESG management to overseas business sites</p>	<p><b>2030</b></p> <p>Achievement of GHG reduction target, Business expansion considering environmental and social values</p>	<p><b>2050</b></p> <p>Advancement of ESG management (all subsidiaries), Active performances as a global leading ESG company</p>
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## Stakeholder Engagement

In performing the sustainability management, KOS Ltd. is recognizing the significance of smooth communication with various stakeholders such as the customers, community, partners, government and employees, etc. to construct various communication channels according to the characteristics of each stakeholder group for identifying the major issues and requirements. Efforts are continued to listen to the opinions of each stakeholder to reflect them actively into the sustainability management activities.

Stakeholder Group	Main Interests	Response Activity	Cycle
<b>Customer</b>	<ul style="list-style-type: none"> <li>Secure competitiveness in the product quality</li> <li>Strengthen customer satisfaction</li> <li>Ethical management</li> </ul>	<ul style="list-style-type: none"> <li>Perform customer satisfaction survey</li> <li>Domestic and international fair/exhibition</li> <li>Response to ESG inquiries through the sales window/evaluation platform</li> <li>Publication of the ESG report</li> <li>Operation of reporting center for unfair practices</li> </ul>	<ul style="list-style-type: none"> <li><b>Annually</b></li> <li><b>Frequent</b></li> <li><b>Always</b></li> <li><b>Annually</b></li> <li><b>Always</b></li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>Minimization of impact around the workplace</li> <li>Job creation and activation of the local economy</li> <li>Social contribution</li> </ul>	<ul style="list-style-type: none"> <li>Perform environmental activities around the workplace</li> <li>Recruitment of disabled athletes</li> <li>Social contribution activities</li> </ul>	<ul style="list-style-type: none"> <li><b>Frequent</b></li> <li><b>Always</b></li> <li><b>Always</b></li> </ul>
<b>Partner</b>	<ul style="list-style-type: none"> <li>Fair trade</li> <li>Shared growth and strengthen cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Operation of reporting center for unfair practices</li> <li>Visit the partners to discuss improvements</li> </ul>	<ul style="list-style-type: none"> <li><b>Always</b></li> <li><b>Annually</b></li> </ul>
<b>Government</b>	<ul style="list-style-type: none"> <li>Compliance of laws and regulations</li> <li>Strengthen the transparency in tax payment</li> <li>Strengthen the government-enterprise partnership</li> </ul>	<ul style="list-style-type: none"> <li>Compliance of laws and regulations</li> <li>Transparent accounting disclosure and tax payment</li> <li>Communication activities with the government and relevant agencies</li> <li>Participation in the government meetings and national projects</li> </ul>	<ul style="list-style-type: none"> <li><b>Always</b></li> <li><b>Always</b></li> <li><b>Always</b></li> <li><b>Frequent</b></li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Improve working environment and organizational culture</li> <li>Strengthen safety &amp; health and respect for human rights</li> <li>Competency reinforcement</li> <li>Cooperative labor-management relationship</li> <li>Promotion of welfare benefits</li> </ul>	<ul style="list-style-type: none"> <li>Organizational culture diagnosis: Perform satisfaction survey</li> <li>Operation of the Occupational Safety &amp; Health Committee</li> <li>Provide internal/external training program</li> <li>Reflect the opinions through the periodic labor-management meeting</li> <li>Reflect opinions from the suggestions box</li> </ul>	<ul style="list-style-type: none"> <li><b>Frequent</b></li> <li><b>Quarterly</b></li> <li><b>Always</b></li> <li><b>Quarterly</b></li> <li><b>Always</b></li> </ul>

\* Regarding the organizational culture diagnosis (satisfaction survey), it was not conducted in 2024 due to a temporary business environment, and the operational criteria have been adjusted to implement it flexibly when necessary in the future.

# Materiality Assessment

KOS Group conducted a materiality assessment to identify our group's key ESG topics and derive core ESG themes by comprehensively reflecting the perceptions and opinions of various internal and external stakeholders. The materiality assessment was conducted as a double materiality assessment, comprehensively considering both the financial impact of sustainability issues on the company and the environmental and social impacts of the company's activities. We will actively incorporate the nine core issues selected based on the assessment results into our corporate results into our corporate management activities to enhance ESG management,

## Materiality Assessment Results

### Step 1. Issue Pool Establishment

To establish an issue pool based on the ESRS Double Materiality Guide by comprehensively reviewing and incorporating external regulations, representative standards for information reporting, key issues of leading ESG companies, and KOS's own issue pool to enable a comprehensive response to sustainable management issues.

<b>External Regulation</b>	<b>Domestic/International Representative Standards</b>
EU CSRD Reporting Standards, ESRS	K-ESG Guidelines
	GRI
	KCGS
	SASB
<b>Benchmarking</b>	<b>KOS's Issue Pool</b>
Key Issue Pool for Domestic ESG-leading Companies	Internal Materials
	Business Report
	Management Strategy Framework
	Selected KPIs based on K-ESG

### Stakeholder Selection

<b>Internal Stakeholders</b>	<b>External Stakeholders</b>
Management	Global Partner Companies
Officers, Employees and Affiliates	Competitors
Internal ESG Management	External Media

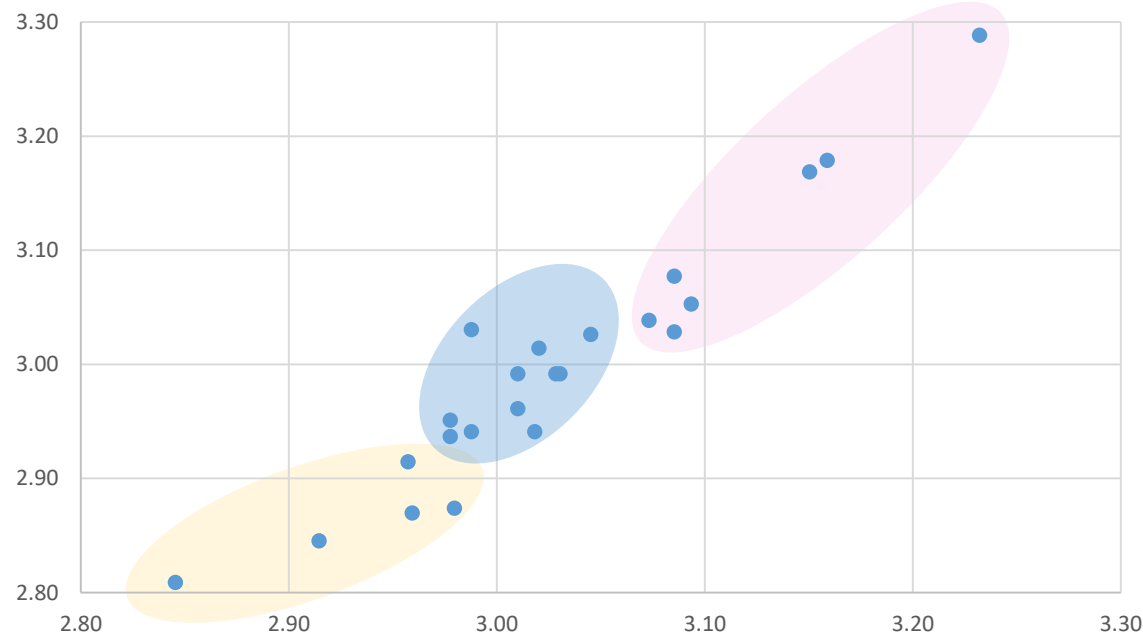
### Step 2. Stakeholder Survey Implementation

To collect opinions from internal and external stakeholders regarding social and business significance.

<b>Internal Stakeholders</b>	
All Regular and Contract Employees of KOS Group	
<b>External Stakeholders</b>	
국내외 거래처	협력업체
외부 ESG전문기관	외부 인증심사기관
법무법인	비영리단체
언론	

### Step 3. Prioritizing Critical Issues

To prioritize issues based on overall importance and identify critical/core issues.



### Management Priority



Classified into A, B and C groups based on the importance of internal/external perspectives through matrix analysis

### Step 4. Selection of key Issues

To select final key issues by considering qualitative analysis, such as the company's ESG strategy direction and business relevance, through internal staff and the ESG Committee, on top of qualified evaluation results.

No	Key Issues	Sector
1	Product Safety and Quality	S
2	Customer Satisfaction	S
3	Industrial Safety and Health Management	S
4	Supply Chain ESG Management Collaboration	S
5	Compliance and Ethical Management	G
6	Chemical Substance Management	E
7	Human Rights Management	S
8	GHG Reduction	E
9	Climate Change Response	E

# ENVIRONMENTAL

Climate Change Response Strategy — 14

Climate Change Response Activities — 18

Minimizing Environmental Impact — 19

As the impacts of climate change become increasingly evident in our daily lives with each passing year, the international community recognizes mitigating climate issues through more proactive responses, including carbon neutrality, as a shared challenge. Alongside strengthened regulations by governments worldwide, diverse stakeholders, including customers and local communities, are demanding minimizing the environmental impacts arising from all aspects of corporate activities. Amidst this trend, KOSWIRE recognizes environmental management as a core element enhancing corporate sustainability and continues its practical improvement efforts to reduce environmental impact.

To ensure systematic management and response, we have established an environmental management system and a safety & environment team. Furthermore, beyond compliance with relevant regulations such as pollutant management and monitoring, we are pursuing a gradual transition to strengthen our eco-friendly operational foundation over the medium to long term by seeking GHG reduction activities centered on managing emission sources within our facilities, optimizing energy usage efficiency, and improving processes.

# Climate Change Response Strategy

## Environmental Policy

As the world's top company in the stainless-steel wire rod field and challenging continuously for the new future growth in medicine and carbon fiber, etc., KOS Ltd. improves the significant environmental impacts related to products, activities and services continuously.

1. Environmental goal is established and implemented on the significant environmental impact related to the products, activities and services for continuous improvement.
2. Compliance of laws related to environmental is evaluated periodically and established and implemented with the procedures to maintain the records on the result.
3. Energy use is reduced continuously for preventing and reducing the water pollution, air pollution and waste pollution, and for efficient resource environment reduction.
4. Environmentally friendly process and product are developed and operated for continuous reduction of the harmful materials used in the production activity.
5. Training is provided on the importance of the environment to all members working in the workplace to enable their participation in the environmental preservation activity.

## Environmental Management System

### Environmental Management Promotion Organization



### Introduction of Processes

1. **Environmental Impact Assessment Regulation** - conducted from raw materials to the production processes.
2. **Communication Management Regulation** - smooth communication to enable continuous development and improvement along with each government agency and partner, etc.
3. **Pollution Management Regulation** - in effort for environmental management in the workplace and to minimize the environmental pollution in the community, and independent standards that are stricter than the legal standards set by the environmental management system certification are applied in all environmental fields including water quality, waste and air, etc.
4. **Legal Management Regulation** - quarterly conduct regulation review and implement the compliance evaluation accordingly.
5. **Emergency Management Regulation** - prevent environmental accidents in advance through training on state of emergency.

## Legal Management Standard



## Environmental Conservation Activity

KOSWIRE is committed to conserve the environment and safeguarding the health of local communities and employees through the following efforts.

1. **Atmospheric Environment Conservation** - installed the air pollution control facility for each production process, performs inspections in the in-house environmental standards much stricter than the legal standards.
2. **Water Environment Conservation** - collect wastewater generated from each wastewater discharge facility in the wastewater treatment plant for consignment processing by the specialized wastewater treatment company, and measure water quality independently and regularly to check the pollutant discharge standard and in-house environmental standards stricter than the legal standards.
3. **Waste Conservation** - monitors waste sludge and process sludge, waste synthetic resin and dust, etc. according to the 'Wastes Control Act' to verify the excessive wastes.
4. **Chemical Substance Management** - provides personal protection equipment related to the harmful chemical substances and Attached relevant signs to protect employees' health, and respond to enactment and amendment of laws by preparing list of harmful chemical substances.

## Environmental Management System Certification

KOSWIRE acquired the International Environmental Management System ISO 14001 Certification and maintaining the certification continuously.

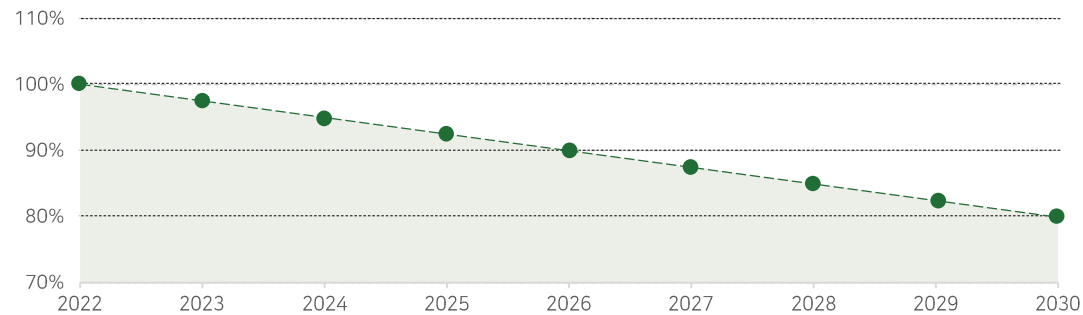
## Climate Change Response Strategy

### Mid-long Term GHG Emissions Reduction Plan

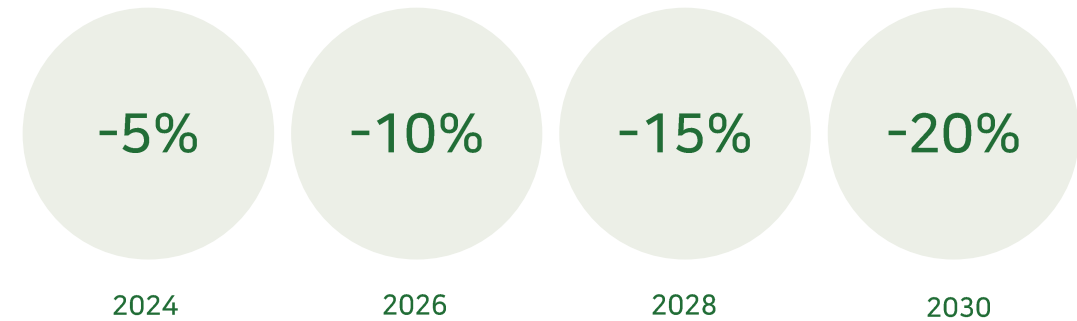
To contribute to responding to the climate change that is becoming a global issue, mid-long term greenhouse gas(GHG) emissions reduction goals were established in all domestic plants, and the goals are managed systematically through the independent cost reduction activities.

In 2023, KOSWIRE completed the establishment of the GHG emission data aggregation system also in the overseas workplaces, and data from all domestic and overseas workplaces will be integrated and managed from 2025.

### GHG Emissions Reduction Goal



GHG emissions reduction by **20%**  
for each domestic business site/corporation until 2030  
(Based on average emissions from 2019-2021)



# Climate Change Response Strategy

## Climate Change Risks & Opportunities, and Financial Impact

Category		Period	Risk / Opportunity Factors	Potential Financial Impact	Response Status and Plan
Conversion Risk	Policies & Laws	Current	<ul style="list-style-type: none"> <li>Carbon Border Adjustment Mechanism(CBAM) will be executed from 2026</li> </ul>	<ul style="list-style-type: none"> <li>Increase in expenses for response and compliance to the carbon regulations</li> </ul>	<ul style="list-style-type: none"> <li>Identification of the relevant matters according to the announcement schedule of the regulations details for quick and efficient response</li> </ul>
		New	<ul style="list-style-type: none"> <li>UK-version of CBAM will be executed from 2027</li> <li>Promotion of US CCA (Clean Competition Act) introduction</li> <li>Domestic enactment of ESG disclosure</li> </ul>	<ul style="list-style-type: none"> <li>Increase in expenses for identifying, responding and complying with new regulations</li> </ul>	<ul style="list-style-type: none"> <li>Identification and monitoring of domestic and foreign trends</li> <li>Participation in relevant forums and meetings to provide corporate opinion</li> <li>Establishment of the strategy through periodic work discussion with the relevant ESG management division</li> </ul>
	Market	Short-Mid Term	<ul style="list-style-type: none"> <li>Request for review on localization of procurement by the customers due to introduction of system and reinforcement of regulations in various countries including EU, UK and USA, etc.</li> <li>Request for provision of carbon information and reduction plan for each product</li> </ul>	<ul style="list-style-type: none"> <li>Increase in expenses for identifying, responding and complying with new regulations</li> <li>Increase in expenses for response on maintaining the continuous business relationship</li> </ul>	<ul style="list-style-type: none"> <li>Identification of the systematic matters that result in additional costs for the customer to secure the competitiveness by responding to the relevant issue and improving the structure</li> <li>ESG management is internalized/sophisticated to support the reinforcement of ESG management on the customer</li> <li>Establishment and sophistication of the emission calculation system for each product</li> </ul>
		Mid-Long Term	<ul style="list-style-type: none"> <li>Increase in electricity bills</li> </ul>	<ul style="list-style-type: none"> <li>Increase in cost due to the increase in power cost</li> </ul>	<ul style="list-style-type: none"> <li>Energy efficiency and introduction of renewable energy</li> </ul>
	Technology	Mid-Long Term	<ul style="list-style-type: none"> <li>Requirement for change in design of existing products due to the demand for low-carbon steel products</li> </ul>	<ul style="list-style-type: none"> <li>Increase in relevant R&amp;D expenses</li> </ul>	<ul style="list-style-type: none"> <li>Market demand survey on the low-carbon steel products</li> </ul>
	Reputation	Mid Term	<ul style="list-style-type: none"> <li>Negative awareness of the stakeholders due to lack of activities in response to climate change</li> </ul>	<ul style="list-style-type: none"> <li>Decrease in corporate value due to decrease in the expectation on sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Construction of the climate change response system and preparation of disclosure on the relevant matters</li> <li>Global initiative activities such as UNGC, etc.</li> <li>Strengthen communication with stakeholders</li> <li>Strengthen response to evaluations</li> </ul>

# Climate Change Response Strategy

## Climate Change Risks & Opportunities, and Financial Impact

Category		Period	Risk / Opportunity Factors	Potential Financial Impact	Response Status and Plan
Physical Risk	Acute	Short Term	<ul style="list-style-type: none"> <li>Increase in natural disasters (Abnormal climate conditions such as typhoon, flood, draught, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Sales decrease due to plant operation shutdown from the abnormal weather condition (Flooding from heavy rain and earthquake damage, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Systematic operation of the supply system in connection to other workplaces and overseas plants</li> <li>Subscription to environmental liability insurance on each workplace</li> <li>Regular training through emergency plan on contingencies and scenarios</li> </ul>
	Chronic	Long Term	<ul style="list-style-type: none"> <li>Increase in temperature and sea level, and change in the average precipitation, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Increase in the energy cost of the workplace due to the increase in temperature (cooling &amp; heating cost, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Review of response scenario on long-term temperature increase</li> <li>Enabling high efficiency of equipment such as the HVAC system for reducing the energy cost</li> </ul>
Opportunity	Resource Efficiency	Short Term	<ul style="list-style-type: none"> <li>Efficiency improvement on the production and distribution processes</li> <li>Energy efficiency improvement on individual equipment</li> <li>Activation of recycling</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of expenses by improving efficiency</li> <li>Decrease in operating expenses from energy-saving through equipment efficiency</li> <li>Cost reduction on waste treatment from recycling</li> </ul>	<ul style="list-style-type: none"> <li>Increase in review of new improvement methods other than the existing methods and routes, etc.</li> <li>Review on introduction and operation of the energy management system</li> <li>Perform full-scale review for waste recycling</li> </ul>
	Energy Source	Mid Term	<ul style="list-style-type: none"> <li>Reduction of emission for each product through introduction of renewable energy</li> </ul>	<ul style="list-style-type: none"> <li>Decrease in the emission trading burden cost estimated with continuous increase</li> <li>Decrease in the power cost burden from private power generation</li> </ul>	<ul style="list-style-type: none"> <li>Consulting by the renewable energy introduction and utilization expert</li> </ul>
	Products & Services	Mid Term	<ul style="list-style-type: none"> <li>Increase in preference by the customer</li> </ul>	<ul style="list-style-type: none"> <li>Improvement of corporate image by responding actively to climate change</li> </ul>	<ul style="list-style-type: none"> <li>Proactive response to climate change, and sophistication of the environmental management system</li> </ul>
		Mid-Long Term	<ul style="list-style-type: none"> <li>Estimate on increase in demand for personal hygienic items and medical materials</li> <li>Possible for response to demand for low-carbon products from development of high strength/lightweight materials</li> </ul>	<ul style="list-style-type: none"> <li>Sales increase from increasing the number of customers</li> <li>Increase in revenue from new entry into the relevant market</li> </ul>	<ul style="list-style-type: none"> <li>Sophistication of relevant product development and securement of sufficient operating equipment</li> <li>Development of the relevant product and market</li> </ul>
	Market	Short-Mid Term	<ul style="list-style-type: none"> <li>Utilization of Public support projects</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of indirect operating expenses from utilizing the public project</li> </ul>	<ul style="list-style-type: none"> <li>Participation in the relevant public support projects for responding to the market</li> </ul>
Long Term		<ul style="list-style-type: none"> <li>Opportunity arising from long-term increase in local emission trading price, and increase in the cost and price due to increase in the local energy cost</li> </ul>	<ul style="list-style-type: none"> <li>Utilization of opportunities according to the long-term balance of response costs and market prices when continuous cost competitiveness is secured, and increase in revenue following</li> </ul>	<ul style="list-style-type: none"> <li>Effective introduction and utilization of renewable energy</li> <li>Improvement and development of low-carbon manufacturing process</li> </ul>	

## Climate Change Response Activities

### GHG Emissions Performance in the Current Term

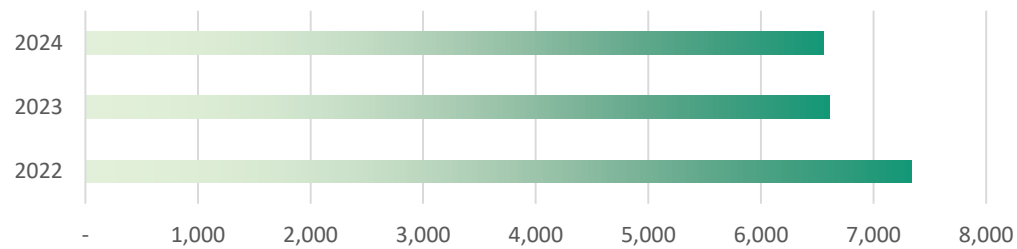
KOSWIRE measures and monitors the GHG emissions in all workplaces through verification by the external specialized energy agency, and through the internal calculation system. Each workplace is entering the GHG data, analyzing and reporting the increase & decrease factors in basic unit, and the responsible department is performing integrated management on the GHG emissions.

\* GHG emissions performance is managed based on Scope 2, electricity consumption, which accounts for approximately 99.7% of total GHG emissions across our workplaces.

\* The previous report applied outdated emission factors; this report corrects them by applying year-specific emission factors.

### Three-year GHG Emissions

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



# Minimizing Environmental Impact

## Environmental Performance & KPI Linkage

KOSWIRE established the environmental management goal and goals for each detailed diagnosis item on the legal/regulatory violation on the water, waste, pollutants and environment, and monthly performance monitoring is performed in connection. In addition, KOSWIRE is also performing status analysis and establishment of measures. In 2023, ESG KPI is also set and managed by the quality sector.

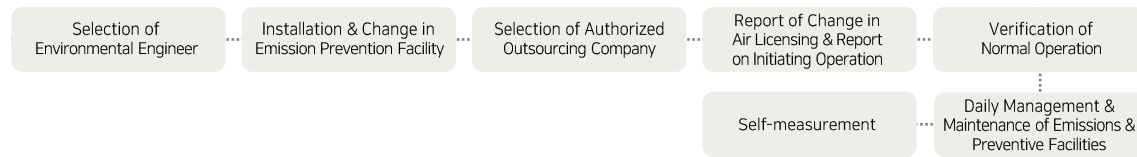
## Water Usage

Through the water resource reduction activities for each workplace, KOSWIRE is continuing the efforts for protecting the water resources, and to minimize the environmental impact. Main efforts include registering the water usage of the workplace in the ERP system for monitoring, and also setting the internal management standards on the water pollution issue for monitoring.

## Atmospheric Environment Conservation

Through the air pollutant reduction activities for each workplace, KOSWIRE is continuing the efforts for protecting the air resources, and to minimize the environmental impact. Especially, main efforts include establishing the air pollutant emissions standards in the workplace to perform monitoring through self-measurement.

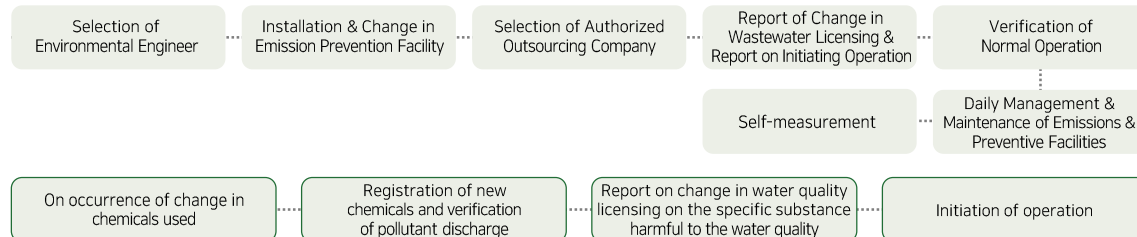
### Air Control Standard Process



## Water Environment Conservation

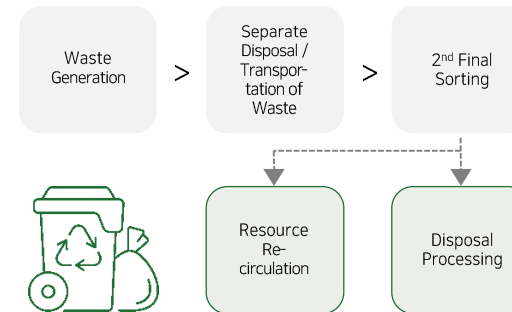
Through the water pollutant reduction activities for each workplace, KOSWIRE is continuing the efforts for protecting the water resources, and to minimize the environmental impact. Especially, main efforts include establishing the water pollutant emissions standards in the workplace to perform monitoring through self-measurement. In addition, plating line cleaning is performed regularly to check any special matters, and wiping conditions of the pre-plating bath and plating bath are checked every time.

### Water Quality Management Standard Process

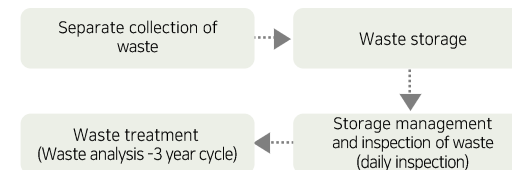


## Waste Conservation

KOSWIRE is performing monitoring on the waste discharge amount to reduce the amount of waste, and to activate the recycling. Among the wastes, those possible for recycling are stored separately for processing, and this contributes to increasing the resource circulation rate by recycling the waste.



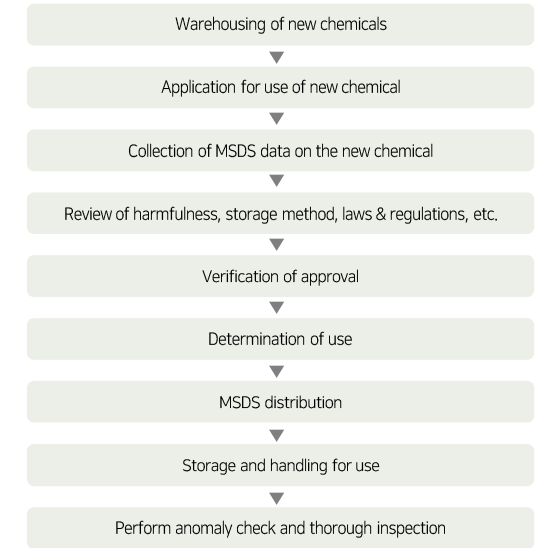
### Waste Management Standards



\* Details regarding waste management is included during the training on the actions on emergencies (On rain and fire)

## Chemical Substance Management

KOSWIRE provides safety training and personal protective equipment, and placed safety signs when it's related to hazardous chemicals, to ensure the employees' health. We are responding to the enactment and revision of laws by preparing a list of hazardous chemicals for each plant.



\* Regular training on chemical handling and use

## Response to Environmental Regulations on the Product

Response is made actively to various environmental regulations on the products.

IMDS	chemSHERPA	FDA	CMRT	CRT	MSDS	RoHS
Reach	California Prop 65	Direct 94.62.EC	Stockholm Convention	WEEE	Halogen Free	Other Environmental Regulations in EU

## Minimizing Environmental Impact

### Environmental Risk Inspection Activity

Environmental impact assessment is regularly performed from the raw materials to the process. Regarding the changes, environmental impact assessment is performed frequently, and identified risks are verified of the necessity for management set the priorities. In addition, monitoring and improvements are performed. Moreover, pollutant discharge is managed through the overall monthly inspection on facilities.

#### Periodic Inspection

Category	Inspection Cycle		Main Inspection Item
	Operating Department	Safety & Environment Team	
Air pollution prevention facility	Daily	Monthly	Inspection on normal operation and legal compliance of the prevention facility
Consigned wastewater storage facility	Daily	Monthly	Inspection on the management state and legal compliance of the consigned storage facility
Waste storage facility	Daily	Monthly	Compliance of waste storage standard
Chemical storage facility	Daily	Monthly	Inspection of management status and legal compliance of the chemical storage location



# S O C I A L

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Amid rapidly changing human needs and diverse technological advancements, industries are also undergoing constant transformation. Accordingly, KOSWIRE is striving to secure new growth engines with outstanding future growth potential through pioneering innovative technology development, aiming to play a key role as a leading company. Recognizing that people, alongside employees and the local community. We strive to build a sustainable organizational culture by creating a safe and healthy work environment for employees, expanding opportunities for personal growth, and supporting work-life balance, while also fulfilling our responsibility as a corporate citizen to foster mutual prosperity with the local community. We will continue to contribute to building a sustainable society where people and regions grow together.

## Creating Future Value

### Future Value Creation System

Mid-long Term Goal	Detailed Strategy
<ul style="list-style-type: none"> <li>Development of future sustainable products through core development capability reinforcement</li> </ul>	<ul style="list-style-type: none"> <li>Secure product competitiveness through R&amp;D</li> <li>Development of high-quality products customized for the customers</li> <li>Development of high value-added products</li> </ul>
	<ul style="list-style-type: none"> <li>Qualitative reinforcement of stakeholder communication</li> <li>Activation of industry-university-research linked technical research</li> <li>Advancement of R&amp;D working environment</li> </ul>

### Establishment of Sales Strategy for Creating Future Value

KOSWIRE establishing a future value driven business strategy by expanding sales of eco-friendly products and medical devices. Departing from the conventional steel industry practice of focusing on mass-volume demand, the company is setting eco-conscious product-oriented sales targets and leading the steel industry toward a new generation.

### Responsible Technological Investment for the Medical Industry

As a leading steel manufacturer, KOSWIRE is committed to fulfilling its social responsibility by continuously developing and supplying small-lot, multi variety medical grade materials that are typically difficult to source from conventional steel companies. Furthermore, KOSWIRE is dedicate to driving technological innovation and investment for future generations beyond current profitability to support the sustainable development of the medical industry, which will serve as a key sector in the future economy.

### Development of Materials for Personal Medical Devices

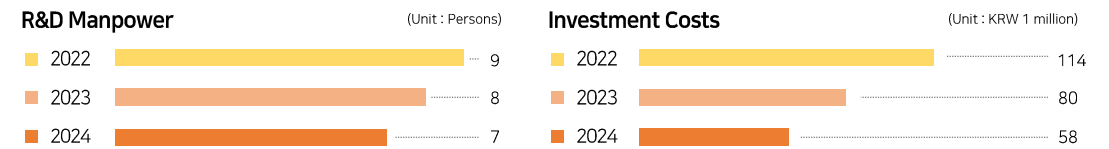
KOSWIRE is committed to contributing to the widespread adoption of self-care medical equipment for the healthier and happier lives of future generations. To this end, the company is actively investing in and enhancing the quality of materials for personal medical devices. In addition, KOSWIRE provides robust technical support to drive continuous product innovation and to develop materials suited for diverse application. The company has also established clear sales objectives to secure a stable supply capacity and is steadily executing these goals.

### R&D Network

#### KOSWIRE Affiliated Research Institute

Located in Busan is currently developing medical devices such as guide wire, disposable instrument for endoscopic biopsy, and spinal implants, etc.

### R&D Status



### R&D Performance Status

#### Development of High-Performance Carbon Fiber Reinforced Plastic

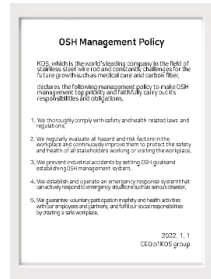
Carbon reduction is a crucial factor in ensuring corporate sustainability and creating social value. It particularly helps mitigate extreme weather events linked to global warming and minimizes negative impacts on ecosystems and humanity. To achieve this, domestic production of nitinol wire, previously reliant on imports, can reduce energy and carbon emissions during transportation by shortening transport distances and optimizing distribution processes. Therefore, our company is focusing on improving the quality of nitinol wire through the development of manufacturing process technology and is striving for domestic production by gradually increasing the domestic procurement ratio.

In 2024, we manufactured and sold products using only domestic materials, without relying on imported materials. We confirmed that the low stiffness issue, which was a problem last year, has been stabilized, and we are continuously developing rods with domestic raw material suppliers while conducting tests to ensure quality stability. Additionally, we are investigating other potential raw material suppliers and currently testing samples.

# OSH Management

## OSH Management Policy

### OSH Management Policy



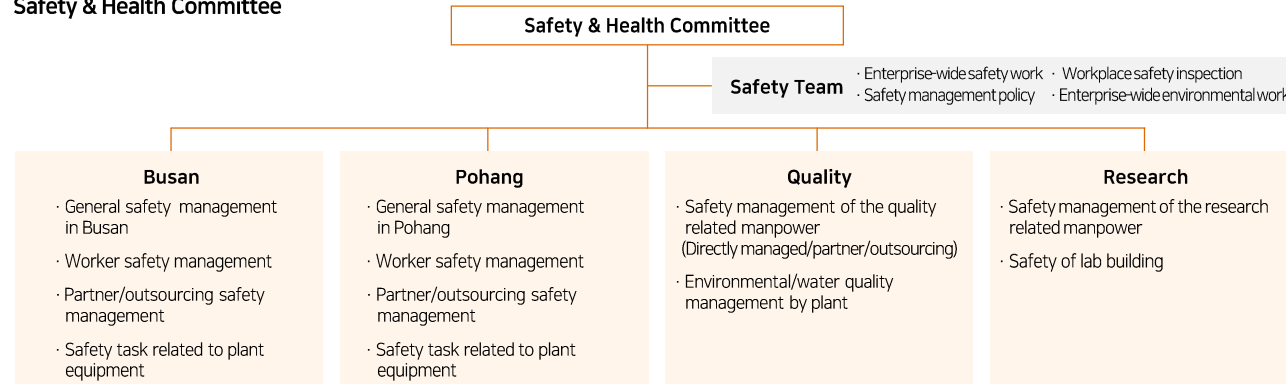
- ① We thoroughly comply with safety and health-related laws and regulations.
- ② We regularly evaluate all hazard and risk factors in the workplace and continuously improve them to protect the safety and health of all stakeholders working or visiting the workplace.
- ③ We prevent industrial accidents by setting OSH goals and establishing OSH management system.
- ④ We establish and operate an emergency response system that can actively to emergency situations such as serious disaster.
- ⑤ We guarantee voluntary participation in safety and health activities with our employees and partners, and fulfill our social responsibilities by creating a safe workplace.

## OSH Management System

### Safety & Health Committee

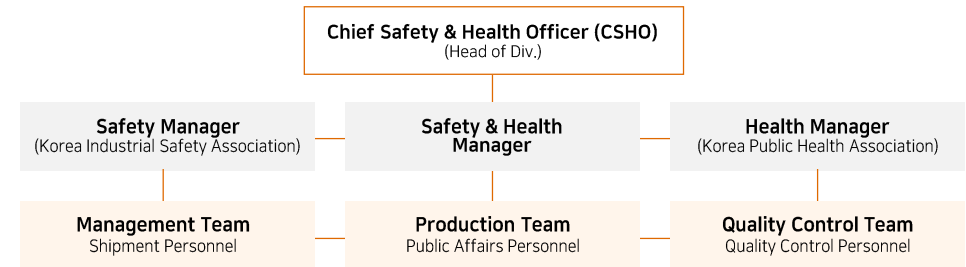
KOSWIRE established the enterprise-wide safety & health management system by implementing policies and detailed management regulations to safeguard the safety and health of employees. To strengthen the professionalism and independence of this system, a safety and health committee is established and operated as its highest decision-making body. Delegated with full authority from the Board of Directors, the committee swiftly makes decisions related to safety budgets, recruitment, organizational structure and operations, and safety-related investments. Under the committee, the safety & environment team, composed of safety experts, oversees and manages safety activities across all business sites.

### Safety & Health Committee



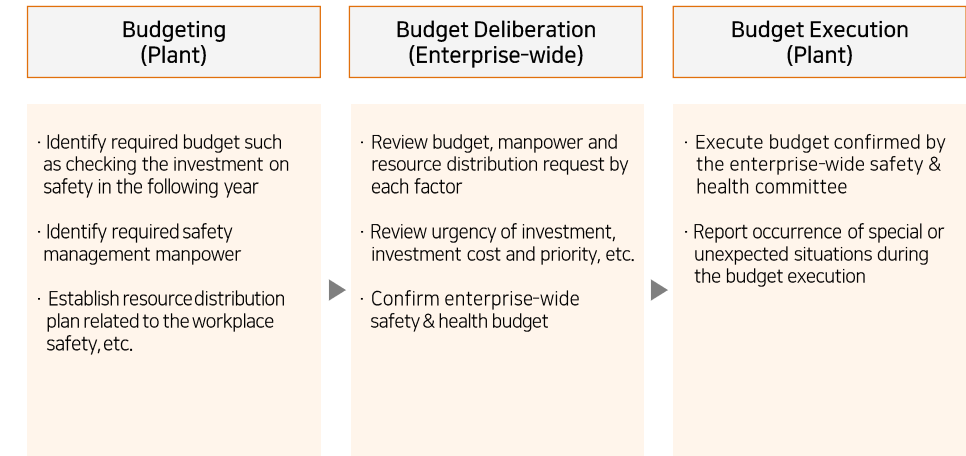
## Organization of Safety & Health Group in Each Plant

KOSWIRE safety & health group for each plant is organized centrally with the head of sector with general responsibility on each plant, and external agencies related to safety (Korea Industrial Safety Association, Korea Public Health Association) and in-house safety & health manager playing the main role. In addition, safety & health personnel are selected and operated under each group.



## Safety & Health Budget and Resource Distribution

Budget, manpower and resource distribution, etc. required for safety & health management are confirmed and executed through final deliberation.



## OSH Management

### OSH Risk Management

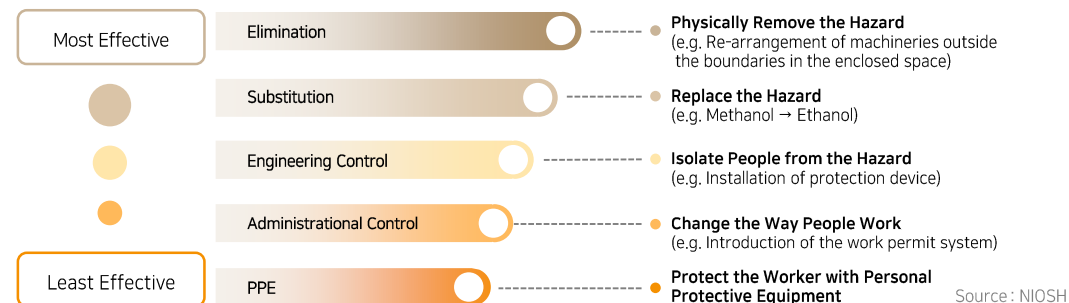
#### Risk Assessment

To discover and prevent the risk factors in the workplace in advance, KOSWIRE performs enterprise-wide periodic or non-periodic risk assessment under the supervision of safety team and through participation by safety director of each plant, labor union (labor-management council) and external specialized agencies such as the Korea Safety Technology Center, etc. Risk factors derived through the assessment are established with the improvement measures immediately to implement the improvement activities, and this is recorded for management.

#### Safety Inspection

KOSWIRE is actively performing activities for preventing safety accidents by performing safety inspection on an annual/ semi-annual/ quarterly/ monthly/daily basis. When discovering any risk factors as a result of the inspection, control methods are reviewed in the order of elimination → substitution → engineering control → administrative control → PPE.

Category	Inspection Details	Scope	Subject
Annual Inspection	· Review of safety & health management system · Establishment of annual safety & health business plan	Enterprise-wide	Safety Team
Semi-annual Inspection	· Evaluation on the operation status of the safety & health management system	Enterprise-wide	Safety Team
Quarterly Inspection	· Inspection of safety management according to the Occupational Safety & Health Act	Enterprise-wide	Safety Team
Monthly Inspection	· External inspection related to on-site safety · Dangerous equipment in the safety related activity, etc.	Plants	Korea Safety Technology Center
Daily Inspection	· Workplace, facility and mechanical equipment check before the work · Check whether wearing personal protective equipment · Daily safety training, instruments, etc.	Plants	Production Team Leader



### Occupational Safety and Health Training

#### TBM Activity (Safety Meeting Before the Work)

KOSWIRE holds the TBM meeting through the on-site manager after the manufacturing to check the health condition of the employees every day, and to receive any improvements regarding safety. Moreover, safety details related to the work and safety cautions when planning high-risk work are provided to enhance the safety awareness of the workers, and workers are encouraged to perform the work safely.

#### Employee Safety Training

KOSWIRE is providing safety training to the employees regularly through the safety manager in the company or through the external safety expert in effort to create a company without serious safety accidents.

Category	New Employees Training	Regular / Refresher Training	On Change in Work Contents (1 time)	Special Training (1 time)	
Worker	General	8 hour(s)	· (General) 12 hour(s) every half a year · (Office worker) 6 hour(s) every half a year · (Management) 16 hour(s) a year	2 hour(s)	16 hour(s)
	Daily work	1 hour(s)	-	1 hour(s)	2 hour(s)
Contract Worker	General	1 hour(s)	-	-	16 hour(s)
	Short-term/ Intermittent	1 hour(s)	-	-	2 hour(s)
Safety & Health Work Personnel	Occupational Safety&Health Manager	6 hour(s) or more	· 6 hour(s) or more (2 year cycle)	-	-
	Safety/Health Manager	34 hour(s) or more	· 24 hour(s) or more (2 year cycle)	-	-
	Safety&Health Management Personnel	-	· 8 hour(s) or more (2 year cycle)	-	-

## Sustainable supply Chain

### Sustainable Supply Chain Management

KOSWIRE is disclosing and operating the KOS Code of Conduct Partners on the official website, which requires the partners supplying products and services to KOSWIRE to comply with the code of conduct for establishing the sustainable supply chain environment.

KOS Code of Conduct Partners is composed of regulations and rules that must be followed for sustainable supply chain operation such as human rights & labor, safety & health, environmental protection, ethical management and management system, etc., and efforts will be continued on improving the risks by checking and evaluating through mutual cooperation, and to minimize the supply chain risks.

### Conflict Mineral Management

KOSWIRE is participating in the global actions towards eradicating the serious human rights infringement and exploitation issue such as child labor and forced labor during the mineral mining, etc., and continuing the efforts for establishing the sustainable supply chain system. To prevent the minerals mined from conflict and high-risk areas from being used in the overall production process and raw & subsidiary material supply chain, KOSWIRE is disclosing the KOS Code of Conduct to request the responsible material purchase of partners, and use of these minerals are checked through the CMRT (Conflict Minerals Reporting Template) and EMRT (Extended Mineral Reporting Template).



## Customer Satisfaction

### Customer Satisfaction Management

#### Promotional Strategy for Customer Satisfaction Management

Based on the motto of recognizing the customer risk to perform continuous process stabilization and improvement, KOSWIRE is continuing the efforts to increase the customer satisfaction by fulfilling the customer requirements, and to comply with the delivery schedule. In addition, KOSWIRE is aiming for maximizing the customer satisfaction through effective and efficient implementation of the quality management system related to the products, activities and services.

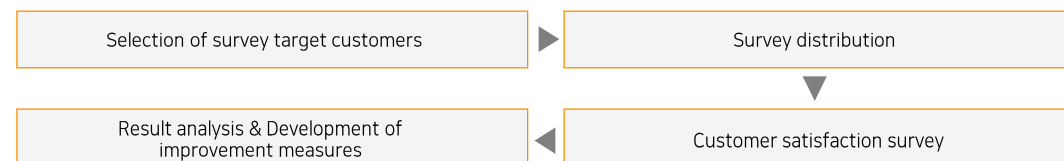
#### Customer Satisfaction Management Activity

KOSWIRE performs monthly quality meeting enterprise-wide for sharing the customer needs to improve the customer satisfaction, and various measures are considered to meet the needs of the customers. Feedback is received from the applied matters for improvement. Moreover, along with the follow-up actions such as A/S, abnormal signs on the quality are identified from the customer in effort to maximize the customer satisfaction by performing the preemptive blockade measure of B/S aggressively.

#### Survey on Satisfaction of Customers

By setting 'Customer First' as the core value, KOSWIRE performs annual survey on satisfaction of external customers. Requests and inconveniences received from the customers are implemented with improvement measures, and feedback is provided to focus on enhancing the customer satisfaction level.

#### Satisfaction Survey Process



#### 2024 Satisfaction Survey Result

Performance Cycle	2022 Overall Score	2023 Overall Score	2024 Overall Score
Annually	85.6	86.8	86.8

\* Average of values aggregating the overall scores for each area, and the value was rounded off on the first decimal point

\* Corrected 2022 data errors identified in the previous year's report

### Quality Management System (QMS)

KOSWIRE focuses on the capabilities for strengthening the preventive quality activities, performing activities to impress the customers, and for improving the internal quality. For quality history management and establishing the quality system, and to improve the product quality, quality management system required by IATF 16949(automobile), AS 9100(aviation) and ISO 13485(medical device) is operated in integration based on the ISO 9001. Also, industrial standard (JIS and BIS, etc.) certifications of specific countries were acquired to reflect the requirements of the customers. KOSWIRE is continuing the efforts for perfection in fulfilling the customer requirements and product quality.

#### Quality Management System(QMS)



#### Quality Policy

### Quality Policy

As the world's top company in the stainless-steel wire rod field and challenging continuously for the new future growth in medical care and carbon fiber, etc., KOS maximize the customer satisfaction through effective and efficient implementation of the quality management system related to products, activities and services continuously.

**Goal** KOS is aiming for maximizing the customer satisfaction through effective and efficient implementation of the quality management system related to the products, activities and services.

**Promotional Strategy**

- Customer risk is recognized to perform process stabilization and improvement continuously.
- Customer satisfaction is enhanced by complying with the customer requirements and delivery schedule.
- Effectiveness and efficiency of the quality management system are improved continuously by achieving the quality objective.

**Action Item**

- Management of process capacity, 4M change and statistical quality control (manufacturing process review and cause analysis on the defect, etc.)
- No. of customer complaints received, and required time of customer complaints replied
- Product defect rate, and quality failure cost

#### Quality Improvement Activity

· Monthly quality meeting with the sales team for communication

Monthly meeting with the production & quality departments	Quality meeting with the sales & quality departments
Total of 24 quality issues were discussed in 2024	Total of 156 quality issues were discussed in 2024(KOS group)

\* Annual internal audit (System Audit: 2 time/year, Manufacturing Process/Product Audit: 2 times/year)

\* Quality Circle / Issue meetings are held for each plant

# Employees

## Talent Development Strategy

KOSWIRE is continuing the best efforts to develop not only the top experts in each duty in the main business of stainless wire manufacture and sales, but also developing the talents required for each new business such as development of new steel grade.

To enable the KOSWIRE employees to develop their capabilities in balance as the members for leading the future, KOSWIRE developed various training programs including value, leader and global competence, and support is provided actively to enable the employees to take the self-directed efforts to strengthen their competencies.

### KOS Manpower Training Direction



## Training System

KOSWIRE established the customized training system according to the position and competency level of the employees in the 4 major areas of value, leadership, expert and global to continue the efforts for implementing the training, and to enable all employees to receive the preferred training in various areas and according to their interests, KOSWIRE is encouraging the employees to take self-directed efforts in the learning in connection to the HRD-Net program provided by the Ministry of Employment & Labor. Along with the job training, employees are free to receive training through the HRD-Net program on various certificates, hobbies and training for re-designing the life after retirement, and KOSWIRE is supporting the employees actively such as providing training points.

Category	Value Training			Leadership Training		Job Training						Global Leader	
	Training for Promoted Personnel	Refresher Training for Promoted Personnel	Life Planning Training	Organization Management Training	Person in Charge / New Person In Charge	Sales	Export	Prod. Mgmt.	Quality	Research	Mgmt.	Sogourning Employee Selection & Training Course	Internal & External Language Course
Chief					Next Generation Leader Training (Expert Adviser)	Expert/Professional Course							
Senior				Preliminary Manager Leadership Training (During the Training for Promoted Personnel)		Specialist Course							
Associate	Orientation Training					Basic Course							
Self-directed	Self-directed learning is performed through the job training portal by Ministry of Employment & Labor(HRD-Net) e.g. Capacity building, Learning Languages, Learning for personal pursuits, etc.												

## Employees

### Job Competency Reinforcement

With the desire to create new value and products based on the world-class professional knowledge and experiences, KOSWIRE is operating the job competency reinforcement program to enable all members to become the top experts in each responsible job. From 2020, KOS Academy was established to invite retired employees from long-term service as in-house lecturers to provide the job-related professional knowledge and know-how. In addition, satisfaction survey is conducted after the training to reflect on improving and enhancing the training program.

Category	Training Sessions	Trainees	Total Training Hours	Average Hours Per Person
2022	164	20	1,261	63.1
2023	30	1	20	20.0
2024	26	4	208	52.0
<b>Total</b>	220	25	1,489	59.6

\*Including KOS Academy Online Training

### Leadership Competency Reinforcement

KOSWIRE is operating the training program specialized for each position and role to strengthen the leadership. As the flexible manager, leaders of KOSWIRE must always take the initiative on enabling the organization to challenge and innovate at all times, and support should be provided to cultivate a harmonious and efficient work environment that promotes effective communication among members of the organization. In addition, KOSWIRE appoints managers based on the competency regardless of the long service and position, therefore, the employees must always be prepared to perform the role as the manager.



### Global Competency Reinforcement

To enable the employees to respect diversity as the global citizen, and to have the competency to perform various overseas businesses, KOSWIRE provides various trainings to develop global talents. When the KOSWIRE employee wishes to study foreign language, KOSWIRE offers tickets for language learning app or tuition reimbursement for online and offline language courses at any time.



### Value Training

Pride, a sense of unity, and the aptitude to elevate the basic value of the company are fostered through orientation training for new employees, as well as promotional training. Also, life & career planning education and liberal arts education, etc. are provided to support the growth as a healthy member of the society.



### Mentoring Program for New Employees

KOSWIRE operates a mentoring program in which new employees are paired one-on-one with senior employees for 1 year. Through this program, mentors help new employees better understand their roles, adapt to the organizational culture, and build networks that support smoother integration into the company.



### Re-employment Support Consulting

KOSWIRE received the corporate consulting on the re-employment support service performed by the Labor-Management Development Foundation from 2023 for introducing the re-employment support service system and to establishing the system. In the consulting, part of the targeted employees received the training directly, and had the time to prepare the life & career planning roadmap to show high satisfaction level of 4.5 points or more. Based on this, KOSWIRE will continue the efforts for supporting the system establishment based on this for the employees to prepare their future design systematically from career after retirement to funds and health even under the rapidly aging population trend.

## Employees

### Gender Equality & Work-Family Balance Support

#### Wage Policy

KOSWIRE does not have pay discrimination between male and female employees, and wages in the same level are provided when having equal position and qualifications.

#### Promotion & Development Policy

KOSWIRE has no discrimination at all in promotion and training policies between genders, and everyone can be promoted and receive the training benefits according to the same standards and procedures.

#### Maternity Protection

KOSWIRE is complying with the maternity protection program set by the law, and the program is promoted to solve the gender discrimination, and to address the grievances of the female employees on raising children. Especially, all female employees giving birth are using maternity leave, and when there are no special circumstances, most of the female employees are using one year for the maternity leave. In addition, KOSWIRE supports the female employees actively to enable them to perform the original work again after returning from the maternity leave.

Category	2022	2023	2024	Total
Employee subject to maternity leave	0	4	1	6
Employee currently under maternity leave	0	4	1	6
Maternity leave rate	-	100%	100%	100%
Average period of maternity leave	-	12 months	On leave	12 months

\*Count based on the year each maternity leave started

\*Average period of maternity leave is based on employees returned from the maternity leave in each year

#### Flexible Working Hours for Parents with Young Children

To support employees raising young children, KOSWIRE actively operates the legally mandated reduced working hours program for childcare. In addition, KOSWIRE offers a flexible start-and-finish scheme available to all employees regardless of gender, so that parents can adjust their working hours to align with their children's daycare, kindergarten, or elementary school drop-off and pick-up schedules.

### Drinking Culture Improvement Campaign



#### 194 No Forced Drinking Culture

KOSWIRE is performing the drinking culture improvement campaign referred to as '194 No Forced Drinking Culture' to prevent the get-together culture of forcing the employees to participate in an unwanted get-together, or the get-together lasting too long until late at night. '194 No Forced Drinking Culture' campaign is performed under the slogan of finishing the get-together in one restaurant, with expense within KRW 40,000 per person, and not forcing others to drink alcohol.

### Eum Office

To active the exchange between the plants/regions, KOSWIRE installed shared offices called Eum office in each plant/office to support the employees to work freely in other plants/regions for exchange. Eum office can also be requested for use other than for work such as promoting friendship between the employees or for personal use separately from the business trip purpose, and KOSWIRE is supporting expenses for transportation and expenses to the employees using Eum office.



Region	Location
Seoul Office	Office on 6 <sup>th</sup> Floor (6 Seats)
Okmyeong Plant	Small Conference Room on 2 <sup>nd</sup> Floor (2 Seats)
Busan Plant	Office on 1 <sup>st</sup> Floor (1 Seat)

### Establishment of the Smart Office(Paperless)

To improve the work efficiency, and to solidify the protection of intellectual property rights, KOSWIRE established the Smart Office system on changing the existing manual approval documents into electronic documents. Smart Office can provide not only simple approval and inquiry system for the employees, but also check the progress in real-time and reduce the time required for decision-making to greatly enhance the productivity in the work, and enable flexible response to various working environments such as Eum Office and telecommuting. Moreover, approval documents that are approximately 200,000 documents in annual average are converted to e-documents to reduce the use of ink and save the expenses and storage spaces, and it is expected to contribute greatly also in environmental aspects.

## Employees

### Improvement of Long Working Hours

#### Early Adoption of 52-hour Work Week System

Even before the mandatory adoption period of the 52-hour work week policy, KOSWIRE is applying the 52-hour work week system from 2016 through labor-management agreement, and cooperation is made between the labor and management to improve the long working hours by adopting the flexi-time system in 3-month unit.

#### Introduction of Work Hour Management System (Shiftee)

KOSWIRE Has introduced a work hour management system to prevent employees from working long hours. This system monitors employees' total working hours in real time and provides advance notifications to managers when long working hours are anticipated, ensuring systematic management to prevent overtime.

#### Up-Day Campaign

To ensure the work-life balance respecting personal lives of the employees, KOSWIRE designated every Wednesday as the 'Up-Day' to avoid afternoon meetings. When the employee goes home early without any get-togethers or overtime work, he/she can enjoy spending time with family, or personal hobbies or leisure activities. The name 'Up-Day' came from the Gyeongsang-do dialect for 'None', and it means not having any 'meetings', 'get-togethers' and 'overtime work' but means 'mood', 'happiness' and 'health' going 'Up' in English.

#### Operation of Flexi-time System

KOSWIRE is recognizing that the time for productive work is different for each employee according to the work characteristics and individual tendency, and that there can be employees working unnecessarily after the working hours. Therefore, KOSWIRE is operating the flexi-time system (max. of 3 hours per day) to enable all employees to complete their work within the given working hours. By adopting the flexi-time system, KOSWIRE employees can set their time for coming to the work every day according to their individual work characteristics and tendency without prior approval or minimum period. As a result, employees are no longer required to work unnecessarily after the working hours, and there are secondary effects such as reducing the exhaust gas (employees commuting by car), and securing the personal leisure time due to reducing the commuting time.

### Revision of Employee Compensation System

KOSWIRE has converted its performance-based bonuses, which were previously paid annually on a variable basis depending on business performance, into monthly salary to enhance wage stability for employees. The previous performance bonus system varied in total payout based on company performance and achievement of management goals, causing employee hardship due to salary uncertainty. By fully incorporating the performance bonus into base pay, we have established a predictable salary structure independent of management performance, preventing employee morale decline, and built a more stable and responsible compensation system where company growth and employee growth can continue together.

### Promotion of Using the Annual Vacation

KOSWIRE actively encourages the employees to use the annual vacation to take sufficient rest, and employees working in the office must use 100% of their vacation days from 2020. Before promoting the use of annual vacation, the percentage of using the vacation by the employees working in the office was only 12%, but in 2024, percentage of using the vacation was almost 85.2% to show that the use of annual vacation is activated. By guaranteeing the use of annual vacation, KOSWIRE will always take the lead in not only improving the work efficiency and satisfaction level of the employees, but also for maintaining the work and life balance

### Employee Welfare & Benefit System

KOSWIRE is operating various welfare & benefit systems such as supporting stable living, culture/leisure activities, and providing medical/health support, etc. for the stable and enriched lives of the employees.

Recreational facilities supported

Art/Cultural activity events and welfare points provided

Fitness club supported

5 days of summer vacation provided

General/Health examination supported

# Employees

## Labor Relations and Communication

### Operation of Labor-Management Council

KOSWIRE respects the labor's three primary rights on the workers, and guarantees the activities of the labor union and labor-management council stated in the law. Main management issues, safety and welfare are discussed actively with the labor union and labor-management council through the labor-management consultative group. Labor union is established and operated each in the Yusan and Daesong plants.

### CEO-Labor Union Executive Conference

KOSWIRE and the labor union have the mind of understanding the position of each side based on mutual trust to be the companion growing together, and the meeting of the labor and management is not limited only to the activities having a specific form and procedure in an official conference such as the wage & collective agreement or labor-management council, etc. Both the labor and management share the awareness that both parties must meet frequently according to the need for communication.

Based on this awareness, the CEO is communicating with the labor union executives through conferences on each visit to the plant, and pending issues are also communicated and discussed frequently through mail or phone.

In addition, KOSWIRE has the philosophy of providing active support in the required period when the matter is required for the employees, and when it can be taken care of by the company. This may not be in the form of wage and collective agreement, and welfare systems required for the employees are discussed and promoted such as providing tuition for the employee's child in university, supporting influenza vaccination, and providing mobile gift cards, etc.

### Transparent Information Disclosure

Significant management matters, personnel transfers, promotion and various activities of KOSWIRE are posted on the groupware noticeboard to enable all employees to read the relevant details, and other overall regulations and manual on HR, wage, promotion and training, etc. are also posted on the groupware for providing the notification and for transparent operation.



## Social Contribution

### Social Contribution Policy

KOSWIRE is committed to fulfilling its social responsibilities through diverse corporate social responsibility initiatives as part of its efforts toward a sustainable future. We will continue to create meaningful value across various fields, actively foster a culture of sharing and contribute to it to grow together with our society.

### Social Contribution Activities Volunteer Activities by Employees

#### KOS Sharing Together Program

KOSWIRE is actively promoting the volunteer activities by the employees in hope that the happiness of sharing and warmth in the society are spread. KOS Sharing Together Program is promoting the voluntary volunteering activities by the employees of 'Sharing Together', and the activities are sponsored by the company to enable many employees to take interest on volunteering and 'Sharing Together'.

#### Donation & Delivery of Emergency Relief Supplies for the Türkiye-Syria Earthquake

KOSWIRE executed the donation campaign to support Türkiye-Syria on overcoming the damages from the earthquake. Employees of KOSWIRE voluntarily donated the emergency relief supplies such as clothes, personal hygiene items and supplies for protection from wintry weather from the heart of helping those suffering with difficulties from the big earthquake, and they were delivered to the suffering victims through the Embassy of the Republic of Türkiye in Korea.

### Social Contribution Activities

#### Regular Sponsorship

KOSWIRE has been consistently providing regular sponsorship to Good Neighbors, contributing to the establishment of a foundation that enables these organizations to pursue systematic and sustained support activities for vulnerable groups in need.

Workplace	Date	Contents
Haman	2019. 1 ~	Good Neighbors (KRW 150,000 every month)

#### Recruitment of Disabled Athletes

KOSWIRE has been directly employing and continuously supporting disabled athletes through agreements with sports organizations to alleviate the hardships they face, such as financial difficulties preventing them from dedicating themselves to training, purchasing sports equipment, or participating in competitors.

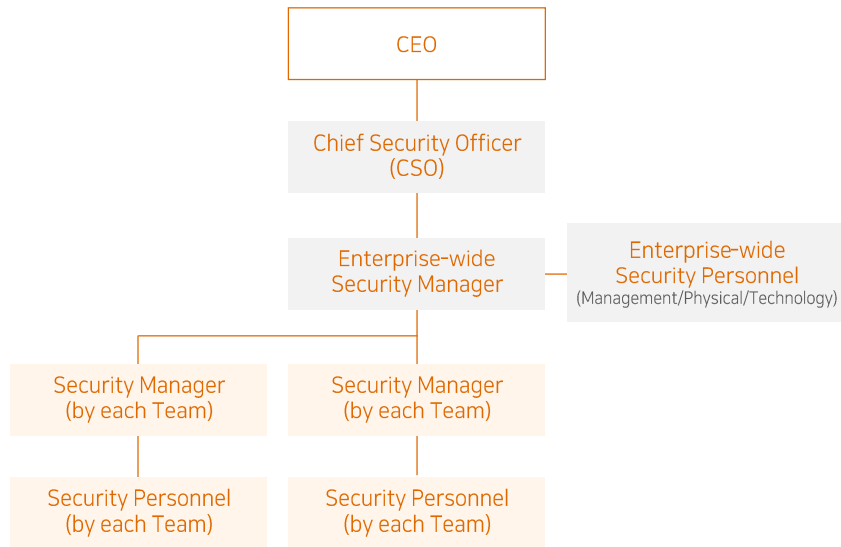


Category	Unit	2022	2023	2024
No. of People Employed	Person(s)	2	2	2

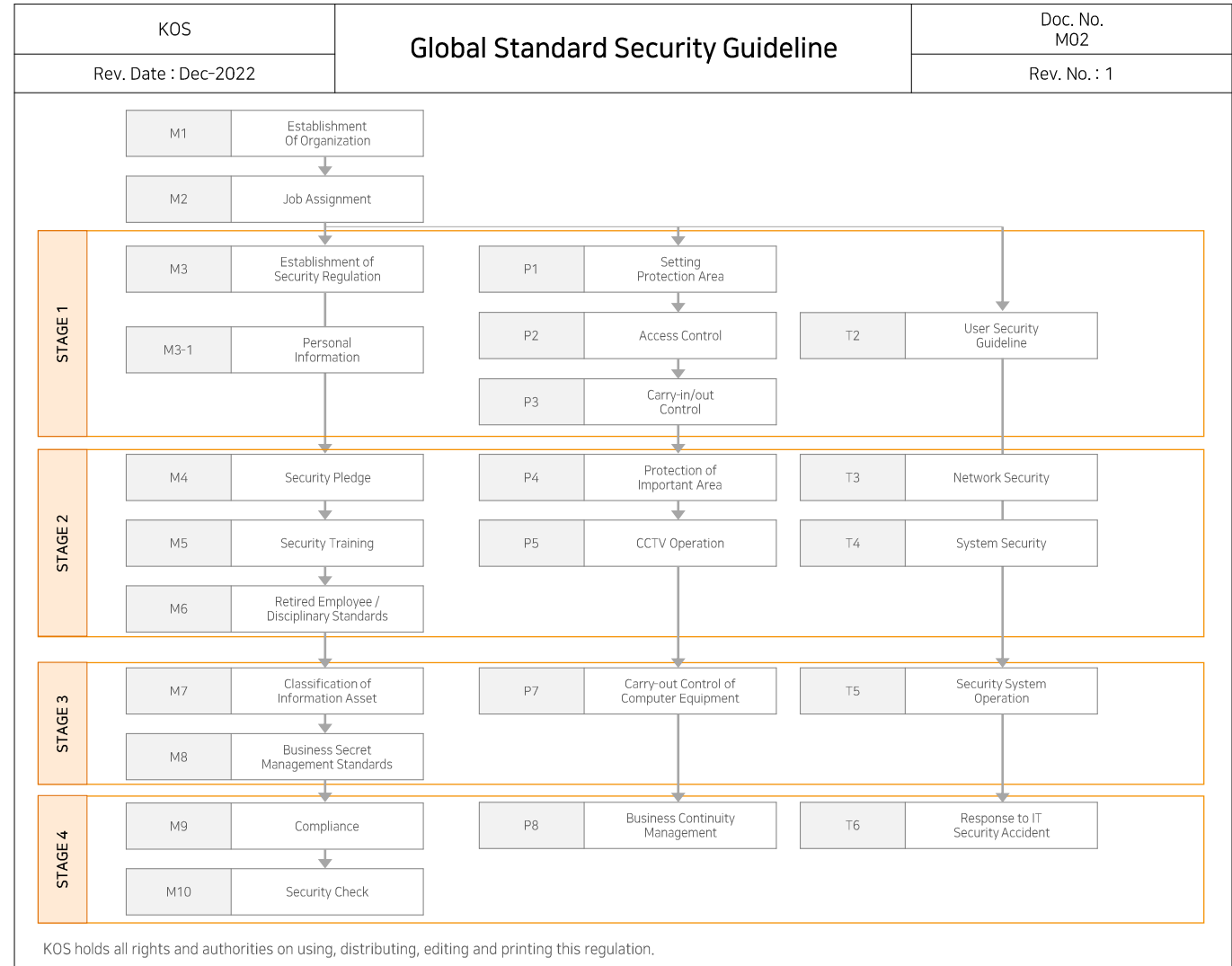
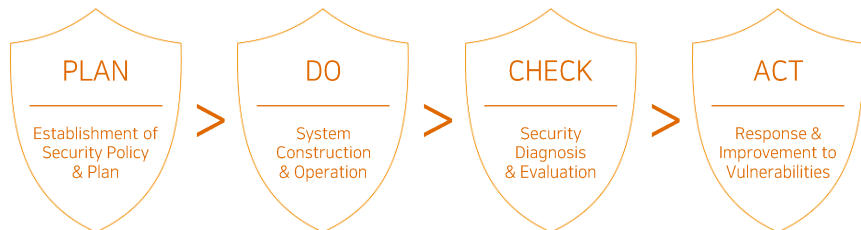
# Information Security

KOSWIRE established the information security operation process to strengthen the management. Continuous efforts are given on information management for establishing the security policy for domestic and overseas corporations, system construction and operation, security diagnosis and evaluation, improvement and response to vulnerabilities, and to increase the trust of internal and external customers.

Information Security Organization Chart



Information Security Operation Process



## Information Security

### Establishment (Reinforcement) of Information Security Regulation

The purpose is to establish the base organization for the information security activity by the KOSWIRE, protect the KOSWIRE employees and facilities safely from illegal acts by the unauthorized person, protect the data processed, saved and communicated by the information system from threats such as virus and hacking, etc., and eliminate the vulnerable factors for continuous information protection management of the company.

According to the key management regulations in each area including physical/administrative/technical security, etc., overall key information security procedures such as information asset classification, business secret, facilities, secured area, access control, device carry-in/out management, security system construction, establishment of security organization and security accident management, etc. are included in the company regulations for continuous management.

### Information Security Training and Personal PC Inspection

For improving the awareness of the employees that is the most important factor in information protection, KOSWIRE is performing information security simulation and performing analysis to share the contents with all employees through the groupware, and follow-up training is performed according to the results. In addition, the responsible division is performing PC security monitoring at all times on all employees, and performing PC management and inspection. Moreover, manual on preventing and responding to various security risks is distributed in effort to strengthen the capability of security check.



# GOVERNANCE

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Sustainable growth is achieved on the basis of transparent and responsible governance. KOSWIRE comprehensively recognizes not only financial risks but also non-financial risks such as ethics, climate change, and fair trade, strengthening proactive responses and systematic management frameworks. To manage risks company-wide, we operate a risk response organization and processes, and strengthen the foundation for sustainable management by regularly identifying and reviewing major potential risks. Furthermore, based on our Code of Ethics Practice Guidelines, we are making every effort to establish a sound ethical culture within the organization through employee training to enhance ethical awareness, including fair trade and anti-corruption, and by operating a fraud reporting center. Additionally, we have established an ESG Committee to review non-financial issues and discuss response strategies, continuing our ongoing improvement activities to enhance the transparency and accountability of decision-making.

# Ethical Management

## Ethical & Compliance Management

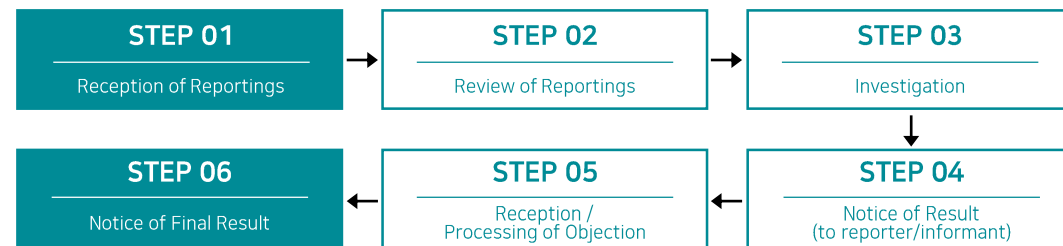
KOSWIRE declared ethical management from 2019 to prohibit the custom of giving or receiving holiday gifts with the partners. Transparent management was disclosed to the partners, and official document for cooperation on emphasizing on win-win cooperation was sent. Ethics regulations and code of conduct for the employees were posted in various languages (Korean, Chinese, Japanese, English) in the KOSWIRE website to enable the internal and external stakeholders to access the information conveniently, and continuous efforts are given on internalization of the ethical management culture.

## Training on Ethical Management

KOSWIRE strives to embed ethical management not merely as a set of rules, but as an integral part of our everyday organizational culture. We provide training on fundamental principles related to corporate ethics, fair trade, and anti-corruption, and support employees in gaining practical understanding by sharing relevant policies and real-world cases of key ethical risks that may arise during business operations or daily work life.

## Ethical Audit and Operation of Cyber Audit Office

KOSWIRE operates the reporting center for unfair practices in the Cyber Audit Office to prevent misconduct in order to establish a transparent organizational culture. It is accessible via the website so that anyone, including employees and external stakeholders, can freely access it, and separate reporting processing standards and systems are in place to ensure anonymity and protection. Received reports undergo preliminary fact-finding investigations, followed by internal audits when necessary. Based on audit findings, improvement measures are derived and feedback is provided to relevant departments, leading to enhancement in systems and processes.



### 2024 Reports Received by the Cyber Audit Office

Type of Report	Unit	Reports	Actions
Employees		2	2
Business partners	Case(s)	0	0
Others		0	0

## Scope of Illegal Act



- ① Embezzlement, Misappropriation, KICK-BACK
- ② Reception of bribes, money and valuables and entertainment
- ③ Acts of external leakage of trade secrets and key information within the company
- ④ Possession/occupation and misappropriation of corporate assets without permission
- ⑤ Workplace bullying, sexual harassment, internal/external violence (physical/verbal)
- ⑥ Monetary transactions/provision of valuables between executives and employees  
(Mutual and within the scope of allowable by social norms such as congratulations and condolences is an exception)
- ⑦ Providing or trading money and valuables with the external stakeholder
- ⑧ Forcing external stakeholders into unfair conduct
- ⑨ Other acts that violate the company's ethics regulation

## Rewards for Report

When contributing to preventing the future damage to the company by reporting the embezzlement, the report shall be provided with monetary reward. The reward amount shall be determined by the management through overall considerations.

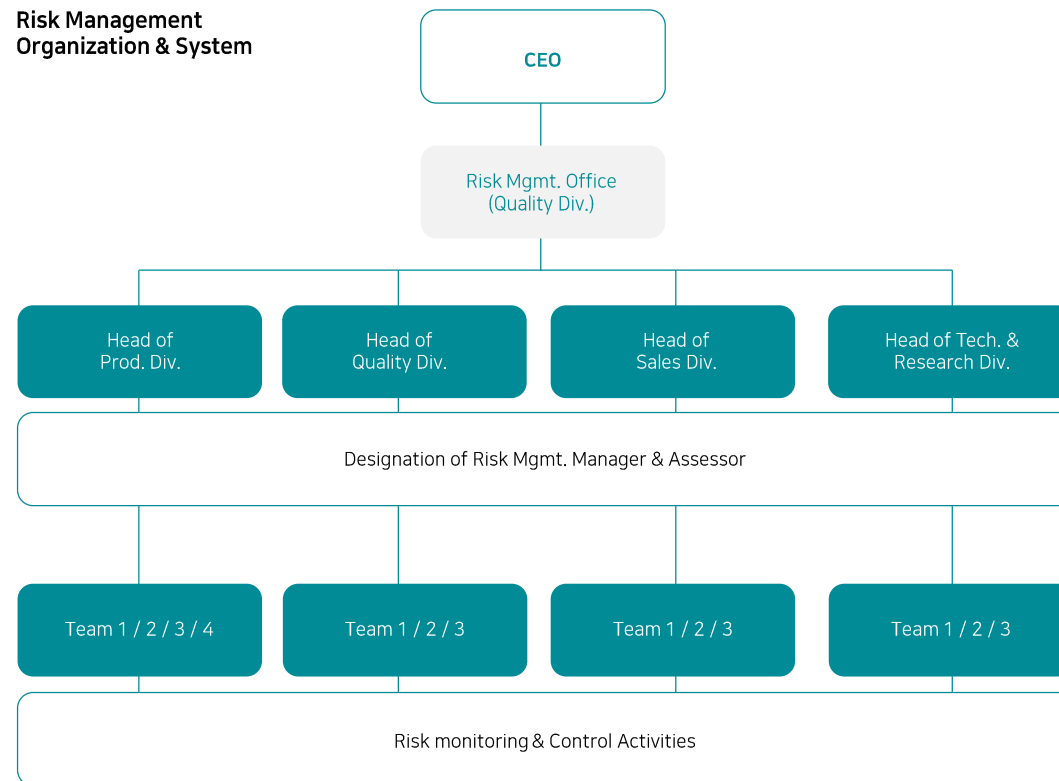


## Financial & Non-financial Risk Management

### Risk Management Organization

KOSWIRE operates the risk management office affiliated to the CEO. Each head of division appoints the risk personnel and evaluator for each team in the relevant sector, and the risk evaluator evaluates, selects and register the internal & external issues, stakeholder status and requirements, major environment, safety & health issues and risks on compliances for monitoring. The risk personnel collect this information to report to the CEO through the risk management office.

#### Risk Management Organization & System



### Risk Management & Validation

Performance of monitoring on the risk management matters and establishment of measures are verified through internal audit, and effectiveness is verified through the management review meeting at the end of each year to establish the risk and management index that require management in the following year.

### SELF-ASSESSMENT for Risk Response

KOSWIRE issues the report on the monthly risk monitoring and control activities. The relevant department is holding non-periodic meetings when discussion is required on the main issues that must be managed, and derived results are reflected in the site to improve the control activity.

The management office discusses with each head of division on the ripple effect on occurrence of serious risks and on the response methods, and the results are shared. If required, cooperation is made with the relevant departments actively.

### Reporting Process for Serious Disaster

In preparation for the <Serious Accidents Punishment Act> enforced as of January, 2022, KOSWIRE established the independent report process for implementation to secure the efficiency and effectiveness of responding to the risks when occurred with serious accidents, and to take quick response.

### Tax Risk

#### Tax Policy

KOSWIRE set compliance of tax laws and payment obligation as the basic principles, and established the tax policy accordingly. In addition, honest tax payment is performed strictly according to the tax law, and friendly and mutual cooperative relationship is maintained also with the taxation authority. Moreover, various legal matters that can occur from advancing into the new business are consulted with the certified agency to receive advice, and reviewed carefully to continue the best efforts on minimizing the legal risks.

#### Tax Risk Management

KOSWIRE performed the compliance work strictly for effective control and management of tax risks, and cooperated actively during the regular and special investigation by the taxation authority to provide qualified evidence for defining the factual grounds. Also in operating the overseas corporation, difference in tax laws between countries are recognized clearly to prevent any tax risks in advance, and proper commercial trade principle is strictly followed according to the normal price for preemptive management of the double taxation and risk from the transfer price. Moreover, supports are received from the professional tax corporation performing business with KOSWIRE to continue the efforts for eliminating the tax uncertainties..

## Governance

### Organization of the ESG Committee

According to the introduction of ESG management in 2023, KOSWIRE organized the ESG Committee to create sustainable value with all stakeholders according to the corporate activities based on the environment, social and governance. The KOSWIRE ESG Committee is composed of three or more responsible members in the positions of division head or higher. As the organization for setting the ESG management goals and for performing the decision-making on the ESG risks and opportunities, ESG Committee determines and approves detailed implementation plans. The relevant activities are managed, supervised, evaluated and reviewed for final deliberation on the disclosure of corporate sustainability.

### ESG Committee Operation and Activities

The KOSWIRE ESG Committee is classified into the periodic and non-periodic committee meetings. In principle, the periodic committee meeting is to be held twice a year, and when discussing the matters duplicated during the risk review meeting operated separately, it is defined to substitute one meeting through the relevant meeting.

#### 2024 ESG Committee Operation Status

Category	Unit	2023	2024
Convocation of the Committee Meeting	Times	2	2
Discussed Agenda	Cases	11	11
Participation Rate	%	100	100



# APPENDIX

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## APPENDIX

· The data on this page are rounded to the nearest whole number and total/average may slightly differ from the calculation of individual data shown accordingly (calculated total/average including decimals)

### ESG Quantitative Data

#### Greenhouse Gas Emissions – Scope2

Location	Unit	2022	2023	2024	Annual Average
Okmyeong	tCO <sub>2</sub> -eq	5,754	5,105	5,257	5,372
Busan		1,584	1,500	1,299	1,461
<b>Total</b>		<b>7,337</b>	<b>6,605</b>	<b>6,556</b>	<b>6,833</b>

\* Scope1 emitted from non-manufacturing facilities are being aggregated internally by source, but not disclosed as their impact is minimal at 0.19% in 2024  
 \* The previous report applied outdated emission factors; this report corrects them by applying year-specific emission factors.

#### Water Consumption

Location	Unit	2022	2023	2024	Annual Average
Okmyeong	Thousand Tons	41	37	34	37
Busan		3	1	1	2
<b>Total</b>		<b>44</b>	<b>38</b>	<b>35</b>	<b>39</b>

#### Environmental Regulatory Violations

Category	Unit	2022	2023	2024
Violation	Cases	0	0	0
Fine	KRW	0	0	0

#### Waste Management\_General waste

Location	Unit	2022	2023	2024	Annual Average
Okmyeong	Tons	71	60	69	67
Busan		-	-	-	-
<b>Total</b>		<b>71</b>	<b>60</b>	<b>69</b>	<b>69</b>

#### Waste Management\_Designated Waste

Location	Unit	2022	2023	2024	Annual Average
Okmyeong	Tons	359	281	276	305
Busan		3	8	2	4
<b>Total</b>		<b>361</b>	<b>289</b>	<b>279</b>	<b>309</b>

#### Air Pollutants

Location	Air Pollutants	Unit	2022	2023	2024	Annual Average
Okmyeong	Nox	PPM	-	0.700	-	0.700
	Sox		-	-	-	-
	Fine dust	mg/m <sup>3</sup>	1.470	11.700	6.500	6.557
Busan	Nox	PPM	-	-	-	-
	Sox		-	-	-	-
	Fine dust	mg/m <sup>3</sup>	-	-	-	-

## APPENDIX

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### ESG Quantitative Data

#### Detailed Status of Employees

Category		Unit	2022	2023	2024	
Total No. of Employees		Persons	193	136	136	
Gender	Male		136	107	109	
	Female		57	29	27	
Employment Type	Regular		Male	127	96	99
			Female	48	23	27
	Temporary		Male	9	11	10
			Female	9	6	-
Age Group	Under 30		29	21	20	
	30 to 49		110	76	80	
	50 or above		54	39	36	
Socially Disadvantaged	Disabled employees (Korea)		3	3	3	
Non-affiliated Employees (Korea)	Male		20	20	17	
	Female		3	3	2	

#### Female Employees

Category		Unit	2022	2023	2024
Employees	Total employees	Persons	193	136	136
	Female employees		57	29	27
	Ratio		%	29.5	21.3
Managers (Team Leader)	Total Managers	Persons	13	8	6
	Female Managers		3	1	0
	Ratio		%	23.1	12.5

\* Including overseas employees and executives

#### Hires and Turnover

Category		Unit	2022	2023	2024	
New Hires	Total new hires	Persons	31	33	4	
	Gender		Male	19	24	4
			Female	12	9	0
Turnover Rate	Total turnover rate	%	8.9	13.9	14.7	
	Gender		Male	7.3	11.0	11.0
			Female	1.6	2.9	3.7

\* Aggregated only domestic and when recruitment or retirement has been over 3 months

\* For retirement, exclude non-voluntary retirement such as mandatory retirement or dismissal, etc.

## APPENDIX

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### ESG Quantitative Data

#### Performance Evaluation

Category		Unit	2022	2023	2024
No. of Employees Subject to Performance Evaluation (Domestic)		Persons	63	45	50
Evaluation Ratio	Male	%	100	100	100
	Female		100	100	100

\* Excluded employees not possible for performance evaluation due to leave of absence/reinstatement

#### Base Salary of Female Compared to Male Employees

Category	Unit	2022	2023	2024
Average Wage Per Person(Overall)	KRW 1million	65	59	67
Ratio of Base Salary for Female to that of Male (Starting salary by position)	%	100	100	100

#### Accidents and Injuries

Category	Unit	2022	2023	2024
Injuries	Cases	4	3	0
Incidence Rate	%	2	2.3	0

## APPENDIX

### GRI Standard Index

#### GRI2: General Disclosure

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### GRI Standard Index

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### GRI Standard Index

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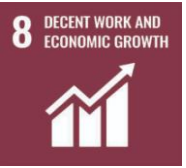









## APPENDIX

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	b) Impact of climate-related risks and opportunities on the organization's business, strategy and financial planning	
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Risk Management	a) Organization's processes for identifying and assessing climate-related risks	15, 18, 19, 20
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Metrics and Targets	a) Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	N/A (In the review phase)
	b) Scope 1, 2 and, if appropriate, Scope 3 greenhouse gas(GHG) emissions and the related risks	N/A (In the review phase)
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## APPENDIX

## UN SDGs

UN SDGs	Activities	UN SDGs	Activities	UN SDGs	Activities
	<b>No Poverty: End poverty in all its forms everywhere</b> Recruitment of disabled athletes, Regular sponsorship to charity, Donation of relief supplies to the international community		<b>Affordable and Clean Energy: Ensure access to affordable, reliable, sustainable and modern energy for all</b> Consulting on renewable energy adoption review supported by the government, Joining and participating in CoRE initiative of UNGC KOREA		<b>Responsible Consumption and Production: Ensure sustainable consumption and production patterns</b> Efforts on reducing actual waste through cost reduction and process improvement activities, Promoting the use of renewable raw/subsidiary materials, Communications for public relations through regular publication of ESG report and improvement activities
	<b>Good Health and Well-being: Ensure healthy lives and promote well-being for all at all ages</b> General/Health examination supported, Fitness club supported, Disclosure & Management of environmental information through establishment of an environmental management system-based manual, environmental management monthly report and ESG report, etc.		<b>Decent Work and Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</b> Contribution to business diversification and quality job creation through investments in future industries, Contribution to strengthening industrial competitiveness through mutual cooperation and shared growth with suppliers, Recruitment of disabled athletes, Gender equality, Respecting and embracing diversity in the workplace, No discrimination of any kind		<b>Climate Action: Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy</b> Establishment and operation of GHG emissions management system for all domestic and overseas business sites, Review on climate change conversion&physical risks, Energy efficiency improvement activity, Establishment of 2030 GHG emissions reduction plan, Review on strengthening climate change response system through participation in CoRE initiative of UNGC KOREA and Affiliate's CAA program activities of UNGC
	<b>Quality Education: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</b> Operation of KOS Academy, Leadership competency reinforcement, Global competency reinforcement, KTA(KOS Training Academy), Mentoring program, In-house training on ESG management, Career planning training by re-employment support consulting		<b>Industry, Innovation and Infrastructure: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation</b> Enhancement of technical capabilities through operation of corporate research institutes and R&D investment, Regular sponsorship to charity		<b>Peace, Justice and Strong Institutions: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</b> Ethical&Compliance training, Code of conduct for KOS/KOS partners, Establishment of personal information security policy, Organization of the ESG committee, Operation of VoE
	<b>Gender Equality: Achieve gender equality and empower all women and girls</b> Fair employment with no gender discrimination HR management&Wage policy with gender equality, Maternity leave(including miscarriage and stillbirth), Reduced working hours during pregnancy/childcare period, Check-up leave, Childbirth Incentives, Paternity leave, Childcare leave, Flexi-time system, Unpaid menstrual leave once every month upon request		<b>Reduced Inequalities: Reduce inequalities within and among countries</b> Pursuit of horizontal organizational culture improving the business hierarchy, No discrimination based on gender, race, ethnicity, nationality, cultural background, disability, age, gender identity, religion, etc., Operation of VoE, Operation of anonymous message board, Operation of cyber audit office, Pursuit of autonomous workplace, 194 campaign, Execution of the life planning leave system, Regular sponsorship to charity, 'Sharing together' program promoting volunteer activities by the employees		<b>Partnerships for the Goals: Strengthen the means of implementation and revitalize the global partnership for sustainable development</b> Benchmarking and internalization through affiliate's UNGC KOREA activities and CAA program of UNGC, Joining and participating in CoRE initiative of UNGC KOREA, Continuous response and updates to EcoVadis assessment, Establishment of supply chain due diligence system to respond to CSDDD in progress
	<b>Clean Water and Sanitation: Ensure availability and sustainable management of water and sanitation for all</b> Water environment conservation activities through the environmental management manual, Minimization of hazardous materials discharges by operating our own wastewater treatment plant, Activities to increase water utilization in all areas		<b>Sustainable Cities and Communities: Make cities and human settlements inclusive, safe, resilient, and sustainable</b> Love food car, Regular sponsorship to charity, Establishment of climate change response strategy, Efforts on minimizing environmental impact		



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