

With **ESG Management,** We Envision a Better Tomorrow

2023 **IS Dongseo** Sustainability Management Report



ABOUT THIS REPORT

Overview of the Report

This is the second sustainability report published by IS Dongseo after our first report was published in 2022. With the publication of the sustainability report, IS Dongseo aims to disclose our ESG management efforts and progress with transparency, which includes significant contents for stakeholders to ensure active communication.

Period & Scope of the Report

The reporting period is from January 1, 2022, to December 31, 2022, and when identified as the material information for the stakeholders, the performance results of 2023 were also incorporated. For the quantitative data, the latest 3 years were compared to identify the trend. The data with year- on-year changes were applied with the fiscal closing date (December 31) as the reference period, and this was indicated when a separate disclosure of information is required on the data collection period. This report focuses on our environmental, social, governance and economic performance, and any excluded data were indicated with the separate standard. The scope of report entails the IS Dongseo head office and domestic business sites, and the activities of the affiliates and related companies were included for related material data. There were no significant changes related to the scale and structure, etc. of the organization in 2021, and in the case of modifications of any content, these were indicated as footnotes on the relevant page.

Report Principles

To disclose the sustainability management performance more transparently, this report complies with the core options of the international sustainability management report guidelines of the GRI standards (Global Reporting Initiative), and UN Global Compact Principles, and reflects the main agenda of ISO 26000 and TCFD in composing this report. Financial performances were reported according to the Korean International Financial Reporting Standards (K-IFRS). In addition, the audit was conducted by an independent auditor to ensure the reliability and fairness of the report content, and the results were contained in the audited verification statement.

Report Assurance

In addition, an assurance audit was conducted by a third-party verification agency, Institute for Public K-ESG, to substantiate the reliability and fairness of the contents in the report, and the results were described in the official assurance statement.

Additional Information

IS Dongseo Sustainability Report is available for browsing and download from the official website (www.isdongseo.co.kr).



Corporate Website



Eileen's Garden



YouTube

IS Dongseo ESG/ PR Team

Corporate website	www.isdongseo.co.kr
Eileen's Garden	www.eileen-garden.co.kr
Munam Scholarship & Culture Foundation	www.munamfoundation.or.kr
YouTube	www.youtube.com/channel/UCvWjBNJ1vRcJmrOn9BPYDGA
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Interactive User Guide

For the convenience of stakeholders, this report was provided in an interactive PDF to be transferred easily to relevant websites and pages.

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About IS Dongseo

The future premium housing culture has been led by continuous technical innovation and R&D.

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President Message

“IS Dongseo will strengthen its sustainability management strategy to continuously progress toward a leading ESG company.”

Dear esteemed shareholders, customers, vendors & employees,
I would like to express our gratitude for your keen interest in and unwavering support of IS Dongseo.

In 2022, IS Dongseo established the management vision of ‘Envisioning a Better Tomorrow through ESG Management’ to continue the investments in eco-friendly businesses and sustainability management activities as parts of our efforts for internalizing ESG management throughout the company. To establish a strong foundation as the leading ESG enterprise, the 47th Regular General Shareholders’ Meeting was convened in March 2022 to approve the modification of the Articles of Incorporation for the ESG Committee to be newly established under the Board of Directors in the second half of 2022 in line with our efforts to become a “Sustainable

company for the next 100 years”. In addition, IS Dongseo is committed to sharing our vision for the future, including the results of our efforts over the past year with all of our stakeholders through 2023 Sustainability Report.

Throughout our history, IS Dongseo has been pursuing the construction business with cultural sensitivity in coexistence with society and the environment, living up to the trust of employees and the public by strengthening our eco-friendly construction capacity and safety & management for green construction. Also,



June 2023
Chairman of the IS Group
Kwon Hyuk-woon

environmental business was set as the growth engine of the company for a sustainable future, and environmental management system is provided by securing the value chain on waste treatment and waste battery recycling. Also, the safety & health management system is implemented for efficient site management to respect human lives, preserve the precious environment to be passed down to future generations, and enhance our future-oriented corporate image, while the Smart Risk Assessment System is applied throughout the business sites to strengthen the system.

Toward this end, IS Dongseo will actively and promptly respond to various external environmental changes, and strive to be recognized as a company that is essential for the Korean economy through continuous adaptation and innovation.

Thank you for your interest and support.

CEO Message for Each Business Division

IS Dongseo

With building a consensus in mind, IS Dongseo will continue our earnest efforts to become a leader in implementing responsible ESG management activities and internalize within the entire organization.



“Better and More Convenient Houses”

IS Dongseo’s construction division is committed to providing an eco-friendly lifestyle when people can coexist with nature through eco-friendly design and construction methods. We are leading the way in pioneering a futuristic premium residential culture based on continuous technological innovation and customer-centric differentiated designs. In particular, creating a safe and healthy workplace for the employees is prioritized as a core value to provide and implement comprehensive measures for strengthening safety & health in all our sites. Additionally, IS Dongseo continues our efforts to create a win-win-based healthy corporate ecosystem with our vendors and small & medium enterprises. TO build a public consensus and safeguard their trust in us, our ESG management will be realized by providing a successful model on urban regeneration for a better residential environment and contributing to vitalizing the local economy. We kindly ask for your keen interest and unwavering support for the progress of IS Dongseo Construction Division for a better tomorrow.

CEO of the Construction Business Division **Heo Seok-heon**



“IS Dongseo that grows together with others”

Since ESG management was initially introduced last year, IS Dongseo Business Management Division has established governance in full scale by newly forming an expert committee under the Board of Directors, and by internalizing our ESG management strategies. Air pollutants such as fine dust, etc. are reduced in the environmental arena, and efforts to vitalize the local economy and pioneer various sales channel for our partners are performed in the social arena. Also, shareholder value is enhanced in the governance arena, with responsibility management being carried out through the Board of Directors, providing a checks and balance mechanism to ensure management transparency, integrity and stability. Above all, IS Dongseo practices ESG management carefully and consistently by sticking to the basics from a mid- to long-term perspective, instead of focusing on short-term outcomes, while also devoting ourselves to fulfilling our major role to open a sustainable future for society.

CEO of the Business Management Division **Kim Gap-jin**



“Strict quality control, cutting-edge technology”

As the industrial leader, the IS Dongseo Concrete Business Division is repaying the public trust placed in us through strict quality control and best technology. In particular, the Concrete Business Division responds proactively to the climate crisis by implementing the key corporate tasks of ESG management and focusing our R&D efforts to introduce carbon reduction products. Based on the production know-how accumulated for the last 40 years, the EPD (Environmental Product Declaration) Certification was acquired for the first time in the industry among the PC product group, as well as a low-carbon product certification in recognition of reducing the carbon emissions. IS Dongseo is committed to leading the global standards in the new construction manufacturing industry through convergence business development and the industrial-academic-research exchange of cutting-edge technology. We look forward to your continued interests and unwavering support on our journey towards sustainability management.

CEO of the Concrete Business Division **Jung Won-ho**



“IS Dongseo’s preparations for the future”

Amid many domestic and foreign companies seeking to respond to climate change and uncertainties of the global economy, while exploring methods to secure sustainability, IS Dongseo has diversified our business portfolio from the initial stage to expand the circular economy business for ESG management and established an environmental management system in the “era of green survival”. As a construction-environmental-manufacturing company for the country and people, IS Dongseo has implemented net zero through sustainable green growth, realized social value and established a management innovation system to mitigate environmental, social and governance risks. We at IS Dongseo will lead the paradigm shift towards eco-friendly initiatives, securing future technologies from waste and continuously explore what our employees should do in the changing environment and how best to accomplish their tasks.” We at IS Dongseo sincerely hope for your keen interests and unwavering support for our efforts towards a sustainable future.

CEO of the Environmental Business Division **Lee Joon-gil**

ESG Highlights

ESG Evaluation Result
Korea Institute of Corporate Governance & Sustainability (KCGS)

Overall Rating

Environment

Social

Corporate Governance

Won an award from the Minister of Environment at the '13th Happiness Plus Social Contribution Awards'
- Love & Contribution to the Environment Division -

Won grand prize in the '8th HDI Human Management Awards'
- Social Contribution Division -

Won an award from the Minister of Foreign Affairs & Trade at the '16th National Sustainability Management Conference.'
- SDGs Division -

E
Environmental

Response to Climate Change and Stronger Monitoring of Green Construction

Completion of Value Chain for Waste Battery Recycling

Eco-Friendly Design and Smart Construction

Safety Management for Smart Risk Assessment



S Social



Quality Management Together with Customers



Establishing Win-Win Partnerships



G Governance

Governance



ESG-Centered Transparent Management Practices



Adopt Enhanced Ethical & Compliance Management



Strengthen Risk Management and Preemptive Response



Business Overview

Introduction of IS Dongseo

IS Dongseo was first established as Ilshin Housing Construction in 1989 and based on our success in the housing construction field, the company merged with the construction material manufacturer of Dongseo Industry (founded in 1975) in 2008 to be newly incorporated as IS Dongseo.

The main business divisions include the construction, environmental and concrete business lines, and based on the well-aligned synergy of each business division, IS Dongseo recorded astonishing growth in 2022 of approximately KRW 3.7 trillion in total assets, and KRW 2.3 trillion in revenues. In particular, the environmental business division was strengthened by establishing a foundation for sustainable growth to reinforce ESG management through the business diversification strategy including the construction waste recycling business, and vehicle & waste battery recycling business, etc. IS Dongseo will perform not only a leading role as the environmental developer, but also provide value to customers by people-oriented job creation and by promoting safety and innovation management. As a company that pursues corporate sustainability and contributes to a balanced regional development, we will strive to become a trusted company by our customers.



General Status

Date of Founding	September 1975	Total Assets	KRW 37,378 mil (2022 consolidated basis)
Address	741, Yeongdongdae-ro, Gangnam-gu, Seoul, Korea	Revenues	KRW 22,748 mil (2022 consolidated basis)
Construction Capability	37th, Notification by Ministry of Land, Infrastructure & Transport (MOLIT)	Headcount	754 members (As of December 2022)
Credit Rating	HUG (Housing & Urban Guarantee) Grade AA Corporate Credit Rating A+ (Seoul Credit Information (SCI), as of 2022)		

History

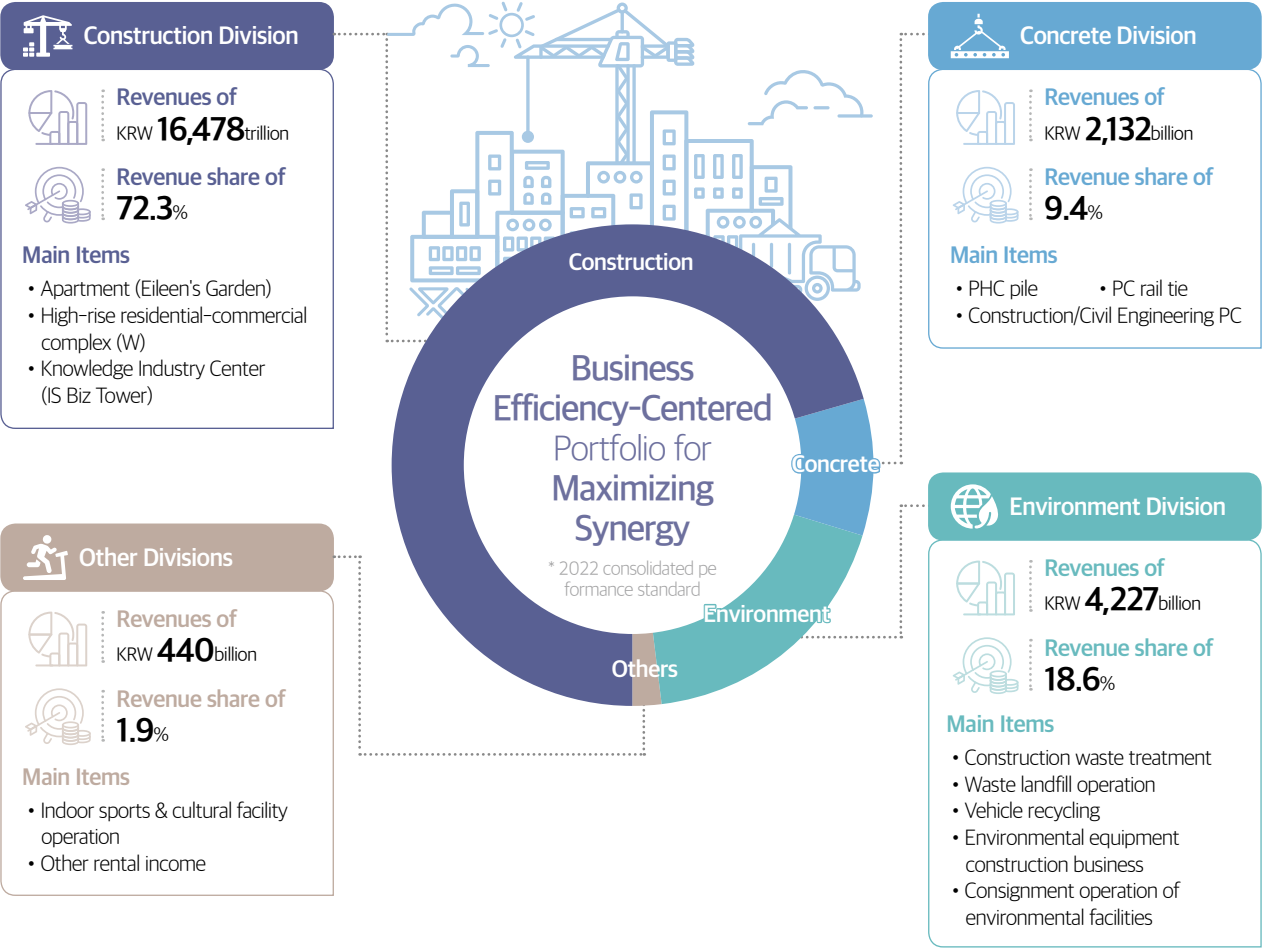
1975-2006

- 06.07 Won the Excellence Prize (Mid-Sized Construction Category) of the '10th Livable Apartment Contest by Maeil Business News'
- 06.06 Won the Grand Prize (Construction Category) of the 'Friendly Environmental Management Awards 2006'
- 06.05 Won the Grand Prize (Ceramic Industry Category) of the '6th Best Product Awards of Female Consumer's Choice'
- 06.03 Launched the apartment brand 'Eileen's Garden.'
- 05.09 Won the Grand Prize (Eco-Friendly Category) of the 'Korea Master Apartment Awards 2005'
- 05.07 Won the Grand Prize (Construction Category) of the 'Friendly Environmental Management Awards 2005'
- 95.11 Completed the construction of Concrete Factory in Cheongyang
- 95.08 Completed the construction of Concrete Factory in Cheonan
- 94.03 Acquired the Concrete Factory in Changnyeong
- 89.03 Launched Ilshin Housing Construction Co., Ltd.
- 88.11 Won the Grand Prize of the 'Industry Standardization Awards' as the first company in Korea's Ceramics Industry
- 87.01 Launched Ilshin Housing Co., Ltd.
- 86.01 Listed in the Stock Exchange
- 85.12 IPO (Capital of KRW 11 billion)
- 82.11 Completed the construction of Concrete Factory in Icheon
- 76.12 Acquired KS Marks for 4 Concrete Products
- 76.04 Supplied entire quantity of special pile to the naval base in Saudi Arabia
- 75.09 Established the Company (separated from Civil Engineering Division of Hyundai Engineering & Construction)

2007-2015

- 15.12 Obtained order for Land Rearrangement Project at Deokha District in Ulsan
- 15.07 Selected as 2nd rank in the Construction Division of Value Creation Enterprises in the World by the 'Boston Consulting Group (BCG) Evaluation'
- 15.05 Acquired Clean Tech Co., Ltd. & KR Energy Co., Ltd.
- 15.01 Acquired Samjeong ERK Co., Ltd.
- 14.11 Acquired Youngpoong Pile Co., Ltd., Joongang Remicon Co., Ltd. & Joongang Corporation Co., Ltd.
- 14.06 Obtained order for Urban Development Project at Hogye and Maegok District in Ulsan
- 14.03 Declared IS Group Vision
- 12.06 Launched IS Holdings, Inc.
- 11.03 Acquired Korea Rental Co., Ltd.
- 10.12 Won the Grand Prize of the 'Good Design (GD) Awards' for Sanitary Ware
- 10.05 Launched IS Shipping Co., Ltd.
- 10.04 Listed in the KOSPI 200 Index
- 10.03 Acquired Samhong Tech Co., Ltd.
- 09.07 Opened the Concrete R&D Center
- 08.07 Merger of Ilshin Construction Industry Co., Ltd. by IS Dongseo Co., Ltd.
- 08.06 Changed the corporate name from Dongseo Industry Co., Ltd. to IS Dongseo Co., Ltd.
- 08.02 Ilshin Construction Industry Co., Ltd. acquired Dongseo Industry Co., Ltd.

Performance Highlights of IS Dongseo



2016-2019

- 19.11 Won the Intellectual Property Office Commissioner Prize of the 'Good Design (GD) Awards' for faucets
- 19.07 Commendation from the Minister of Land, Infrastructure & Transport (Residential Category) at the 'Green Construction Industry Awards 2019'
- 19.06 Acquired Insun ENT Co., Ltd., Insun Motors Co., Ltd. & Insun Gieop Co., Ltd.
- 19.04 Won the Grand Prize (General Bathroom Material Category) of the 'National Brand Award 2019'
- 18.10 Accredited for Police Commissioner's Award (Corporate Social Contribution Category) of the '3rd Korea Crime Prevention Awards'
- 18.10 Won the Grand Prize (Manufacture-Bathroom Category) of the '4th Sympathy management Awards'
- 18.07 Won the Excellence Prize (High-Rise Apartment Building Category) of the '22nd Livable Apartment Contest by Maeil Business News'
- 18.07 Won the Grand Prize in first semester of 'Housing Culture Awards 2018 by Korea Economic Daily News'
- 18.07 Won the Grand Prize (Residential-Commercial Complex Category) of the 'Green Construction Industry Awards 2018'
- 18.04 Won the Grand Prize (General Bathroom Material Category) of the 'National Brand Award 2018'
- 18.03 Completed construction of W High-Rise Residential-Commercial Complex in Yongho-dong, Busan
- 18.02 Commendation from the Minister of Ministry of Trade, Industry & Energy (Shared Value Creation Social Contribution Category) at the '8th Happiness Plus Social Contribution Awards'
- 18.02 Listed in the KRX 300 Index
- 18.01 Acquired Vaunce Co., Ltd.
- 17.12 Won the Grand Prize (Bathroom Interior Category) of the 'First Brand Awards 2018, KOREA'
- 17.04 Won the Grand Prize (General Bathroom Material Category) from the 'National Brand Award 2017'
- 17.02 Won the Gold Prize (Private Category) of the 'Korea OOH Advertising Awards by the Korea Outdoor Advertising Associations'
- 16.12 Won the Excellence Prize of Design of the 'Good Design (GD) Awards' for the Blender
- 16.12 Won the Excellence Prize (Residential Architecture Category) of the '12th Civil engineering Architecture Awards'
- 16.12 Won the Excellence Prize (Lifestyle Shopping Mall Category) of the '13th Web Awards Korea'
- 16.04 Merger of Samhong Tech Co., Ltd.
- 16.03 Set up the Munam Scholarship & Culture Foundation

2020-2023

- 23.02 Won an award from the Minister of Environment (Love & Contribution to the Environment Division) at the '13th Happiness Plus Social Contribution Awards'
- 22.12 Formed an agreement on investment for secondary battery recycling business in Ochang Technopolis
- 22.12 Won the grand prize at the '8th HDI Human Management Awards' (Social Contribution Division)
- 22.07 Published the 2022 Sustainability Report
- 22.07 IS Group earned an award from the Minister of Foreign Affairs & Trade at the '16th National Sustainability Management Conference' (SDGs Division)
- 21.12 Formed an agreement on investment for secondary battery recycling business in Ochang Technopolis
- 21.12 Won the grand prize at the '8th HDI Human Management Awards' (Social Contribution Division)
- 21.11 Commendation from the Deputy Prime Minister and Minister of Strategy & Finance (ESG Grand Award) at the 'SRMQ Convention 2021'
- 21.07 Published the 2022 Sustainability Report
- 21.07 IS Group earned an award from the Minister of Foreign Affairs & Trade at the '16th National Sustainability Management Conference' (SDGs Division)
- 21.04 IS Holdings Inc. newly designated as a business group subject to disclosure.
- 21.02 Commendation from the Minister of Gender Equality & Family (Family Love & Social Contribution Category) at the '11th Happiness Plus Social Contribution Awards'
- 21.02 Chairman Hyuk-Woon Kwon inaugurated as President of the Korean Basketball Association
- 20.11 Commendation from the Deputy Prime Minister and Minister of Strategy & Finance (CEO Category) at the 'SRMQ Convention 2020'
- 20.11 Accredited for Chairman's award of the Community Chest of Korea at 'Hope 2020 Helping Neighbors Award Ceremony'
- 20.10 Commendation from the Minister of Land, Infrastructure & Transport (Non-Residential Category) at the 'Green Construction Industry Awards 2020'
- 20.07 Hosted KLPGA Tour 'IS Dongseo Busan Open 2020'
- 20.05 Spin-Off of INUS business department

Vision and Core Value

Philosophy of Values

The mission of IS Dongseo since our company's founding has been "to prioritize providing top value to customers above the company profits." Under many constraints surrounding the company, the three core values of 'challenge, passion and trust' are checked at any time for being practiced at our business sites so as to provide the best value to customers, and employees carry on the efforts to take the initiative and lead by example. Based on these core values, IS Dongseo will realize the pillars of 'communication and sharing management', 'eco-friendliness and safety', and 'fairness and innovation' to duly implement the social role and responsibilities as a corporate citizen.

Code of Conduct on the Employees

IS Dongseo's goal is to always be a 'well-respected company that designs a better tomorrow at the closest point to customers, and to create infinite possibilities and our culture of happiness'. As the three core values of 'challenge, passion and trust' were formulated directly by our employees who participated in defining the corporate vision, IS Dongseo exerts efforts in earnest, so that our three core values are deeply rooted in our corporate culture to ultimately reach the vision that we collectively pursue.

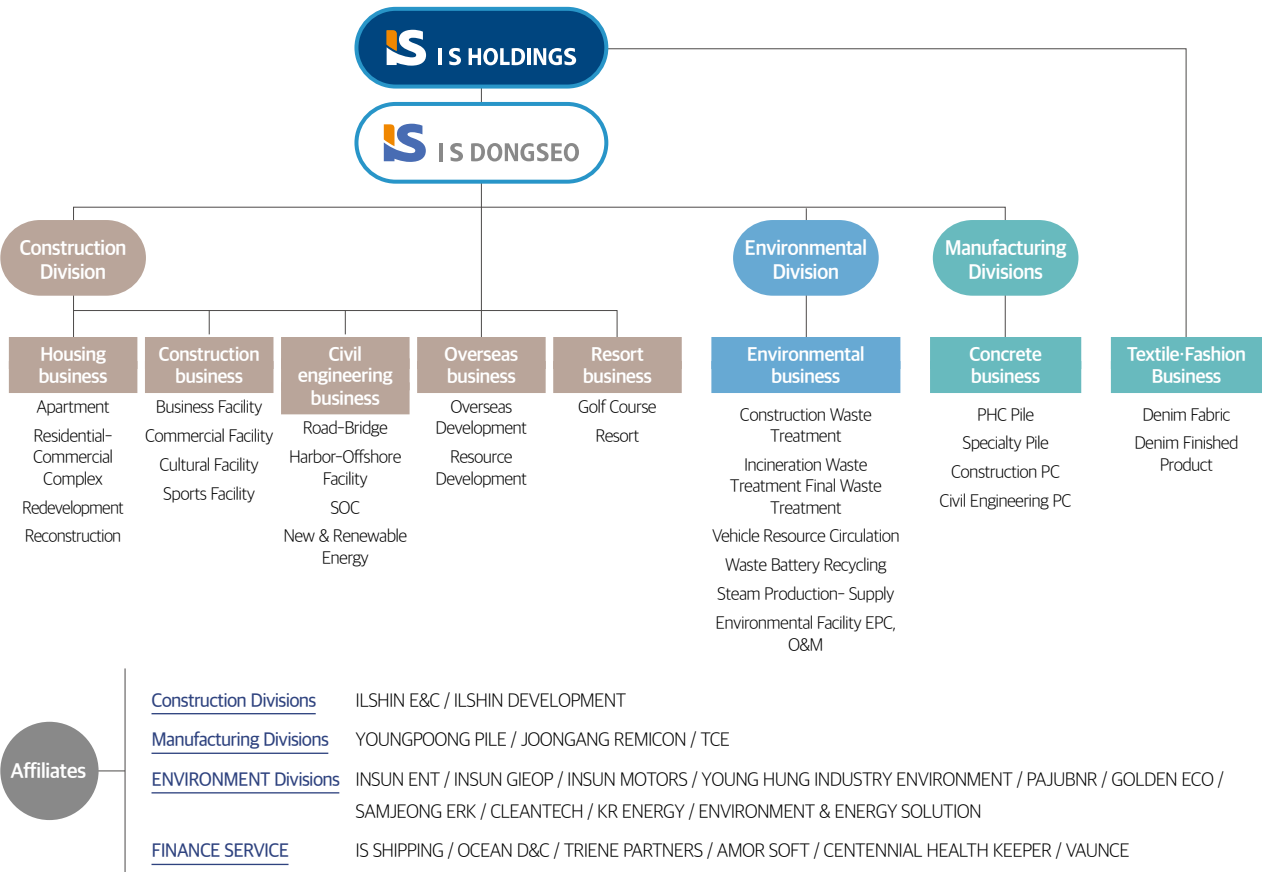
Philosophy of Values



Code of Conduct on the Employees

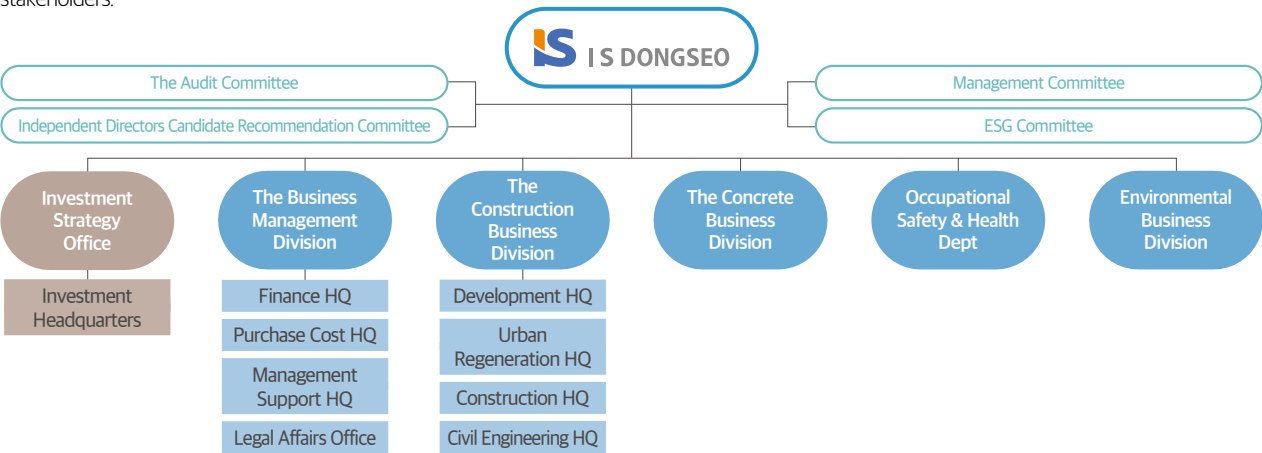


Overview of IS Holdings Inc.



Organizational Status

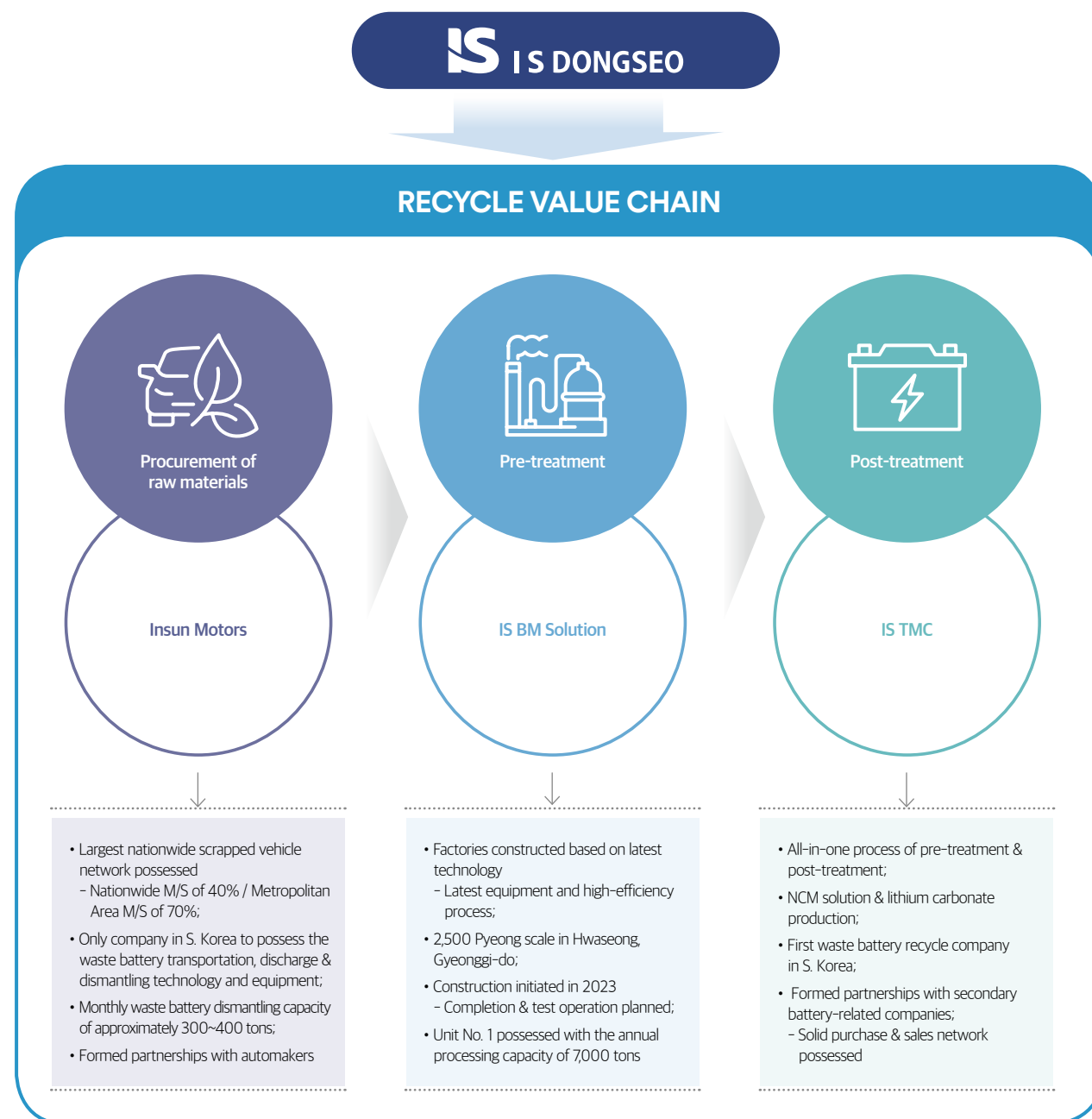
IS Dongseo is composed of five business divisions, seven headquarter, one office, two branches, 12 departments and three factors in terms of the business characteristics, while business activities are performed independently through the general management system by the divisions. Our vision is to be a company where construction, manufacturing, environmental, and financial services divisions come together to achieve the highest value. We embrace challenge, passion, and trust as our core values and are moving forward with determination. IS Dongseo will design a better tomorrow in places closest to customers and establish a foundation for sustainable growth based on partnership with stakeholders.



Future Envisioned by IS Dongseo

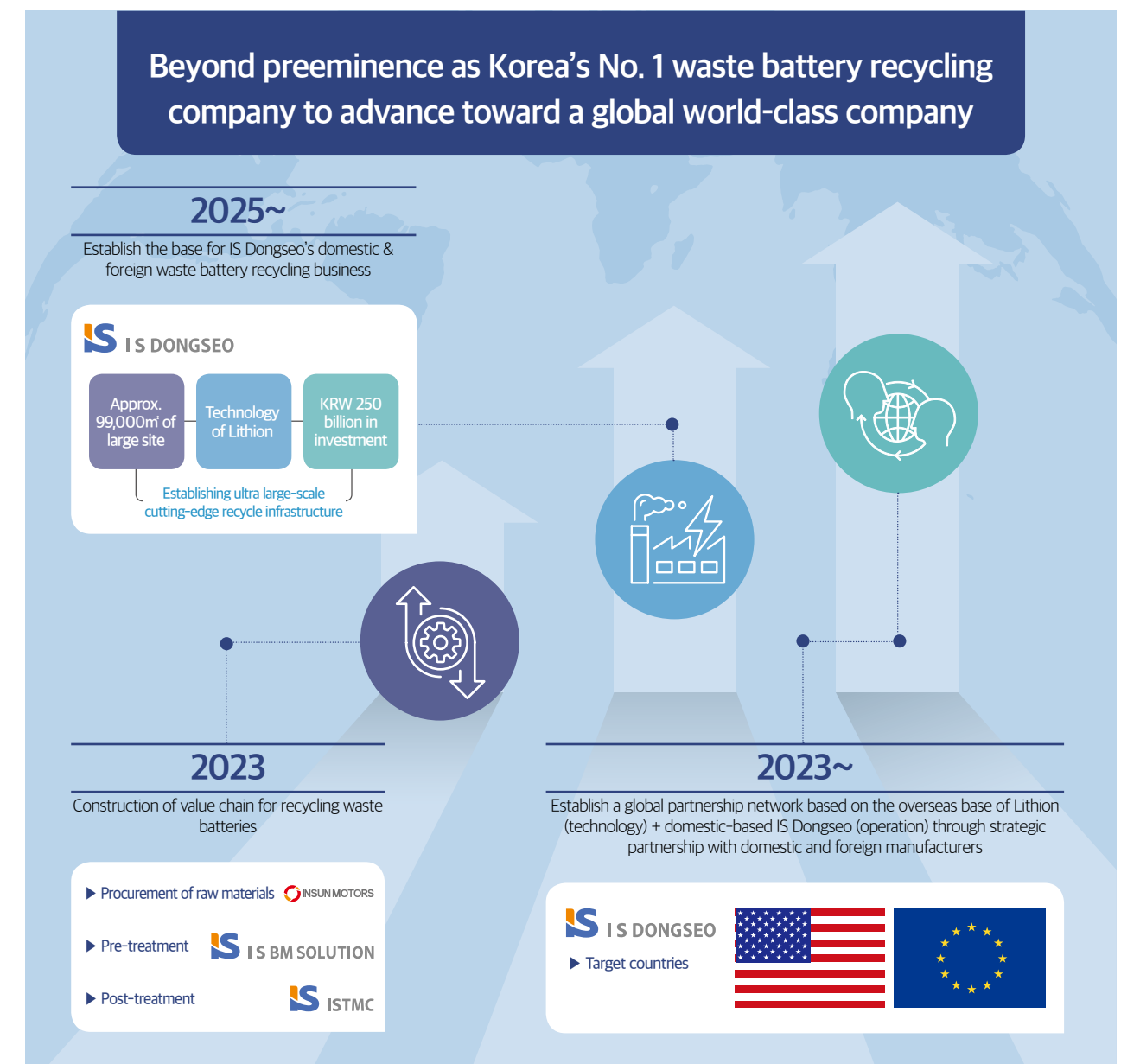
IS Dongseo has established the industry's first virtuous cycle ecosystem for used batteries by leveraging resources from dismantling scrapped vehicles and waste materials with our cutting-edge infrastructure that forms the foundation of the circular economy. IS Dongseo will respond to climate change through technology for waste battery recycling and create a clean and abundant world through resource circulation. In addition, new high-quality and eco-friendly technology will be developed to maximize the efficiency of the waste batteries and applied to the business for cost reductions and minimizing environmental pollution.

First in S. Korea to complete the value chain for recycling waste batteries from dismantling scrapped vehicles to commercializing collected materials.



Strengthening the Waste Battery Recycling Business

With greater emphasis on the importance of lithium battery based on increasing demand for electric vehicles, IS Dongseo has established the strategy on concentrated development of the waste battery recycling business to identify good investments. To secure core technology, a technical partnership was agreed with leading companies of recycling technology, such as Lithion in North America. Korea's first waste battery recycling company, TMC, was acquired to complete the 3-stage value chain in waste batteries in terms of raw material procurement (Insun Motors) → pre-treatment (IS BM Solution) → post-treatment (ISTMC). In addition, IS Dongseo initiated the construction of the waste battery pre-treatment factory in Hwaseong, Gyeonggi-do capable of handling an annual capacity of 7,000t, and phased construction is planned from 2025 on the pre-treatment & post-treatment facility at Ochang Technopolis with a view to recycling 100,000 waste batteries. Through this value chain, IS Dongseo will not only contribute to greenhouse gas reduction activities but also offer a comprehensive circular economy solution covering the entire lifecycle from battery retrieval to rare metal recovery.



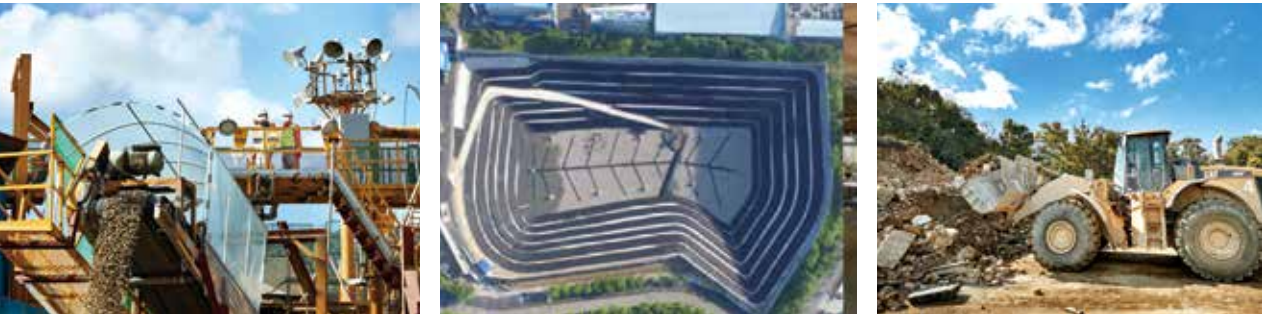
Introduction of IS Dongseo Affiliates

IS Dongseo's future businesses are promoted through our affiliates and related companies. Notably, we proactively accumulate a pro-eco-friendly business portfolio and performs sustainable management activities at the forefront of ESG management. Future businesses complementary to the construction business with top-performing business stability and profit structure are identified and leveraged to effectively mitigate the business cycle fluctuations of the construction industry's performance.

Insun ENT

Insun ENT became an affiliate of IS Dongseo in 2019 and is the dominant environmental management service provider of construction waste treatment, waste landfill, and scrapped vehicle dismantling and recycling business, etc. in Korea.

- **Construction waste treatment** the largest processing capacity in Korea based on cutting-edge technology on intermediate treatment.
- **Waste landfill** vertical integration established on waste treatment, and strict eco-friendly post-management after the landfill



Insun Motors

Insun Motors approaches the essential resource of the modern society of vehicles with a new perspective and provides a strong vision for the future of the automobile after-market in Korea through eco-friendly recycling

- **Vehicle Resource Circulation (scrapped vehicles)** Vehicle Resource Circulation Center that is capable of dismantling all models and makers.
- **Vehicle Crushing & Recycling** Shredder is operated as a recycling facility that is capable of handling about 480,000 vehicles annually.
- **Electric Vehicle Battery Storage & Recycling** System for safe storage and recycling of electric vehicle battery and lithium-ion battery
- **Electric Vehicle Dismantling Facility** Exclusive line is constructed for dismantling the electric vehicles more safely.
- **Residual Value Evaluation on the Electric Vehicle** Residual value evaluation program on the battery, which is a core part of the electric vehicle.



IS TMC

IS TMC is equipped with high-quality black powder (BP) and black mass (BM) production facilities, while also possessing Korea's leading raw material extraction technology on secondary batteries, such as lithium carbonate and precursor compounds (nickel · cobalt · manganese mixed solution), etc. (Pre-treatment/post-treatment production possible)

- All-in-one process of pre-treatment & post-treatment
- NCM solution & lithium carbonate production
- First waste battery recycle company in S. Korea
- Formed partnerships with secondary battery-related companies - Solid purchase & sales network possessed



Young Hung Industry Environment

Young Hung Industry Environment is equipped with the latest mechanical equipment to exert efforts in earnest for eco-friendly processing of various wastes, and high-quality recycling aggregates are produced for recycling and supply to construction sites.

- **Construction Waste Intermediate Treatment, Collection and Transportation**
Construction wastes from the construction sites are reproduced and used as the recyclable resource by utilizing eco-friendly plant equipment, etc.
- **Recycling Aggregate**
Coarse (40mm) and fine (5mm) recycling aggregates that comply with the strict quality standards are produced.
- **Incineration Business & Steam Production**
Waste heat generated during incineration is used to produce the steam energy of 15 Ton/H or more, and 24-hour pollution emission monitoring system is operated with the processing capacity of 4 tons per operating hour



IS Shipping



The vision of IS Shipping is not only to become a reliable company on transporting the cargo for the customers, but also to deliver the previous value of the customers.

- **Bulk Cargo**
Large bulk carriers are operated according to the global trend in the shipping market to focus on the shipping business and marine transportation of various cargo safely to destinations around the world from Asia to Europe.
- **Marine Cargo**
Based on the shipping network around the world, IS Shipping is providing quick, safe and accurate transportation services for customer satisfaction and efficiency in logistics, and the status of the company is expanding in the global shipping market.



Young Poong Pile



Since becoming an affiliate of IS Dongseo in 2014, Young Poong Pile is manufacturing and selling large-caliber pile, ICP pile and ready-mixed concrete, etc., and the company is pursuing top quality through ongoing challenges to provide trust on the products and to impress the customers through the services.

- **PHC Pile**
Based on the extensive technical data and diverse business experiences that are considered to be the top level in the industry, quality control system complying with the ISO certification requirements is established to produce the high-strength PHC pile that is enhanced 1.6 times in concrete compressive strength compared to the PC pile.
- **The ready-mixed concrete industry**
has expanded to the ready-mixed concrete that is used as the basic material in the construction industry, and focus is made on the production of ready-mixed concrete through the quality policy of satisfying the customers from manufacture, delivery and services for impressing the customers.
- **Accredited with EPD (Environmental Product Declaration) Certification**
In January 2023, Young Poong Pile acquired the EPD (Environmental Product Declaration) Certification for PHC pile, high-strength PHC pile (2 types) and 2 types of ready-mixed concrete, with the provision of environmental information (7 major impact category) centered on the life cycle assessment (LCA) over the full product lifecycle according to the international standard of ISO 21930.



Ocean D&C



Ocean D&C is beginning the new challenge on leading the recreation & leisure business in Korea by placing top priority on customer satisfaction from the resort business to the golf course and club house.

- **Public Golf Course**
18-hole+2-hole (service) and additional facilities
- **Club House**
The luxurious three-floor club house features with a VIP room, bathroom, powder room, restaurant and shared rooms to provide top quality services and to enable the customers to experience the various additional facilities.
- **Tee House**
The Tee House on the first floor was designed to provide a comfortable rest and leisure for customers after playing a round of golf, and the beautiful fairway of Stone Gate CC can be enjoyed from the Tee House.



KR Energy

Unlike the general incineration companies that perform incineration waste treatment as the main business, KR Energy is an energy recovery facility that is operated for the main purpose of steam sales, and stable supply of high temperature, high-pressure and high- quality steam is viably produced.

- **Conversion of Business Model from the Waste to Resource & Energy**
- Among the wastes not viable for recycling, combustible wastes are separated for incineration, and waste heat generated during the incineration process is used to produce steam for sale.

- Supply of steam produced after combustion of SRF (Solid Refuse Fuel) and ASR (automotive shredder residue) and thermal recycling;

- The business breaks free from the existing waste treatment method of simply incinerating for burying waste, and resource recycling is performed through energy recovery along with environmental conservation from decrease in landfill.

- Also, the business corresponds to the environmental policy of the government by promoting appropriate recycling of scrapped vehicles through thermal recycling of ASR.



Environment Energy Solution

With responsibility and abundant know-how on waste treatment, environment energy solution provides customized solution from O&M to EPC.

- **EPC Business** Waste incineration & emission gas treatment, sewage sludge incineration & drying for use as fuel, and water treatment facility design, procurement, & construction;
- **O&M Business** Domestic waste incineration & recycling, sewage sludge incineration & drying for use as fuel, and facility operation & management on producing BIO gas & dry feed from food waste.



TCE

TCE is a textile and fashion company that specializes in eco-friendly production, and exports over 95% of the denim clothing and fabrics to the global market including the Americas, Europe, Japan, others in Asia, etc.



- **Denim Fabric** TCE boasts high-level of technology and over 60 years of experience in the industry on producing denim fabrics, functional denim fabric was launched through ongoing R&D investment. In addition, the production capacity was extended to hold the leading the position in denim fabric business in the ASEAN region.
- **Jeans (Finished Product)** TCE expanded the business to finished products on jeans (needlework & washing) in 2017 by using the denim fabric of the company, and the production capacity was expanded by constructing its second factory in 2019 to sell finished products on jeans to existing denim fabric customers as well as global brands.



VAUNCE



Vaunce is a unique urban cultural space that presents new experiences and vitality in life by enabling customers to break away from the busy and mundane everyday life.

- **VAUNCE TRAMPOLINE PARK** Fun and sense of achievement, and pleasure of enjoying healthy forms of play are presented via the customized contents and programs using a trampoline.
- **VAUNCE SUPER PARK** The theme park combined with various adventure contents for all ages using the trampoline (Model for large complex mall through an investment in the large-scale facility)
- **VAUNCE CHILDRENS PARK** As the indoor trampoline playground for children ranging from infants to elementary school students, the space to ensure children to play safely is furnished with the TECH & ARCADE contents that provide both enjoyment and happiness through sensor-based digital games

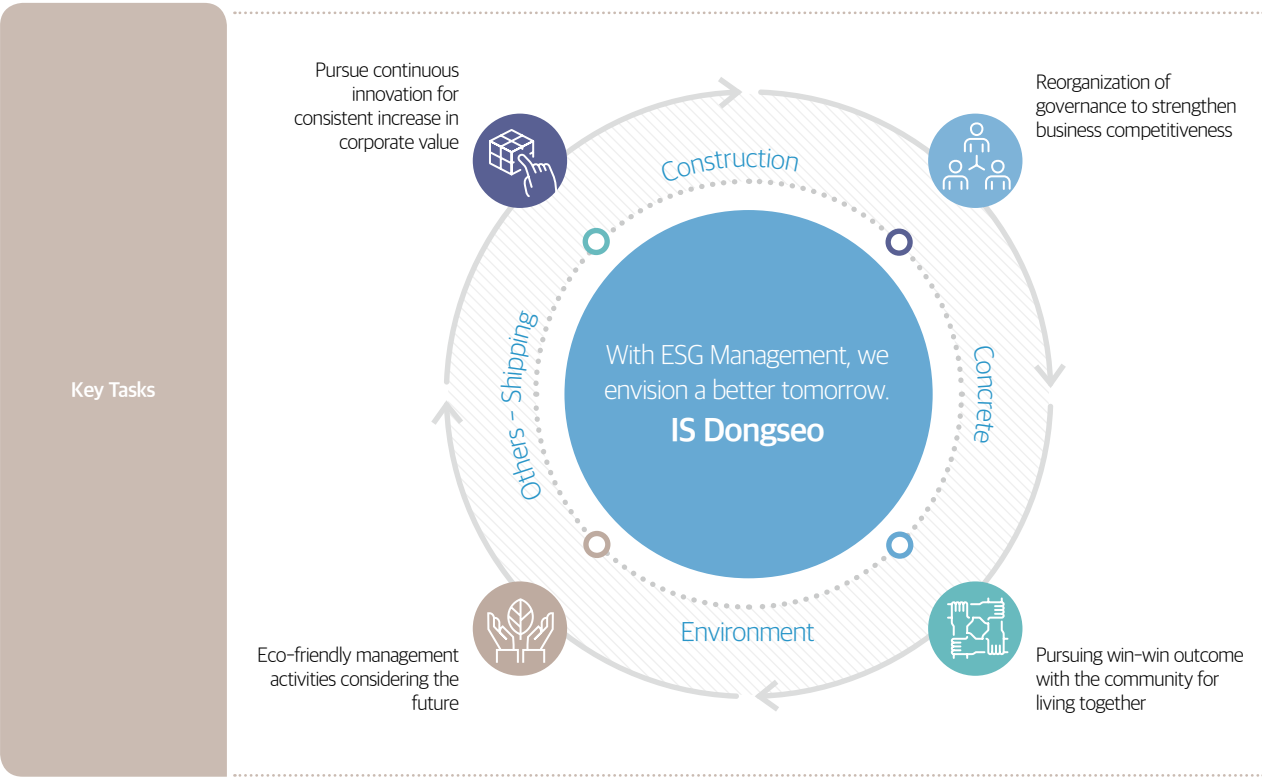
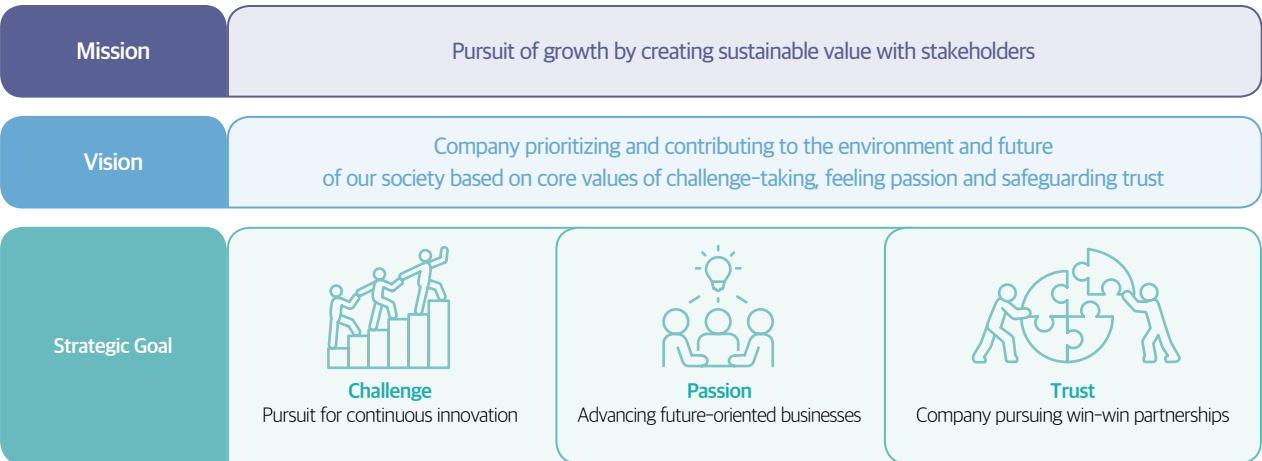


ESG for a Better Tomorrow

ESG Strategy

With the growing emphasis on social significance of ESG management, IS Dongseo has established a comprehensive ESG management strategy with the aim of embracing stakeholders and fulfilling our social responsibilities, aspiring to become a leading ESG company in Korea. In addition to the mission of ‘Contributing to Happiness and Prosperity of All People’, another long-term goal was established under ‘Lasting Corporation through Sustainability Management’. To this end, environmental, social and governance-driven strategic goals in each ESG arena and four key tasks shall be implemented with a view to socially sustainable development.

ESG Management Promotional Strategy



Sustainable Development Goals (SDGs)

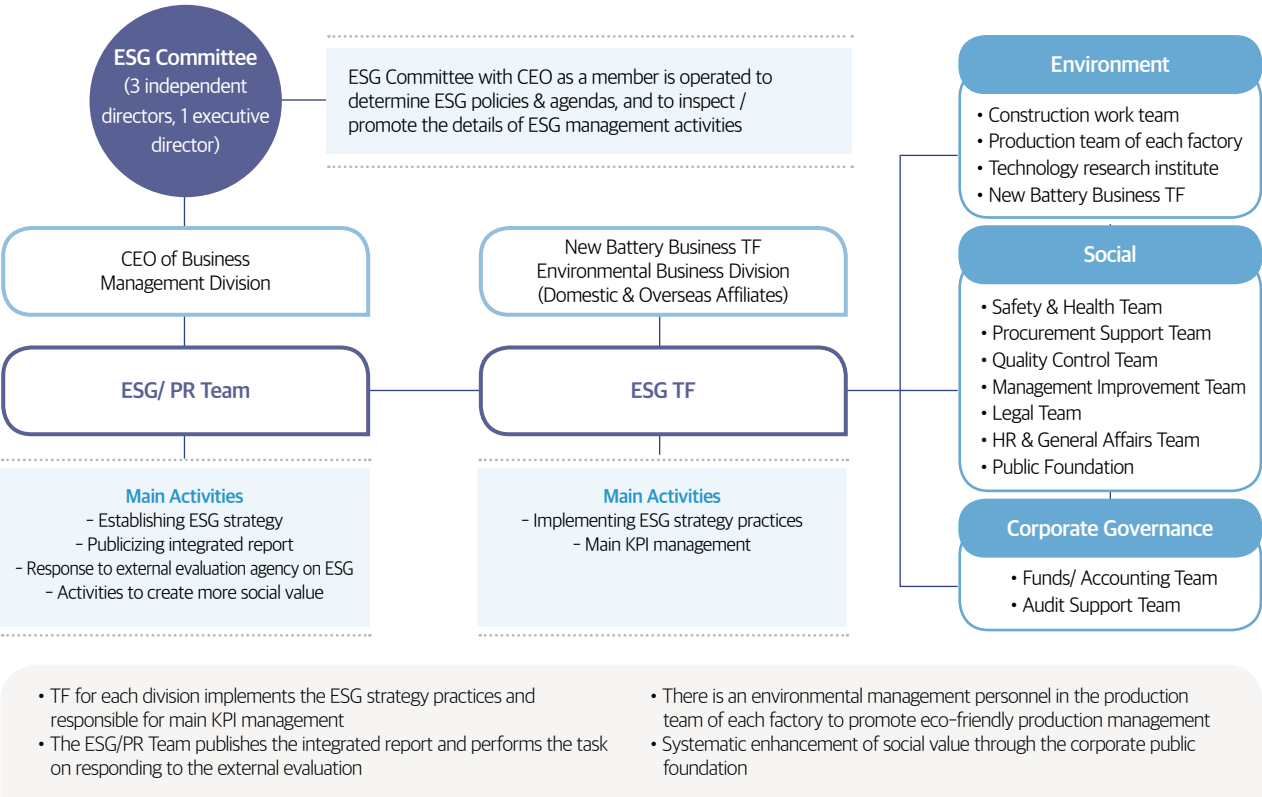
UN Sustainable Development Goals (SDGs)
SDGs are 17 global goals for sustainable development.

ESG Management Goals	Strategic Directions	Significant Issues	Linked SDGs			
GREEN	 Waste Recycling & Eco-Friendly Treatment Energy-Saving in Construction Compliance with Environmental Laws/Regulations	Sustainable construction and development	Compliance with environmental regulations	Renewable energy and energy efficiency improvement	 	
		Use of raw materials	Atmospheric emissions (greenhouse gas emissions, & dust)		 	
MIRACLE	 System establishment for workers' safety Recruitment of professional manpower Severe accident management Establishment of personal information protection system ESG management support to vendors	Occupational health and safety	Human rights on the supplier	Employment & Labor-management relations	 	
		Training and education programs	Compliance of social regulations		 	
INNOVATION	 Transparent information disclosure Implementation of ethical management Independent & trusted operation of the Board of Directors Development of expertise of the Audit Committee	Legal compliance when performing the business	Economic performance	Anti-corruption	 	
		Act of inhibiting competition	Good governance			

ESG Committee

IS Dongseo has formed the ESG Committee under the Board of Directors to implement and manage the systematic and efficient enterprise-wide ESG management strategies on ESG management. There are total of four ESG Committee members, and two-thirds of them are independent directors (3 members). The ESG Committee has identified a total of nine improvement items under the categories of Environment (E), Social (S), and Governance (G) to enhance discussions on ESG-related agendas, delegating responsibilities to the board of directors and management for ESG management. In addition, the ESG TF (task force) performs the roles not only in the overall process of ESG management in terms of planning-execution-performance management, but also on establishing the corporate culture of internalizing ESG management, such as strengthening awareness and encouraging activities run by employees regarding ESG centered on the ESG Committee.

ESG Management Promotional Strategy



ESG Committee

Kang Hye-jung, independent director (Chairman)
Master's Degree from Mannes College of Music
Graduated Artist Diploma Course (New York, USA)
Present) Professor at Keimyung University, College of Music Performing Arts

Lee Dong-geun, independent director
Head of Western Branch, Seoul District Public Prosecutors' Office
Prosecutor of Seoul High Prosecutor's Office
Present) Lee Dong-geun Law Firm

Park Chang-ha, independent director
Partner at Samil PwC
Present) President of Dong-A & Song-Kang Accounting Corp.

Kim Gap-jin, executive director
Head of Management HQ at Ilshin Construction Industry Co., Ltd.
Present) CEO of IS Dongseo Co., Ltd.

Key ESG Performance Indicators

Key ESG Performance Indicators

IS Dongseo has established the enterprise-wide sustainability management system to pursue sustainability in the business. Promotional areas developed through the three main areas of "Green, Miracle and Innovation" were derived from objective management items for each direction based on the significant issues selected by various stakeholders. On an annual basis, performance results according to each task are managed to contribute to achieving its sustainable corporate goals, along with the UN Sustainable Development Goals, which are a universal set of goals provided by UN.

Field	Significant ESG Issues	Objective Management Items	2021 Performance	2022 Performance	Management Goal
Green (Environment)	Sustainable construction & development	R&D investment	KRW 27 bil	KRW 354.8 bil	2% or more compared to the short-term net profit
	Compliance of environmental regulations	Compliance of environmental regulations	0 EA	0 EA	Maintain 0 EA
	Land degradation, pollution & restoration from the construction work	Waste discharge amount	77,333 tons	66,391 tons	Standard of total production, 2% reduction compared to previous year
	Use of raw materials	Improving raw material recycling rate	Recycled raw material input rate 0.0122%	Recycled raw material input rate 0.0134%	1% increase compared to the previous year
		Recycled raw materials	7,105m'	6,318m'	1% increase compared to the previous year
	Use of Water Resources	Water & sewage usage / other usage	104,177 tons	39,444tons	2% reduction compared to the previous year
		Water & Sewage Usage	111,447 tons	109,906 tons	4% reduction compared to the previous year
		Quantity Recycled & Reused	14,700 tons	14,040 tons	1% increase compared to the previous year
		Wastewater Amount	44,401 tons	47,996 tons	2% reduction compared to the previous year
		Water Reuse Ratio	33%	33%	Expand to 40%
	Air emission	Greenhouse Gas Emission(Scope1+2)	28,357 tCO2e	15,445 tCO2e	2% reduction compared to the previous year
		Energy consumption (Power)	62.834TJ	56.794TJ	2% reduction compared to the previous year
		Dust	5,952.893 kg	281.531 kg	2% reduction compared to the previous year
		NOX	16,346.667 kg	3,558.922 kg	2% reduction compared to the previous year
		SOX	39 kg	44.885 kg	2% reduction compared to the previous year
Miracle (Social)	Occupational health and safety	Serious accident	0%	0%	Maintain 0%
		Industrial accident rate	1.25%	0.31%	Maintain 0
	Employment and labor-management relations	Ratio of Regular Employees	80%	78.8%	Maintain 80% or higher
		Female Employee Status	10%	10.4%	Maintain 10% or higher
		Youth employment	78 persons	72 persons	Maintain 50 persons or more
		Employment tenure in years	6.7 years	6.5 years	Maintain 6 years or more
		Satisfaction Level of Employees	57 points	-(Perform every 2 years)	Maintain 70 points or more
	Training and education	Training Time per Employee	20 hours	20 hours	Maintain 20 hours or more
	Customer satisfaction	Customer satisfaction	95 points	75 points	Maintain 80 points or more
	Legal compliance to the society	No. of Legal Actions for Anti-Fair Trade	1 EA	0 EA	Constant management
Innovation (Corporate Governance)	Legal compliance in business performance	Ratio of Employees Participating in Ethical Management Training	100%	100%	Maintain 100%
	Anti-Corruption	No. of corrupt cases	0 EA	0 EA	0 EA
	Anti-Competitive Behavior				
	Economic Performance	Allocation of Economic Value (Government, Community)	KRW 49,760 mil	KRW 46,664 mil	Maintain 0.3% of the revenue
	Good governance	Female directors on the Board of Directors	N/A	1 person	Maintain 1 persons or more
		Ratio of independent directors on the Board of Directors	56%	60%	Maintain 60% or higher

Stakeholder Participation

Stakeholder Participation

IS Dongseo duly collects feedback from stakeholders through seamless communication channels, to be reflected into our management and business activities. On / offline communication channels are maintained optimally to respond to issues of material interest for stakeholders proactively.

Stakeholder Communication Channel



Stakeholder Interview

Social Contribution 「ChildFund Korea」 Oh Sung-joo Interview

Since 2015, IS Dongseo and ChildFund Korea has been cooperating to support social contribution projects for children in the socially vulnerable class in the Busan region. Since then, various projects such as <'Hope for the Future' Scholarship Project>, <'Pink Box', Support Project on Personal Hygiene Items>, <Project on Supporting the Children with Risk of Becoming Crime Victims>, <Child Leader Exploring History Abroad> and <Support Project on Energy Venerable Class> were performed to receive approximately KRW 300 million in support funds. The construction industry is one of the main industrial fields with high carbon emissions. However, IS Dongseo participates proactively in ESG management by acquiring the EPD (Environmental Product Declaration) Certification on the concrete products, advancing the waste battery recycling business, and becoming the first mid-sized construction company to publish the ESG report. IS Dongseo started as the construction sector and has expanded its business into various sectors. The company is known for its diverse interests and a willingness to invest. This image is also well reflected in its corporate social responsibility initiatives. This image is also shown clearly in the social contribution projects it supports. When discussing the social contribution project or proposing new social contribution project, IS Dongseo reviews each proposal with an open mind. IS Dongseo and the Munam Scholarship & Culture Foundation are performing annual projects, such as scholarship, supporting hygiene items, and supporting talent development with investments for many years, while also participating actively in new projects to address social blind spots locally, namely the project to support children at risk of becoming crime victims. IS Dongseo will continue its partnership with ChildFund Korea for it to be recognized as a successful case of ESG management in S. Korea.

Vendor 「SG company」 Lee Soo-kwang director interview

Hello? My name is Lee Soo-kwang, director of SG Company, an advertising agency. SG Company is responsible for producing and executing corporate advertising for IS Dongseo, as well as handling advertising and promotional activities for real estate projects in the Construction Business Division. Among the construction companies that we engage in business with, IS Dongseo is the leading company in ESG management. For the last 3 years, a main issue for IS Dongseo has been forming a more diversified structure of business lines. To implement sustainable management at the company, IS Dongseo expanded the business area in not only the main construction business, but also in the eco-friendly business, and the changes in the company have accelerated even more in the last year. Competitive environmental affiliates such as the waste battery recycling company, ISTMC, was acquired, and the business was expanded to the environmental sector. In addition, IS Dongseo has expanded into the offshore wind power business to institute sophisticated ESG management further. In the environmental arena, one of the key and important issues is resource and waste management, efficient energy use and new energy source development. Through active M&A on environmental companies, IS Dongseo has secured the value chain for waste treatment and recycling. This is the industry's first case of establishing the virtuous cycle on waste batteries. As for the environment, the construction industry is one of the least environment-friendly industries. To adopt sophisticated ESG management, IS Dongseo is keenly interested in not only introducing eco-friendly methods and products in the construction site, but also performing research and implementation of the modular method for smart construction. In the construction arena, a development business is tearing down old buildings from the slums to develop the dilapidated areas and construct new buildings, but in the social aspect, it is a movement between the classes on changing between the existing and new residents. For a more sophisticated ESG management to be instituted in the social arena, I hope that IS Dongseo can enable the social mix with the community naturally by listening to various opinions through public hearings with the community for reflecting the opinions, and by giving back to the community.

Employee 「Safety & Health Manager」 Baek Yoon-min Interview

A corporate motto of IS Dongseo is "Practicing the Value of Respecting Life Based on ESG Management". Accordingly, all employees continued their efforts for safety to record lower accident rates compared to the industry average, and there were no serious accidents in the last 3 years. In addition, IS Dongseo is proactively pursuing ESG management, social contribution activities, and growth in various areas by diversifying business lines such as waste business, etc. This signifies a strong determination of IS Dongseo to not settle for the status quo but to continually embrace new business challenges. Due to industrial characteristics, a vertical corporate culture is partly necessary, but a culture of respecting others, and communicating smoothly is adopted in the performance of actual work in practice. The part that IS Dongseo must prioritize is occupational safety & health. I think that safety management must be considered as a long-term investment, not simply incurring of expenses. When the employees of the company can work in a safe and comfortable environment, it will eventually be linked to greater profits for the company. Recently, companies are suffering from poorer public reputations due to serious accidents, and there is even boycott against such companies. Increases in the safety accident rates can have a significant impact on public trust and rating on social standing, or even adjust to a lower social rating. So, IS Dongseo is taking extra caution to manage the safety and health of all employees.

Academia 「Korea Carbon Industry Promotion Agency」 Song Beom-geun Chief Researcher Interview

IS Dongseo is cooperative on collaborating with the external agencies and companies, and its employees are actively conducting R&D. There is high interest in applying new materials/ technologies, R&D and establishing partnership with external agencies, and researchers are showing active participation. According to the global trend of net zero policy, IS Dongseo is aiming for leading the technology and market by deriving and commercializing the new industrial item applied with new materials for replacing the existing corrosive rebar-concrete. In addition, IS Dongseo is participating actively in the R&D for securing and applying the information on new technologies in the construction industry. Due to the environmental regulations that are becoming more stringent globally, and companies requiring autonomous efforts on social responsibility management towards climate change, development of the new material/technology for overcoming the limitation of the existing corrosive rebar-concrete is becoming the most important issue in the construction industry. In particular, the government also selected the carbon material as the strategic material, and the construction industry as the key demand industry to support the government R&D projects actively through policies. Therefore, discovering new items in compliance to the government policy trend and national R&D projects, and promoting technological development actively will provide good opportunity as a new growth engine for IS Dongseo. Additionally, there are very high concerns and interests in the public safety due to several recent building collapse accidents, and small and big earthquakes domestically and in overseas. Accordingly, we look forward to sharing our positive impact on society and environment, and leading ESG management by strengthening the global competitiveness through active building materials and civil engineering/construction technology development by applying various new materials, including carbon materials, which have recently gained attention for their excellent chemical resistance and high-strength ultra-lightweight materials, as well as establishing an active convergence research cooperation system with related companies and agencies.

Investment Institution 「NH Investment & Securities」 Lee Min-jae Committee Member Interview

In the last few years, IS Dongseo acquire environmental companies to seek expansion into the eco-friendly industry. In particular, IS Dongseo acquired the waste battery recycling company, ISTMC in 2023. Through this M&A, IS Dongseo is securing the leading position in the eco-friendly field such as waste battery recycling, offshore wind power and hydrogen energy, etc. Despite the recession in the real-estate economy, IS Dongseo is investing actively in new businesses. In 2023, IS Dongseo is planning to invest actively in new businesses such as constructing the waste battery recycling factory, creating the offshore wind power complex, and introducing the hydrogen energy generation equipment, etc. The eco-friendly business of IS Dongseo is very promising. Waste battery recycling business can reduce environmental pollution, and the offshore wind power business can contribute to producing renewable energy. Through these investments, we expect that IS Dongseo can strengthen the competitiveness in the eco-friendly business, and secure new growth engine. I think that IS Dongseo is a leader in the eco-friendly business, and I hope that IS Dongseo will continue to invest in the eco-friendly business and take the lead in protecting the environment through responsibility management.

Significant ESG Issues

Significant ESG Issues

IS Dongseo duly reflects the issues in environment, social and governance domains extensively in the company-wide operations to pursue sustainable development. To select more important issues for the company and the stakeholders to perform intensive management and report, core issues of ESG management were selected according to the double materiality assessment method recommended by GRI and ISO 26000.

Double Materiality Assessment Process

To derive the significant issues in ESG management, IS Dongseo performed the internal & external environmental analysis and double materiality assessment based on the sustainability context, significance, principle of integrity and stakeholder participation provided by the international report standard of GRI.

STEP 1

Identification

- Sustainability Context
Benchmarking / media data analysis
- Stakeholder Participation
Qualitative & quantitative surveys on stakeholders
- Issue Analysis in Internal-External Aspect
Business impact analysis
Stakeholder interest analysis

- Aspects having influence on management activities of the organization & decision-making of stakeholders were formulated according to the sustainability context & stakeholder participation.
- Internal & external impacts on the organization & relevant issues were identified and reflected.

STEP 2

Prioritization

- Significance
Significance evaluation (Relevance & significance evaluations)
- Stakeholder Participation
Qualitative & quantitative surveys on stakeholders

- Evaluated the priority on how much the aspects & relevant issues are at a material level according to the significance principle & stakeholder participation;
- Significance evaluation in the environment, social, governance, & economic aspects

STEP 3

Validation

- Integrity
Verification of conformance on the scope, boundaries, & period
- Stakeholder Participation
Qualitative & quantitative surveys on stakeholders

- Apply significant aspects to the report according to the integrity principle & stakeholder participation;
- Significant aspects are organized into standardized corporate disclosures (MA & performance indicator).

STEP 4

Review

- Sustainability Context
Stakeholder Participation

- The report published through sustainability context & stakeholder participation is reviewed.
- Review result is applied when publishing the report in the future.

Benchmarking

Among the domestic and overseas companies, the sustainability management report of a leading company that demonstrates world-class ESG management was benchmarked to analyze sustainable performance based on the GRI reporting principles. Through this, issues that require attention and improvement by IS Dongseo were identified and responded to effectively.

Expert Interviews

Expert interviews were conducted on the stakeholder groups of the company that was defined according to the flow of value creation. The interview targets included internal and external experts that can represent the corresponding group, and requirements of the stakeholders and shared values were identified in more detail to reflect on formulating the core issues.

Media Analysis

Articles from January 2022 to December 2022 were analyzed to identify the external awareness of main issues as to ESG management of IS Dongseo objectively, and relevant issues were identified

Stakeholder Survey

Legal, financial, and operational responsibilities and influence on the management of IS Dongseo were considered to perform the survey on the main stakeholder group such as the employees, customers, vendors, the community, etc., and ESG management issues identified by each stakeholder were ascertained to reflect them in the materiality assessment.

Double materiality assessment?

- Various aspects of the assessment target are considered in two or more standards to reduce the single criteria assessment, and double materiality assessment is utilized in various field as the comprehensive assessment reflecting more information and aspects.

Materiality Assessment Result

Classification	Report Contents	Main Issue	Priority	Page	Global Initiative			Stakeholder Impact Level				
					GRI	UNGC	TCFD	Employee	Investor	Customer	Community	Partner
E (Environment)	Response to Climate Change	Response to Climate Change and Carbon Neutrality Activities	5	59	GRI 305-1/305-2	No. 8	Index & Reduction Goal-b)	●	●	●	●	●
	Environmental Management Practices	Environmental Management System and Policy	9	62	GRI 302-1/302-2/302-4	No. 7	Strategy-a) / Risk Management-a)	●	●	○	●	●
	Greenhouse Gas (GHG) Reductions	GHG and Air Emission Management	4	64	GRI 302-5	No. 8	Index & Reduction Goal-a)	●	●	●	●	●
	Green Construction	Renewable Energy and Energy Efficiency Improvement	1	67	GRI 302-5	No. 9	Risk Management-b) / Strategy-c)	●	●	●	●	●
S (Social)	Occupational Safety & Health Management	Practice Safety & Responsibility Management and Spread of Safety & Health Culture	3	69	GRI 403-1/403-2/403-3/403-4	-	-	●	●	●	●	●
	Talent Management	Talent Development & Job Creation	2	77	GRI 404-1/404-2/404-3	No.	-	●	●	●	○	●
	Customer Satisfaction Management	Quality Management and Relief of Damage to the Customers	12	82	GRI 2-29	-	-	●	●	●	●	●
	Win-Win Management	Strengthen Shared Growth and Win-Win Management	8	86	GRI 412-1	No. 2	-	●	●	○	●	●
	Social Contribution	Social Responsibility and Community Contribution Activities	10	92	GRI 2-16	No. 1	-	●	●	○	●	●
G (Corporate Governance)	Corporate Governance	Strengthen Independence, Expertise, & Diversity of the Board of Directors and Affiliated Committees	7	97	GRI 2-12/2-13	-	-	●	●	○	●	○
	Ethical Management	Operation of Clean Organization through Anti-corruption System	6	101	GRI 205-1	No. 10	Corporate Governance-b > Corporate Governance-b)	●	●	●	○	●
	Risk Management	Financial & Non-Financial Risk Management	11	104	GRI 412-2	-	-	●	●	●	○	●

Build Together

Future premium housing culture has been led through continuous technical innovation and R&D.

[Construction Business Divisions](#)

[Concrete Business Division](#)

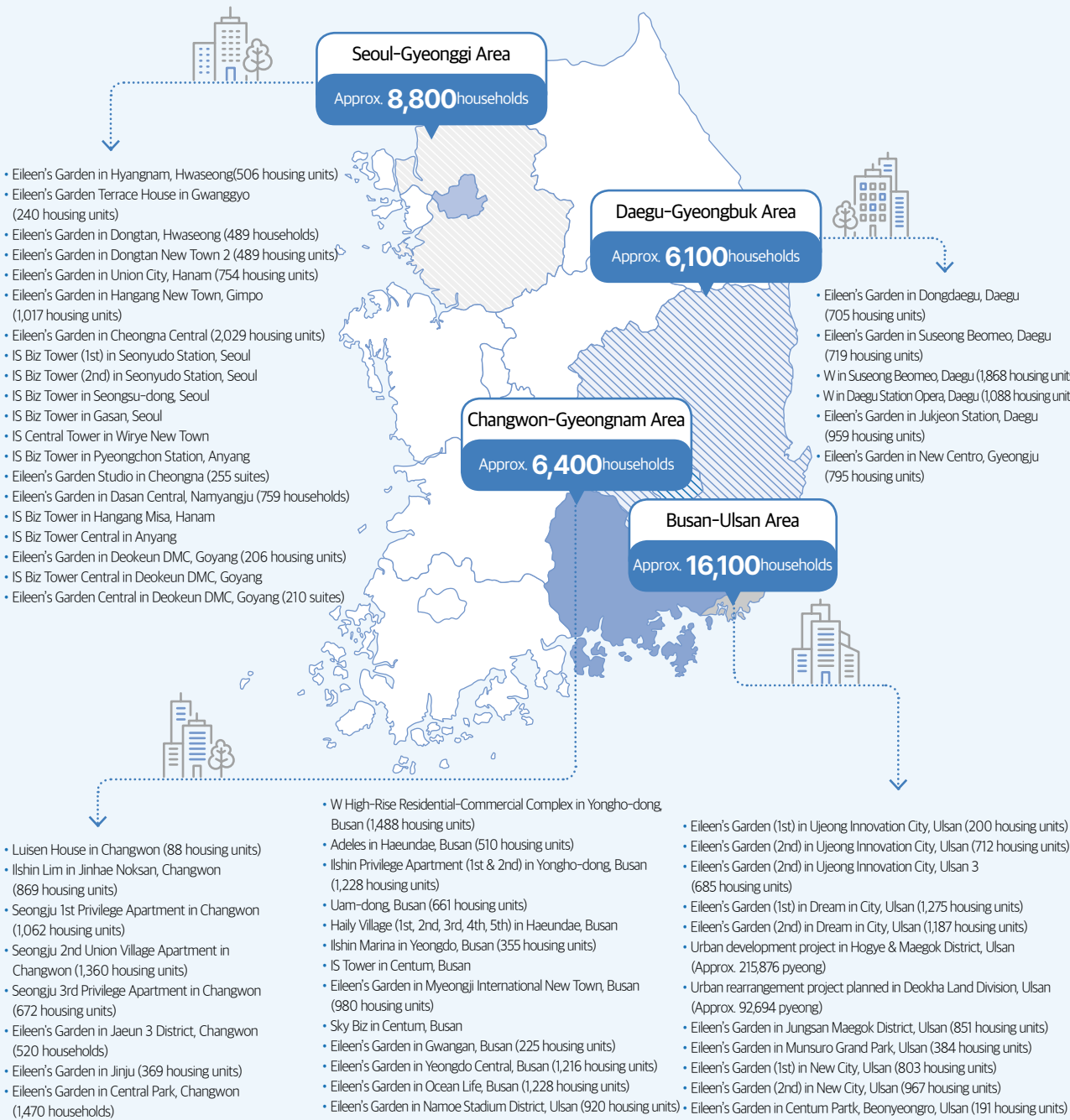
[Eco-Friendly Business Division](#)



Construction Business Divisions

Housing & Construction Business Line

By supplying houses equivalent to more than 37,000 households nationwide, IS Dongseo has grown to become a recognized leader in the construction industry. IS Dongseo is leading the innovation in Korean housing through rich experience and advanced technology, and advanced and high-value housing products are provided such as apartments, residential-commercial complexes and studios.



Housing Seoul/Gyeonggi Area



- 1 Eileen's Garden in Cheongna Central (2,029 housing units)
- 2 Eileen's Garden in Hangang New Town, Gimpo (439 housing units)
- 3 Eileen's Garden Terrace House in Gwanggyo (240 housing units)
- 4 Eileen's Garden in Hangang New Town Lake (578 housing units)
- 5 Apartment in A2-IBL, Wirye New Town (2,334 households)
- 6 Eileen's Garden in Deokseun DMC, Goyang (206 housing units)



Housing Busan/Yeongnam Region



- 1 W Mixed-use apartment building, Yongho-dong, Busan (1,488 housing units)
- 2 W Mixed-use apartment building, Daegu station Opera, Daegu (1,088 housing units)
- 3 Eileen`s Garden Apartment, Myeongji international city, Busan (980 housing units)

- 4 Adeles, Haeundae, Busan (510 housing units)
- 5 Eileen`s Garden Apartment, Beomeo, Daegu (719 housing units)
- 6 BusanW Mixed-use apartment building, Suseong-Beomeo, Daegu (1,868 housing units)



Housing Busan/Yeongnam Region



- 1 Eileen's Garden (2nd) in Dream in City, Ulsan (2,462 housing units)
- 2 Eileen's Garden (1st) in Ujeong Innovation City, Ulsan (200 housing units)
- 3 Eileen's Garden (1st) in New City, Ulsan (803 housing units) & Eileen's Garden (2nd) in New City, Ulsan (967 housing units)

- 4 Seongju 1st Ilshin Privilege Apartment in Changwon (1,062 housing units), Seongju 2nd Ilshin Union Village Apartment in Changwon (1,360 housing units), & Seongju 3rd Ilshin Privilege Apartment II in Changwon (672 housing units)
- 5 Eileen's Garden in Maegok Edu Park, Ulsan (851 households)
- 6 Eileen's Garden in New Centro, Gyeongju (795 housing units)



Knowledge Industry Center



- ① IS Biz Tower, Pyeongchon Station, Anyang
- ② IS Biz Tower (1st), Seonyudo Station, Seoul
- ③ Centum Sky Biz Tower, Haeundae, Busan



센텀 Sky Biz
TURN INTO THE SKY OF CENTUM



- ④ IS Biz Tower in Gasan, Seoul
- ⑤ IS Biz Tower in Seongsu-dong, Seoul
- ⑥ IS Biz Tower Central in Anyang
- ⑦ IS Biz Tower in Hangang Misa, Hanam



Commercial Facility



1 W SQUARE in Yongho-dong, Busan

2 IS Central Tower in Wirye New Town

3 W SQUARE in Suseong Beomeo, Daegu

Urban Regeneration/Development Project



- 1 Urban development project in Hoegye Maegok District, Ulsan
- 2 Housing redevelopment project in Bongnae District 1, Yeongdo, Busan (1,216 housing units)
- 3 Urban development project in Deokha District, Ulsan
- 4 Housing reconstruction project in Gwangsan District 2, Busan (225 housing units)

Civil Engineering Business Line

Civil engineering work is creating a new space on a natural site, and it is about constructing various structures to promote the cultural improvement of eco-friendly lives of people based on the experience and technology. Main civil engineering work by IS Dongseo include large SOC projects such as site construction of the Busan New Port International Terminal that was the largest in Northeast Asia, as well as construction of the Namgang Dam regional water supply system, Wonjeon Port, etc. IS Dongseo performs construction work on national infrastructures such as the roads, bridges, tunnels, railroads and harbors, and our strong competitive edge is secured through various construction and advanced technologies.



- ① Lighter's wharf repair work at Busan South Port
- ② Shore protection work on the dredged soil site in the Busan New Port (Area #2)
- ③ Breakwater construction at the Busan South Port
- ④ North Container Terminal construction at the Busan New Port

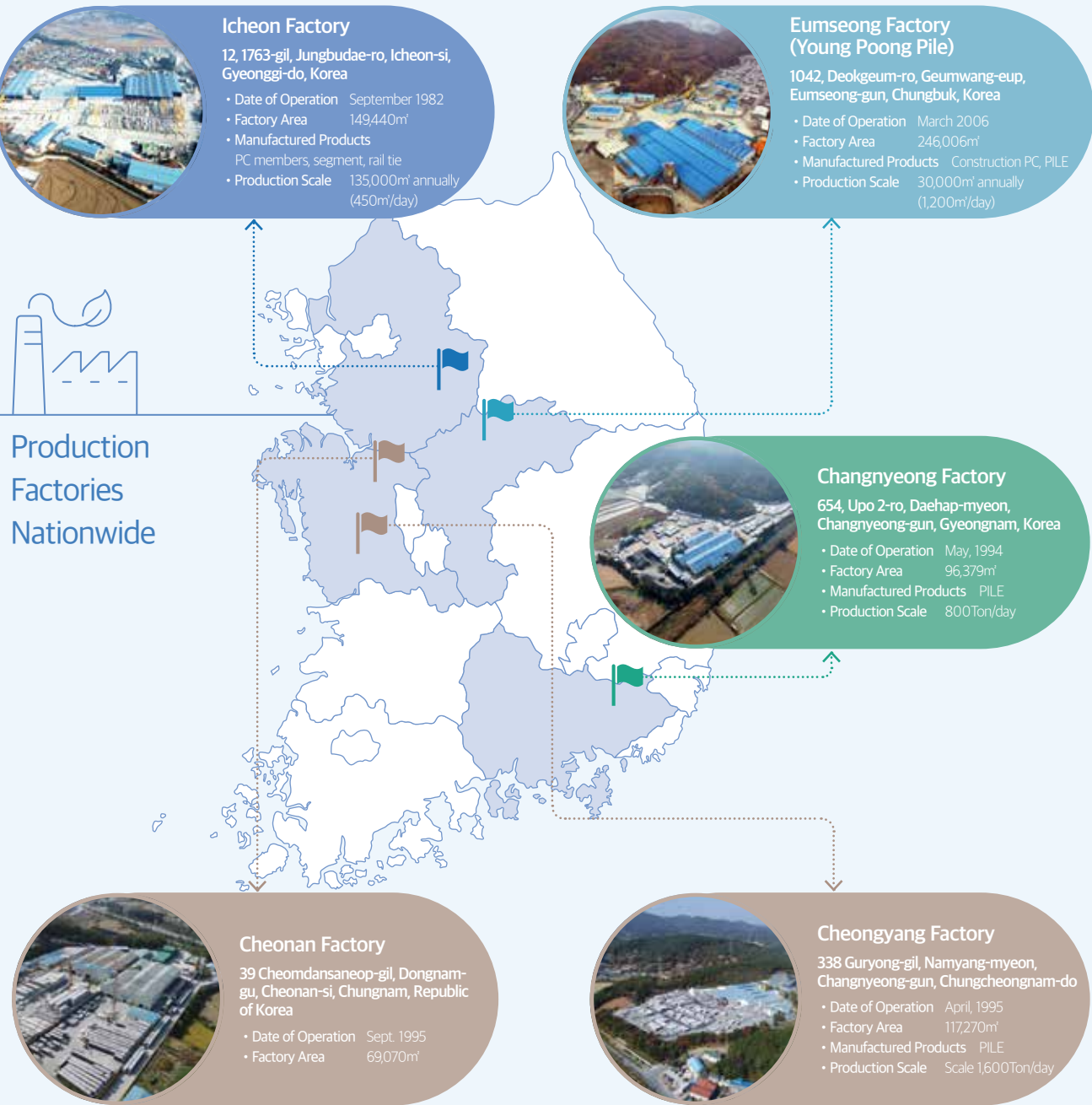


- ⑤ Foundation construction of Osiria Theme Park in Busan (Area #2)
- ⑥ Landscaping work on S3BL apartment in Eungye, Siheung
- ⑦ Wonjeong Port construction in Masan
- ⑧ Expressway No. 30 construction between Sangju-Yeongdeok

Concrete Business Division

Concrete Business Division

As the Concrete Business Division of IS Dongseo participates in the government-led infrastructure construction projects such as large SOC projects and construction of new cities, etc., products are manufactured using strict quality control and cutting-edge technology. Along with the pride of contributing to key national industries and our market position as an industry leader, IS Dongseo will strive to enhance our strong reputation for trust and reliability through world-class quality and technology.



Concrete Business Division

IS Dongseo has developed the PHC PILE technology independently for the first time in Korea and ranks first in market share. In addition, IS Dongseo boasts the largest production scale in Korea through strict quality control and technology development.

PILE

PHC Pile ▶ Based on the know-how of manufacturing the products that was accumulated over the last 40 years, our construction business boasts strong competitiveness in the eco-friendly technology as well through R&D expansion and technology exchange between industry & academic research institutes.

CRC (Centrifugal reinforced concrete column) PILE ▶ As the circular column that was developed by using the centrifugal reinforced concrete and rebar, it is a substitute material that offers cost-savings compared to existing H-shaped steel and synthetic columns, and PHC pile for pile foundation during the top-down construction process. There is first-rate competitive advantages in terms of constructability, quality and reducing the construction period.

ICP(Infilled Composite PHC) PILE ▶ As the shear connector (shear reinforcement) of the existing PHC pile that is vulnerable in bending and shear performances, main reinforcement and concrete are filled to increase the shear and bending performance into the steep pipe pile level to improve the economic feasibility, construction capability, and bearing capacity.

Auto Position Joint PHC Pile ▶ As the non-weld joint separated on the top & bottom, PHC pile is attached for release to the site, and [auto position] and [pin] are fixed during the connection in the field to boast first-rate construction capability and economic feasibility.



PC (Precast Concrete)

Construction PC ▶ Error in construction is minimized through the factory production of construction PC, and it is an eco-friendly product that is secured with economic feasibility and minimizes environmental damage by reducing construction period.

Civil Engineering PC ▶ It has first-rate construction capability and economic feasibility through the simple process of site arrangement in the factory manufacturing.

PC Rail Tie ▶ Best efforts were given on the safety during construction and stability of the structure through product design from accurate structural calculation, while automated production equipment from Italy was introduced to produce the products with strict precision and uniformity.

Bi-Block Rail Tie ▶ Maintenance cost is very low without concerns of corrosion to be mostly used as the rail tie for high-speed railroad, and track irregularity restraint from elastic fastening is top-notch.

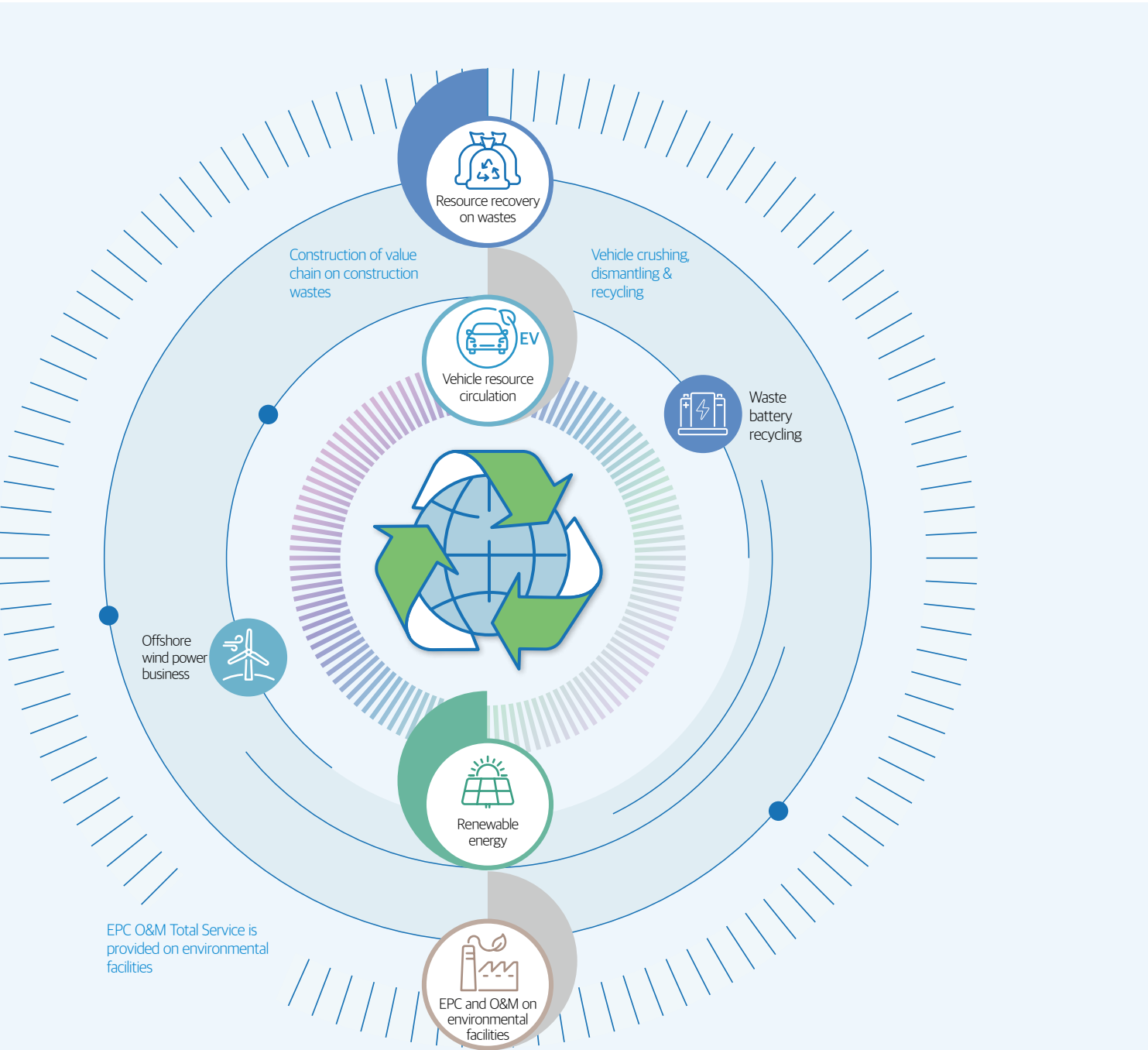
Segment ▶ Concrete segment for shield construction is secured with high precision and product quality to be produced with high-quality products, and the top-notch quality is well-regarded at the sites such as Seoul Metropolitan Subway construction sites, railway facility construction sites, KEPCO & TEPCO (Japan), etc.



Eco-Friendly Business Division

New growth engines for the future are established by strengthening the competitiveness in eco-friendly business.

IS Dongseo continued the investment and acquisition of environmental businesses from 2015, and along with business reinforcement, portfolio focused on eco-friendly business is accelerated by acquiring affiliates, etc. In particular, the waste and waste battery recycling business division are considered as the future new business in phase with the goal of increasing the usability of the resources and minimizing the impact from climate change.



Construction Waste Intermediate Treatment

The construction waste from the construction sites is used with eco-friendly plant equipment, etc. to reproduce and use as a resource possible for recycling, while the company prevents depletion of limited resource and produces high-quality recycling aggregate to perform the role as an alternative resource substituting natural resources that are conducive to the future environment. IS Dongseo boasts various new technologies on the environmental and construction business and has the leading processing capability in the industry such as becoming the first company in the industry to complete the construction of recycling aggregate production plant for concrete.



Recycling Aggregate

IS Dongseo acquired the quality certification for 'recycling aggregate for concrete' for the first time in Korea to become the first company in the industry to produce the top-quality recycling aggregate. 'Recycling aggregate' refers to aggregate that is produced appropriately through a physical or chemical treatment process on construction waste and passing the recycling aggregate quality standards according to the provisions stated in Article 35 in the Construction Waste Recycling Promotion Act. We are leading the way in ushering in resource recycling for it to gain ground owing to top-quality recycling aggregate that is as good as natural aggregate.



Vehicle Resource Circulation (Crushing & Recycling)

The world-class shredder facility is operated to improve the crushing and sorting capability, with IS Dongseo being the first company in the industry to succeed in materializing the raw material for casting from the iron scrap. Notably, we have the top equipment competitiveness in the industry with the largest scale in Korea at 4,000-horsepower output and are also equipped with the high-tech sorting capability to produce the high value-added products.



Vehicle Resource Circulation (Dismantling & Recycling)

IS Dongseo is operating our cutting-edge dismantling and recycling center for scrapped vehicle, the largest of its kind in scale in Asia, and the 'Commercialization system on all recycling stages of scrapped vehicle' was set up, ranging from dismantling scrapped vehicles to sales of used parts and cars. Currently, IS Dongseo is maintaining the top position in the domestic scrapped vehicle purchase and dismantling business. Over 70% of a single scrapped vehicle is metal, and more than 90% of it can be recycled. Accordingly, the scrapped vehicle industry is being emphasized as a blue ocean market through the cutting-edge high value-added commercialization technology, and it is being referred globally as the new urban mining business.

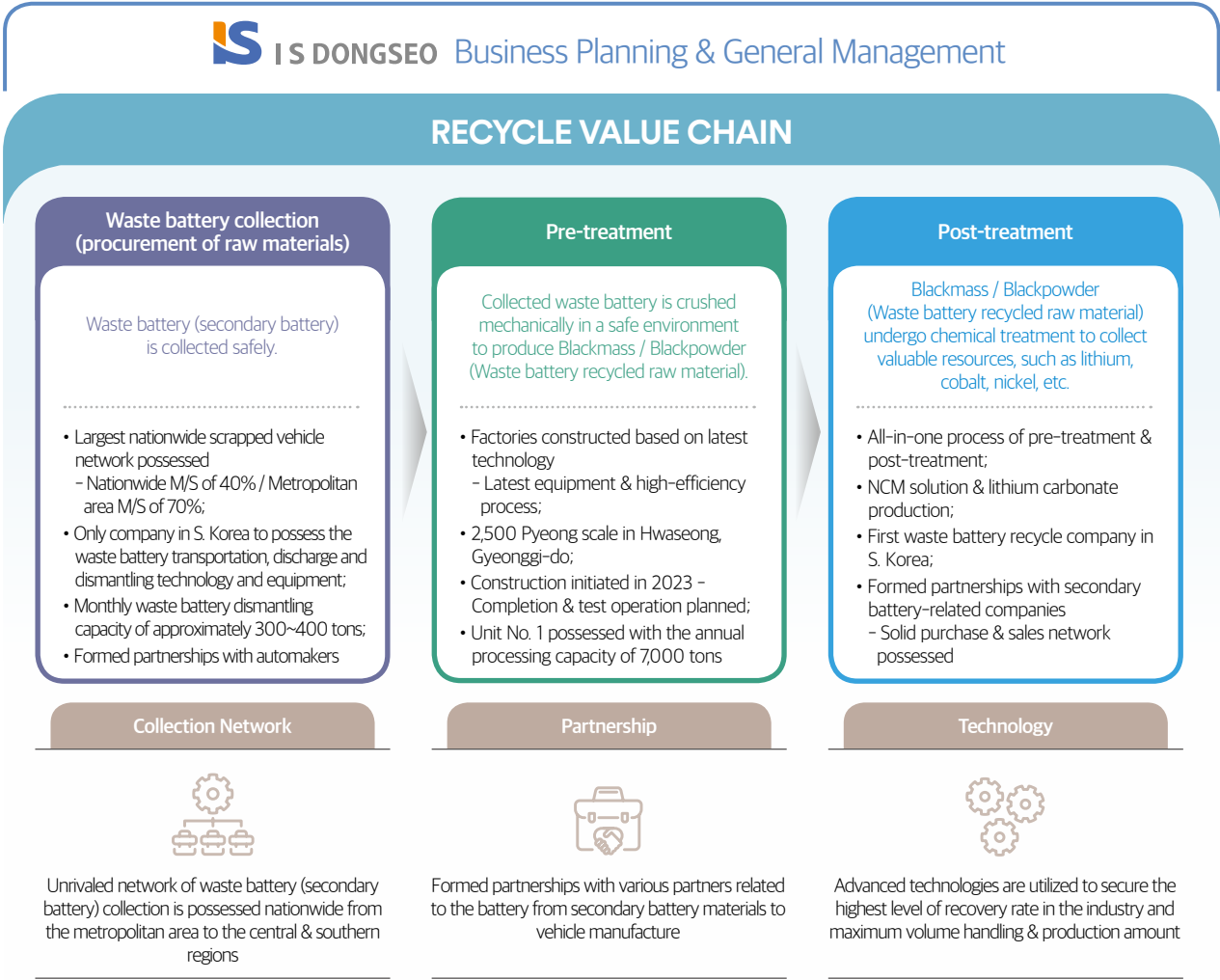


Waste Battery Recycling

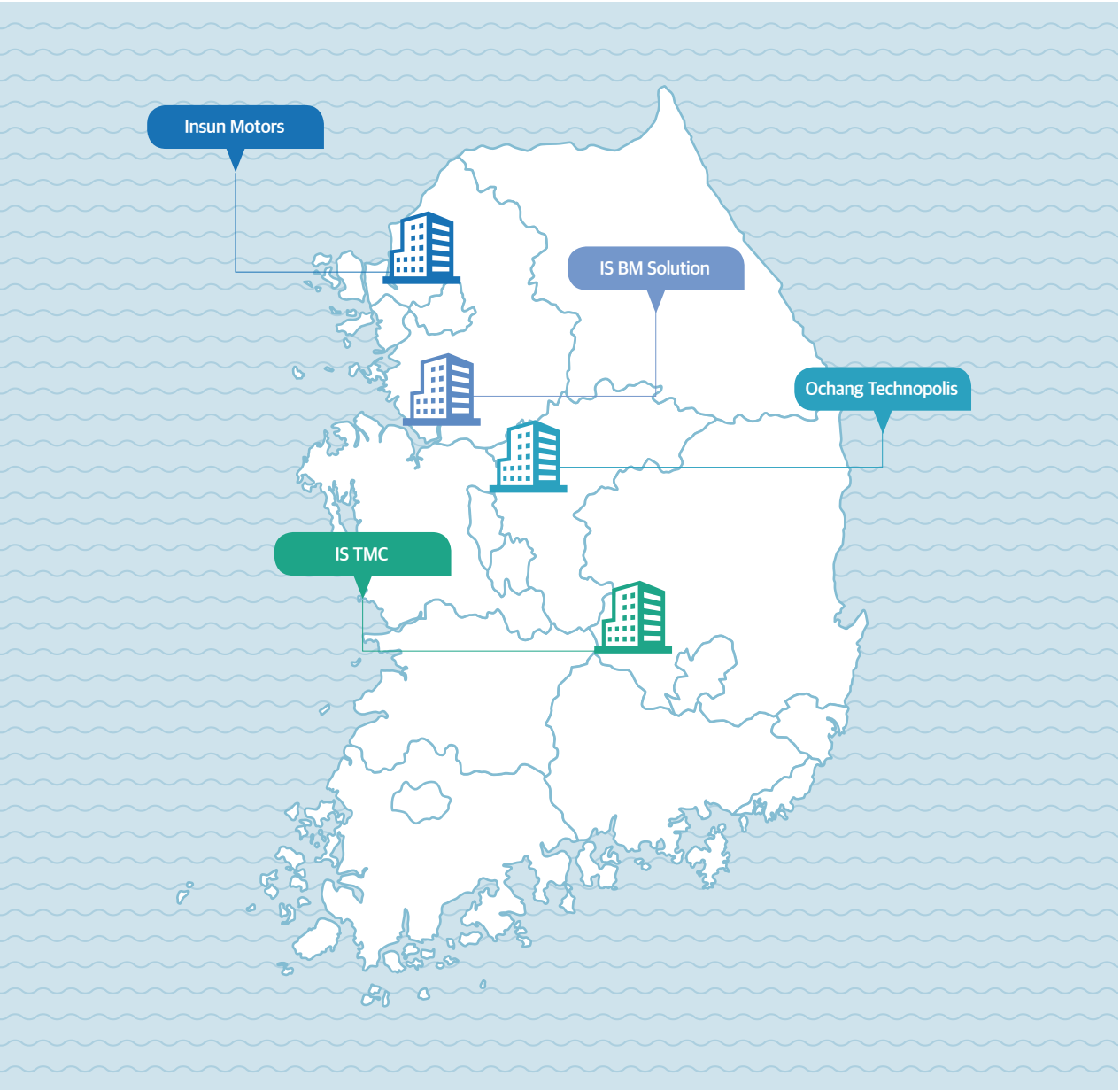
In the rapidly growing electric vehicle battery market and waste battery recycling market showing accompanied growth, IS Dongseo is the only company in S. Korea to complete the value chain for recycling secondary batteries, encompassing ‘waste battery collection – pre-treatment (Crushing) – post-treatment (Recovery) – resource circulation’.



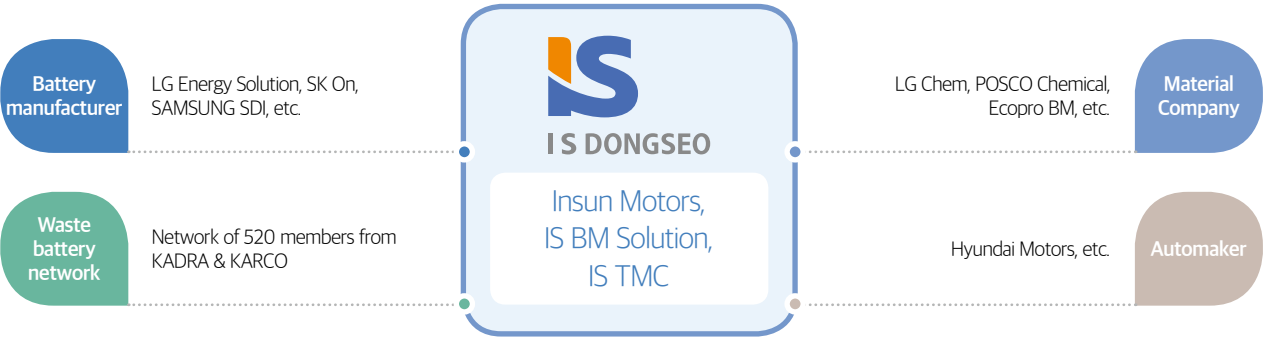
Establishment of Virtuous Cycle System for Waste Battery Recycling



Largest volume of waste battery pre-treatment production base in the metropolitan area



Stable and consistent supply chain secured through partnership based on validated reliability.



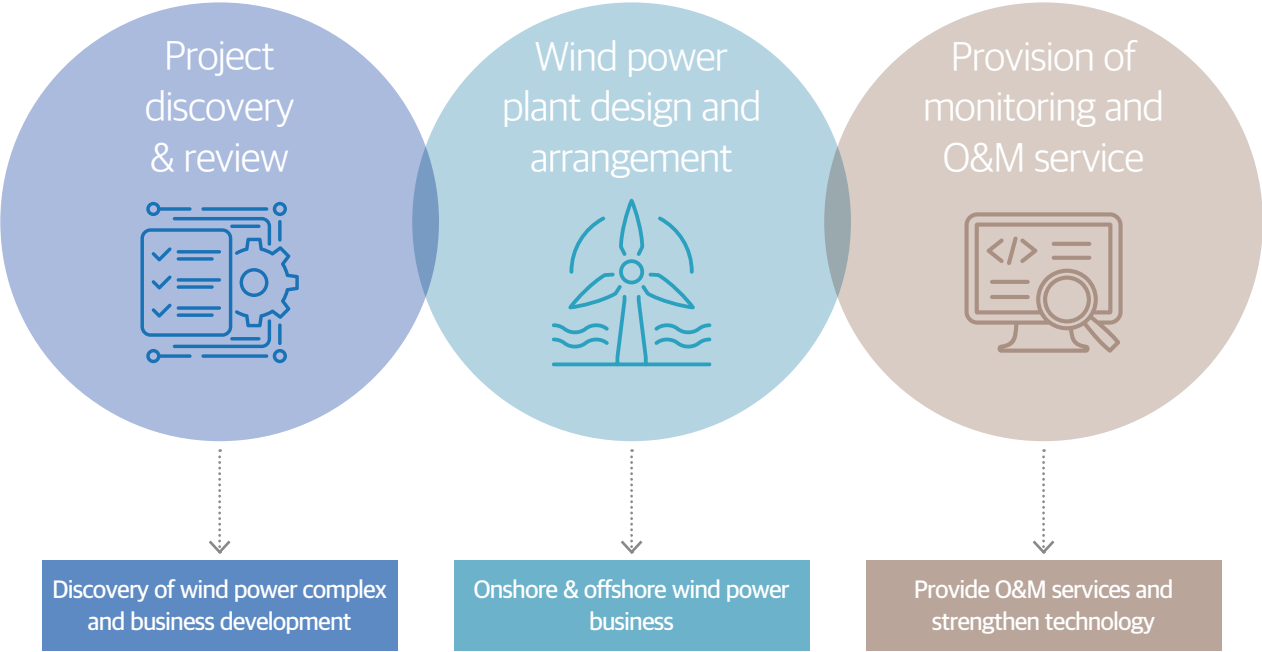
Environmental Facility EPC, O&M

In 2022, Environment Energy Solution was acquired to expand into the EPC·O&M businesses. Based on new technologies and abundant know-how accumulated over the years in environmental energy solutions, projects are operated for resource recovery from wastes through drying and incineration, and on EPC (engineering, procurement and construction) projects, and one-stop customized solutions are provided for O&M (operation & management) activities.



New & Renewable Energy

The renewable energy business such as offshore wind power, etc. is promoted through its diligent efforts in responding to climate change including the 2050 Net Zero Declaration. IS Dongseo has the capability to conduct a comprehensive range of activities, from the preliminary site selection for wind power generation facilities to project development, EPC (Engineering, Procurement, Construction), and O&M (Operation and Maintenance). Through rational and sustained investments, we are committed to actively contributing to the generating green energy.



Bigger Tomorrow

Value of Life Living Together, and Virtue of Sharing are Realized.

Green

Miracle

Innovation



GREEN

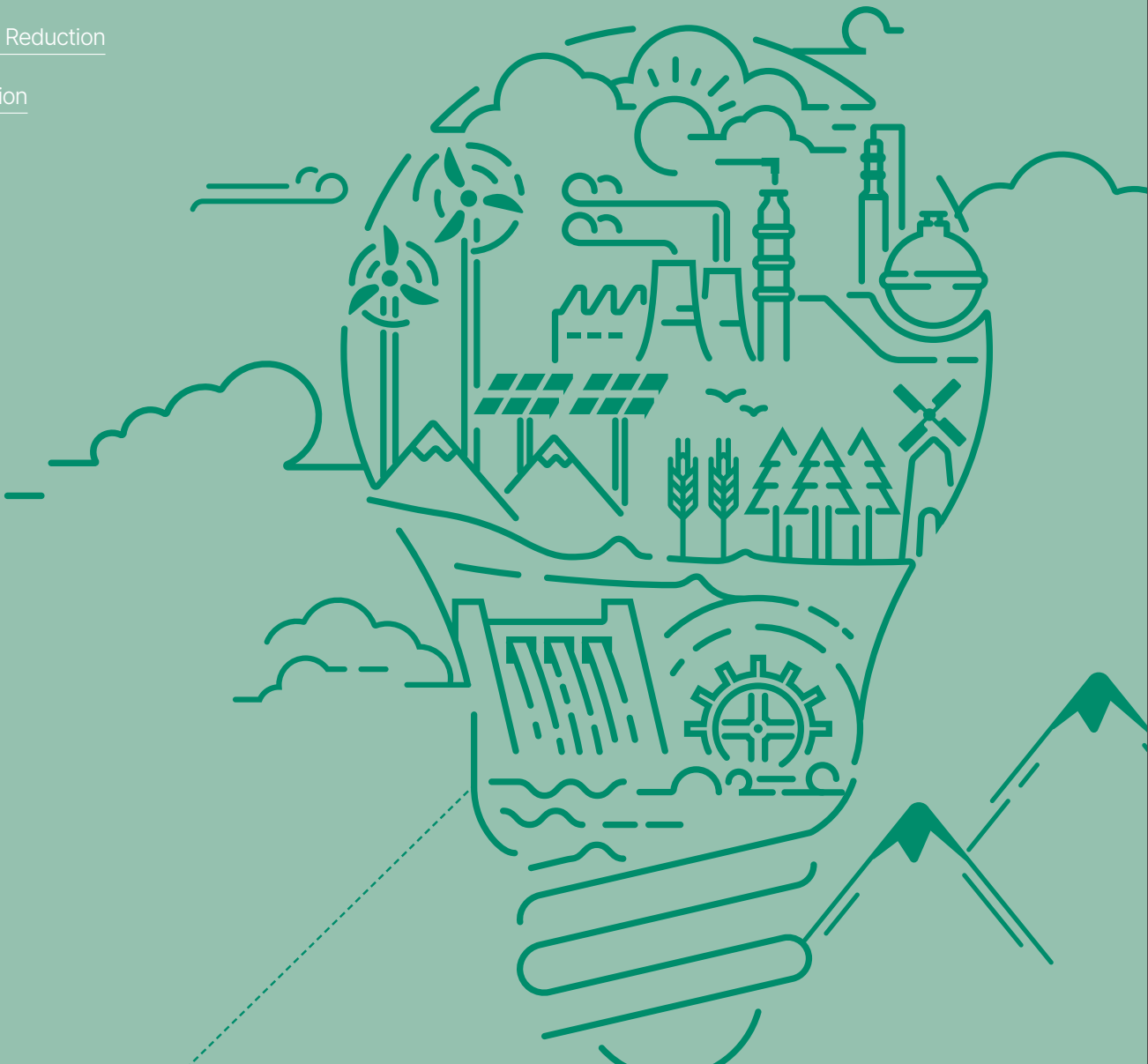
The present and future of the environmental industry are connected.

[Response to Climate Change](#)

[Environmental Management Practices](#)

[Greenhouse Gas Reduction](#)

[Green Construction](#)






Response to Climate Change

Policies and Goals

Climate crisis has been not only a global environmental issue that are currently facing but also a new economic issue. To stop the global warming, an internationally binding agreement was reached through the Paris Climate Accord, and the Korean government has also declared the 2050 net zero goal, which involves a global effort to limit the increase in global average temperature.

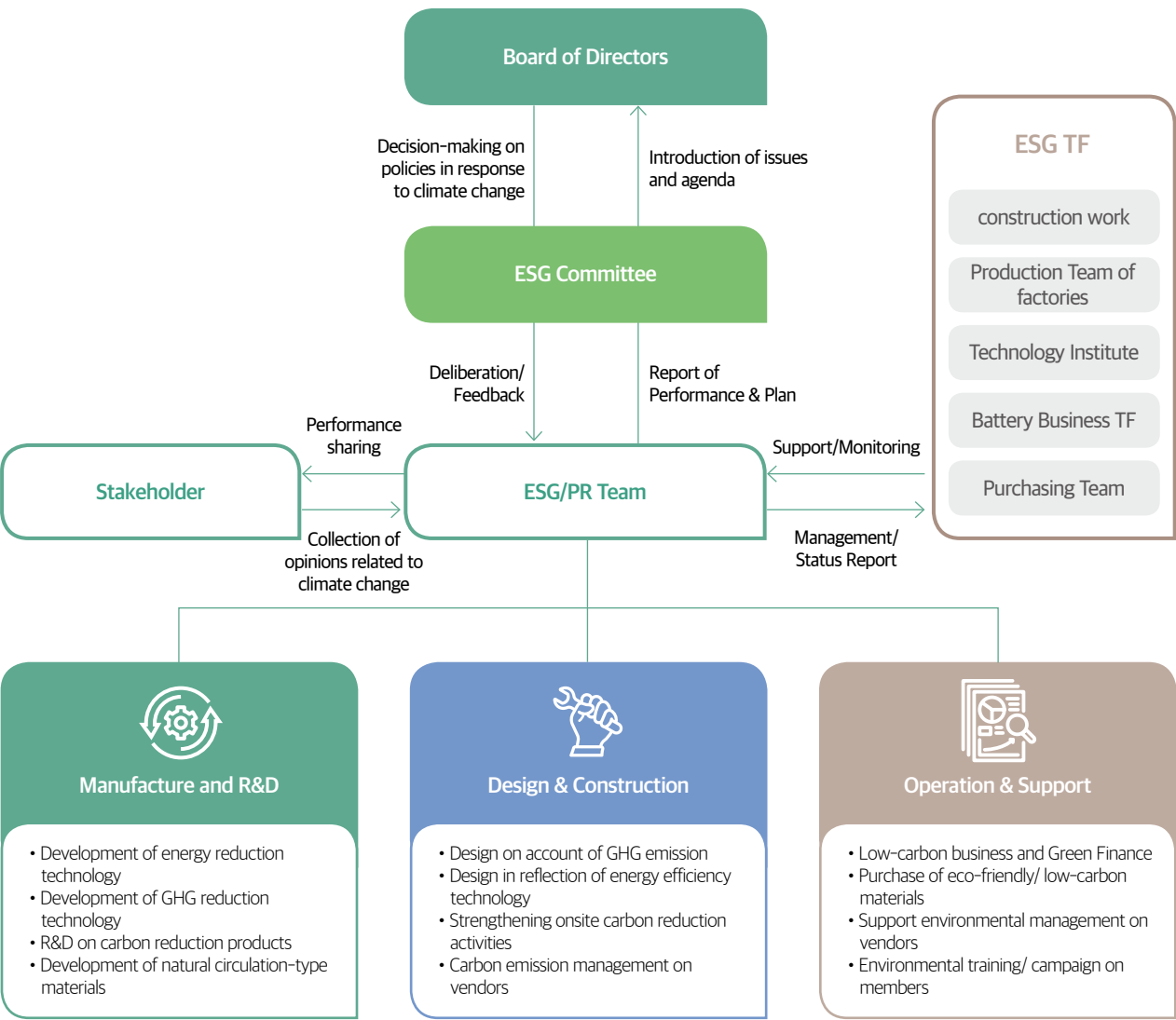
In response to climate change at an enterprise-wide level, IS Dongseo establishes robust corporate governance, performs risk management, sets quantitative goals, and strictly identifies the significance of managing the factors causing environmental damage, such as fine dust, noise and wastes, etc. that are generated during the construction and manufacturing process. Accordingly, IS Dongseo keeps committing ongoing efforts to use low-carbon materials, and materials that are certified for resource circulation and indoor air pollution. Furthermore, IS Dongseo is committed to addressing climate change with a strong sense of responsibility and proactive measures, such as reducing greenhouse gas emissions and minimizing energy usage, to contribute to carbon neutrality. We also aim to meet the growing demands of various stakeholders for environmental management.



Vision	Leading carbon neutrality in construction· manufacturing sectors by strengthening climate change response system		
Strategic Direction	 Low carbon centrally in the sites	 Diversification of businesses in response to climate change	 Strengthening of the management system on carbon neutrality
	<ul style="list-style-type: none">• Increase in development of eco-friendly technology;• Increase in purchases of eco-friendly products;• Minimize carbon emissions at the sites & vendors	<ul style="list-style-type: none">• Increase in carbon neutrality businesses; (Resource recovery from wastes, etc.);• Leading the green construction & eco-friendly market;• R&D on carbon reduction products	<ul style="list-style-type: none">• Strengthen promotional activities in response to climate change;• Strengthen GHG & energy reduction activities;• Pursue stakeholder communication & sharing activities
Performance Goal	Increase in purchase of eco-friendly & green products	Business expansion in the circular economy	Minimize GHG emissions & energy use

Organization

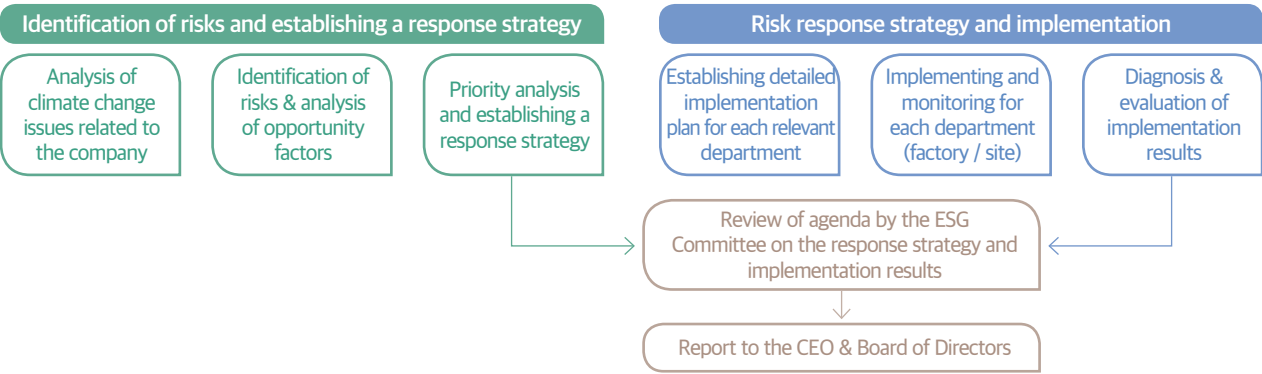
IS Dongseo has strengthened climate change-related board-level management by reporting to the newly established ESG Committee within IS Dongseo's highest decision-making group, the Board of Directors, in order to proactively address ESG risks, including climate change, and improve systematic management and execution capabilities in environmental management. Efforts are continued on promoting smooth cooperation between the organizations for active response to the sustainability issues such as climate change derived through the ESG TF for main business divisions. In addition, ESG related issues and result of responding to climate change are reported to the ESG Committee, and key pending issues and agendas are reported and introduced at the Board of Directors meeting to undergo the deliberation and resolution process on relevant policies requiring decision-making.



Risk Management

IS Dongseo is identifying, evaluating and managing the risks and opportunity factors for enterprise-wide response to climate change issues. Enterprise-wide issues related to climate change are identified and collected and managed by the personnel related to the environmental arena. Risk and opportunity factors are derived for each collected issue to select the key risks, and response strategies are established. Based on the response strategy, detailed implementation plan and policy are provided to the department concerned for execution, and progress based on the goal is managed for continuous monitoring. Management status of key issues are reported periodically to the Board of Directors including the CEO, and to the ESG Committee that was newly established last year, and significant matters are reflected in enterprise-wide decision-making.

Risk Identification and Management Process



Risk Scenario Analysis

IS Dongseo classified the financial impact of climate change on the connected businesses by categorizing it into risk and opportunity factors and conducted scenario analysis. IS Dongseo is responding strategically to minimize the risks by establishing measures to mitigate risks that may arise from climate change, and to increase financial impact by strengthening and monitoring the execution of opportunity actions.

Risk Factors	Assessment	Risk Reduction Method	Financial Impact
Increase in abnormal climate phenomenon	Increase in indirect costs according to damage prevention and recovery related to climate change	Establishing climate change risk assessment & preliminary response methods for each business	High
Increase in development of new technologies related to low-carbon businesses	Increase in R&D cost on new technologies related to low carbon & expenses related to conversion of technology	New profit creation and cost reduction from early application of newly developed technology	Normal
Increase in carbon neutrality in the supply chain	Increase in price of eco-friendly-certified materials	Joint development of technology and securing cost competitiveness	High
Inclusion into the GHG Target Management System and CER (carbon emission reductions) Trading System	Occurrence of CER purchase cost according to inclusion into the CER Trading System	Advancing businesses in connection to GHG reduction & CER	Normal
Reinforcement of laws related to carbon neutrality	Occurrence of costs such as fine on violating the laws related to carbon neutrality	Legal analysis related to carbon neutrality and strengthening preliminary prevention	High
Opportunity Factors	Assessment	Opportunity Implementation Method	Financial Impact
Acceleration of conversion to low-carbon business	Increase in profit according to the expansion of low-carbon businesses such as zero energy building & renewable energy, etc.	Increase in eco-friendly business investment & green finance (bonds)	High
Increase in efficiency of utilizing low-carbon energy resources	Cost reduction through conversion to low-carbon energy	Strengthening of energy management and monitoring in enterprise-wide level	Normal

Environmental Management Practices

Identification of Environmental Management

The Icheon Factory was established ss the main production site for the precast concrete of IS Dongseo, with the environmental policy and environment management manual devised and disclosed to minimize the environmental impact from the process activities, and was accredited with the EMS (Environmental Management System) ISO 14001 Certification. In addition, it was accredited with the ISO 9001 Quality Management System Certification in recognition of customer satisfaction and quality competitiveness in the overall production process of the products and services at the Icheon Factory. In 2022, it was accredited with the ISO 45001 Occupational Health & Safety Management System Certification attributed to expanding and stabilizing more improved environment management that complies with international standards. As a result, integrated system on safety environment management is established and operated at the Icheon Factory. In January 2023, for the first time in the industry among the PC product group, total of 12 products including PHC PILE and PC, etc. acquired the EPD (Environmental Product Declaration) Certification, with the provision of environmental information (7 major impact category) centered on the life cycle assessment (LCA) over the entire lifecycle of the product according to the international standard of ISO 21930. Through this, IS Dongseo is committed to relentless efforts to reduce the carbon emissions in response to the climate crisis by acquiring a low-carbon product certification.



Development of Environmental Management Experts

IS Dongseo performs environmental training to the environmental personnel designated in each factory for the sake of professional environment management at the production site. Our workers participate in the trainings and seminars about the air and water quality, noise, vibrations, etc., empowering them to provide the training information internally, for example the pertinent laws and management system for each source of pollution, control technology, and benchmarked best practices as to environment management. In addition, know-how from the experts on environmental and civil complaint management practices are acquired to enhance the caliber of environment management. This program will be applied according to the circumstances of each site such as appointing the environmental personnel at the construction sites to strengthen environment management capabilities.

Performance of mandatory training to environmental personnel

Training Name	Training Target/ No. of persons	2020	2021	2022
Atmospheric environment engineer	Environmental personnel/ 1 person	9/29~10/12	12/7~12/20	10/11~10/14
Water environment engineer	Environmental personnel/ 2 persons	10/27~11/9	11/9~11/22	
Noise· vibration environment engineer	Environmental personnel/ 2 persons	9/1~9/7	4/20~4/26	
Waste discharger	Environmental personnel/ 1 person (New appointment)			7/26~8/1

※ Legal training is completed on violation of the law or on new appointment of the environmental personnel

Environmental Impact Prevention

Environmental aspects are identified, and impact assessments are performed to prevent environmental impact related to the air and water quality, noise, vibration, and waste that are released during the concrete production and construction process, with monitoring being performed periodically.

Waste Management

Amount of waste is monitored annually through the legal waste treatment system. At the same time, waste recycling guidelines are devised and put into practice for efficient management of construction materials that are produced and employed in the construction process, while cases of using the recycling aggregate are shared for recommendation on the application based on the site conditions. Meanwhile, the production factories duly perform strict management of the waste, circulation, disposal amounts, etc. according to the resource circulation goal implementation plan through the resource circulation system (Ministry of Environment-Korea Environment Corporation) to minimize the generation of wastes and promote circulation use.

Dust Scattering Management

To reduce dust pollution scatter, the concrete production factory and construction sites avail of the following activities during operations, namely the transportation vehicle washing facility, water spray on the unpaved roads, mandatory installation of the cover on the cargo box, installation of the dustproof cover on the outdoor storage materials, and operation of the road cleaning vehicles, etc.

Water Resource Management

Environmental impact due to the discharge of wastewater is reduced by installing the water reprocessing system (at the Cheongyang Factory) to recycle wastewater used in concrete manufacturing in the process into the water for ready-mixed concrete, etc. At the same time, IS Dongseo makes concerted efforts in earnest to reduce the usage of water resources by managing the water usage at each site.

Status of Using Main Water Resources

Business Site	2021	2022
Head office/ branch construction work (water & sewage/underground water)	102,009/14,548	37,057/0
Icheon Factory (underground water)	27,867	20,488
Cheongyang Factory (underground water)	44,100	42,120
Changnyeong Factory (water & sewage/underground water)	2,168/24,932	2,387/47,298
Total (UNIT/TON)	215,624	149,350

Noise and Demolition Management

Portable air soundproof walls are installed when performing work that uses the loud noise equipment and machinery that are apt to cause civil complaints, while noise is measured periodically of 4 times a day. In addition, a noise meter display is installed on the soundproof walls at urban construction sites so that the legal limit is not exceeded. Meanwhile, work standards stipulated in the law is abided to prevent the scattering of asbestos dust during demolition work, while protective gear and clothing must be worn in performing the work.

Cyber Monitoring of Environmental Management

Management supervisor and workers at the production and construction sites perform ordinary inspections on the installations and operational conditions of the environmental pollution prevention facilities, while self-initiated measurements are performed on the environment management on average once a month to manage each site according to the internal reporting system. In addition, the status of any waste produced is registered frequently in the online system.

Greenhouse Gas Reduction

Greenhouse Gas (GHG) & Energy Management

IS Dongseo is using gasoline, diesel and electricity as the main energy sources while carrying out all of its businesses, and main GHG emission sources are fossil fuel and electricity for operating the equipment and generators in the site. To use the energy and reduce GHG emission on site, the power is turned OFF and equipped with GHG reduction technology, such as LED light bulbs, in support of efforts for reducing the GHG emission in the operation and construction stages, and as the company building as high portion of electric energy use among the total energy used, IS Dongseo is performing the campaign on saving electric energy consistently.

IS Dongseo’s Environmental Policy

IS Dongseo is disclosing the environmental policy to minimize the impact of process activity on the environment, and the environmental policy shall be understood for efficient operation of the environmental management system and achieving the environmental policy and goals.

Environmental Policies

1. Energy-Saving Measures & Practices

2. Compliance of Environmental Laws & Ongoing Improvement

IS Dongseo assumes our obligation to achieve the environmental policies stated above by establishing the environmental management system with all employees fully informed of compliance policies, and to fulfill the promise with the customers.

The purpose of environmental management at IS Dongseo is to recognize all environmental issues specific to each production activity to preserve and improve the natural environment.

October 05, 2020

IS Dongseo Co., Ltd. **Icheon Factory**

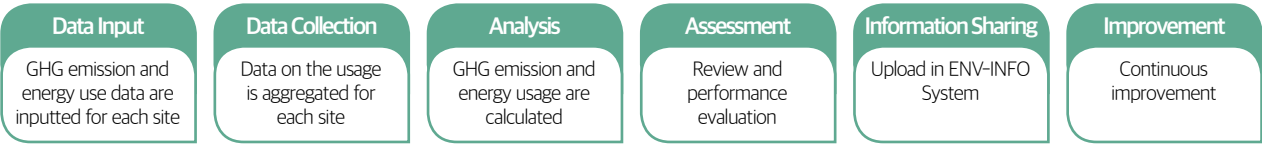
Classification		Unit	2020	2021	2022	Reduction Target
Greenhouse Gas Emission						
Scope 1	Direct Emission	tCO2e	12421	20,341	7956	Reduction of 2% or more compared to the previous year
Scope 2	Indirect Emission	tCO2e	4814	8,016	7489	
Total		tCO2e	17,232	28,357	15,445	
GHG Intensity						
Revenues		KRW mil	1,200,413	1,608,441	2,278,443	Reduction of 2% or more compared to the previous year
Scope 1	Direct Emission	tCO2e /KRW 1 billion	0.401	0.498	0.302	
Scope 2	Indirect Emission	tCO2e /KRW 1 billion	1,436	1,763	1,528	
Energy Consumption						
Energy Purchase Amount	Power	TJ	37.725	62.834	56.79	Reduction of 2% or more compared to the previous year
	Total	TJ	37.725	62.834	56.79	
Fuel Consumption	LNG (City Gas)	TJ	230.98	243.69	209.49	
	LPG (Liquefied Petroleum Gas)	TJ	0.14	0.147	0.15	
	Gasoline	TJ	0.19	0.376	1.60	
	Diesel	TJ	7.46	8.289	4.23	
	Kerosene	TJ	9.12	9.07	2.08	
	Total	TJ	247.89	261.57	217.55	

Classification		Unit	2020	2021	2022	Reduction Target
Waste Generation Amount						
Waste Generation Amount According to Type	Waste Concrete	tons	14,343.96	59650.13	73,763.28	Reduction of 2% or more compared to the previous year
Waste Generation Amount According to Type	Waste Asphalt Concrete	ton	251.11	2,796.21	189.58	
	Waste Wood	ton	207.32	999.62	372.56	
	Waste Synthetic Resin	ton	126.63	1,545.76	170.84	
	Construction Waste Soil & Rock	ton	63.25	3,348.9	939.53	
	Construction Sludge	ton		191.82	423.84	
	Waste Board	ton	137.04	465.9	62.48	
	Other Wastes	ton	159.51	188.21	143.68	
	Mixed Construction Waste	ton	1,532.6	8,146.55	3,118.82	
Waste Generation Amount	Total	ton	16,821.42	77,333.1	66,391.71	
Water Usage						
Water Usage	Water & Sewage Usage	ton	6,047	104,177	73,763	Reduction of 2% or more compared to the previous year
	Underground Water Usage	ton	97,485	111,447	109,906	
	Total	ton	103,532	215,624	149,350	
Water Usage per Production Unit		ton	0.29	0.26	0.55	
Quantity Recycled & Reused		ton	14,760	14,700	14,040	
Water Reuse Ratio		%	33	33	33	

Greenhouse Gas (GHG) and Energy Reduction Activity

To fulfill its social responsibilities on climate change, IS Dongseo is performing periodic review and performance evaluation on the GHG emission and energy use for each site, and the results are disclosed through the ENV-INFO System. IS Dongseo is devoting efforts to respond proactively to climate change by providing training, holding events and performing campaigns continuously for improving the communication with the employees in the site and head office, and with the residents near the sites. Also, efforts are continued to enhance an awareness of the environment to reduce the GHG emission and energy use.

Greenhouse Gas (GHG) and Energy Management Process

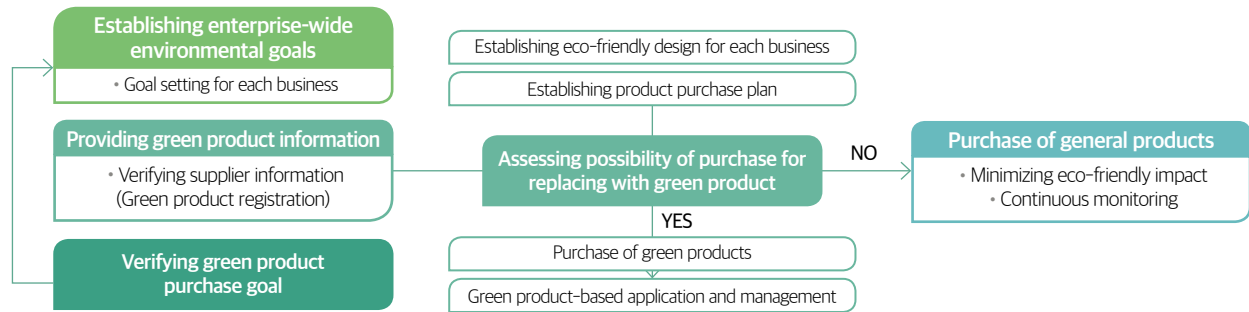


Improvement of Awareness of Eco-Friendliness

IS Dongseo's manufacturing factories and construction sites are performing various eco-friendly activities to raise awareness of environmental issues, and to recognize the importance of preserving the environment enduring a climate crisis. Each site is performing environmental purification activities in the nearby area such as collecting cigarette butt and garbage by all employees and vendor employees to implement the pro-community volunteer activities at the site and in the community, and a signboard indicating the noise and vibration status has been placed on the outer fence of the construction site to provide the current status in real time. Through these efforts of communication with the residents, IS Dongseo minimizes the number of complaints on the environment. In addition, 「IS Dongseo Employee Walking Challenge」 campaign is performed to improvement awareness of the employees on the environment, and enterprise-wide GHG and energy reduction activity is encouraged by reducing the use of cars for business purposes, and using public transportation.

Efforts on Purchase of Green Products

To contribute to the government policy of increasing the use of eco-friendly products, IS Dongseo emphasizes the procurement of materials and goods by purchasing eco-friendly products. In addition, materials capable of replacing with eco-friendly products are searched to practice the procurement of green products in priority. In particular, goal achievement and performance analysis are performed on purchase of green products to reflect in establishing the goal for the next year, and efforts are continued on minimizing the environmental impact through continuous monitoring in the enterprise-wide level while purchasing and using general products. For green construction, IS Dongseo is planning to increase the purchase and use of green products continuously.



Green Construction

Minimization of Impact to the Environment of Construction/Production Sites

To minimize the environmental pollution around our construction and production sites, preventive management and improvement measures on the pollution and waste are undertaken at each site based on our manuals such as legal guidelines, practical guidelines, and environment management, etc. At the same time, the environmental awareness of our workers at all workplaces is being improved, and activities on purification of the surrounding environment are implemented frequently. Meanwhile, every effort is made to minimize the impact to the surroundings by installing a wastewater discharge and air emission facilities for each business site and registering the total air pollutant management site, etc.

Main Activities on Minimizing Environmental Impact

2019



Replacement of transfer pipes in the wastewater treatment plant



Reduction of dust pollution scatter via concrete laid on the floor

2020



Re-installation of the facility for dust pollution scatter prevention in the aggregate plant



Environmental improvement via installation of portable dust collectors

2021



Replacement of protective mesh net for dust pollution scatter prevention in the aggregate plant

2022



Reduction of dust scattering through concrete laying on the floor

Green Construction

To respond to the government policy as to eco-friendliness and to correspond to customer needs on green buildings that are increasing consistently, IS Dongseo is designing and constructing green buildings taking into account of the building materials, other resources, structure and even functional aspects from the initial stage of the project to reduce the GHG and to minimize the environmental impact. In particular, for the three sites where we conducted sales last year, we have obtained preliminary certification on outstanding/excellent green building, contributing to energy savings and environmental pollution reduction throughout the entire process, including design, construction, maintenance, and management.

Status of Main Project Acquired with Green Building Certification

Classification	Project Title	Certification Grade	Certification Date
Housing Business Division	Eileen's Garden in Dasan Central, Namyangju	Official Green Building Certification - General	May 02, 2019
	Eileen's Garden in Jukjeon Station, Daegu	Preliminary Green Building Certification - Top-performing	Oct. 04, 2019
	Eileen's Garden in Cheongna Central (Apartment)	Official Green Building Certification - Top-performing	Sept. 03, 2018
	Eileen's Garden No. 1 Complex in Yaeum-dong, Nam-gu, Ulsan	Preliminary Green Building Certification - Top-performing	Nov. 04, 2021
	Eileen's Garden No. 2 Complex in Yaeum-dong, Nam-gu, Ulsan	Preliminary Green Building Certification - General	Nov. 04, 2021
	Eileen's Garden in Yeongdo Central, Busan	Official Green Building Certification - General	April 09, 2021
Construction Business Lines	IS Biz Tower in Gasan, Seoul	Official Green Building Certification - Top-performing	Dec. 17, 2020
	IS Biz Tower Central Knowledge Industry Center in Anyang	Official Green Building Certification - Top-performing	Dec. 22, 2021
	8,9BL complex in the industrial site in Deogeun District, Goyang-si	Preliminary Green Building Certification - Excellent	April 18, 2022
	10BL complex in the industrial site in Deogeun District, Goyang-si	Preliminary Green Building Certification - Excellent	April 18, 2022
	6,7BL complex in the industrial site in Deogeun District, Goyang-si	Preliminary Green Building Certification - Outstanding	Oct. 06, 2022
	Eileen's Garden (1st) in Dream in City, Ulsan	Preliminary Green Building Certification - General	Oct. 13, 2014
	Eileen's Garden (2nd) in Dream in City, Ulsan	Preliminary Green Building Certification - General	Feb. 24, 2015


[Source] Green Building Performance Status (Green Building Certification Website : www.gseed.or.kr/greenCerti.do)

Regulations on 3R 5S Activity

The regulation was established in 1994 to be still performed at all business sites of the Concrete Business Division, and the surroundings of the workplace are arranged, organized, cleaned, and maintained for cleanliness to prevent workplace safety accidents. In addition, we constantly pursue improving product quality and productivity and minimizing environmental impact, while activities and best practices for each department are determined and incentivized so as to proactively promote


3R 5S

Right product




Items for storage & method is determined to indicate the item name

Right quantity




Status of using a storage item is identified to indicate the right storage quantity

Right location




Storage location is determined to indicate the address & house number

Sort




Necessary & unnecessary items are classified to dispose of unnecessary ones

Set in order




Enabling anyone to find and use the item

Shine




Removing dust and dirt to maintain the clean state at all times

Standardize




Repeating the processes of sort, set in order, & shine to maintain cleanliness

Sustain




Maintaining the processes of sort, set in order, & shine, and standardize as second nature


Activities



Replacement of transfer pipes in a wastewater treatment plant



Re-installation of the facility for dust pollution scatter prevention in an aggregate plant



Replacement of protective mesh net for dust pollution scatter in an aggregate plant

MIRACLE

Even today, miracle is constructed everywhere in Korea.

[Safety & Health Management](#)

[Human Resource Talent Management](#)

[Customer Satisfaction Management](#)

[Win-Win Management](#)

[Social Contribution](#)



Safety & Health Management

Policy

IS Dongseo has established the safety & health management policy titled 'Priority of Safety First' in all work activities to prioritize and raise awareness of safety & health management externally. All employees and vendors are required to adhere to this policy. In addition, a system for preventing risks of accidents is established and sophisticated across all business sites. In 2021, safety consciousness improvement and management system were established to hold discussions for improving the safety at the sites, and an occupational safety and health organization was established for operation to achieve a hazard-free (zero accident) workplace. Additionally, the safety level has been strengthened based on the ISO45001 2018 Certification at all business sites, and the annual plan and reinforcement methods for safety and health have been instituted and reported to the Board of Directors. Through systematic accident rate management and safety & health-related programs, safe and healthy-prioritized business sites are established to enable our employees and those of our vendors to work in a hazard-free (zero accident) workplace.

Safety & Health Management

IS DONGSEO

IS Dongseo embodies the value of respect for people's lives based on 'ESG' management.

1. Laws and regulations related to occupational safety & health shall be abided by.
2. Safe and comfortable working environment shall be developed.
3. Advanced preventive activities shall be reinforced to prevent the occurrence of disasters.
4. Occupational safety & health culture shall be stabilized through active participation & cooperation by all members & stakeholders.

Strengthening of Occupational Safety & Health Management Organization

Last year, IS Dongseo newly appointed the general safety manager with the approval of the Board of Directors to strengthen the responsibility of safety management. As a result, an independent decision-making system for safety management has been established, allowing for immediate actions in the event of a major incident. This has also created a foundation for performing the role of a control tower that supports safety-oriented project execution. Moreover, in our pursuit of establishing on-site safety management, we are aiding our partner companies in forming safety management organizations, promoting the development of self-regulated safety and health systems, and diligently working to create a safe working environment.



Status of Safety & Health Certifications



Goal

The accident rate at IS Dongseo is held to a low level compared to the national average and construction industry average. Instead of settling for these results, IS Dongseo has set forth the ‘2023 Safety & Health Management Promotion Goals’ of ‘zero severe accidents, regular risk assessment by all employees, and 30% reduction in accident rate’. To achieve these goals, IS Dongseo has instituted the safety & health activity plan in advance to strengthen inspection activities, etc.

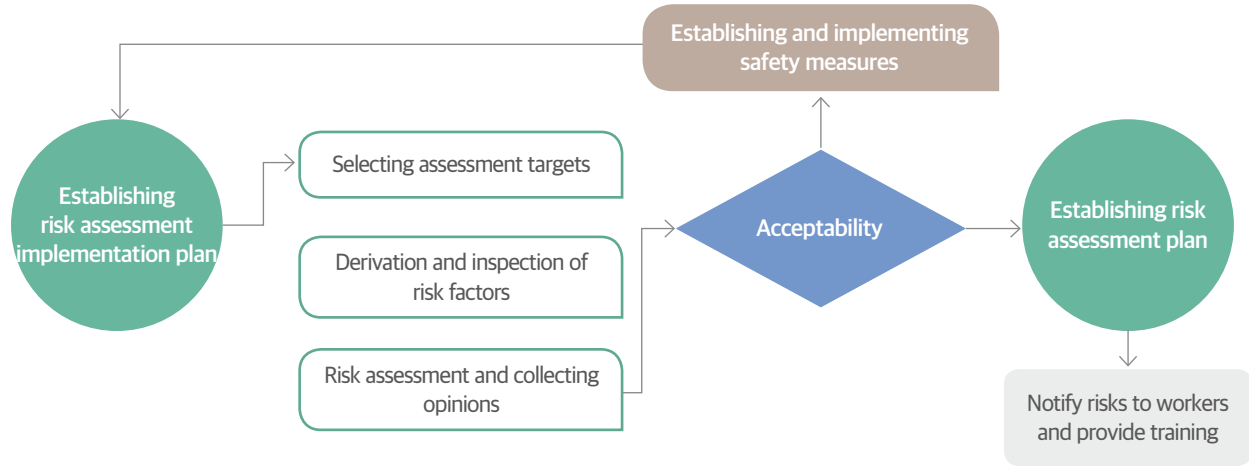
2023 Safety & Health Management Promotion Goals



Safety & Health Risk Assessment

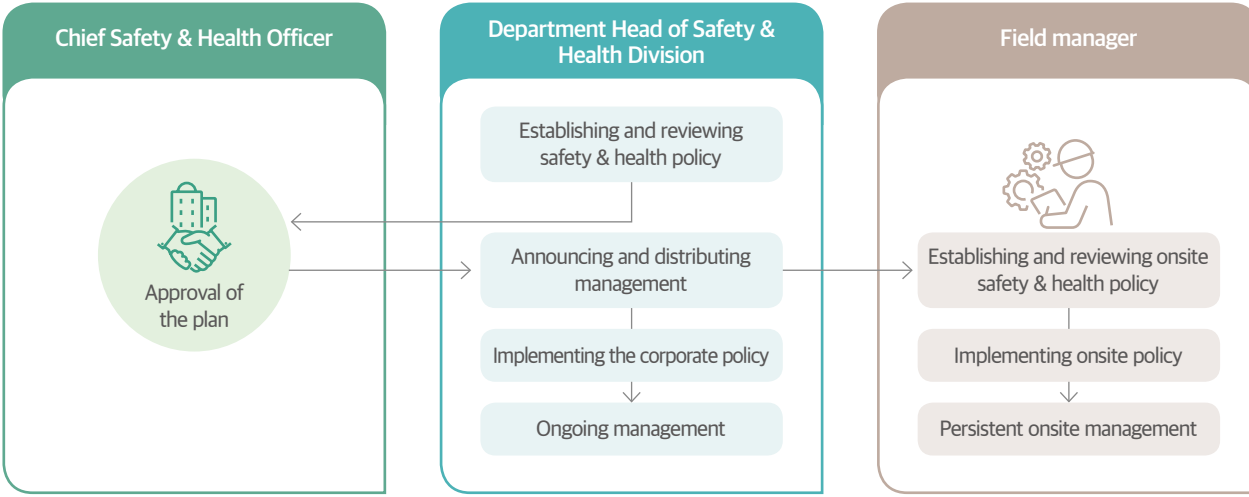
To minimize safety accidents, IS Dongseo convenes risk assessment meetings frequently for each construction type, and meetings are held 2 times per month from each site. At the meetings, the risk factors existing at the site are identified by discovering onsite unstable situations, collecting and reviewing the unsafe work for each construction type, and performing supplementary actions in a bid to reduce the risks and implement measures. These meetings are attended by employees including IS Dongseo’s occupational safety & health manager and management supervisor and the workers of vendors, and all employees are encouraged to enhance their safety awareness and commit themselves to eliminate and reduce risks in advance through safety accident prevention.

Risk Assessment Process



Occupational Health & Safety Management System (OHSMS)

IS Dongseo prioritizes safety as a major agenda from the design and construction stage to ensure a stable autonomous occupational health & safety management system (OHSMS), while performing onsite safety & health activities on a regular basis under the occupational health & safety management goal of ensuring a stable and ingrained safety & health culture.



Performance

Expansion of Occupational Health & Safety Management Activities



Aim for Achievement of Zero Accidents

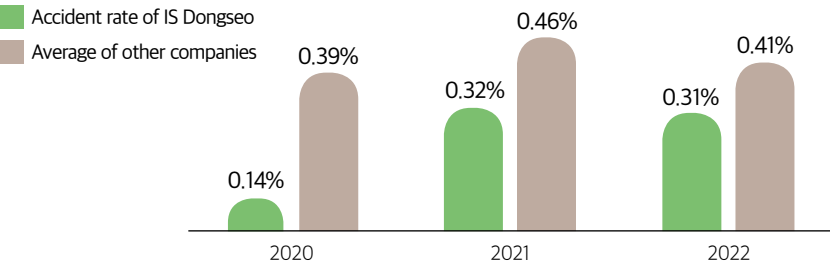
IS Dongseo has formulated its enterprise-wide priorities for major accident and industrial accident prevention and commits diligent efforts to ensure a safe workplace by monitoring accident rates and implementing improvements for safety management.

No. of Major Accidents

(Unit: Persons)

Classification		2020	2021	2022	Goal
No. of serious accident occurrences		0	0	0	Zero serious disasters
No. of injuries & illness of workers(Vendors)	Male	0(15)	1(33)	1(31)	Annual reduction of 30%
	Female	1(2)	0(1)	0(3)	
	Total	1(17)	1(34)	1(34)	

Status of Accident Rates in Last 3 Years



Performance of Safety Check Activity

IS Dongseo inspects safety facilities and provides employee training every month on internally designated 'Safety Inspection Day'. There was a total of 230 safety inspections conducted and managed by the head office last year, and onsite inspection and assessment checks by a technical professional from a third-party professional inspection agency were performed 430 times in total. Through these efforts, all employees have a full awareness of the importance of safety consciousness, and a safety inspection culture is being developed.



Conducting site safety inspections by the CSO



Review and safety training by the CSO

Management of Severe Accidents

In the event of serious accidents, IS Dongseo investigates the cause of an incidence to implement preventive measures against a recurrence and conducts a campaign for preventing severe accidents at all sites to encourage employees to increase their safety consciousness and implements measures to better prevent safety accidents. In addition, emergency response, fire prevention, and CPR training sessions are provided to minimize the risk of major industrial accidents through programs on handling dire situations such as major industrial accidents and emergencies.



Campaign on preventing serious accidents



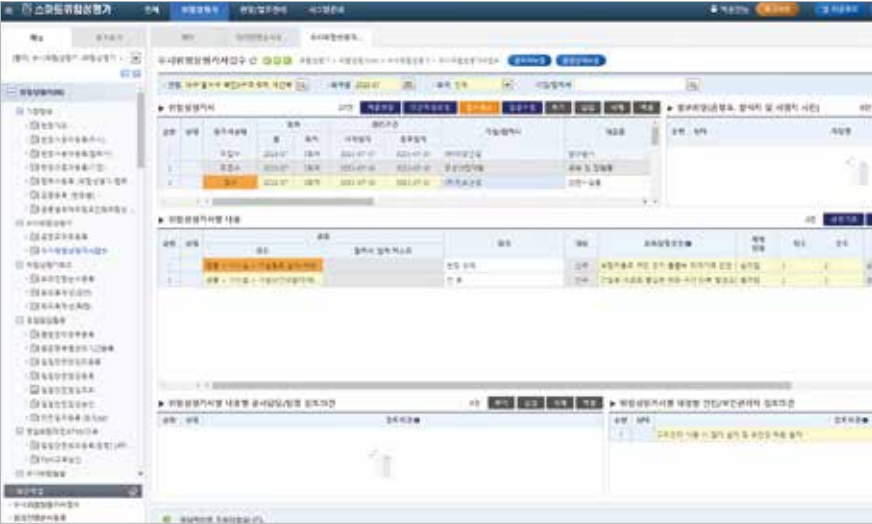
Performance of emergency response training



Performance of CPR training

Implementation of Smart Risk Assessment

IS Dongseo performs the Smart Risk Assessment throughout the enterprise frequently to identify major risks, and continuously implements measures to better prevent accidents by identifying and informing of risk factors. The results obtained through a system that allows for checking, identifying additional risks, and managing inadequacies for each item using PCs and mobile devices at the site are shared, enabling immediate actions to be taken.



Enterprise-wide Smart Risk Assessment System



Operation management of computerization on the risk assessment documents

Spread of Safety Culture through Workshops and Meetings

Besides safety training, safety manager meetings and workshops are held periodically to strengthen its members' awareness of safety & health affairs and lead autonomous preventive activities. The overall health & safety management activities are substantiated by the positive impact of these efforts attributed to IS Dongseo.



Workshop and Safety Manager Meeting

Health Examination Support for All Employees

IS Dongseo is providing health examination to not only all employees but also all workers at the site. Through active health management programs, employees are protected from unexpected accidents and illnesses, etc. Notably, at the worksite, conducting measurements of the work environment along with specialized health assessments is aiding in the prevention of accidents.

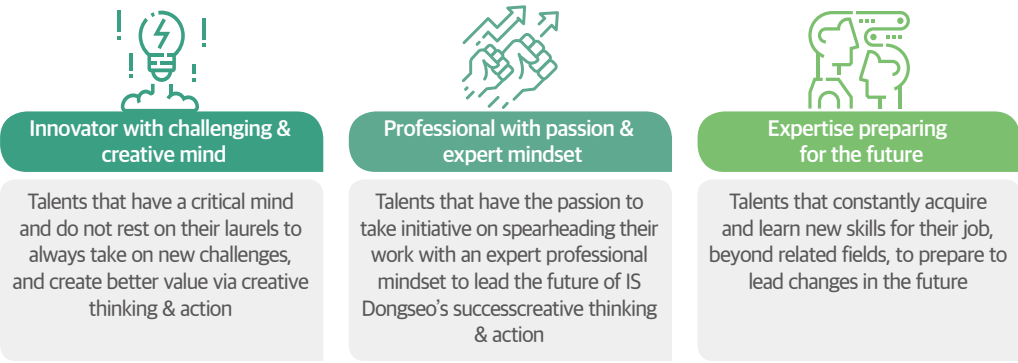
Health Examination and Measurement of Working Environment for Each Site in 2022

No.	Site Name	Health examinations by No. of persons	Frequency of measurements conducted at workplace environment	Note
1	Yonghwang, Gyeongju	350	2 time(s)	
2	Gyeryongdae	5	2 time(s)	
3	Deokeun 8, 9, Goyang	108	2 time(s)	
4	Deokeun 6, 7, Goyang	0	0 time(s)	Construction initiated in second half of 2022
5	Deokeun 10, Goyang	11	2 time(s)	
6	Bumuh Elementary School, Daegu	17	2 time(s)	
7	Jukjeon, Daegu	40	2 time(s)	
8	Beomeo W, Daegu	678	2 time(s)	
9	Daegu Station W	360	2 time(s)	
10	Yaeum Street House	22	2 time(s)	
11	Deokha 1, Ulsan	257	2 time(s)	
12	Deokha 2, Ulsan	414	2 time(s)	
13	Deokha Housing Site, Ulsan	19	0time(s)	
14	Munsu-ro, Ulsan	62	2 time(s)	
15	Yaeum-dong No. 1 Complex	19	1 time(s)	
16	Yaeum-dong No. 2 Complex	6	1 time(s)	
17	Community Rehabilitation Center	23	1 time(s)	Construction initiated in first half of 2022
18	Daewon, Changwon	153	2 time(s)	
19	Dongsam, Busan	4	2 time(s)	

Human Resource Talent Management

Human Resource Talents at IS Dongseo

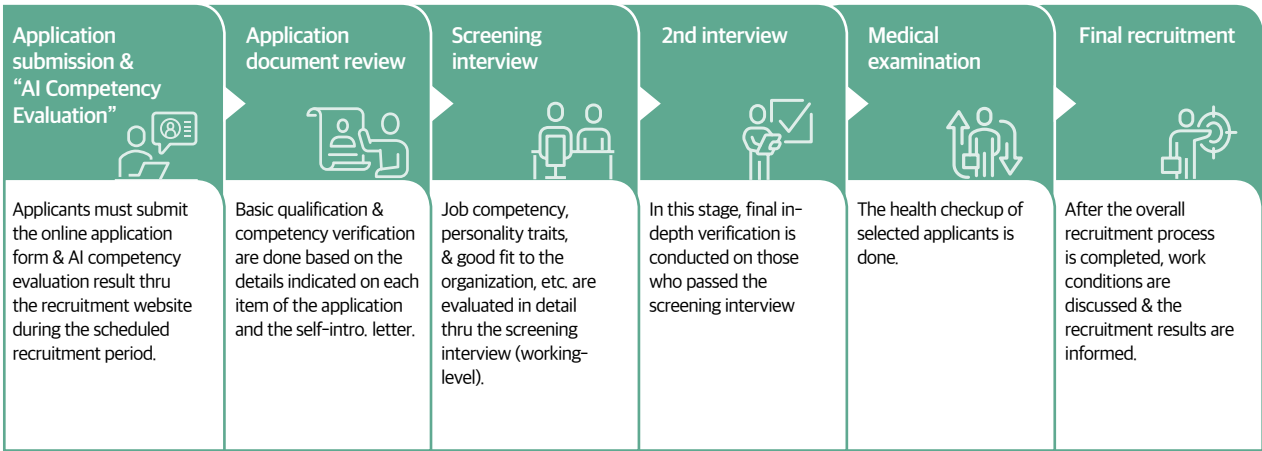
All our employees are the drivers of creative innovative value for the company and are an invaluable asset. IS Dongseo defines the concept of our human resource talents that can contribute to achieving the goals of the company and sharing the future together based on the core values of challenge, passion and trust.



Recruiting First-Rate Human Resource Talents

Talents with expertise are recruited based on the aspects of fairness, inclusiveness, good fit and rationality without any form of discrimination on the grounds of gender, region, and academic background, etc. concerning the applicants. Along with the application document review, the 'AI Competency Evaluation' is employed to verify the requisite competencies, personality attributes, related job skills, and good fit to the organization are assessed in our concerted bid to acquire first-rate talented manpower in phase with the talent philosophy of the company.

Recruitment PR and Recruitment Process Improvement



Development of Employees with Professional Competency

Employees with professional competencies and global mindset are developed to better leverage the competitiveness of the organization and create future corporate value. Accordingly, three priority tasks are emphasized based on core value talent development, leadership empowerment & development, and on-the-job empowerment training as the focus for investment and support in developing our professional talents



Empowerment via Training and Free & Active Communication

IS Dongseo duly performs comprehensive professional trainings for onboarded and promoted employees, allowing them to maximize their skills and competencies on the job. Training courses are provided on leadership, communication, and logical problem-solving skills that are pivotal in management activities, with opportunities given to enhance job skills and professional expertise and to interact with colleagues from other departments. In addition, a general communication space called the “IS Lounge” is provided in the head office to improve work efficiency and performance for our employees to have support in sharing their ideas freely and communicating readily about their work issues.

Classification	Course on Values	Mandatory Curriculum				Optional Curriculum		Course Specialized for Work	Other Curriculum			
						Job Training		Group Job Training				
		Team Leader Empowerment Course		Promoted Employee Course	Hierarchical Leadership Course	Construction Division	Manufacturing Division					
General manager	Basics of Core Values (new)/ Internalization of Core Values (existing)	Team leader course	New team leader course	New senior/general manager course	Improvement of decision- making	Technical specialist training ▼ Safety & health · Project representative · Technology for each process (construction, civil engineering, etc.) · Other on-the-job training — Professional knowledge training	Production management, quality control training ▼ KS Certification related training · Technical training for each process — Program utilization — Other on-the-job training — Professional knowledge training	Individual job specialized training - HIGH (provided separately)	Corporate culture & in-house etiquette workshop	Interviewer refresher workshop	Teamwork improvement workshop	Foreign language lessons
Senior manager					Influence improvement							
Manager			New manager course	Middle manager empowerment								
Assistant manager			New assistant manager course	Follower leadership								
Senior-level, staff					Self-initiated leadership							
Introduction Course for New Employees		Values (Vision/Mission/Core Value), organizational culture, in-house etiquette training, basic job competency improvement, report preparation, report method, communication, activities										

Labor-Management Communication

Joint labor-management conference is held periodically with the representatives of management and labor to share important pending issues such as labor welfare benefits and wages, health and safety, etc., while harmony between the labor and management is promoted to establish a cohesive and trusting relationship. In addition, complaints are handled through the online whistleblower channel to provide assurance of anonymity. Consultations on the complaints or issues submitted are taken seriously with appropriate and timely responses and provide valuable feedback.

Collective Labor-Management Culture

According to the collective agreement and Articles 3 and 5 under the Labor Union Act, IS Dongseo shall guarantee the right and freedom of workers to join and withdraw from the labor union. It is stipulated that the company may not interfere with joining the labor union, or force the withdrawal. IS Dongseo places an emphasis on mutual trust and cooperation between labor and management, all employees are entitled to application of the collective agreement, and discussions on improving the operation of joint labor-management conference are held to protect the rights and interests of employees and promote the healthy corporate development. The joint labor-management conference involves salary negotiations, allocation of performances, and composition of welfare benefits. The joint labor-management conference is attended by an equal number of member representatives from labor and management. The regular and irregular conferences in each quarter encompasses productivity improvement, performance allocation, HR and labor affairs, welfare benefits, etc., along with difficulties, suggestions and other matters that can have an impact on employees. Collected opinions are summarized and mediated at an interim meeting, and confirmed at a regular or irregular conference with equal representation from labor and management in order to provide information to the employees. In particular, main details regarding the changes in management are notified at least 14 days in advance to minimize confusion in management. IS Dongseo creates a sound and healthy labor-management culture in the interest of solving issues based on participation and cooperation by all employees, and taking measures in earnest in response to the rapidly changing corporate environment.

Establishing our Corporate Culture as a Good Place to Work

Our flexible work environment is formed for all employees to develop professionally and advance their careers through sound work-life balance, and viewed as a good place to work. Our equality-minded parental leave system is operated without gender discrimination, and our family-friendly corporate culture provides congratulatory bonuses for childbirths and reduces the work time during the early childrearing period, etc. In addition, the PC OFF system promotes efficient work hour management by turning off the computers after six o'clock at work, and the culture of clocking out (leaving work) on time is put into real practice for the sake of work-life balance. Internal loans to stabilize housing security and various congratulatory and bereavements supports are given. As part of work-life balance, our healthcare system allows the health and physical wellbeing of employees to be cared for and educational fees are supported for foreign language lessons for the sake of self-development.

Field Practice and Internship Program

IS Dongseo signed the regional industry-academy-government agreement to provide the opportunity for field apprenticeships, internships, etc. in the professional fields such as construction, civil engineering and construction supervision, etc. in the construction site by the graduates of local universities.

Fair Performance Evaluation and Compensation

IS Dongseo duly performs fair evaluations of performance such as the competencies, achievements, adherence to core values, etc. based on our performance-oriented evaluation and compensation system, and rational compensation is provided based on individual merit and competency. Especially, employees from all sites that achieved top-performing results such as an accident-free record, etc. in 2022 will be provided with incentives in the form of money, commendations, etc.

Evaluation and Compensation System Establishing

Evaluation System

Evaluation system comprises measurements of personal goals achieved, performance merits, and competency evaluations for promoting future growth, while the evaluation results are linked to the compensation and promotion system put into practice.

Compensation System



Operation of the Annual Salary System

- Annual salary range is determined by qualifications of each position and job group, and highly competitive salaries in the industry is provided.

* Annual salary of KRW 49 million for new employees graduating from university.



Incentive System

- Job incentives are provided using merit-based performance targets set by the company
- Under the compensation system based on individual merits/performance, our incentive system employs performance evaluation grades for the annual salary of the following year.



Operation of the Annual Salary System

- A separate incentive system is operated on the departments/individuals with top-performing evaluation results.

Welfare & Benefit System



Family welfare support

- Educational expenses of children in middle /high school & university are supported.
- Various congratulatory & bereavement gifts for workers are provided.



Educational support

- Educational expenses for foreign language supported;
- Legal training is supported.



Healthcare support

- Comprehensive medical checkups supported for field workers;
- Fitness center access supported.



Support on stability of living

- Loan support on housing purchase & lease contract;
- Moving expenses are supported when transferring workplaces in the company

Other support

- Vacation bonus once a year given;
- Introduction of the PC OFF System;
- Casual Day observed;
- Operating expenses for the in-house club activity supported;
- Company cafeteria operated onsite;
- Incentives for long-time service to company

Human Rights Management

IS Dongseo pursues responsible management that places a high priority on the human rights of all employees, stakeholders, and vendors at domestic and overseas sites. To prevent human rights violations that may occur in corporate management, we pledge to uphold human rights through ethical management principles and actively practice on-site-oriented human rights management. Additionally, international standards and guidelines on human rights and labor such as the UN Universal Declaration of Human Rights, UN Guiding Principles on Business & Human Rights, the Constitution of the International Labor Organization (ILO), and Due Diligence Guidance for Responsible Business Conduct by OECD, etc. are followed.

Human Rights Practice Guidelines

Non-Discrimination	Prohibit discrimination on employment according to the gender, race and nationality, and respect of diversity
Compliance for working conditions	Comply with legal working hours, and provide reasonable wage and proper workplace environment
Labor treatment	Respect and protect employee privacy, protection of personal information, and abolition of unfair treatment
Ensure freedom of association & collective bargaining	Respect labor laws of each country, and provide sufficient opportunity for employee communication
Prohibition forced labor & child labor	Prohibit coercive labor against the volition of employee, and child labor by principle
Guarantee occupational safety	Support a safe workplace environment, and prevention of physical and mental risks on the employees
Protection of local residents	Prevent a human rights violation, such as health and lives of local residents, and protect properties while performing work
Human rights protection of the customer	Measures to protect customer lives, health, properties and personal information

Respect of Human Rights in the Workplace

To safeguard against discrimination and workplace harassment and create a healthy organizational culture, IS Dongseo prohibits all forms of discriminations, sexual harassments and workplace bullying. Furthermore, in accordance with the employment regulations, we operate and enforce a zero-tolerance policy for incidents, including accident reporting and reporting processes, and take corrective and disciplinary actions. We also mandate prevention of harassment and workplace harassment prevention education. Training on preventing sexual harassment and workplace bullying is provided as mandatory training. When an incidence of discrimination, sexual harassment or workplace bullying arises, strong disciplinary actions are performed through the HR Committee based on the internal regulations, and efforts are continued to provide appropriate relief methods, prevent secondary damages, and to establish the plan for preventing recurrences.

Efforts on Respecting Diversity

Due to the characteristics of the construction industry, there are workers from various nationalities and races in the process of promoting large-scale domestic and foreign construction businesses, and global supply network is operated for supplying the construction materials. In consideration of the unique nature of the construction industry, IS Dongseo conducts proactive checks and prevention measures for potential human rights violations throughout the entire project implementation process, striving to minimize the occurrence and impact of human rights infringements.

Training on Human Rights

IS Dongseo is providing annual training on preventing workplace bullying, improving an awareness of people with disabilities, and preventing sexual harassment. In addition, awareness of human rights is to be enhanced through human rights training, and a training program is operated for all employees to improve their awareness of respecting and embracing diversity.

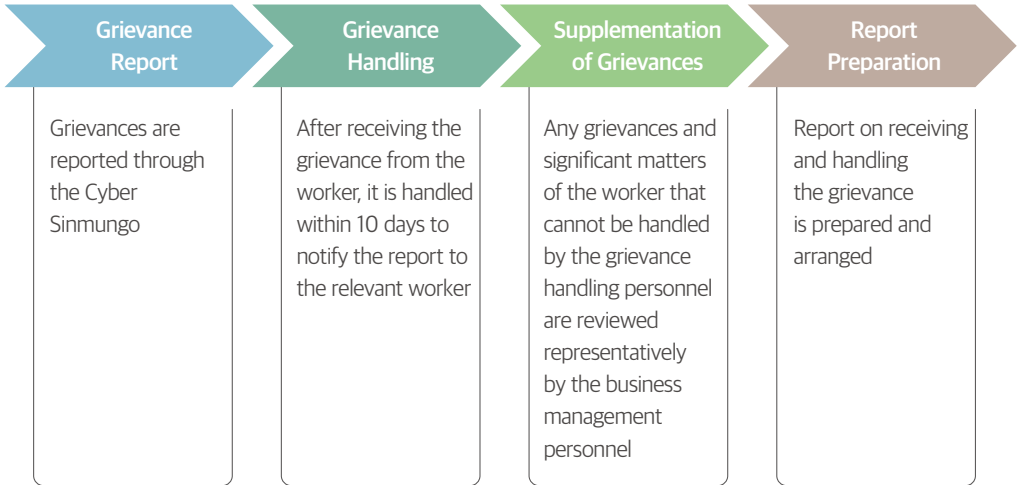
Classification	Contents	Target
Training on preventing workplace bullying	• Definition and relevant occurrence types • Essential factors for preventing the occurrence • Development of culture on communication in the workplace	Mandatory training on all employees
Training on preventing sexual harassment	• Concept of sexual harassment & judgment criteria for each type • Secondary damage & gender sensitivity • Handling procedure and protection from sexual harassment	
Training on improving awareness of the disabled	• Definition and types of disabilities • Relevant laws & systems on employment of workers with disability • Guide to working with workers with disability	

Operation of Unethical Report Hotline (Cyber Sinnungo System, etc.)



To file the appeal on irrational systems and customs in the company, IS Dongseo takes active responses against unethical behaviors by operating an online and offline reference site of Unethical Report Hotline. Any reports received are delivered directly to the unethical behavior report personnel (Audit Support Team), and quick settlement of issues is supported through immediate feedback. Reference Site (<https://isdongseo.co.kr/en/negative/form/69>)

Employee Grievance Handling Process



Customer Satisfaction Management

Policy

IS Dongseo does not pursue profits based on short-term performance, and quality management is promoted through the management philosophy is providing the best value to the customers. In addition, IS Dongseo is improving the completion quality and strengthening customer service support of the housing and construction businesses. In particular, quality control team was newly established in 2022 under the Safety & Health Division, and management system was sophisticated to strengthen the quality inspection for preventing defects and improving the customer satisfaction level. From initiation of construction to completion of all business sites, functional total inspection of checking not only the visible parts on the work process for each stage and technical status, but also the invisible parts such as the performance of the equipment and facilities are performed in combination in order to satisfy the needs of the customers. Furthermore, to execute customer-centric value management based on challenge, passion, and trust, we regularly conduct comprehensive on-site inspections of the entire process to ensure thorough quality control. This includes not only job responsibilities and construction standards training for all on-site personnel but also quality checks for complaint resolution and defect prevention, all aimed at enhancing quality and ensuring consistency in construction.

Quality Management

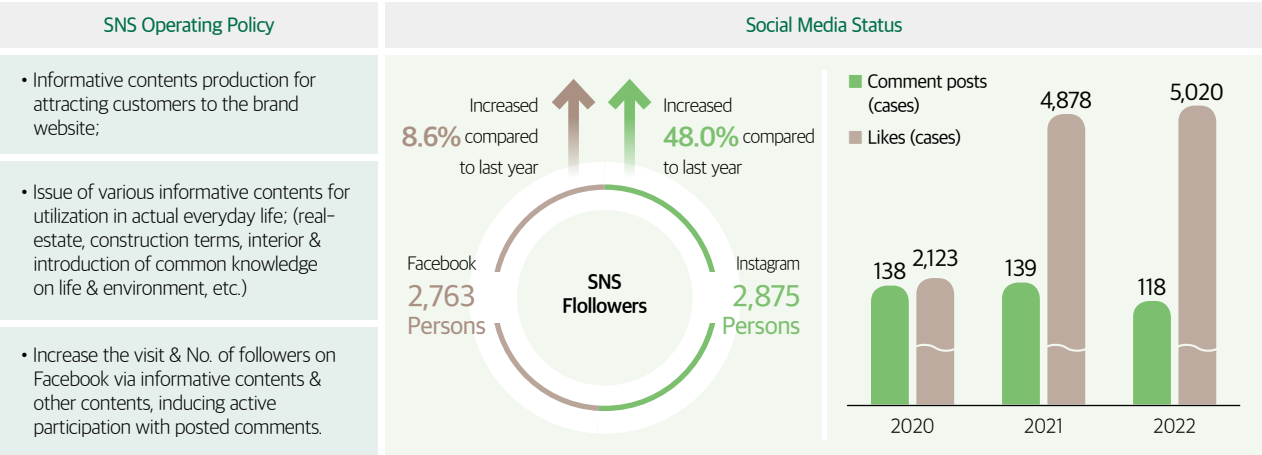


Goal

For customer-centered management, IS Dongseo is establishing and managing the detailed goal and roadmap for each department for the goal of minimizing the customer complaints and nonconformance in quality. Various opinions received from online and offline channels such as customer complaints and product feedback are reflected in earnest, and opinions are databased for management. In addition, active problem-solving plan, progress and follow-up status are shared with all sites and relevant departments for continuous communication and management. IS Dongseo will continue to impress the customers by providing the products and services required by the customers according to the trend of the rapidly changing market.

Active Customer · Market Communication

IS Dongseo duly operates communication channels that utilize social media. Communication is undertaken with customers via the Youtube, Instagram and Facebook channel to consistently upload the contents geared to the needs of the customers, while practical information required by the customer such as the real-estate information and real-estate market trend, etc. is delivered periodically for customers to understand readily. Especially, the Youtube Channel 'Eileen's Garden TV' expands the contact point with customers by providing the lot sales information, especially around the housing complex of 'Eileen's Garden'.

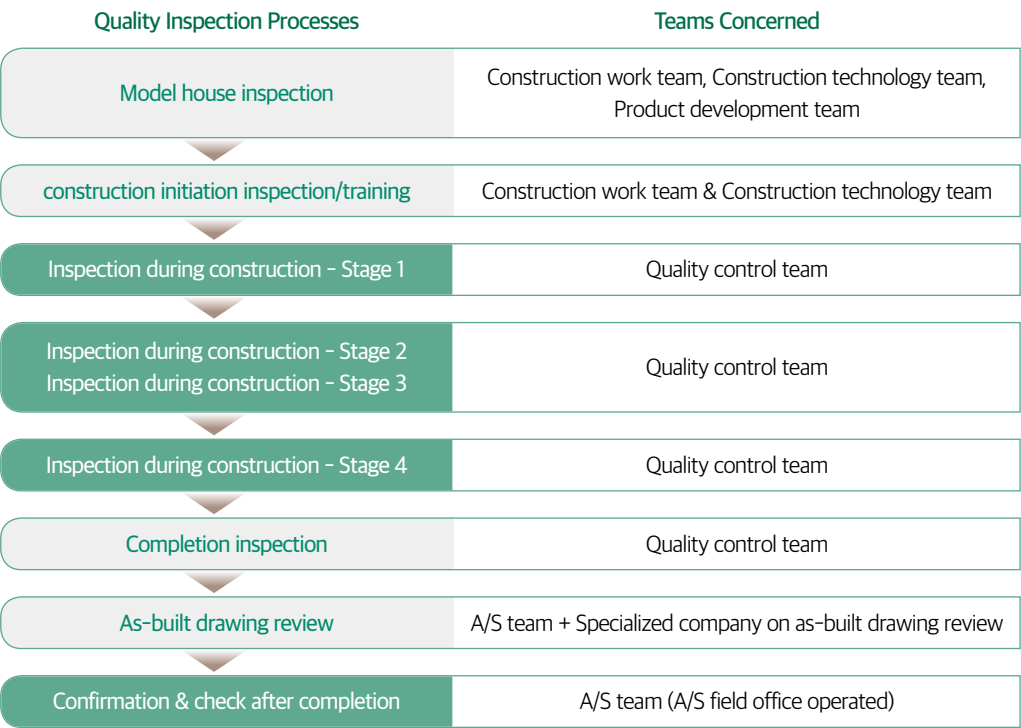


Strengthening Compliance of Personal Info. Protection Responsibilities

IS Dongseo duly performs and fulfills our role and responsibilities on personal information protection along with the relevant organization through the competent department for personal information protection affiliated to our chief privacy officer to prevent the social loss from leakage of personal information. Provisions in the Personal Information Protection Act are abided by to protect the personal information of customers, while the system for information protection was introduced such as network access control, DB access control, DB encryption, etc. In addition, ISO Dongseo prepares for risks from information leakage by subscribing to the liability insurance on personal information protection and enabling the individuals to use the DLP (data loss prevention) solution. Moreover, training on the Personal Information Protection Act is provided, with issues of security threats being shared with employees annually so as to enhance the awareness of information protection and enhance the personal capability for managing personal information. Meanwhile, training is performed on all personnel handling personal information, while training and supervision are provided on safely handling personnel information when realty agencies at the lot sales stand, etc. performs their work.

Quality Inspection Process

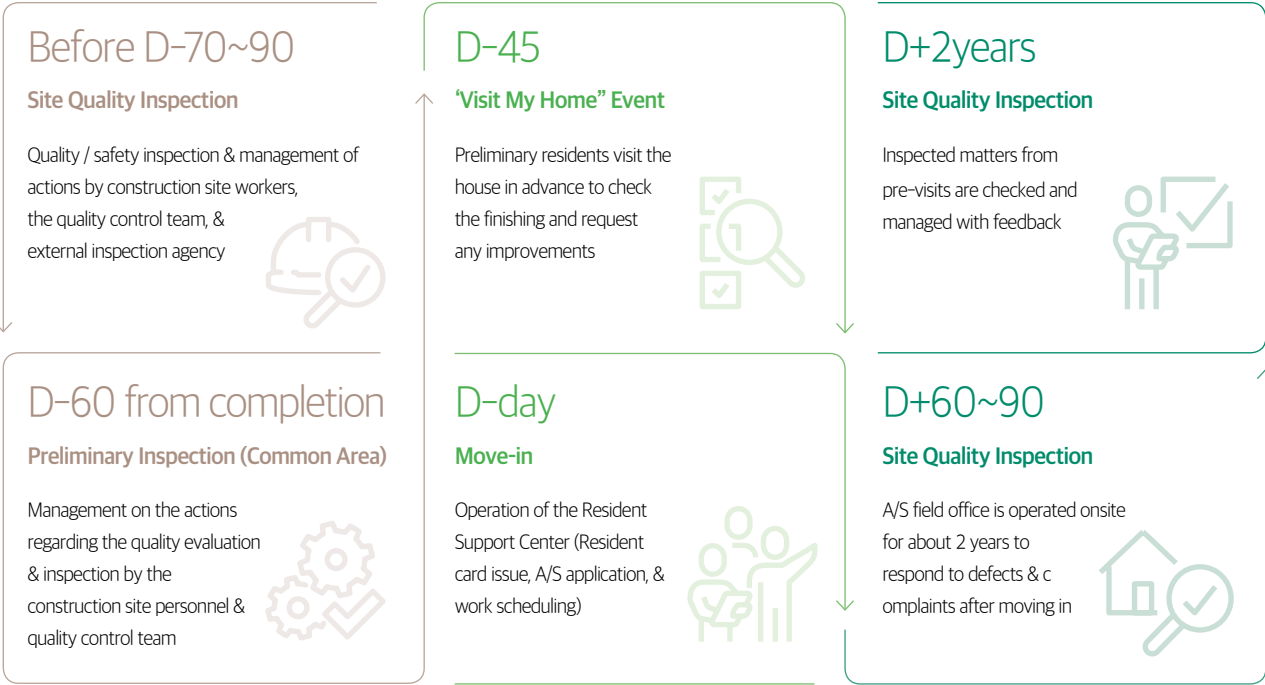
IS Dongseo is strictly performing quality control on all processes in the construction site, and inspection of major defect factors. From initiation of construction to completion at all business sites, functional total inspection of checking the visible parts on the work process for each stage and technical status as well as the invisible parts such as the performance of the equipment and facilities are performed in tandem. In October 2021, defect cases collected for the last 10 years were classified into construction and equipment to gather the main cases, and [Defect Casebook] was published by the AS team. In 2022, the quality control team published the [Quality Inspection Casebook for Training] to comply with the design laws and regulations, and to prevent complaints and defects in advance. The casebook is distributed throughout the company to sophisticate the quality inspections through periodic training for personnel at all sites regarding the responsible tasks and construction standards. IS Dongseo devotes efforts to prevent in advance even minor defects that can occur from departments related to construction, and also improve the quality. Meanwhile, the quality control team was newly established in the Occupational Safety & Health Division on April, 2022 to strengthen and expand the quality inspection for defect prevention, and improvement methods are trained, discussed and applied systematically on site so as to eradicate repetitive defects immediately.



Improvement and Support for Customer Satisfaction

IS Dongseo has improved customer satisfaction levels by communicating with customers via websites and communication channels of the sites completed with construction. We make every effort to actively reflect the various opinions that were received from the on / offline channels such as customer complaints and feedback on our products, etc. In addition, "Pre-visit Day" is organized for the preliminary residents to listen to their opinions in earnest, and to solve any complaints quickly. In addition, the opinions collected are put to use proactively as constructive feedback for improving our products and services. Opinions received from the customers are managed through the database, and active problem-solving plan, progress and follow-up status, etc. are shared with not only the management team and the A/S team, but also all sites and departments concerned to prevent any recurrences.

Flow of Managing the Application of Defects



Brand Information

IS Dongseo reflects customer needs and trends to develop housing products. In 2006, IS Dongseo introduced the apartment brand 'Eileen's Garden' in the concept of 'Human Design' coexisting with human, environment and cultural sensitivity, and in 2014, high-rise and high-end brand, 'W' was introduced. Especially, W is integrated with the sensitive image of 'Eileen's Garden' along with all our know-how and expertise in line with the brand concept of 'Luxury & High Class' with the aim of producing premiere-class and limited-edition housing products. In addition, IS Dongseo achieves brand loyalty and power with customers by developing customeroriented products in phase with the diversified market and introducing the future business space through our Knowledge Industry Center brand 'IS BIZ Tower'.



Win-win Management

Policy

IS Dongseo is actively engaged in various efforts to promote cooperative growth and win-win cooperation with its vendors in order to meet the demands of sustainable development and social responsibility for the company. Fair and transparent business is pursued based on its shared growth promotional strategies, and win-win sustainability will be pursued by strengthening the win-win cooperation system with vendors, and supporting various programs.

Goal

With the goal of leading shared growth based on fair trade and mutual exchange, IS Dongseo is continuing various efforts for growth with the vendors in four areas of ensuring an ingrained fair trade culture, financial support, providing support for management activities, and technical support.



Selection and Evaluation of Vendors

Vendors are selected and managed through fair standards and procedures. Construction quality is improved by developing the practice of transparent and healthy transaction, and a virtuous cycle of partnership is established for shared growth between IS Dongseo and our vendors. New vendors are discovered via periodic and non-periodic recruitment, and details on the selection criteria and procedures are disclosed transparently via the website. All-out system evaluation is performed based on the evaluation items such as the construction ability and performance, revenues, credit rating, status of cash flows, etc., with selected vendors being notified individually

Vendor Recruitment Notice via the Website

2022 아이에스동서(주) 협력업체 모집공고

2022년 아이에스동서(주)에서 건설, 제조부문 동반자로 함께 발전해 나아갈 우수한 협력업체를 아래와 같이 모집하오니 많은 지원 바랍니다.

건설부분

구분	담당업무
모집분야	1. 건설산업기본법에 의한 전문건설업 공종 2. 각종 자재(입)하 납품설치 공종 3. 안전관련 공종 4. 그 외 각종 용역 공종
자격요건	1. 건설산업기본법에 의한 전문건설면허 보유업체 2. 전기공사업, 정보통신공사업, 소방시설공사업 면허 보유업체 3. 관급공사 입찰 및 하도급 입찰, 계약이행에 정격사용이 없는 시공전문업체 4. 신용평가 기관인 ㈜이크레디블에서 신용평가 등급 B~이상, 현금흐름 등급 C- 이상을 받은 기업
제출서류	1. 공시자명원 - 건설공사실적증명(최근3년간 포함) 2. 최근 결산 재무제표가 반영된 신용평가서(㈜이크레디블) 제출 3. 최근 3년간 산업재해를 확인서 제출

제조부분

구분	담당업무
모집분야	1. 원·부자재 납품 - 콘크리트제품(PH-C PILE, PC부재, 철목 등) 2. 생산설비 제작 및 설치공사 - 상거 제품 생산용 설비
자격요건	1. 회사 설립 후 만 3년이 경과한 업체 (2021년 12월 31일 기준) 2. 동종업체 납품 또는 시공 유경험 업체
제출서류	1. 회사자명원 2. 최근 결산 재무제표가 반영된 신용평가서(㈜이크레디블) 제출 3. 최근 3년간 산업재해를 확인서 제출

제출방법

- 06071 서울특별시 강남구 역삼대로 741, 12층 구대지현빌딩 (4층입구, 온성빌딩)
※ 우편봉투에 협력업체등록 문구 기재 바람 (방문접수 불가)

제출일시

- 2022년 4월 15일 까지

기타사항

- 제출된 서류는 일체 반환하지 않으며 본 목적 외에는 일체 사용하지 않습니다.
- 협력업체로 등록된 업체간 각 팀(추천인)으로 별도 통보합니다.
- 기 등록한 업체는 별도 심사하여 등록이 금지되며, 경쟁력이 없거나 평가결과 자격미달 업체는 협력업체 등록에서 제외됩니다.
- 제출된 서류는 사실과 일치하여야 하며, 허위로 판명될 경우 심사대상 제외 및 등록이 취소됩니다.

아이에스동서

Vendor Evaluation

If required, IS Dongseo is evaluating the quality, management and technical level of the vendor periodically to develop the vendor into the outstanding vendor, and competitiveness of the IS Dongseo supply chain is enhanced. Top-performing ones selected using evaluation results are compensated through incentives and increased contract opportunities, etc.

Vendor Safety Management Evaluation

In the case of serious accidents according to the Serious Accident Punishment Act

Bidding restriction: 2 years

Periodic evaluation item (once semi-annually)

Additional points are reflected according to the evaluation criteria during the bidding in the first & second semester

Item	Score	Supervision	Evaluation Method
Occupational Health & Safety Management System	10	Site	<ul style="list-style-type: none">Arrangement of the occupational safety & health personnelAppointment of safety manager and provision of job training
Managerial matters	40	Site	<ul style="list-style-type: none">Morning meeting & T.B.M attendance rateCooperation level on various inspections (events) & work;Implementation of safety instructionsPreparation and submission of safety work plan (including PTW)Statement of using occupational safety & health management expensesManagement on providing and wearing personal protective gearOrganization and arrangement of the siteSubmission of the special health examination report before arrangement
Occupational health & safety training	20	Site	<ul style="list-style-type: none">Training/ onboarding for new and special employeesParticipation of the vendor personnel during the safety trainingPeriodic safety trainingCompletion of basic safety training
Risk Assessment System	30	Site	<ul style="list-style-type: none">Preparation of the risk assessment sheetPerformance of risk assessmentCommunication of risk assessment resultVerification on implementation of risk assessment
Point Addition·Deduction	±10	Site	<ul style="list-style-type: none">Acquisition of Occupational Health & Safety Management Certifications by the vendor such as KOSHA-MS and ISO 45001, etc.Performance of safety activities by the CEO of the vendor (management class)External recognitionAdministrative measure by the external agencyPress release on safety accidents, etc.

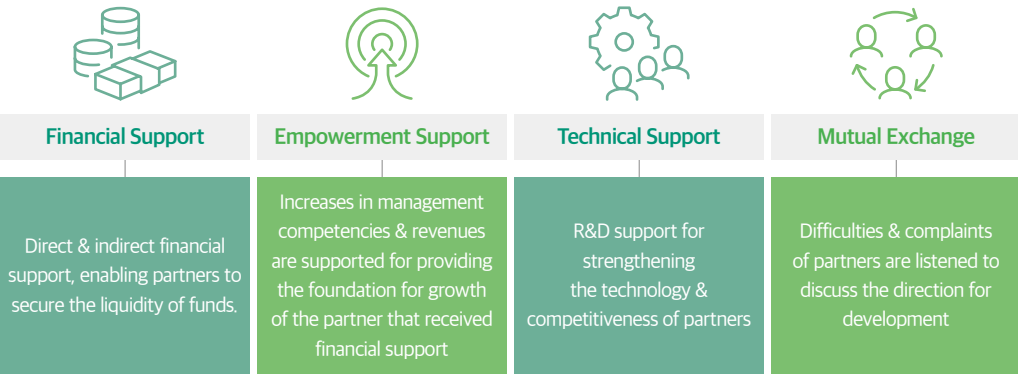
Support for Improvement of Sustainability

IS Dongseo is providing the support for improving the sustainability of the vendors by expanding the responsibility and sustainability management to the overall supply chain. To improve the competitiveness and minimize the possibility of risks on the overall supply chain, IS Dongseo is encouraging the voluntary participation of the vendors on attaching the safety & health, and environmental policies of the company during the contract with the vendor.

Establishing Win-Win Partnership

To establish win-win partnerships with vendors, shared growth programs that actually help our vendors are in operation such as financial support, empowerment support, mutual exchange, etc. Through this, the stable growth of vendors is supported, and conducive shared growth culture is established.

Main Programs



Financial Support

To support the liquidity of funds for partners, direct and indirect financial support methods are instated in tandem. For financial support, 50% of the deposit on the performance bond is reduced, and support is provided to partners receiving the prime rate with increased lines of credit. In addition, work environment of field workers are improved via the indirect support of increasing the amount of advance payments at business sites during summer.

Support of Payment Conditions

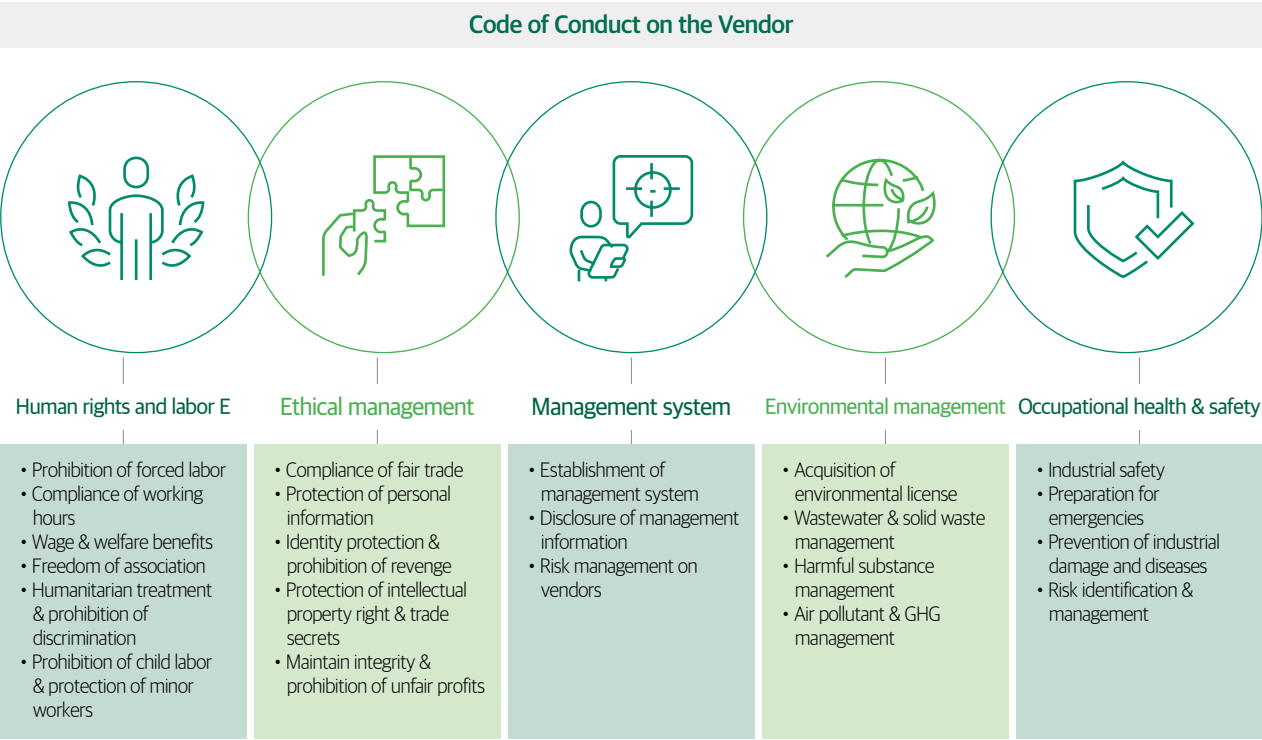
IS Dongseo provides all-cash payments for partners, and we constantly make efforts to increase the annual ratio of cash payments for partners. In addition, cash payments are made on time at the earliest compared to competitors in the industry (60-day short bill)

Increase in Safety Management Cost for the Vendor

Contract rate of the industrial safety management cost was improved for the construction types with high accident rates of vendors. (Reviewed in 2021 to provide the basis, and extended application to the site in 2022) To provide preemptive method for guaranteeing appropriate level of safety management cost according to the strengthening of safety management in the construction site from the enforcement of Serious Accident Punishment Act, etc., the rate applied on the occupational safety & health management cost that was previously appropriated as the fixed rate from the labor cost in the total construction amount on the partner was revised to increase up to 0.5% of the direct construction cost.

Risk Management via the Code of Conduct on the Vendor

IS Dongseo has established the ‘Code of Conduct for the Vendors’ to conduct ESG practices with vendors, achieve healthy results, and enable continuous shared growth. This is the standard for vendors to strictly comply with all applicable laws and regulations and adopt the ethical corporate management. The code of ethics also includes the details on human rights, labor, occupational health and safety, environment and ethics, etc. Our website has a section for receiving suggestions and reports for fair trade, so that reported matters shall be anonymous and strictly confidential during the handling process. In addition, all contracts ordered by IS Dongseo must be attached with the mandatory pledge of integrity, while the anti-corruption training course is included in major vendor meetings or conferences such as design, procurement, construction and safety to emphasize the compliance of code of ethics.



Vendor Risk Management System

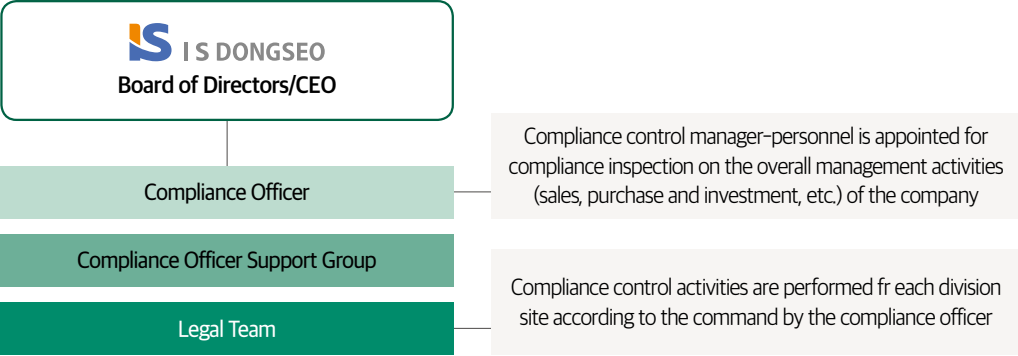


Establishment of Compliance-based Operation System

IS Donseo appoints the compliance officer through resolution of the Board of Directors, and periodic management and inspection are performed on whether the compliance control standards are followed. In addition, compliance organization is substantialized to perform the work systematically and efficiently.

IS Dongseo is fully committing efforts to create an ingrained fair trade culture at an enterprise-wide and external level through the compliance support system.

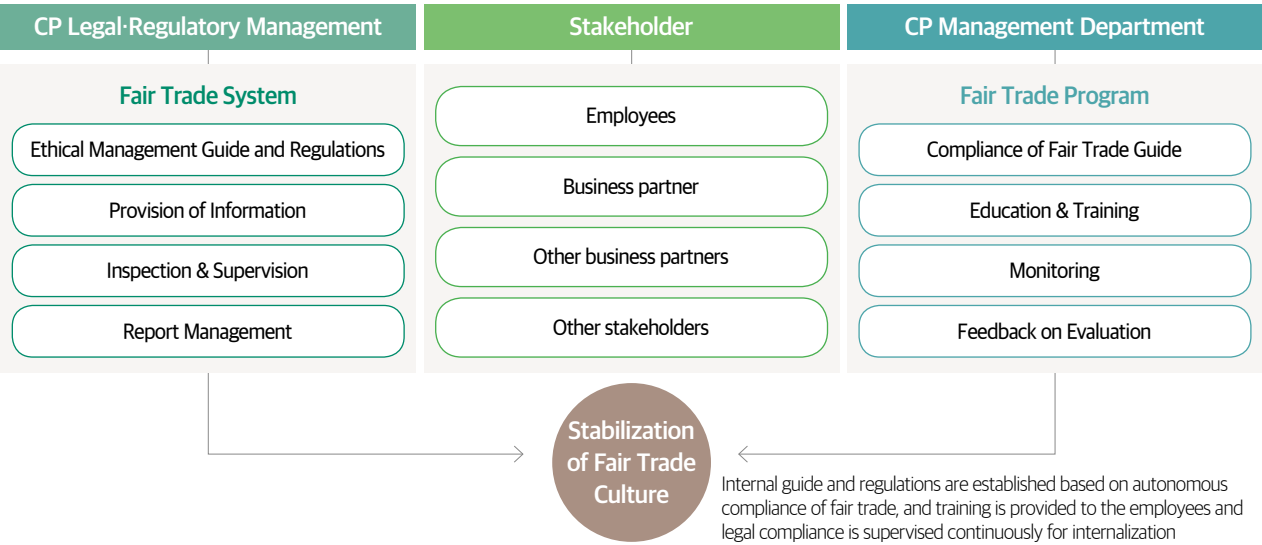
Compliance Support Organization and Roles (Current)



Provision of Compliance-based CP Operation Guide

Based on the 4 major guidelines for fair trade announced by the Fair Trade Commission, IS Dongseo provided the guide for operating the autonomous compliance program on fair trade to prevent the incidence of illegal acts such as unfair trade, and to enable more detailed fair trade management. Autonomous compliance manager will be appointed in the future and guaranteed of independence in the task, and exclusive department and fair trade and supervision management department will be organized for creating an ingrained autonomous compliance culture on fair trade to report the CP activity plan and status to the Board of Directors regularly.

To create an ingrained fair trade culture at an enterprise-wide and external level, IS Dongseo will operate the autonomous compliance program on fair trade by connecting the fair trade system on managing the compliance-based ethical management guide and regulations with the fair trade program for implementing fair trade. Also, autonomous compliance of fair trade will be sophisticated through consistent CP training and monitoring.



Social Contribution

Policy

As a member of the local community of ‘Corporate Citizen’, IS Dongseo is communicating with the community and pursuing sustainable growth by creating jobs and fulfilling the duty of payment set by relevant laws, as well as performing social contribution activities joined by our employees. Beyond simply returning the corporate profits to the society, IS Dongseo is committed to proactively carrying out social contribution activities to create new and sustainable value. IS Dongseo is making effort to not only satisfy the practical needs of the stakeholders based on analysis of social issues, but also on expansion through voluntary participation by capitalizing on internal capabilities. Furthermore, we make decisions by considering the characteristics of our industry as a construction, environmental, and manufacturing company, taking into account the overall relevance to our business. A prime example is the activity on ‘Social Contribution together with the Munam Scholarship Foundation’, and various support projects are performed proactively for the children, youth and neglected class through the talent development and support project, and project on improving the educational environment.

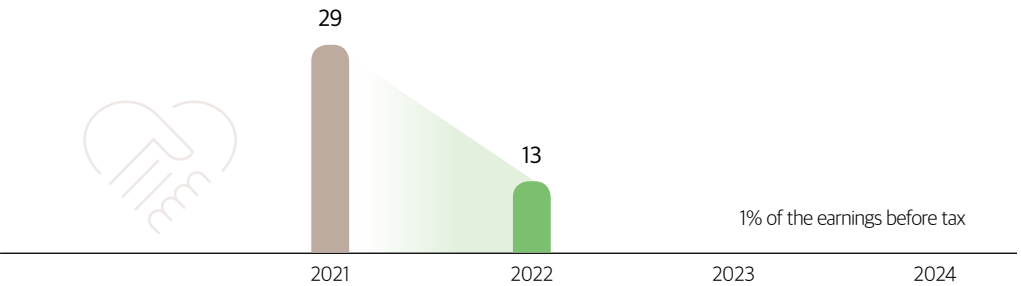
Goal

IS Dongseo is taking effort to create a better future with the community. Communication with the relevant local agency and community will be performed closely to identify the needs and issues of the community, and various social contribution activities will be implemented for solving these issues. In addition, donation for social contribution will be established continuously to induce the direct and indirect participation by the employees, and social contribution projects for achieving the UN Sustainable Development Goals will be promoted comprehensively.



Social Contribution Activity Costs of IS Dongseo to the Community

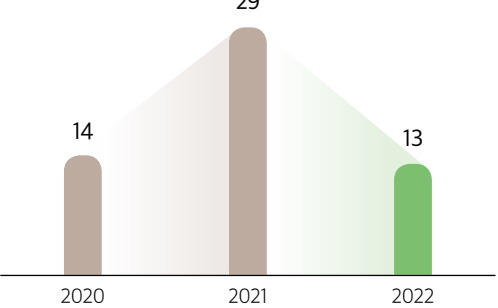
(Unit: KRW 100 million)



Performance

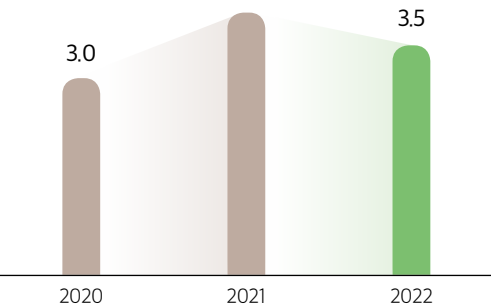
IS Dongseo Investment Expense on Social Contribution Activities

(Unit: KRW 100 million)



Munam Scholarship & Culture Foundation Investment Expense on Scholarship & Public Services

(Unit: KRW 100 million)



Main Cooperative Organization and NGOs on Social Contribution Activities

Cooperative Organization	Social Contribution Activities
ChildFund Korea	Scholarship, feminine product support, underfed children support & child abuse prevention support, etc
Community Chest of Korea ‘Fruit of Love’	Donation to help needy neighbors (Busan, Ulsan, Daegu, Gyeongsan, etc.) and support fund on disaster recovery, etc.
Gyeongsan Scholarship	School uniform support on middle & high school students in the low-income families
Kids & Future Foundation	Project on improvement of bathrooms in the community child center
Babsang Community & Briquette Bank	Energy-sharing support for the low-income families
Sisters of Mary	Support for facilities in the institution (vehicles, PC, etc.) & academy fees
UNICEF	Agreement on fund raising for the Schools for Asia Campaign
Youth Education & Culture Foundation	Youth study camp support
Geunjeong-gu Rehabilitation Center	Educational supplies support
Holt Children’s Services	Support for children & youth in the neglected class
Daegu Opera House	Sponsor of arts & education (Rising Vocalist Development Fund, etc.)
Korea Housing Builders Association	Aged housing maintenance & repair support project for the person of national merit
Korea Basketball Association	Sponsor on sports & culture (Basketball Development Fund, etc.)
Munam Scholarship & Culture Foundation (IS Dongseo Foundation)	Scholarship, educational support, & support on educational supplies and feminine products, etc.

Omni-directional Social Contribution Activities

While practicing coexistence-driven development of the environment, IS Dongseo commits efforts in earnest to fulfill the responsibilities as a corporate citizen and on helping various stakeholders to enjoy warm happiness.

Details of Main Social Contribution Activities in 2020~2022

12	[Munam Scholarship Foundation] KRW 130 million funded for the '7th Hope for the Future Scholarship'
06	[Munam Scholarship Foundation] Project on supporting the children of families with risk of becoming victims of crime
06	Free aged housing maintenance and repair support project for the person of national merit
05	[Munam Scholarship Foundation] Support of personal protective equipment for COVID-19
03	Donated on relief aid for damage from forest fire in Uljin and Samcheok
02	KRW 50 million funded for 'Anyang-si Talent Development Scholarship'
12	[Munam Scholarship & Culture Foundation] KRW 130 million funded for the '6th Hope for the Future' Scholarship
12	KRW 900 million donated to the Community Chest of Korea 'Fruit of Love'
07	KRW 1 billion donated as basketball development fund to Korea Basketball Association
07	Donations in kind for constructing the rest area for the elders in the Senior Citizen Center in Gyeongsan Region
07	Support for establishment of the Yeongdo-gu (Busan) and LH joint child care center
05	[Munam Scholarship & Culture Foundation] Educational materials (laptop, PC) donated for 5 consecutive years
02	'Business Agreement on Prevention of Child Abuse and Support for Victim Childs' signed with Busan Metropolitan Government
01	30,000 'Briquette of Love' donated to the Busan Bapsang Community & Briquette Bank
12	KRW 600 million donated to the Community Chest of Korea 'Fruit of Love'
12	[Munam Scholarship & Culture Foundation] KRW 150 million funded for the '5th Hope for the Future' Scholarship
03	KRW 100 million donated to Busan and Gyeongsan-si as disaster relief aid from COVID-19
03	KRW 150 million donated to Nam-gu (Busan) for supporting underfed children

Social Contribution Activities site



Contribution to Social Stabilization

IS Dongseo is earnestly striving to fulfill its corporate citizenship responsibilities while practicing sustainable development in harmony with the environment, ensuring that various stakeholders, including shareholders, can genuinely enjoy warmth and happiness

Support Activities

Date	Support Activities
March, 2021	Support fund for overcoming COVID-19 crisis in Gyeongsan-si
July, 2020	Support for overcoming the crisis of stagnation in the sports industry (hosted the 'KLPGA IS Dongseo Busan Open')

Awards on Contribution to the Community

Date	Support Activities
Feb. 2023	Received award from the Minister of Environment at the 'Happiness Plus Social Contribution Awards'
Dec. 2022	Received grand prize in the '8th HDI Human Management Awards' (Social Contribution Division)
Aug. 2022	Kwon Min-seok, Chairman of Board of Directors received the citation from the Superintendent of Busan Metropolitan City, Office of Education
Dec. 2021	Appreciation plaque received from ChildFund Korea on contributing to establishing the culture of donation for love of neighbors and on development of child welfare Awarded the Education Mecenat Award for 'Citation on Merits for Activating Educational Donation in 2019~2021' (3 consecutive years)
Feb. 2021	Received award from the Minister of Gender Equality & Family (Family Love & Social Contribution Division) at the '11th Happiness Plus Social Contribution Awards'
Dec. 2020	Selected as the top-performing company in the evaluation as an outstanding enterprise in the Busan Region
Aug. 2020	Citation from the President of Community Chest of Korea-Busan in the '2020 Award Ceremony for Merit on Helping Needy Neighbors'
Dec. 2019	Support for overcoming the crisis of stagnation in the sports industry (hosted the 'KLPGA IS Dongseo Busan Open')

Commendation on Contributing to Social Stability



INNOVATION

Life is innovated through the technology and quality that are highly praised by the world.

[Governance](#)

[Ethical Management](#)

[Risk Management](#)

Governance

Reliable IS Dongseo Governance

The Board of Directors of IS Dongseo is the highest decision-making body that considers the public interest, economic feasibility, social aspects and environment, etc. on the significant matters in the overall management including the management goal to perform deliberations and resolutions. The Board of Directors (BOD) assumes the role of providing checks and support of management activities. Especially, strategic decision of the BOD is required continuously in the rapidly changing business environment and represents various stakeholders. To prevent the directors from being specialized in a specific field, the BOD is composed of Independent Directors from experiences in various professional fields such as environment, law, economy, society and construction, etc.

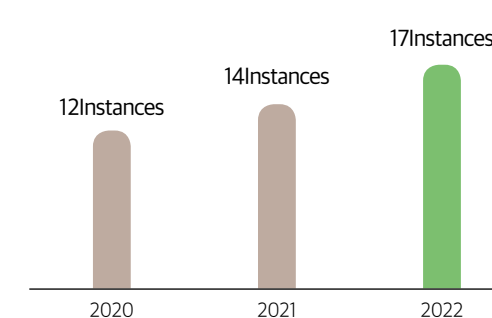
Strengthening Independence & Transparency via the Board of Directors Heavily Concentrated on Independent Directors

To strengthen the independence and transparency of IS Dongseo Board of Directors (BoD), the BOD is composed with the ratio of Independent Directors constituting the majority, and is heavily influenced by Independent Directors by design. In addition, Independent Directors verified of the independence are appointed through the Independent Directors Candidate Recommendation Committee under the BOD to supervise management activities and provide proper checks to improve transparency. Resolutions of the BOD are reviewed and resolved according to the Board of Directors' Regulations, and directors with special interests or other potential conflicts of interest are restricted in exercising their voting rights according to the Board of Directors' Regulations. Meanwhile, the BOD performs reviews on the 「Transaction Between the Directors, etc. and the Company,」 defined by the Commercial Code, and 「Large Scale Internal Transaction,」 and 「Transaction with Specially Related Party,」 etc. defined in the Fair Trade Act to minimize the impact on the company with respect the interests of each director, while facilitating internal transactions between the affiliates to be implemented through transparency and fair conditions.

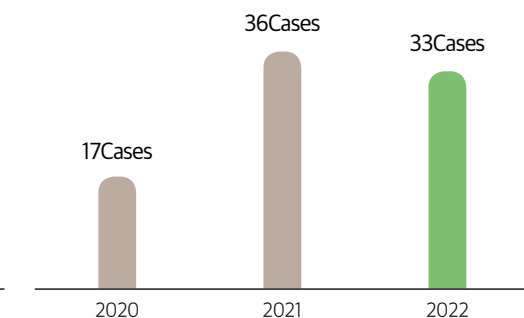
Performance of Board of Directors Operation and Total Remuneration Amount

Classification		Unit	2020	2021	2022
Performance of Board of Directors Operation	No. of Meetings Held	Instances	12	14	17
	No. of Agenda Items	Cases	17	36	33
	Ratio of Independent Directors	%	60	55.6	54
	BoD Attendance Rate	%	91.7	95.2	88.8
Total BoD Remuneration Amount	Registered Director	KRW mil	770	2,190	5,020
	Independent Directors (Excluding the Audit Committee)	KRW mil	0	61	111
	Executive Directors	KRW mil	650	2,008	4,789

No. of Meetings Held



No. of Agenda Items



Operation of the ESG Committee

For systematic and efficient implementation and management of the enterprise-wide ESG management strategy, IS Dongseo instituted the ESG Committee under the Board of Directors, and committee regulations were enacted. According to the regulations related to the committee, the ESG Committee is organized with independent directors that are two-thirds or more of the total number of committee members, and there are three independent directors and one executive director on the committee.

Committee	Position	Classification	Name	Gender	Major Role of the Committee
ESG Committee	Chairman	Independent Director	Kang Hye-jung	Female	1. Review on the ESG materiality and non-financial risks 2. Review on the method of promoting Net Zero 3. ESG management issue and performance review 4. Review on the result of external evaluation on ESG, and establish of goal on improvements
	Member	Independent Director	Lee Dong-geun	Male	
	Member	Independent Director	Park Chang-ha	Male	
	Member	Independent Director	Kim Gap-jin	Male	

ESG Agenda of Board of Directors

To promote systematic ESG management, the Board of Directors of IS Dongseo consider the impact of the relevant agenda to the environmental, social and governance factors during the decision-making process. In addition, decision-making is performed on factors related to ESG such as the environment issues including climate change, and social contribution and safety & health, etc. in effort to practice ESG management throughout the company. IS Dongseo is deriving and reviewing environmental, social and governance improvements through the ESG Committee.

Classification	Main Improvements	Item
Environmental	Review on the climate change and environmental management issues, and waste discharge goal setting by the Board of Directors	4 EA
Social	Safety & health, community and social responsibility management	3 EA
Governance	Review on the ESG materiality and non-financial risks	2 EA

Strengthening the Expertise of the Board of Directors via Appointment of Independent Directors from Various Fields of Expertise

In the rapidly changing management environment, strategic decision of the BOD is required consistently, and expertise and diversity of each director are required for this. The top expert in the company oversees senior management of their respective business as the CEO of IS Dongseo, Board of Directors' Meeting is convened to practice responsibility management. To represent various stakeholders and prevent the directors from being concentrated on a specific field, the BOD is composed of Independent Directors with experiences in various professional fields such as accounting, tax, construction, law and science, etc. They participate in the BOD through various perspectives based on each professional expertise, and management is supervised objectively to provide their valuable opinions and input. Especially, in the Audit Committee, an expert from the accounting or financial field holds the position as the representative Audit Committee member, and the competent person commands the expertise to duly handle supervisory work on the accounting and business operations of the company.

Operation of Board of Directors (BOD)

IS Dongseo Board of Directors is composed of the directors that were appointed through the General Shareholders' Meeting, and there are currently 4 Executive directors and 6 independent directors (one new female independent directors was newly appointed in March 2022) participating in the BOD. The BOD searches for and recommends Executive Directors as candidates, and for the Independent Directors, the Independent Directors Candidate Recommendation Committee recommends the candidates using a separate resolution process for a more detailed and objective review. Relevant information is duly provided to shareholders using the reference materials and notification of convening the General Shareholders' Meeting announced before the meeting at hand. The approval is received from the shareholders at the General Shareholders' Meeting on the day thereof. In 2022, a total of 17 Board of Directors' meetings were held for resolution and reporting on a total of 38 agendas such as approval on the transaction between the director, etc. and the company, and report on the main management activities for each quarter, etc.

Board of Directors' Performance Evaluation and Remuneration

IS Dongseo performs independent evaluation annually on the directors subject to expiry of their tenure, and on all current Independent Directors. The contribution level to the directors, internal and external influence and expertise in the work, etc. are reflected in their evaluations for utilizing on determining to serve on the consecutive terms. Their remuneration is managed transparently and fairly on the remuneration limit of the directors and individual remuneration amount, etc. through the General Shareholders' Meeting. Each of their remuneration limit is approved at the General Shareholders' Meeting, and the individual remuneration is reflected and calculated with the major intended key indicators of the company such as the business performance, contribution to sustainable management and compliance management, etc. The remuneration of the Independent Directors is provided equally for all Independent Directors within the remuneration limit of the directors approved by the General Shareholders' Meeting. In 2022, the remuneration limit of the directors approved in the general meeting of shareholders is KRW 10 billion, and the total amount of director remuneration provided was KRW 5.02 billion. Individual remuneration of the director and auditor exceeding KRW 5,000million must be displaced in the business report according to the relevant statutes.

Remuneration Amount

Classification	No. of members	Total payment amount	Average per person
Registered director (excluding Independent Directors & Audit Committee members)	4	4,789	1,197
Independent Directors (excluding the Audit Committee member)	3	111	37
Audit Committee member*	3	120	40

(unit: KRW mi)

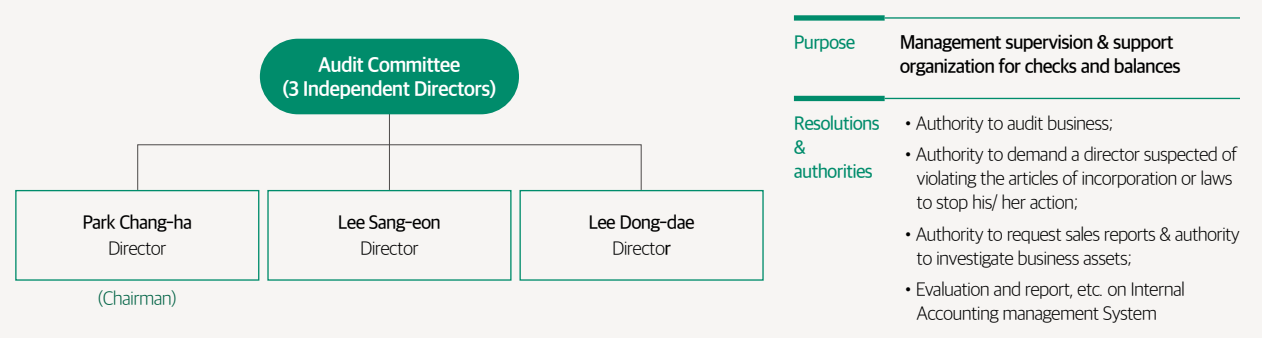
Committee Activity

For efficient operation of the Board of Directors and specialized and in-depth management supervision of specific functions, IS Dongseo formed specialized committees under the Board of Directors. There are total of four committees in the Board of Directors, and Independent Directors Candidate Recommendation Committee, Audit Committee, ESG Committee and Management Committee are operated. Committees under the Board of Directors except for the Management Committee were organized with majority of independent directors to strengthen the independence. Resolutions of each committee on the matters delegated from the Board of Directors have the same effect as the resolutions of the Board of Directors and matters regarding the organizational operation and authority of all committees comply with the regulations stated on each committee.

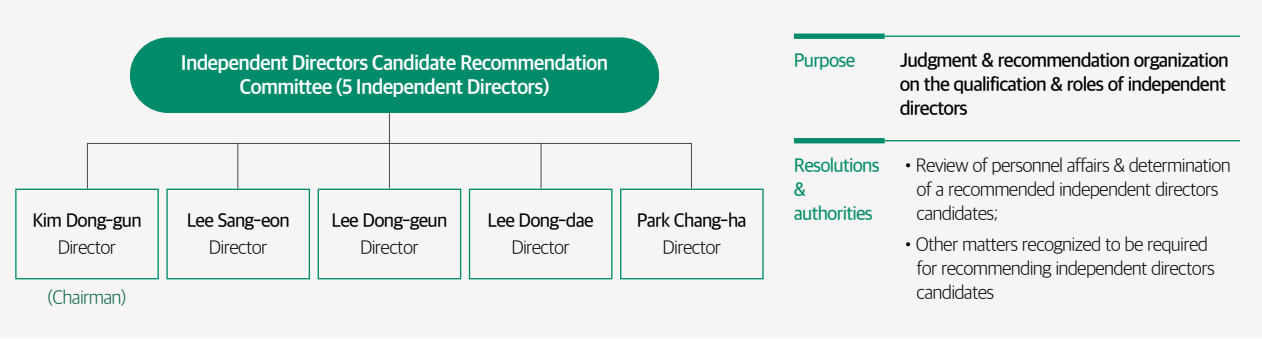
Composition Status of Committees

Committee Name	Composition	Affiliated Director Name	Chairman
Audit Committee	3 Independent Directors	Park Chang-ha, Lee Sang-eon, Lee Dong-dae	Park Chang-ha
Independent Directors Candidate Recommendation Committee	5 Independent Directors	Kim Dong-gun, Lee Sang-eon, Lee Dong-geun, Lee Dong-gae, Park Chang-ha	Kim Dong-gun
ESG Committee	3 Independent Directors, 1 Executive Directors	Kang Hye-jung , Lee Dong-geun, Park Chang-ha, Kim Gap-jin	Kang Hye-jung
The Management Committee	4 Executive Directors	Kwon Min-seok, Heo Seok-heon, Jung Won-ho, Kim Gap-jin	Kwon Min-seok

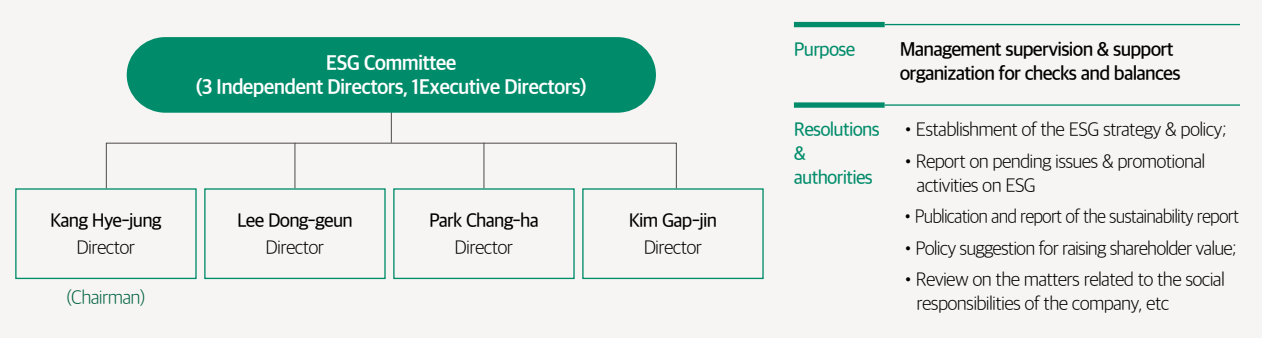
Composition of the Audit Committee



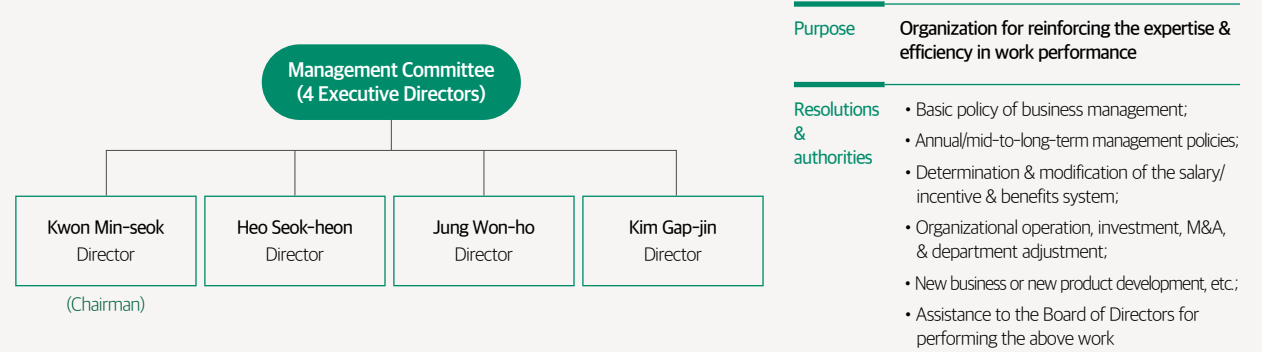
Composition of the Independent Directors Candidate Recommendation Committee



Composition of the ESG Committee



Composition of the Management Committee (to be established)



Ethical Management

Policy

Ethical management refers to the economic and legal responsibilities in the management activity by the company, and also management on satisfying even the expected level required by the social conventions. IS Dongseo has provided the foundation for ethical management by establishing the Code of Ethics for transparent and fair management and commits diligent efforts to spread ethical management across the company by instituting regular training and ingrained systems. In addition, training on ethical management is provided to all employees annually, and ethical management index was newly established in the vendor evaluation to contribute to establishing the ethical management culture in the supply chain, and to prevent any unethical conducts. Additionally, to perform fair and ethical management activities, improvement of the work system and qualitative enhancement of audit were achieved by performing non-periodic audit, quarterly audit and special audit based on the annual audit plan, and ethical consciousness of the employees were also enhanced.

Goal

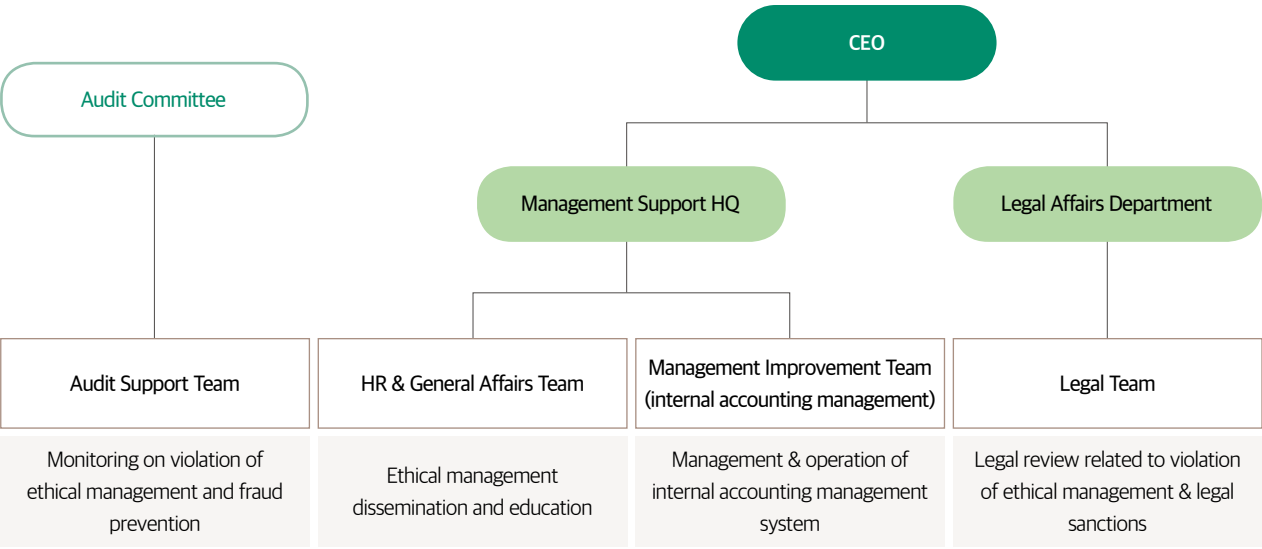
For the goal of zero anti-corruption violations, IS Dongseo will improve the awareness of the employees on practicing the Code of Ethics, and sophisticate the ethical management system. Training was performed on all employees to provide the judgment criteria on the illegal and compliant acts, and to prevent the fraudulent acts in advance. IS Dongseo is fully committed to doing business as an ethical company based on principles and public trust placed in us. By conducting the ongoing survey to prevent workplace bullying, providing ethical and anti-corruption training of all employees and strengthening the protective measures for an informer/ whistleblower, IS Dongseo will consolidate the foundation for practicing ethical management, and commit diligent efforts to safeguard employees’ trust in the company.

Organization

For implementation of internal and professional audits, a total of 4 departments including the Audit Support Team, HR & General Affairs Team, Legal Team and Management Improvement Team duly cooperate systematically to undertake monitoring and preventive activities on ethical management. Preventive activities such as promoting and training of ethical management policies are emphasized to our employees through the HR and General Affairs Teams, and each department performs the relevant roles to direct concerted efforts on establishing the ethical management system and guidelines compliance.

Classification	Content of the Code of Ethics
Customers	Considerations will be made in the perspective of the customers to take action, and best products and services that can be satisfied and trusted by the customer are provided to secure the reliability of the company.
Venders	Mutual trust and cooperative relationship are maintained through transparent and fair management activities with the vendors to pursue joint development.
Employees	Best efforts are given on the responsible task to perform with fair method, and overall relevant laws and corporate regulations related to the work are followed.
Shareholders & stakeholders	Corporate value is enhanced through continuous management innovation and growth strategies, realizing fair profits through transparent decision-making and efficient management activities for the benefit of shareholders and stakeholders.
Country & society	As the member of the construction industry, proper moral and ethical values will be established, and economic order and social norms are followed to contribute to the national and social development.

Ethical Management Organization and Major Work Performances



Strengthening Training on Ethical Management Aligned with the Code of Conduct

In January 2007, IS Dongseo adopted the ‘Management Principles of Ethical Management’ and established the ‘Code of Conduct on Ethical Management’. The Code of Conduct comprises the ‘Ethics on the Customers’, ‘Ethics on the Shareholders’, ‘Ethics on the Employees’, ‘Ethics on the Vendors’, ‘Ethics on the Society’ and ‘Service Ethics’, including the principles of ethical practices, which all employees must always abide by in their dealings with stakeholders. We promote the commitment to participate in ethical management by securing the pledge on ethical compliance from all employees aligned with the ‘IS Dongseo Code of Conduct’ under the ‘Management Principles of Ethical Management’. In addition, ethical training is provided through various channels for improving the ethical consciousness of the employees. In 2022, online ethical training was provided to all employees in the topic of ethical management.



Spread of Ethical Culture to Vendors

To spread the ethical management culture to the vendors, IS Dongseo imposes sanctions according to the internal regulations and standards when unethical conduct by the vendor is verified during the business process, and through regular monitoring, the contract with the vendor is cancelled or not renewed when the corruption and unethical conduct are in the serious level. In addition, pledge of compliance on ethical management is requested when signing the contract with the vendor and IS Dongseo strives to prevent any incidence of unethical conduct in interactions between IS Dongseo and a vendor, and establish a transparent and healthy supply chain.

Pledge of Compliance on Code of Ethics Aligned with Ethical Management

Pledge of Compliance on Code of Ethics Aligned with Ethical Management

As the member of IS Dongseo, I shall pledge as follows to establish healthy ethical beliefs to protect the honor and dignity to receive trust from the society, and for enabling the growth and development between the company and the members.

1. I shall take the position of representing the company at all times as if it is my company, and clearly distinguish between public and private affairs to perform the work.
2. Environment will be established to achieve the corporate philosophy and management goals voluntarily and with strong will, and efforts will be made to enhance the individual capability and corporate performance at the same time.
3. Customer-centered management for satisfying the customer is practiced continuously by creating the value preferred by the customer.
4. Fair opportunity is provided to the business partners, mutual interest and joint development are pursued, and any form of unfair demand using the superior position is not made.
5. Code of ethics and social norms are followed.

I hereby pledge to faithfully comply with the Code of Ethics (Ethics Charter, Code of Ethics and Guidelines for Ethical Conduct) of the company in conducting the daily business activities with pride and dignity as a member of the company, and I shall accept any actions in accordance with the company regulations in case of violation of this pledge.

Cyber Sinmungo System

IS Dongseo operates the Cyber Sinmungo for counseling, registering and reporting on unfair work handling by the employees, receipt of money and entertainment, leakage of information, unethical behavior, and good and best practices. In 2022, the Cyber Sinmungo was reorganized to maintain diligent efforts to improve user convenience and activate the internal report system by securing various online and offline reporting channels such as internet, telephone, fax, and mail. To prevent any damage to an informer/ whistleblower, IS Donseo is operating the Cyber Sinmungo by setting principles such as secrecy of the identity of the informer/ whistleblower, compliance with the principles of neutrality and fairness, and prohibition of retaliation.

Sinmungo Application Status

(Unit: Cases)

Unit	2020	2021	2022
Sinmungo Application Status	0	8	7

Ethical Management Training Program for Each Target

New Employee Training

Training on personal ethics and business ethics

Training for each job group and duty

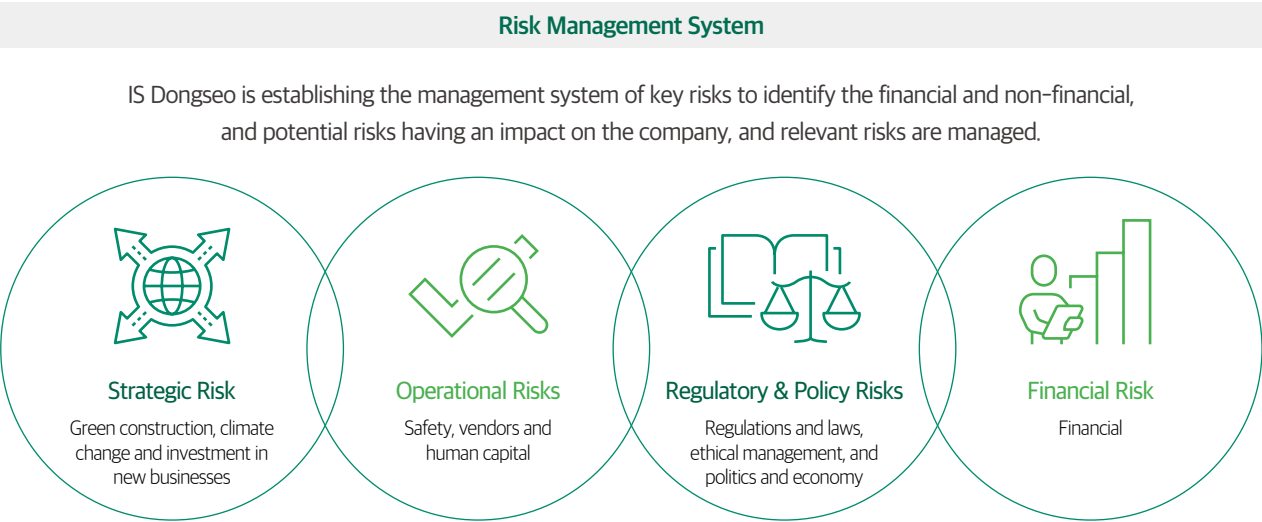
For each job group (site manager, team leader, etc.) Job training and audit to spread follow-up measures

Risk Management

Strengthening of Enterprise-wide Risk Management

IS Dongseo is responding quickly to the rapidly changing business environment and preventing in advance on the risks that can occur in the business process to secure the foundation for sustainable growth. From the business risks occurred in the business investment and performance stages to ESG risks resulting from the change in environmental, social and governance factors, comprehensive risk factors are analyzed and established with the integrated management system based on constant analysis and monitoring system to enhance the reinforcement of enterprise-wide risk management.

Risk Management



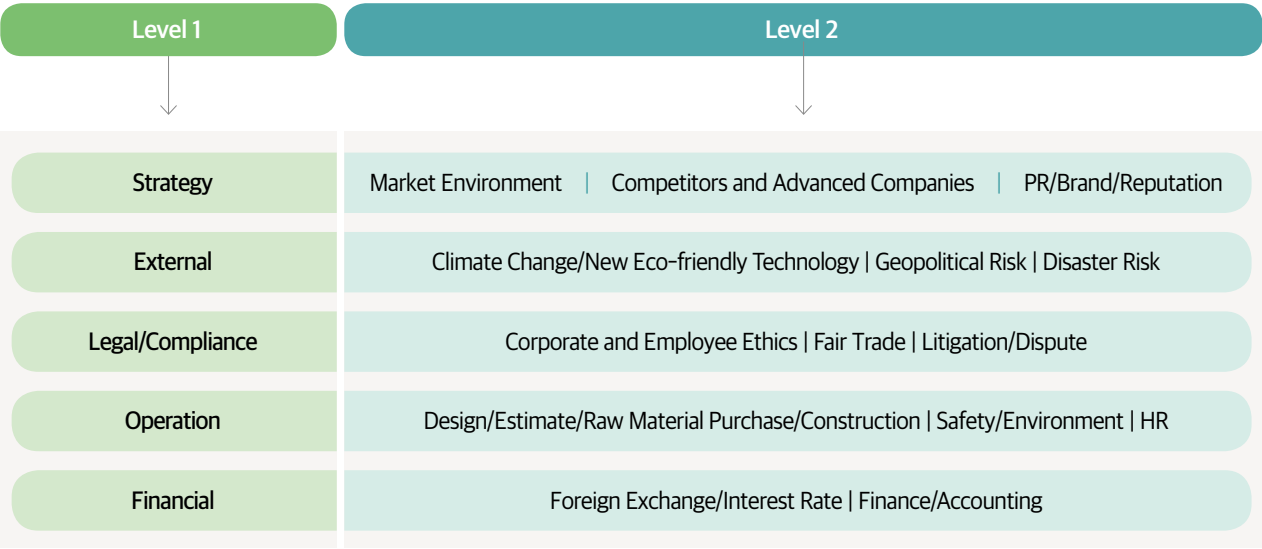
Risk Management System

For systematic risk management and effective response to risks, IS Dongseo manages the risks through the committees under the Board of Directors, namely the Management Committee for managing the investment risks, Audit Committee for risk management on ethical and compliance management, and ESG Committee for minimizing the ESG risks. In addition, risks are managed through systematic connection between the department linked to risks for each business, and the organizations at the sites.

Risk Management System



Risk Identification and Monitoring System



Project Performance Risk Management

Risks that can occur in project operation can not only have direct impact on the business performance, but also cause adverse impact to the reputation of the company in long-term perspective. To prevent this, IS Dongseo is operating the project council, and project performance is reviewed and managed in the enterprise-wide perspective. The Development HQ reviews the overall validity risk on project performance, and soundness of the project is evaluated in joint with relevant departments such as legal, funds and cost, etc. When the final review is completed in the stage of receiving the order, project is participated through final report.

In the project performance stage, relevant departments cooperate strategically to manage the business performance of the project such as project risk management and inspection of issues, etc.



Project Investments Risk Management

IS Dongseo is minimizing the damages by predicting and recognizing the risks of new projects and projects in progress that are directly invested with funds or have possibility of opportunity loss to exist with risks in investment and collection of funds.

Periodic report system is established on a daily, monthly, quarterly and semi-annual basis according to the types of risks, and decision-making is performed based on the strict investment risk management process.

ESG Risk Management

Through management environment analysis, investment analysis, and business strategy and performance analysis, IS Dongseo is deriving the risks in the environmental, social and governance sectors in connection to the future direction, and risk and opportunity factors on the business are identified to respond to the risks. As there are factors threatening the ESG management existing in the overall process of all projects, risks are analyzed from the project promotion stage to the project initiation stage, and periodic report system is also established. In particular, for safety matters that require ongoing risk management and proactive prevention, we are committed to doing our utmost to minimize safety risks through real-time on-site monitoring, with the Chief Safety Officer (CSO) leading the Safety Management Office's control tower role. In addition, IS Dongseo emphasizes risk management for enterprise-wide ESG management as a key priority by communicating with the responsible departments and sites for each field.

Risk Management System for Each ESG Factor

Classification	Risk Factors	Impact on Company	Risk	Opportunity	Management Status
Environment (E)	Expansion of eco-friendly market	Increase in demand for green buildings Expansion of investment on eco-friendly businesses		○	Increase in promotion of green construction projects Increase in eco-friendly projects and purchase of goods
	Climate Change	Reinforcing GHG (Greenhouse Gas) policies Reinforcing response to climate change	○		GHG and energy use management Preservation and management of ecosystem near the site
	Waste	Reinforcing waste management regulations Significance of resource circulation increased	○		Resource recycling for minimizing the wastes Review on use of resources in the construction design stage
Society (S)	Safety & Health Management	Reinforcing punishment on serious accidents Building a healthy occupational environment for workers	○		Onsite safety management strengthened in response to serious accidents Occupational health environment improved for the workers
	Vendor Management	Reinforcing fair trade system Financial instability of vendors	○	○	Fair trade culture spread to the vendors Management and ESG support expanded on the vendors
	Human Rights Management	Reinforcing human rights protection policy Culture of harmony in work-family enhanced	○		Enterprise-wide risk management on human rights of workers Activation of culture on harmony in work-family
Governance (G)	Committee Operation	Unclear decision-making by the committee Activation of committee activities	○	○	Securing committee expertise and diversity Forming the ESG Committee and reinforcing connections
	Ethical/Legal Compliance	Anti-corruption and deterrence of illegal acts Deterrence of legal violations	○		Strengthening internal audit and compliance activities Strengthening compliance training, management and supervision
	Security Management	Preventing leakage on internal information Preventing leakage on customer information	○		Reinforcing internal information management system Reinforcing customer information management

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ESG Data Book

1. Environmental Performance

Classification		Unit	2020	2021	2022
Greenhouse Gas Emissio					
Scope 1	Direct Emission	tCO2e	12,421	20,341	7,956
Scope 2	ndirect Emission	tCO2e	4,814	8,016	7,489
Total		tCO2e	17,232	28,357	15,445
GHG Intensity					
Revenues		KRW mil	1,200,413	1,608,441	2,278,443
Scope 1	Direct Emission	tCO2e/ KRW billion	0.401	0.498	0.302
Scope 2	ndirect Emission	tCO2e/ KRW billion	1,436	1,763	15,445
Energy Consumption Inside & Outside the Organization					
Energy Purchase Amount	Power	TJ	37.725	62.834	56.794
	Total	TJ	37.725	62.834	56.793
Fuel Consumption	LNG (City Gas)	TJ	230.98	243.69	209.47
	LPG (Liquefied Petroleum Gas)	TJ	0.14	0.147	0.15
	Gasoline	TJ	0.19	0.376	1.60
	Diesel	TJ	7.46	8.289	4.23
	Kerosene	TJ	9.12	9.07	2.08
	Total	TJ	247.89	261.57	217.55
Water Usage					
Water Usage	Water & Sewage Usage	ton	6,047	104,177	39,444
	Underground Water Usage	ton	97,485	111,447	109,906
	Total	ton	103,532	215,624	149,350
Water Usage per Production Unit		ton	0.29	0.26	0.55
Quantity Recycled & Reused		ton	14,760	14,700	14,040
Water Reuse Ratio		%	33	33	33
Material Usage					
Non-Renewable Raw Materials	Ready-mixed Concrete	m³	509,669	469,173.5	0
	Cement	ton	66,703.401	83,957.204	96,721.411
	Aggregate	m³	160,120.052	210,398.628	217,438
	Asphalt Concrete	ton	0	1050.5	0
	Sand	m³	95,043.457	112,219.488	123,303
Non-Renewable Raw Materials	Rebar	ton	59,281.06	80,327.441	21,311.472
	Gypsum Board	sheet	82,377	600,693	494,597
Recycling Raw Material	Recycling Aggregate	m³	12,300.28	7,105.51	6,316.62

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Classification		Unit	2020	2021	2022	
Recycling Raw Material Input Ratio		%	0.0063	0.0122	0.0134	
Waste Generation Amount						
Waste Generation Amount According to Type	Waste Concrete	ton	14,343.96	59,650.13	73,763.28	
	Waste Asphalt Concrete	ton	251.11	2,796.21	189.58	
	Waste Wood	ton	207.32	999.62	372.56	
	Waste Synthetic Resin	ton	126.63	1,545.76	170.84	
	Construction Waste Soil & Rock	ton	63.25	3,348.9	939.53	
	Construction Sludge	ton		191.82	423.84	
	Waste Board	ton	137.04	465.9	62.48	
	Other Wastes	ton	159.51	188.21	143.7	
	Mixed Construction Waste	ton	1,532.6	8,146.55	3,118.82	
Waste Generation Amount	Total	ton	16,821.42	77,333.1	79,184.63	
Waste Generation Amount According to Processing Method (General Waste)	Reuse	ton	3,497.18	62,804.59	64,013.68	
	Recycling	ton	13,089.28	14,260.318	15,029.98	
	Incineration	ton	125.63	147.55	76.75	
	Landfill	ton	107.27	119.03	58.6	
Air Pollutant Emission	Dust	kg	224.028	5,952.893	281.531	
	NOX	kg	6,682.601	16,346.667	3,558.922	
	SOX	kg	18.04	39	45	
Wastewater Amount	Incineration / Discharge via the Processing Facility / Waste Treatment on the Wastewater Sludge	ton	49,880	44,401	47,966	
Water Pollutant Discharge	COD	kg	781	645	-	
	TOC	kg	668	568	448	
	BOD	kg	139	132	136	
	SS	kg	246	333	365	
	T-N	kg	201	111	130	
Environmental Investments						
Research on FNS PHC PILE mix (Eumseong Factory): 2020~2021	Technology Research Institute	KRW mil	0.56	0.56	0	
Environmental Product Declaration (EPD) Certification: 2022~2024	Technology Research Institute	KRW mil			22.14	
Replacement of back filter on the filter dust collector: 2019/2021/2022	Cheongyang Factory	KRW mil		4.5	5.7	
Installation of low-NOx burner on the boiler and heat exchanger: 2020	Cheongyang Factory	KRW mil	124.3		0	
Concrete pavement on the open storage yard to inhibit dust scattering: 2022	Icheon Factory	KRW mil			13.2	
Photovoltaic power facility construction, and Green Building Energy Efficiency Rating Certification: 2022	Construction Work	KRW mil			721.328	
Acquisition of comprehensive environmental service company (2): 2020	Young Hung Industry Environment/Paju BNR	KRW mil	70,000		0	
Acquisition of waste landfill business: 2021	Golden eco	KRW mil		2,000	0	
Investment in domestic waste treatment company: 2020/2022	Environment & energy solution finance service is shipping / ocean d&c / triene partners / amo	KRW mil	16,000		47300	

Classification		Unit	2020	2021	2022
Investment in metal waste treatment company on secondary batteries: 2021/2022	TMC	KRW mil		25,000	227,500
Investment in waste battery recycling business: 2022	Lithion	KRW mil			30,000
Investment in new material business for environment and energy: 2022/2023	Koentec	KRW mil			50,000
[Total] Environmental Investment Cost		KRW mil	86,124.86	27,005.06	355,562.368
Eco-friendly Vehicles	Hybrid	EA			2
	Electric	EA			0
	Total	EA			2
Ratio of Eco-friendly Vehicles	Total	%			10.5
Environmental Equipmen t Investment Cost					
Air		KRW mil	199.3	4.5	5.7
Water		KRW mil			6.8
Resource Recovery & Others		KRW mil		755	618
Environmental Expenses					
Environmental Equipment Operating Expenses / Resource Recovery Cost		KRW mil	106.3	67.2	67.3
General Administrative Expense		KRW mil	52.6	54.61	53.97
Compliance of Environmental Laws					
No. of Legal Sanctions from Violation of Environmental Laws N		No.	0	0	0
Legal Sanction Cost from Violation of Environmental Laws		KRW mil	0	0	0
Use of Harmful Chemical Substances					
Harmful Chemical Substance Usage		ton	0	0	0
Harmful Chemical Substance Leakage Accident		No.	0	0	0
Eco-Friendly Product Purchase					
Purchase Amount of Products Made with Recycled Materials		KRW mil	104	64	71
Purchase Amount of Products with ECO Labe		KRW mil	278	3,948	4,288

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2. Social Performance

Classification		Unit	2020	2021	2022
Manpower Status					
Gender	Male	Persons	600	661	697
	Female	Persons	67	75	81
No. of Regular Employees	Male	Persons	505	556	575
	Female	Persons	36	34	38
	Total	Persons	541	590	613
Ratio of Regular Employees	Male	%	93.3	94.2	93.8
	Female	%	6.7	5.8	6.2
	Total	%	81.1	80.2	78.8
No. of Temporary Employees	Male	Persons	95	105	122
	Female	Persons	31	41	43
	Total	Persons	126	146	165
Ratio of Temporary Employees	Male	%	75.4	71.9	73.9
	Female	%	24.6	28.1	26.1
	Total	%	18.9	19.8	21.2
No. of Employees by Age	Less than age 35	Persons	150	188	198
	Age between 35~50	Persons	321	345	354
	Over age 50	Persons	196	203	226
Diversity of Employees	Female Employee Status	%	10.0	10.2	10.4
	Female Managers	Persons	8	9	9
	National Veteran Employees	Persons	4	5	4
	Disabled Employees	Persons	10	10	12
Total No. of Employees		Persons	667	736	778
Retirement Management					
Retirement Management	Regular Retirement	Persons	3	8	9
	Voluntary Retirement	Persons	76	61	64
	Voluntary Retirement Rate	%	9.6	56.0	51.2
Total No. of Retired Employees		Persons	793	109	125
New Regular Employee Recruitment Status					
Female		Persons	14	34	25
High School Graduates		Persons	11	16	6
Youth Employment		Persons	86	78	72
Total New Recruitments		Persons	134	179	147
Employment Status					
Employee Turnover Rate	Male	Persons	638	83	107
	Female	Persons	155	26	18

Classification		Unit	2020	2021	2022
Employee Turnover Rate by Age	Less than age 35	Persons	160	35	44
	Age btwn. 35~50	Persons	365	33	43
	Over age 50	Persons	268	41	38
	Total	Persons	793	109	125
Total Employee Turnover Rate	Total	Persons	793	109	125
Tenure		Year	6.9	6.7	6.5
Manpower Development Status (Education & Training)					
Total Training Participants	Male	Persons	55	360	339
	Female	Persons	5	24	25
	Total	Persons	60	384	364
Training Time per Employee	Male	Time	20	20	20
	Female	Time	20	20	20
	Total	Time	1,200	7,680	7,280
Total Training Time		Time	1,200	7,680	7,280
Training Expenses Executed per Employee		KRW 1,000/person	733	354	388
Total Training Expense		KRW mil	44	136	141
Flexible Work Status					
Flexible Working	Intensive Work Type	Persons	227	261	285
Status of Using Parental Leave					
No. of Employees with Parental Leave Management	Male	Persons	117	125	168
	Female	Persons	4	5	7
	Total	Persons	121	130	175
No. of Employees Using Parental Leave	Male	Persons	1	-	1
	Female	Persons	2	2	2
	Total	Persons	3	2	3
No. of Employees Returning to Work after Parental Leave	Male	Persons	1	-	-
	Female	Persons	-	2	2
	Total	Persons	1	2	2
No. of Employees with Service for 12 months after Returning to Work from Parental Leave	Male	Persons	1	-	-
	Total	Persons	1	-	-
Return Rate after Parental Leave	Male	%	100	-	-
	Female	%	-	100	100
Service Maintenance Rate for 12 Months after Returning	Male	%	100	-	-
Labor Union Membership Status					
Total No. of Workers		Persons	667	737	778
No. of Labor Union Members (applied with collective agreements)		Persons	52	52	52
Ratio of Labor Union Membership (applied with collective agreements)		%	7.8	7.1	6.6
Performance of Joint Labor-Management Conference &Occupational Safety & Health Meeting (4)		No. of times	4	4	4

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Classification		Unit	2020	2021	2022	
Grievance Handling						
No. of Applications for Complaint Handling		Case	-	1	0	
Processing Rate of Complaint Application		%	-	100	0	
Social Contribution Activity Status						
Social Contribution Cost Expenditure Status		KRW 1,000	1,445	2,901	1,270	
No. of participants in employee volunteer activities		Persons	-	-	139	
Volunteer hours per employee		Time/Person	-	-	5	
No. of Social Contribution Volunteer Teams		Total	1	1	1	
Employee participation rate on social contribution activities		%	-	-	30	
Community Activity Status						
Interview with Community Stakeholders		No.	16	16	15	
Community Donation	No.	No.	33	22	33	
	Amount	KRW 1,000	1,496	1,546	687	
Donation to Relevant Institution		No.	33	22	33	
Occupational Safety & Health						
Industrial accident rate (Construction/Manufacture Total)		%	0.36	1.25	0.31	
No. of Serious Accidents		Case	0	0	0	
No. of Injuries & Illnesses of Workers	Male	Persons	15	34	32	
	Female	Persons	3	2	3	
	Total	Persons	18	36	35	
No. of Fatalities at Work Sites	Male	Persons	0	0	0	
	Female	Persons	0	0	0	
	Total	Persons	0	0	0	
Site Safety Inspection	No. of times per site	Case	10	22	31	
	Total	Case	87	210	257	
	No. of defective site discoveries	Case	87	210	257	
Safety Training	No. of curricula	%	1	1	5	
	No. of employees completing training	Persons	50	66	28	
Securement of Safety Supervisor		Ratio of regular employees	57	50	75	
Status of Availing of Medical Checkups	General medical checkups	Persons	241	215	263	
	Special medical checkups	Persons	197	200	162	
	Comprehensive medical checkups	Persons	349	378	337	
Satisfaction Level of Employees						
Satisfaction Level of Salary & Welfare		Score	-	57	-	
Shared Growth						
Preferential Purchase Results		KRW 1,000	126,709	192,746	320,674	
Supply Chain of the Organization		KRW 1,000	129,838	195,892	342,307	

Classification		Unit	2020	2021	2022
Supply Chain of the Organization		No. of Vendors	141	174	193
Small-Medium Enterprise Product Purchase Results	Small-medium enterprise product purchase amount	KRW 1,000	118,083	187,063	317,952
	Ratio	%	93.20%	97.10%	99.20%
Female Enterprise Product Purchase Results	Female enterprise product purchase amount	KRW 1,000	11,754.8	8,829.1	24,354.6
	Ratio	%	9.30%	4.60%	7.60%
Vendor					
Total No. of Vendors		Total	1,105	1,138	1,077
Vendor grievance & complaint handling ratio		%			100
Financial Support to Vendor		KRW 1,000	432	3,361	2,180
Technology Development for Win-Win Cooperation					
Patent	Application	Case	1	10	11
	Registration	Case	3	16	11
Human Rights Management					
Performance of Internal Audit (once / year)		No.	-	15	18
No. of Human Rights Trainings		No.	1	1	1
No. of Participants in Human Rights Trainings		Persons	469	517	580
Product Liability					
No. of Legal Violations on Customer Health & Safety		No.	92.0	95.0	75.0
Customer Satisfaction Survey (once / year)		%	100	100	100
Eco-Friendly Product Purchase					
No. of Complaints about Personal Info. Management by Customer		KRW 1,000	104	64	71
Guarantee of Right-to-Know of Customer (Information disclosure rate)		KRW 1,000	278	3,948	4,288
Compliance of social regulations					
No. of legal sanctions from violation of the Social Laws		Case	2	2	0
Amount legal sanctions from violation of the Social Laws		KRW	18.2 billion	4.59 billion (Reduction)	0

3. Governance · Economic Performance

Classification		Unit	2020	2021	2022
Statement of Financial Position					
Asset	Current Assets	KRW mil	2,268,461	2,124,728	2,207,827
	Non-current Assets	KRW mil	1,353,038	1,385,027	1,529,959
	Total Assets	KRW mil	3,621,499	3,509,755	3,737,786
Liabilities	Current Liabilities	KRW mil	1,156,757	1,499,713	1,659,038
	Non-current Liabilities	KRW mil	1,074,704	553,179	472,614
	Total Liabilities	KRW mil	2,231,460	2,052,892	2,131,652
Capital	Paid-in Capital	KRW mil	15,446	15,446	15,446
	Earned Surplus	KRW mil	779,348	832,675	993,507
	Other Capital Components	KRW mil	595,245	608,742	597,181
	Total Capita	KRW mil	1,390,039	1,456,863	1,606,134
Statement of Comprehensive Income & Main Index					
Revenues (Sales)		KRW mil	1,200,413	1,608,441	2,278,443
Cost of Sales		KRW mil	(856,885)	(1,149,327)	(1,736,137)
Sales & Administrative Expenses		KRW mil	(134,504)	(148,348)	(197,229)
Operating Income (Loss		KRW mil	209,023	310,765	345,076
Other Revenues		KRW mil	3,383	11,191	51,010
Other Expenses		KRW mil	(13,940)	(29,724)	(26,501)
Other Profit (Loss		KRW mil	0	0	0
Financial Income		KRW mil	(44,105)	(67,498)	(48,789)
Gains in Associates		KRW mil	2,186	(57,064)	(34,827)
Earnings (Losses) Before Income Taxes		KRW mil	156,547	167,670	285,969
Income Tax Expenses		KRW mil	(47,188)	(56,997)	(81,107)
Net Profit (Loss)		KRW mil	141,598	110,673	204,862
Other Comprehensive Income		KRW mil	(1,620)	(15,985)	8,270
Total Comprehensive Income		KRW mil	139,978	94,688	213,132
Net Profit Margin		KRW mil	12%	7%	9%
Turnover of Net Worth		KRW mil	86%	110%	142%
R&D Investments		KRW mil	1,668	2,876	2,890
No. of Patent Registrations		Case	3	16	11
Management-Related Risk & Opportunity Costs due to Climate Change		KRW mil	86,324	27,760	356,193
Main Business Performance Index					
[Hangang Misa IS BIZ Tower] New construction of Knowledge Industry Center in Hanam Misa 25-1 Block		KRW mil	139,097		
[Beomeo Eileen's Garden] Housing project in Cheongsol District, Beomeo-dong, Suseong-gu, Daegu		KRW mil		458,293	
[Dongdaegu Eileen's Garden] Apartment in Sinam-dong, Daegu		KRW mil		297,081	
[Yeongdo Central Eileen's Garden] Housing redevelopment & maintenance project in Bongnae Area 1		KRW mil		237,685	

Classification		Unit	2020	2021	2022
[Jungsan Maegok Eileen's Garden] Jungsan-Maegok Area Housing Cooperative (Ulsan)		KRW mil		139,267	
[IS Biz Tower Central in Anyang] New construction for IS Biz in Anyang		KRW mil			483,903
[Eileen's Garden in Deokeun DMC] New construction for Deokeun District Complex in Goyang		KRW mil			140,462
Total		KRW mil	139,097	1,132,326	624,366
Allocation of Economic Value					
Government	Taxes & past due	KRW mil	45,864	45,343	44,707
Community	Donations & social contribution activity costs	KRW mil	2,941	4,447	1,957
Distribution of Economic Performance					
Dividend on the shareholders (dividend distribution)		KRW mil	21,600	30,445	36,612
Total Corporate Tax Payment Amount		KRW mil	47,188	56,997	81,107
Total Amount Paid to Employees (personnel out-of-pocket & welfare benefit expenses)		KRW mil	85,211	119,512	171,873
Cost Provided to the Outsourcing Partners (outsourcing cost)		KRW mil	339,453	422,320	561,796
Voluntary Charitable Contribution & Funds Invested		KRW mil	2,941	4,447	1,957
Cost Provided to the Material Partner (material cost)		KRW mil	200,063	289,849	423,748
Interest Provided to the Lender Bank of Creditors (interest costs)		KRW mil	50,540	76,181	67,953
Total Distribution of Economic Performances		KRW mil	746,996	999,751	1,345,046
Portion of Economic Value Retained		KRW mil	3,621,499	3,509,755	3,737,786
Economic Value Creation					
Operating Income		KRW mil	209,023	310,765	345,076
Net Profits		KRW mil	141,598	110,673	204,862
Revenues		KRW mil	1,200,413	1,608,441	2,278,443
Revenues per Business					
Construction Division		KRW mil	833,407	1,115,234	1,647,802
Concrete Division		KRW mil	145,726	217,108	213,210
Environmental Division		KRW mil	208,567	246,412	422,721
Others (shipping, etc.)		KRW mil	12,713	29,687	-5,290
Total		KRW mil	1,200,413	1,608,441	2,278,443
Risk Assessment on Anti-Fair Trade Practices at Business Site					
No. of Business Sites		Total	5	5	5
Business Site Ratio		%	100%	100%	100%
Anti-Corruption & Ethical Management					
No. of Ethical Management (Anti-Corruption) Trainings		No.	1	1	1
Ratio of Employees Participating in Ethical Management Training		%	98.5	100	98.5
No. of Applications on Violation (corruption) of Code of Ethics		Cases	0	0	0
No. of Legal Actions for Anti-Fair Trade		Cases	0	0	0
No. of Sanctions for Legal Violations		Cases	0	0	0

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Classification		Unit	2020	2021	2022	
No. of Sanctions for Legal Violations		Case	0	0	0	
Monitoring Status	Status of disciplinary actions for ethical management violations	Case	0	0	0	
	Sinmungo (Whistleblower) application status	Case	0	8	7	
	No. of post-audit improvements & instructions	Case	0	0	0	
	Ethical level diagnosis	Score	0	0	0	
Board of Directors						
Performance of Board of Directors' Operations	No. of meetings held	No.	12	14	17	
	No. of agenda items	Case	17	36	35	
	Ratio of independent directors in the Board of Directors	%	60	56	60	
	Female directors in the Board of Directors	Person	-	-	1	
	BoD attendance rate	%	91.7	95.2	88.8	
Total BoD Remuneration Amoun	Registered director	KRW mil	650	2,008	4,789	
	Independent Directors	KRW mil	120	182	231	
Retirement Pension						
Pension Fund for Pension Payment (Retirement pension operating amount)	Level of pension accumulated assets	KRW mil	27,907	27,138	31,407	
No. of Subscriptions by Type	DB	Person	605	668	726	
	DC	Person	50	52	43	
	Total	Person	655	720	769	

Independent Audit Opinion Statement

To the readers of 2022 IS Dongseo Sustainability Management Report

Preface

Institute for Public K-ESG received the request for verification of the 2023 IS Dongseo (hereafter referred to as “IS Dongseo”) Sustainability Report (hereafter referred to as the “Report”). The manager of IS Dongseo is responsible for the preparation of the report, and the responsibility of Institute for Public K-ESG is to issue the verification opinion on the specific data and information in the scope indicated below.

Scope and Standard of Audit Verification

IS Dongseo describes the performances and activities of the organization related to sustainability in the report. The audit verification team applied the international audit (verification) standards of AA1000AS V3, according to Type-2, Moderate-level audit performance. The evaluation was conducted as to whether the principles of inclusivity are in compliance, and the GRI index indicated below evaluated the materiality, responsiveness, and reliability of data and related information. Here, the standard for materiality was applied based on the professional evaluation of the audit verification team

The scope of verification includes the domestic business site operation and activities, and the verification team reviewed the following matters for verification.

- AA1000 Accountability Principles, in other words, evaluation on the compliance of principle on inclusivity, materiality, responsiveness and impact
- Verification on whether the report was prepared according to the GRI Standards
- Evaluation on the accuracy and reliability of the data and information on the following index included in the GRI Content Index
 - GRI 200(Economic) : 205-1
 - GRI 300(Environmental) : 302-1, 302-2, 302-4, 302-5, 305-1, 305-2
 - GRI 400(Social) : 401-1, 401-3, 403-1, 403-2, 403-3, 403-4, 404-1, 404-2, 404-3, 405-1, 405-2, 412-1, 412-2
 - Accident and disaster rate related to the work, and disease disaster rate related to the work

Among the report boundaries of the report, data and information that is outside the IS Dongseo organization, our affiliates, and contractors were excluded from the scope of audit verification.

Audit Verification Procedures

The Institute for Public K-ESG verification team performed the following procedures for verification according to the verification standards described above regarding the agreed scope of verification.

- Overall review of the contents included in the report;
- Review of the procedures and methods of materiality assessment;
- Review on the strategy and goal of ESG management
- Review of the stakeholder participation activity;
- Interview with the personnel responsible for preparation of the report

Audit Verification Results and Opinion

The audit verification team discussed multiple times with IS Dongseo concerning any modification of the report based on the results of document reviews and interviews, etc., and the final edition of the report was reviewed to verify that modifications and recommendations for improvement were reflected. As a result of our due diligence, the audit verification team did not discover noncompliant areas with respect to compliance with the principles indicated below in the sustainable management report of IS Dongseo. In addition, we found no evidence that the above data included in the scope of audit verification were described inaccurately or misrepresented.

Inclusiveness

Inclusiveness pertains to allowing full stakeholder participation on the process of developing and achieving the ethical and strategic response measures / methods on sustainability.

- IS Dongseo developed and maintains various types and level of stakeholder communication channels to abide by and fulfill the responsibility of the organization to its stakeholders, and the audit verification team did not discover any significant stakeholder groups that were omitted in this process.

Materiality

Materiality pertains to assessing the relevance and significance of the issue to the organization and its stakeholders, and in this context, material issues refer to the issues that can have impact on the decision-making actions, and performance of the organization or its stakeholders.

- IS Dongseo determines the materiality of the issues identified using the stakeholder communication channel by employing the unique significance evaluation process, and the audit verification team did not discover any material issues omitted from this process

Responsiveness

Responsiveness pertains to the response of the organization to its stakeholder issues that have impact on the sustainability performance of the organization, while responsiveness is achieved through communication with stakeholders and entails the decision-making, activities, and performances of the organization.

- Regarding the significant stakeholder issues, the audit verification team did not discover any evidence that the response activities by IS Dongseo were indicated inaccurately in the report. Among the report boundaries of the report, data and information that is outside the IS Dongseo organization, our affiliates, and contractors were excluded from the scope of audit verification

Suggestions for Improvement

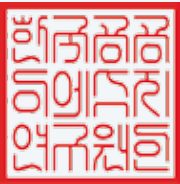
Institute for Public K-ESG expects that the report published by IS Dongseo is utilized in earnest as a method of communication with the stakeholders, and the following matters are recommended for continuous improvement.

It is impressive that IS Dongseo has reorganized the topics derived using the materiality assessment into categories of ESG management issues to be reported for the convenience of readers to comprehend. For the systematic promotion of ESG management, we recommend that the core performance index is established according to the mid- to long-term strategy in a bid to improve the sustainability of the organization.

Independence of Audit Verification

Except for the work on providing third party verification service, Institute for Public K-ESG does not have any interests for the purpose of profit on the business activities of IS Dongseo, and independence is maintained.

2023.06.21
Institute for Public K-ESG



GRI STANDARDS INDEX

1. Universal Standard

Topic	No.	Disclosure	Page
Organizational Profile & Report Customs	2-1	Organization Name	14-15
	2-2	List of organizations included in the sustainability report	4, 14-15
	2-3	Report period, cycle and contact information	4
	2-4	Modification of existing information	4
	2-5	External verification	120-121
Corporate activity & employees	2-6	Corporate activity, value chain and other business relationships	14-17, 20-25
	2-7	Employee	76-79, 113-116
	2-8	Temporary workers	113
Governance	2-9	Governance and composition	97-100
	2-10	Appointment and selection of top decision-making organization	97-100
	2-11	Chairman of top decision-making organization	97-100
	2-12	Role of top decision-making organization on the part for supervising the impact management	97-100
	2-13	Delegation of responsibilities for impact management	97-100
	2-14	Role of the top decision-making organization on the sustainability report	97-100
	2-15	Conflict of interest	101-103
	2-16	Communication on significant issues	28, 30-31
Strategy, Policy, Customs	2-28	Member associations	126
Stakeholder Participation	2-29	Stakeholder participation method	30-31
	2-30	Collective agreement	78-79
Disclosure of main topics	3-1	Main topic determination process	32-33
		List of main topics	32-33

2. Topic-Specific Standards

Topic	No.	Disclosure	Page
Economic Performance (GRI 200)			
Anti-corruption	205-1	Risk assessment on corruption in the business site	101-103
	205-1	Notice and training on the anti-corruption policy and procedure	101-103
	205-1	Verified case of corruption and relevant actions	101-103
Environmental Performance(GRI 300)			
Energy	302-1	Energy consumption inside the organization	110-112
	302-2	Energy consumption outside the organization	110-112
	302-4	Reduction of energy consumption	110-112
	302-5	Reduction of energy needs of products and services	110-112
Air Emission	305-1	Direct Greenhouse Gas Emission	110-112
	305-2	Indirect Greenhouse Gas Emission	110-112
Social Performance			
Employ	401-1	New Recruitment and Turnover	113-116
	401-3	Parental Leave	113-116
Labor Safety & Health	403-1	Establishing the Joint Labor-Management Safety & Health Committee with participation of labor representative	78-79, 113-116
	403-2	Occupational accident and disease types, incidence rate, ratio on days of absence, ratio of absence and number of deaths related to the work	113-116
	403-3	Occupational disease incidence rate or worker with high risk of occurrence	113-116
	403-4	Safety & health matters subject to official agreement with the labor union	78-79
Education & Training	404-1	Average training hours per employee	113-116
	404-2	Program for supporting employee empowerment and conversion	76-79
	404-3	Employee ration receiving periodic performance and work experience development review	76-79, 113-116
Diversity & Equal Opportunity	405-1	Governance body and employee diversity	97-99, 119
	405-2	Basic pay and compensation rate of female compared to male	76-79, 113-116
Human Rights Assessment	412-1	Human rights impact assessment or review-targeted workplaces	80-81
	412-2	Employee training on human rights policy and procedures by the company	80-81, 113-116

UN Global Compact

IS Dongseo complies with the 10 main principles of UN Global Compact on all management activities including human rights, labor, environment and anti-corruption.

UN Global Compact 10 Main Principles



- 1. Businesses should support and respect the protection of internationally proclaimed human rights.
- 2. Businesses should make sure that they are not complicit in human rights abuses.



- 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4. All forms of forced and compulsory labour shall be eliminated.
- 5. Child labour shall be abolished effectively.
- 6. Elimination of discrimination in respect of employment and occupation shall be enabled.



- 7. Businesses should support a precautionary approach to environmental challenges.
- 8. Businesses should undertake initiatives to promote greater environmental responsibility.
- 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.



- 10. Businesses should work against corruption in all its forms, including extortion and bribery.



TCFD Index



TCFD INDEX

Financial Stability Board (FSB) established the TCFD (Task Force on Climate-related Financial Disclosures) in 2015. TCFD developed the international information disclosure framework for disclosing the information related to the climate change, and information related to climate change that is disclosed according to the TCFD recommendation is utilized in the decision-making of the international stakeholders and investors. IS Dongseo commits efforts in earnest to comply with the 11 recommendations of TCFD, and these activities are introduced in the response to climate change in the sustainability report.

TCFD Recommendations		Main Activities of IS Dongseo
Governance	a) Supervision of the BOD on the risks and opportunities related to climate change is described	IS Dongseo operates the ESG Management Committee to reflect the will of implementing ESG management, and to enable the issue of carbon neutrality to be discussed throughout the company.
	b) Role of the management on evaluating and managing the risks and opportunities of climate change is described	
Strategy	a) Risks and opportunities related to the climate change verified in short and mid- to long-term are described	As the new paradigm for sustainable growth, ESG is introduced and set with promotional tasks for each ESG area to manage the ESG performances.
	b) Description on the risks and opportunities related to climate change having impact on the business, strategy and financial planning of the organization	
	c) Description on the flexibility of management strategies in consideration of the scenario related to climate change	
Risk Management	a) Process description of the organization that evaluates and identifies the risks related to climate change	Under the environmental vision of 'Fulfilling the Social Responsibility through Sustainable Environmental Preservation', strategic direction is set, and strategic tasks are promoted through detailed analysis of each area.
	b) Process description of the organization for managing the risks related to climate change	
	c) Description on the method of integrating the process of identifying, evaluating and managing the risks related to climate change on the overall risk management	
Index & Reduction Goal	a) Disclosure of the index used for evaluating the risks and opportunities related to climate change	Leveraging the strengths in the construction field, IS Dongseo aims to secure construction technology on CO2 reduction to develop new business for carbon neutrality, and contribute to national reduction goals through green construction technology.
	b) Disclosure of greenhouse gas emission	
	c) Description on the goal used by the organization for managing the risks and opportunities related to climate change, and performance compared to the goal	

Awards & Membership

Awards

2023.02	Received award from the Minister of Environment (Love & Contribution to the Environment Division) at the '13th Happiness Plus Social Contribution Awards'
2022.12	Received grand prize in the '8th HDI Human Management Awards' (Social Contribution Division)
2022.07	IS Group received award from the Minister of Foreign Affairs & Trade at the '16th National Sustainability Management Conference' (SDGs Division)
2021.11	Received award from the Deputy Prime Minister and Minister of Strategy & Finance (ESG Grand Award) at 'SRMQ Convention 2021'
2021.08	Received First Prize (General Mid-sized Construction Division) at the '25th Livable Apartment Contest by Maeil Business News'
2021.07	Received the Grand Prize (Urban Regeneration Division) from the 'Green Construction Industry Awards 2021'
2021.02	Received award from the Minister of Gender Equality & Family (Family Love & Social Contribution Division) at the '11th Happiness Plus Social Contribution Awards'
2020.11	Received award from the Deputy Prime Minister and Minister of Strategy & Finance (CEO Division) at 'SRMQ Convention 2020'
2020.10	Received award from the Minister of Land, Infrastructure & Transport (Non-Residential Division) from the 'Green Construction Industry Awards 2020'
2019.07	Received award from the Minister of Land, Infrastructure & Transport (Residential Division) from the 'Green Construction Industry Awards 2019'
2018.10	Awarded Police Commissioner's Prize (Corporate Social Contribution Division) from the '3rd Korea Crime Prevention Awards'
2018.07	Received the Excellence Prize (High-rise Apartment Building Division) at the '22nd Livable Apartment Contest by Maeil Business News'
2018.07	Received the Grand Prize in first semester at 'Housing Culture Awards 2018 by Korea Economic Daily News'
2018.07	Received the Grand Prize (Residential-Commercial Complex Division) from the 'Green Construction Industry Awards 2018'
2018.02	2 Received award from the Minister of Ministry of Trade, Industry & Energy (Shared Value Creation Social Contribution Division) at the '8th Happiness Plus Social Contribution Awards'
2016.12	Received the Excellence Prize (Residential Architecture Division) at the '12th Civil engineering & Architecture Awards'
2015.07	Selected as 2nd rank in the Construction Division of Value Creation Enterprises in the World by the 'Boston Consulting Group (BCG) Evaluation'
2006.07	Received the Excellence Prize (Medium-sized Enterprise Division) at the '10th Livable Apartment Contest by Maeil Business News'
2006.06	Received Grand Prize in the '2006 Eco-friendly Management Awards (Construction Division)
2005.09	Received the Grand Prize (Eco-Friendly Division) at the 'Korea Master Apartment Awards 2005'
2005.07	Received Grand Prize in the '2005 Eco-friendly Management Awards (Construction Division)

Membership Status on Main Associations and Organizations

Association	Construction Association of Korea, Korea Fire Facility Association, Korea Electrical Contractors Association, Korea Infrastructures & Communication Contractors Association, Korea Housing Builders Association, International Contractors Association of Korea, Korea Construction Engineers Association, Korea PHC Pile Association
Academic Societies	Architectural Institute of Korea, Korea Concrete Institute, Korea Institute for Structural Maintenance & Inspection, Korean Recycled Construction Resources Institute
Others	Social Responsibility & Management Quality Institute, ChildFund Korea "Hall of Fame", Community Chest of Korea "Prestigious Enterprise of Sharing"