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WE GROW  
WITH  
GOOD &  
RIGHT WAY

# About This Report

## Report Summary

This report is the first ESG Fact Book of SeAH Holdings that contains of SeAH Holdings and its affiliates, not SeAH Group. This report provides transparent information on management strategies, policies, key activities, and performances related to ESG (Environmental, Social, and Governance), as well as financial performance. SeAH Holdings will continue to strengthen close communication with investors and stakeholders through the sustainability report and enhance the execution of ESG management.

## Reporting Principles and Standards

This report follows the requirements of the Global Reporting Initiative (GRI) 2021, an international reporting guideline for sustainable management. Additionally, it adheres to the standards of the Sustainability Accounting Standards Board (SASB) to reflect key issues appropriate to the characteristics of the industry.

### Interactive Guide

SeAH Holdings has released 2024 ESG Fact Book as an interactive PDF, enabling easy navigation to relevant sections throughout the document.

## Reporting Period

The financial and non-financial performance and activity reporting period in this report is from January 1, 2023, to December 31, 2023. For quantitative data requiring trend reporting, the performance for the three years from 2021 to 2023 was reported, and for some performances, content from the first half of 2024 is also included.

## Reporting Scope

The reporting scope of this report includes domestic subsidiaries based on K-IFRS consolidation for financial performance. Non-financial performance is reported based on domestic business sites including SeAH Besteel Holdings and its affiliates (SeAH Besteel, SeAH Changwon Special Steel, SeAH Aerospace & Defense), SeAH Special Steel, SeAH Metal, SeAH M&S, SeAH L&S, and SeAH Networks. However, some indicators of business sites with physical limitations in data collection were excluded from the reporting scope. If they differ from the reporting scope, they are indicated in the footnotes.

## Third-party Assurance

In order to enhance the reliability and quality of the report, a third-party assurance was conducted by an external organization. The results are included on page 106.

### Contact Information

For more information about SeAH Holdings' sustainable management activities and performance included in this report:

**Contact** | SeAH Holdings Business Planning Team

**Homepage** | [www.seah.co.kr](http://www.seah.co.kr)

**E-mail** | [seahholdings@seah.co.kr](mailto:seahholdings@seah.co.kr)



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# INTRODUCTION

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## CEO Message



### “We Grow with Good & Right Way”

I would like to express my deepest gratitude to everyone who has shown continuous interest and support for the growth and development of SeAH Holdings. Although we anticipate a challenging business environment this year as well, we are committed to achieving sustainable growth based on business operations that adhere to the fundamentals and the Group’s management philosophy of “the Right Way(Jeong-do) Management”. Following the “SeAH Group Sustainability Report”, published for the first time in 2023, we are releasing this year’s “SeAH Holdings Sustainability Report”. Through this report, we aim to share SeAH Holdings’ ESG vision and achievements to date with our stakeholders.

Over the past year, SeAH Holdings’ ESG management has achieved meaningful results and undergone various changes. We were honored to be selected as the “World’s Most Ethical Company in 2024” by Ethisphere, a global corporate ethics evaluation agency, marking the first time a domestic company has received this recognition. This accolade is a testament to the combined efforts of our management and employees in fostering a mature ethical culture. We will continue to uphold a high standard of compliance and ethical management to be a company that is trusted by all stakeholders and exerts a positive influence. Additionally, to further strengthen ESG management, we established the vision of “We Grow with Good & Right Way,” which outlines our direction for sustainable growth. We also created an ESG value system that pursues balanced growth for people, society, and the planet. Through these initiatives, we aim to enable SeAH Holdings affiliates to practice ESG management with a unified direction and to engage with stakeholders through SeAH Holdings’ unique growth story.

Lastly, as the Group’s holding company, we are committed to establishing a more transparent governance structure. To strengthen board-centered management and enhance independence, we appointed the chairman of the board as an external director and introduce a board evaluation system along with the Board Skills Matrix (BSM). These measures are designed to assess the expertise of directors, thereby increasing the efficiency and expertise of the board. Dear stakeholders, SeAH Holdings will continue to contribute to creating a more beautiful world by creating value through steel and by showing respect for people, society, and the earth. We ask for your continued support for SeAH Holdings’ challenges and innovations toward sustainable growth.

Thank you.

CEO 양영구

# About SeAH Holdings

## Company Overview

SeAH Holdings operates as a pure holding company, managing a portfolio of invested assets through the establishment of professional strategies while providing management support for its subsidiaries. The company enhances management performance through independent and professional decision-making, and strengthens its foundation for value creation by efficiently utilizing management resources. By specializing in management and focusing on core competencies, SeAH Holdings maximizes the investment returns of its subsidiaries and actively develops businesses that enhance synergy, thereby increasing the future value of SeAH.

<b>Company Name</b>	SeAH Holdings Corp.	<b>CEOs</b>	Lee, Taesung / Yang, Youngju
<b>Establishment</b>	July, 2001	<b>Head Office</b>	45, Yanghwa-ro, Mapo-gu, Seoul, Republic of Korea
<b>Key Businesses</b>	Investment & Management Consulting	<b>No. of Members</b>	As of December 31, 2023 63
<b>Credit Rating</b>	A	<b>Total Assets</b>	Unit: KRW100 Million 57,894
<b>Sales</b>	Unit: KRW100 Million 64,192	<b>Operating Profit</b>	Unit: KRW100 Million 2,008

\*Consolidated SeAH Holdings Performance (Total Assets, Sales, Operating Profit)

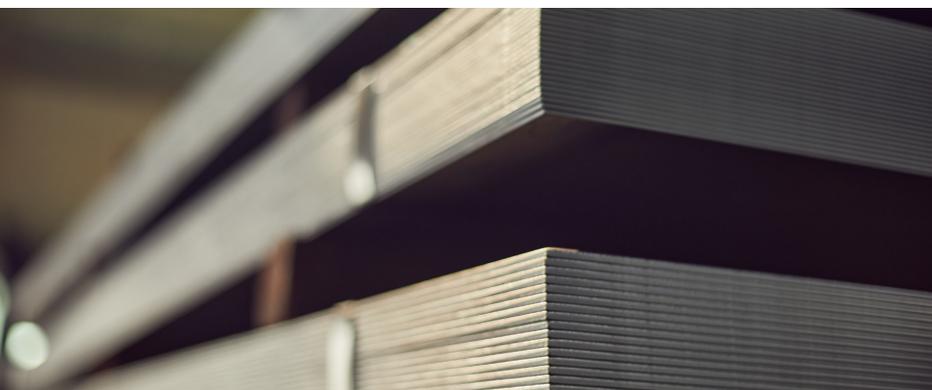
## SeAH Holdings Subsidiary Status

As of December 31, 2023



1) Absorbed and merged into SeAH Special Steel on April 1, 2024

# Introduction to Main Subsidiaries



## SeAH Besteel Holdings

As the holding company overseeing SeAH Besteel, SeAH Changwon Special Steel, and SeAH Aerospace & Defense, SeAH Besteel Holdings carries out specialized strategies and systematic management focused on the specialty metal manufacturing business. Established in 1955, it initially grew its presence in the special steel market. In 2022, it underwent a de-merger from SeAH Besteel to focus on investment and management consulting. These days, SeAH Besteel Holdings actively adjusts its business portfolio in response to global market shifts while enhancing non-financial aspects such as ESG management to boost corporate value and create integrated synergies.

### CEOs

Lee Taesung, Kim Suho

### Head Office

45 Yanghwa-ro, Mapo-gu, Seoul

### Establishment

April 1955

### Key Businesses

Investment and Management Consulting



## SeAH Special Steel

SeAH Special Steel specializes in producing special steel wire rods used as base materials for components in automobiles, industrial machinery, electronics, shipbuilding, and construction industries. The company is known for pioneering quality innovations in Korea, notably through its use of the hydrogen furnace—the first quality uniformity equipment in the country. Through ongoing investments in facilities and research and development, SeAH Special Steel has developed a strong product competitive edge and technological leadership. The company offers a diverse portfolio, including high value-added materials like CHQ wire and CD bar. In April 2024, SeAH Special Steel expanded its operations through an absorption merger with SeAH Metal, enhancing its capabilities in manufacturing automobile steering parts, such as rack bars and pinion shafts.

### CEO

Lee Kanghyun

### Head Office

40 Goedong-ro, Nam-gu, Pohang-si, S. Gyeongsang-do

### Establishment

November 1986

### Key Businesses

Special steel wire manufacturing, automobile parts manufacturing

## Introduction to Main Subsidiaries



### SeAH M&S

SeAH M&S produces ferro-molybdenum alloy, a rare metal essential for manufacturing specialty steels and semiconductors. The company offers a variety of processed ferroalloy products, including molybdenum oxide powder, ferro molybdenum, and ferro vanadium, all developed using advanced processing facilities. Additionally, we focus on supplying key resources such as coal (both bituminous and anthracite) and non-ferrous metals like nickel, crucial in the resource, material, and energy sectors. Our goal is to evolve into a global enterprise that delivers comprehensive resource solutions.

### SeAH L&S

SeAH L&S is a logistics and distribution company focused on handling special cargo and providing processing and distribution services for steel materials. With a long history and extensive experience, the company has established a strong nationwide presence in the logistics and steel processing sectors, continually striving to enhance customer value.

### SeAH Networks

SeAH Networks offers comprehensive solutions in advanced information and communication automation (IBS, Intelligent Building System) for buildings that embody smart environments and security services to enhance social safety. Building on this expertise, we actively engage in ICT convergence outsourcing services, as well as renewable energy projects, and infrastructure improvements in developing countries. Recently, leveraging our experience and technological capabilities in the steel plant sector, we have been providing construction project management services for the SeAH Group and comprehensive facility technology services in the fields of steelmaking, rolling, environmental management, and transportation facilities.

<b>CEO</b>	<b>Head Office</b>
Cho Kyuhwan	188, Sandanjungang-ro, Yeosu-si, Jeollanam-do
<b>Establishment</b>	<b>Key Businesses</b>
February 2006	Molybdenum ferroalloys and nonferrous metals manufacturing

<b>CEO</b>	<b>Head Office</b>
Cho Kyuhwan	348, Cheolgang-ro, Nam-gu, Pohang-si, Gyeongsangbuk-do
<b>Establishment</b>	<b>Key Businesses</b>
February 1985	Logistics, transportation, and processing and distribution of steel materials

<b>CEO</b>	<b>Head Office</b>
Lee Geunhong	45 Yanghwa-ro, Mapo-gu, Seoul
<b>Establishment</b>	<b>Key Businesses</b>
June 1992	New and renewable energy, information and communication systems, among others

# ESG MANAGEMENT

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# ESG Management

## ESG VISION

### We Grow with Good & Right Way

SeAH is committed to moving towards a better World and a brighter future. We are constantly seeking better methods, attitudes, and detailed implementation plans while fulfilling our essential role as a company. Our future growth is founded on promoting a positive influence on people, society, and the Earth.

## ESG Focus Areas



### Grow with People

SeAH members share positive influences and grow together.

We place people at the core of our corporate values and seek a cyclical structure where everyone can develop and thrive. Through collaboration and coexistence, we share values for improved synergy and mutual growth.



### Grow with Society

SeAH creates and builds trust to foster a society where everyone is respected.

No one can thrive in isolation. SeAH is deeply committed to sustainable practices that benefit all community members. Trust with various stakeholders forms the solid foundation and fertile soil for our growth.



### Grow with Earth

SeAH strives to pass on a clean and healthy planet to the next generation.

SeAH envisions a sustainable environment for the Earth that we all will share. This effort is meaningful for our collective future. SeAH dreams of sustainable growth for the environment in which the next generation will live.

# ESG Management

## The ESG Governance Structure

The SeAH Group annual CEO Meeting (Sustainability Meeting) is a council comprising the CEOs of the Group’s companies. This meeting is convened to identify ESG risks from a holistic perspective and to respond proactively to related issues.

Furthermore, to strengthen BOD-centered management, we have established a committee under the Board of Directors (BOD), focused on listed companies. We are enhancing our ESG governance system by integrating ESG and compliance-related Key Performance Indicators (KPIs) into the performance evaluations of each Group company’s CEO.

### Group’s CEO Meeting (Sustainability Meeting)

In March 2022, we inaugurated the Group’s CEO Meeting to evaluate and share the current ESG and compliance status and strategies of each Group company. Composed of the Chairman of the SeAH Group and the CEOs of each company, this meeting serves as the Group’s highest operational forum. In 2023, nine key topics were discussed, including ESG evaluation outcomes, SeAH Besteel Holdings’ ESG strategy, and compliance KPI evaluation results. We are committed to systematically addressing ESG-related regulations through the diligent operation of the Group’s CEO Meeting.



**1st Quarter**

- 2022 ESG Evaluation Results and Implications
- SeAH Besteel Holdings ESG Strategy and Plans for Major Activities
- 2022 Compliance KPI Evaluation Results and Implications

**2nd Quarter**

- Compliance Risk Management Plan
- SeAH Steel ISO 37301 Compliance Management System
- Reports on SeAH Besteel Holdings’ Current Major ESG Issues

**3rd Quarter**

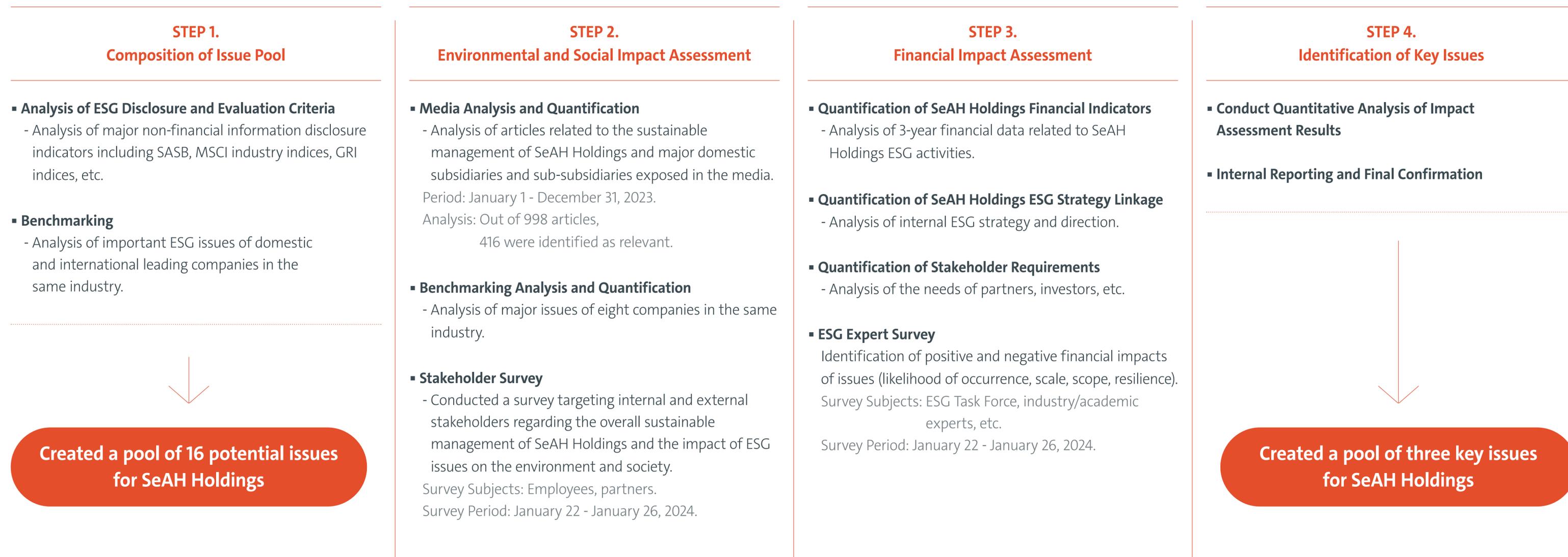
- Global Minimum Tax<sup>1)</sup>
- Trade Issues and Response Measures
- SeAH Capital Operation Status and ESG Investment Status

<sup>1)</sup> anti-tax avoidance measures for multinational companies

# Materiality Assessment

## Process

SeAH Holdings conducted a double materiality assessment to identify the needs and expectations of various stakeholders, and to prioritize and manage ESG issues effectively. This comprehensive evaluation considered both the external impacts of the company's management activities (Impact Materiality) and the effects of external factors on the company's financial value (Financial Materiality). The assessment incorporated media research, industry benchmarking, surveys of internal and external stakeholders, expert evaluations, and financial factor analysis to ensure a thorough reflection of relevant factors.



# Materiality Assessment

## Materiality Assessment Results

As a result of the materiality assessment, three key issues were identified as critical for SeAH Holdings' sustainability management in 2023. The issues of Responding to Climate Change, Creating a Safe Workplace, and Promoting Ethical & Compliance Management were recognized for having the highest social, environmental, and financial impacts.

●●● High ●● Medium ● Low

Category		Environmental & Social Impact	Financial Impact	GRI	Report Page
Sector	Issue	Level of Impact	Level of Impact		
Environment	<b>Climate Change Response</b>	●●●	●●●	201-2, 302, 305	18-20
	Pollutant Emission Management	●●	●●	305-7	23
	Water Resource Management	●●	●	303	24-25
	Establishment of a Virtuous Resource Cycle System	●●	●●	301, 306	24-25
	Expanding Eco-Friendly R&D Investment	●●	●●	203-2	22-23
Society	Labor-Management Mutual Growth and Cooperation	●	●	402	33
	Contribution to Local Communities	●●	●●	413	43-44
	Supply Chain ESG Management	●●	●●	308, 414	39-42
	<b>Creating a Safe Workplace</b>	●●●	●●●	403	27-30
	Practicing Human Rights Management	●●	●●	406, 408, 409	36-39
Economy & Governance	Attracting and Fostering Talent	●●	●	401, 404	31-32
	Creating Economic Performance	●●	●●	201	6
	Strengthening Information Security	●●	●	418	52-53
	Establishing Transparent Governance	●●	●●	-	-
	<b>Promoting Ethical &amp; Compliance Management</b>	●●	●●●	205, 206	46-47
	Strengthening Risk Management	●●	●●	-	51

# Materiality Assessment

## Major Issue Management Status

SeAH Holdings is identifying risk and opportunity factors for three key issues selected through a dual materiality assessment. We are pursuing various activities to effectively respond to each issue and are striving to systematically respond to these issues by setting management goals and disclosing key performances through these activities.

Key Issues in 2023	Risk and Opportunity Factors	Major Activities and Achievements in 2023	Goals
 <p><b>13 CLIMATE ACTION</b> Responding to Climate Change</p>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Impact of climate change-induced temperature rise and natural disasters on production and supply chain</li> </ul> <p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Strengthening international and customer demand and interest in eco-friendly products serving as a long-term opportunity factor for increasing eco-friendly steel sales</li> </ul>	<p><b>SeAH Besteel Holdings</b></p> <ul style="list-style-type: none"> <li>Establishing an ESG technology center and promoting low-carbon technology research</li> <li>Establishing a climate risk and climate factor identification and response system based on TCFD scenarios</li> </ul>	<p><b>SeAH Besteel Holdings, SeAH Specialty Steel</b></p> <ul style="list-style-type: none"> <li>Achieving 2030 greenhouse gas reduction target [SeAH Besteel Holdings] 12% reduction compared to 2018 [SeAH Specialty Steel] 10% reduction compared to 2022</li> <li>Realizing carbon neutrality by 2050</li> </ul>
 <p><b>3 GOOD HEALTH AND WELL-BEING</b> Creating a Safe Workplace</p>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Strengthening domestic and international safety standards and continuing expansion or frequency of industrial accidents increase</li> </ul> <p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Securing safety management capabilities by securing a safety system at the workplace</li> </ul>	<p><b>SeAH Besteel Holdings</b></p> <ul style="list-style-type: none"> <li>Establishing a roadmap to achieve safety and health goals and linking the KPI performance evaluation of the safety department and supervisors</li> </ul> <p><b>SeAH Special Steel, SeAH Networks</b></p> <ul style="list-style-type: none"> <li>Conducting risk assessments for each workplace and implementing immediate improvement activities</li> </ul> <p><b>SeAH Special Steel</b></p> <ul style="list-style-type: none"> <li>Achieving S grade in the Ministry of Employment and Labor's evaluation of the prevention system for serious accidents</li> </ul>	<p><b>SeAH Besteel Holdings, SeAH Special Steel, SeAH Networks</b></p> <ul style="list-style-type: none"> <li>ZERO serious accidents</li> <li>ZERO safety accident rate</li> </ul>
 <p><b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b> Promoting Ethical &amp; Compliance Management</p>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Increasing social demand for ethical and compliance management and strengthening regulations</li> </ul> <p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Forming an in-house compliance culture by strengthening the ethical/compliance management system</li> </ul>	<p><b>SeAH Holdings</b></p> <ul style="list-style-type: none"> <li>Selected as the World's Most Ethical Company in 2024 (hosted by Ethisphere, a global corporate ethics evaluation agency)</li> </ul> 	<p><b>All affiliates</b></p> <ul style="list-style-type: none"> <li>Establishing a transparent ethics management system by internalizing ethical awareness among employees</li> </ul>

# Stakeholder Engagement

## Stakeholder Classification and Communication

SeAH Holdings identifies customers, employees, partners, governments, local communities, shareholders, and investors as key stakeholders. We are committed to diligently identifying current issues and concerns through active communication with these stakeholders and incorporating their insights into our decision-making processes for major business and ESG management activities.

### Stakeholder interests and participation channels

Classification	Selection of key stakeholders	Communication channels	Participation activities
<b>Customers</b>	<ul style="list-style-type: none"> <li>▪ Build trust by realizing continuous customer satisfaction</li> <li>▪ Developing together with customers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Website</li> <li>▪ Customer center</li> <li>▪ SNS (blog)</li> </ul>	Inquiries, suggestions, and offer opinions about products/services
<b>Employees</b>	<ul style="list-style-type: none"> <li>▪ Core members for corporate growth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Intranet</li> <li>▪ Labor union</li> <li>▪ Employee surveys</li> </ul>	HR-related issues such as changes in the management environment and wage negotiations
<b>Competitors and partners</b>	<ul style="list-style-type: none"> <li>▪ Pursuing shared growth and coexistence</li> <li>▪ Business partners who work together for the benefit of customers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Shared growth program</li> </ul>	Issues related to win-win cooperation such as fair contracts and prevention of unfair transactions
<b>Government and local communities</b>	<ul style="list-style-type: none"> <li>▪ Presenting the direction the company should take and participating in policymaking</li> <li>▪ Growing together with society through social value creation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Government policy hearings</li> <li>▪ Discussions</li> </ul>	Issues such as participation in national projects, government regulatory policies, environmental protection in the region, and community contribution activities
<b>Shareholders and investors</b>	<ul style="list-style-type: none"> <li>▪ Provision of capital that forms the foundation of corporate management</li> <li>▪ Need to improve corporate value for continuous value creation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Shareholders' Meeting</li> <li>▪ IR Disclosure</li> </ul>	Stock price and dividend fluctuation issues, changes in business environment and business performance, shareholder's meeting, etc.

# ESG PERFORMANCE

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# ENVIRONMENTAL

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# Climate Change Response Activities

## Greenhouse Gas Emissions and Energy Management

### APPROACH

#### SeAH Besteel Holdings

##### Carbon Neutrality by 2050

- Committed to achieving carbon neutrality by 2050 through the low-carbon business strategy Green Process, Green Product, Green Recycle.
- Aims to create a virtuous cycle of resources from the steelmaking stage to by-product resource utilization. [2030 Interim Goal] 12% reduction compared to 2018.

#### SeAH Specialty Steel

- Developing a climate change response strategy to achieve carbon neutrality by 2050, focusing on reducing greenhouse gas emissions through energy efficiency and process improvements. [2030 Interim Goal] 10% reduction compared to 2022.

#### SeAH Besteel Holdings

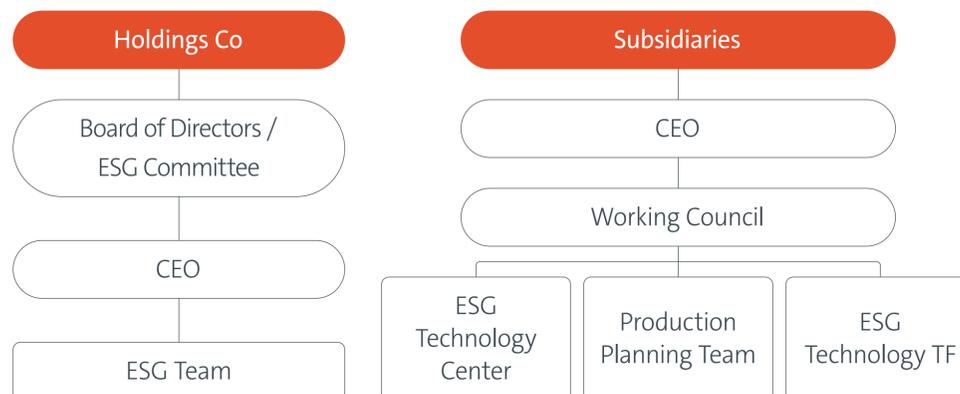
##### ESG Organization Roles and Responsibilities

Division	Engagement Activity
Board of Directors	Oversees management and supervision of various ESG factors including climate change.
ESG Committee	Identifies financial and non-financial risks across ESG factors such as climate change, environment, safety, health, and supply chain. Establishes response measures and makes decisions on major issues, reporting directly to the CEO.
ESG Team	Acts as the company-wide ESG control tower, managing ESG strategy planning.
ESG Working Council	Carries out ESG tasks and establishes mid- to long-term ESG plans, focusing on climate change and environmental issues.

#### SeAH Besteel Holdings

##### Carbon Neutrality Promotion Organization

- Operating various organizations to respond to climate change and ESG.
- Establishing ESG Technology Center in 2023 and promoting low-carbon technology research.
- ESG Committee and Working Group meeting quarterly to set ESG strategic directions and monitor performance and risks.
- ESG Committee convened five times in 2023 to discuss five key climate change agenda items.



### RISK & OPPORTUNITY

#### SeAH Besteel Holdings

##### Climate Change Risk Management

- Integrating climate change risk management within the company-wide risk management system.
- Analyzing and disclosing TCFD scenario-based transition and physical risks and opportunities.

##### Risk Management Process



# Climate Change Response Activities

## Greenhouse Gas Emissions and Energy Management

### RISK & OPPORTUNITY

SeAH Besteel Holdings

#### Identification of Climate Change Risks and Opportunities

- Systematic identification and management of climate change risks based on TCFD recommendations.
- Integration of climate risk areas within the company-wide risk management process to derive and monitor risks across the business.
- Identification of major climate risks, potential risks, and opportunities, along with preparation and implementation of strategic response measures.

#### Climate Change Risk Monitoring and Reporting

- Establishment of risk management processes for each holding and subsidiary company.
- Promotion of systematic risk monitoring by appointing managers responsible for each stage.
- Enhancement of company-wide risk management through the establishment of a risk reporting and evaluation system, extending from the ESG working council to the CEO level.

#### Monitoring System of the Holding Company

Process	Person in Charge	Frequency	Response Activities
<b>ESG Risk Management</b>	Holding Company ESG Team	Annually	<ul style="list-style-type: none"> <li>▪ Decision-making on sustainable management strategies and policies.</li> <li>▪ Management of group-wide risks.</li> </ul>
<b>ESG Committee Report</b>	ESG Working Council	Annually	<ul style="list-style-type: none"> <li>▪ Reporting on the results of climate change risk monitoring of business companies.</li> </ul>

#### Climate Change Risk And Opportunity Factors

Type	Classification	Risk & Opportunity	Response Activities	Financial Impact
<b>Transition risk</b>	Regulation & Policy	Strengthening international greenhouse gas regulations such as the national greenhouse gas emissions trading system EU CBAM	Preemptive response strategy through continuous monitoring of domestic and international trends and regulations	Increased cost
	Market	Increased customer requirements - conversion to renewable energy, reduction of carbon intensity	Preemptive securing of renewable energy, carbon intensity-reducing activities	Increased cost Decreased sales
<b>Physical risk</b>	Acute	Damage due to sudden abnormal weather	Strengthening natural disaster risk management system	Asset loss
	Chronic	Increased supply chain risk due to average temperature increase	Preemptive monitoring and expansion of supply chain	Increased cost
<b>Opportunity</b>	Products and services	Increased demand for low-carbon products	Development of eco-friendly product technology and diversification of business portfolio	Increased sales
	Energy source	Reduced exposure to risk of fossil fuel price increase due to national renewable energy conversion	Preemptive securing of renewable energy sources	

#### Subsidiary Monitoring System

Process	Person in charge	Frequency	Response activities
<b>ESG risk management</b>	ESG Team	Semiannual	<ul style="list-style-type: none"> <li>▪ Climate and other ESG risk awareness and risk identification</li> <li>▪ Company-wide ESG risk assessment</li> </ul>
<b>Monitoring</b>	ESG Team	Year-round	<ul style="list-style-type: none"> <li>▪ Risk level classification and management by risk</li> <li>▪ 3 levels: low (L), medium (M), high (H)</li> <li>▪ Separate management for high risk</li> </ul>
<b>ESG working council report</b>	ESG Team	Semiannual	<ul style="list-style-type: none"> <li>▪ Climate risk report and submission to working council</li> </ul>
<b>Risk assessment</b>	CEO	Semiannual	<ul style="list-style-type: none"> <li>▪ ESG risk assessment report</li> </ul>

# Climate Change Response Activities

## Greenhouse Gas Emissions and Energy Management

### PERFORMANCE

#### SeAH Besteel Holdings

##### Technology Development for Reducing Carbon Emissions

- Established a system for reducing carbon emissions across affiliates by implementing a Green Eco-System.
- [SeAH Changwon Special Steel] Promoting the development of pure oxygen combustion technology\* through the formation of a collaborative consortium with domestic research institutes and industries. (until 2025, aimed at commercialization)
- [SeAH Changwon Special Steel] Enhancing carbon emissions reduction compared to existing processes through diversification of raw materials.
- [SeAH Besteel] Improved the D/S Header to minimize energy loss in the large-scale rolling process, resulting in enhanced energy efficiency and a 4.4% reduction in LNG usage.

\*Technology for reducing fuel usage and greenhouse gas emissions through the mixing of pure oxygen and fuel.

##### Development of Low-Carbon Intensity Products

- Focused on developing low-carbon intensity products using eco-friendly energy and biomass.
- Engaged in research and development of eco-friendly steel in cooperation with various auto parts companies to meet the demand for carbon reduction materials from overseas auto manufacturers.

#### SeAH Special Steel

##### Facility Improvement

- Conducted energy-saving activities through the control of cooling water pumps and fan motors, reducing power consumption by 3% compared to the previous year.
- Achieved a reduction of 3,029tCO<sub>2</sub>eq compared to the previous year.

##### Promoting Energy Usage Monitoring

- Installed a real-time energy usage monitoring system.
- Conducted energy loss analysis and usage management.

##### Real-Time Energy Usage Monitoring System

- Analyzed power and gas usage status. → Improving Energy Efficiency.
- Managed power and gas flow statistics and energy targets. → Energy saving.
- Monitored peaks in power and gas flow. → Make and utilize energy-saving policies.

#### SeAH Metal

##### Investment in High-Efficiency Facility Renovation

- Converted the DC motor of Wire-rod drawing machine No. 1 to an AC motor, achieving a reduction of 133,586KW in power usage and 62tCO<sub>2</sub>eq in greenhouse gas emissions.

#### SeAH M&S

##### Promoting Greenhouse Gas Emission Reduction Activities

- Calculating greenhouse gas emissions monthly and managing them through quarterly reevaluations.
- Replacing older facilities with high-efficiency ones to further reduce greenhouse gas emissions.

##### Introducing Waste Heat Power Generation Facilities

- Reviewing the introduction of waste heat power generation facilities for cooling fans during the roasting process.
- Replacing steam boilers, heaters, and fans used in manufacturing process.

##### Investment in high-efficiency facility renovations

- Contributing to the elimination of NO<sub>x</sub> generation and reduction of carbon emissions by replacing the LNG boiler with an electric boiler in the office building.

#### SeAH L&S

##### Improving Fuel Efficiency of Freight Vehicles

- Promoting various emission reduction activities for freight vehicles (account for approximately 93% of the company's greenhouse gas emissions).
  - Achieved over a 20% improvement in fuel efficiency by replacing old diesel vehicles with newer models or by manufacturing new vehicles.
  - Conducting eco-driving education every six months to improve fuel efficiency.
  - Developing efforts to reduce emissions by replacing old freight vehicles with new ones equipped with Euro 6 engines.
- Completing the replacement of ten old vehicles by 2023 (five general changes and five government-supported changes).

# Environmental Management

## Establishment of Environmental Management System

### APPROACH

#### SeAH Besteel Holdings

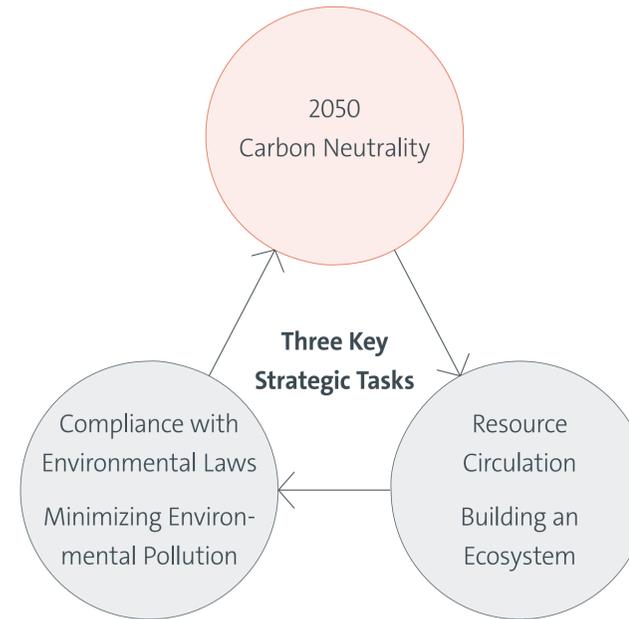
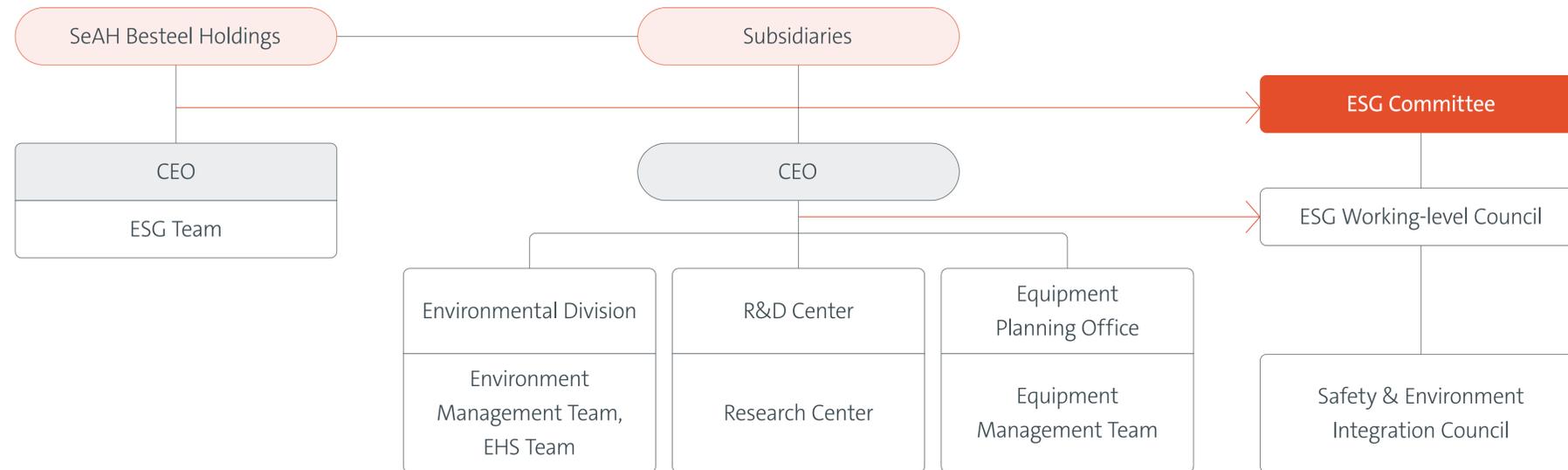
#### Environmental Policy

- Minimize negative impact through the establishment of an internal environmental policy.
- Comply with environmental laws and regulations, including those related to greenhouse gas emissions, energy use, air pollutants, waste management, and chemical substance management.

#### Environmental Management Promotion Strategy

- Select three key strategic tasks to promote environmental management.
- Link related performance and reflect it in the KPIs of environmental officers.

#### Environmental Management Promotion Organization



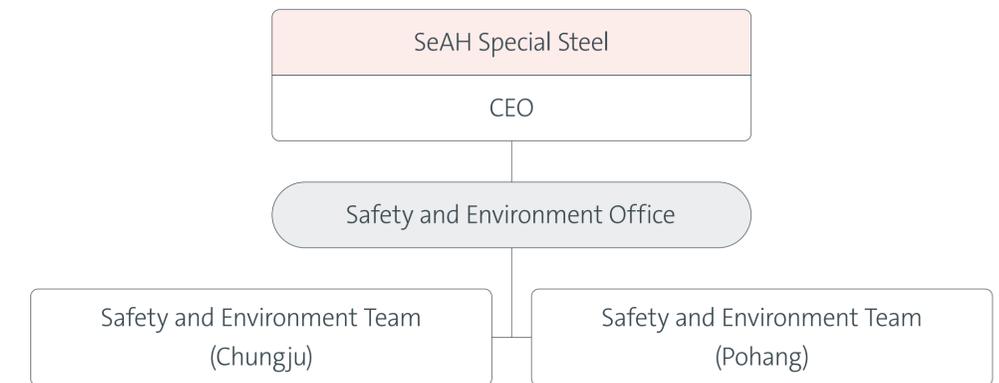
#### SeAH Special Steel

#### Environmental Management Strategy

- Establish clean workplace, minimize environmental pollutants, set energy saving and carbon neutrality as key strategies to promote environmental management.

#### Major environmental management strategies

Establishment of Clean Workplace	<ul style="list-style-type: none"> <li>▪ Continuous monitoring and response to safety and environmental laws and regulations</li> </ul>
Minimization of environmental pollutants	<ul style="list-style-type: none"> <li>▪ Waste recycling rate management</li> <li>▪ Unit-by-unit management of waste, etc.</li> </ul>
Energy saving and carbon neutrality	<ul style="list-style-type: none"> <li>▪ Promotion of energy target management system</li> <li>▪ Operation time management, etc.</li> </ul>



# Environmental Management

## Establishment of Environmental Management System

### RISK & OPPORTUNITY

#### SeAH Besteel Holdings

#### Environmental Management Promotion System

- Establish an environmental management department and reinforce the environmental management system.
- Promote responsible environmental management by assigning professional personnel within the department.
- Establish internal standards for the emission of air and water pollutants and promote management [Internal standards]: 30% or less compared to the emission standards.
- Promote preemptive risk discovery and continuous improvement through the establishment of an environmental management system.

#### SeAH Special Steel

- Establish an environmental and health management system centered on the Environmental Safety Officer (CSEO).
- Promote and manage environmental management activities at each business site through the operation of a safety and environment team.
- Establish company policies related to environmental and health management and efforts to expand environmental management at each business site.
- Promote management linked to environmental assessment results within the KPIs of managers.

#### SeAH L&S

#### Establish an Environmental Management Monitoring System

- Promote systematic risk management by setting quality and environmental management goals.
- Monitor and improve activities for compliance with environmental laws.

## Environmental Management Promotion

### PERFORMANCE

#### SeAH Besteel Holdings

#### Training activities to prevent accidents involving hazardous substances

- Conduct education on hazardous chemicals for approximately 2,500 employees and partners.
- Raise awareness of chemical safety among employees by offering at least two hours of training per year.
- Designate hazardous chemical technicians, inspectors, and handlers to conduct additional training for employees with high exposure to chemicals.
- Implement internal emergency response process regulations and procedures.

#### Strengthening Safety Investment in Hazardous Substance Handling Facilities

[SeAH Besteel]

- Continuously invest in hazardous substance handling facilities to prevent leaks of hazardous chemicals used in quality assurance testing.
- Allocate approximately KRW 36 million for the installation of fume hood reagent cabinets and piping work, enhancing chemical leak prevention and improving the testing environment.

#### Discovering Eco-Friendly Products

- Develop internal standards to identify and promote eco-friendly products.
- Encourage eco-friendly purchasing practices by implementing standards such as GP1, GP2, and GP3.

#### Purchasing Certified Eco-Friendly Products

GP1: Green Packaging Mark Products

GP2: GR (Good Recycled) Mark Products

GP3: Energy-saving products (energy consumption efficiency grades 1-2, energy saving mark products, and high-efficiency energy equipment).

#### Expanding Certification of Workplace Environmental Management Systems

- Implementing environmental management systems (ISO 14001) to identify and manage environmental impact issues.

Company	Business site	Certification status
SeAH Besteel	Gunsan, Changnyeong	▪ ISO 14001
SeAH Changwon Special Steel	Changwon	▪ ISO 14001
SeAH Aerospace & Defense	Changwon	▪ ISO 14001
SeAH Special Steel	Head office, Chungju	▪ ISO 14001
SeAH Metal	Head office, Wonju	▪ ISO 14001
SeAH L&S	Dangjin	▪ ISO 14001

#### SeAH Special Steel

#### Promoting Environmental Management Education

- Conduct annual environmental education for all employees  
Provide training on environmental goals, plans, and related topics (hazardous substances and waste management).

# Environmental Management

## Environmental Management Promotion

### PERFORMANCE

#### SeAH Besteel Holdings

##### Compliance with and Response to Environmental Laws and Evaluation

- [SeAH Besteel] Establishes continuous monitoring and response strategies for environmental regulations and policies to minimize environmental risks.

Category	Response Strategy
<b>Clean Air Conservation Act</b>	Invest in optimal prevention facilities to reduce nitrogen oxides and introduce a pollutant management system.
<b>Water Environment Conservation Act</b>	Reduce pollutant emissions through wastewater recycling.
<b>Waste Control Act</b>	Continuously update treatment methods and explore company options to improve recycling rates.
<b>Chemical Substances Control Act</b>	Integrate management of chemical substances through the establishment of an SHE integrated system.

#### SeAH Special Steel

##### Acquisition of Environmental Product Declaration Certification

- Achieve Environmental Product Declaration (EPD) certification for three products by March 2024.

##### Minimization of Environmental Pollutants Concentration

- Emit less than 10% of the allowable standard for all items, except HCl (hydrogen chloride) in the air sector.
- Emit less than 10% of the allowable standard for all items, except T-N (total nitrogen) in the water quality sector.
- Hydrogen chloride and total nitrogen are managed below the allowable standard, with continuous efforts to reduce emission concentrations.

##### Development of Eco-Friendly Products

- Reduce costs and environmental pollution through the development of a non-phosphorus coating\*.
- Solve the problem of pollution in the work environment during the forging of CHQ Wire materials through the development of an oil-clean coating\*\*.

\*Phosphorus (P) is excluded from the material surface, eliminating the need for a dephosphorization process and reducing the risk of environmental pollution caused by the heat treatment process.

\*\*There is no unreacted soap layer, resulting in minimal dust and forming oil contamination due to coating powder.

Eco-friendly product sales performance	2021	2022	2023
<b>Oil clean coating</b>	3,900 tons	10,200 tons	17,300 tons
<b>Non-phosphorus coating</b>	600 tons	2,700 tons	1,600 tons

#### SeAH Metal

##### Minimizing the Emission of Environmental Pollutants

- Replace outdated air pollution prevention facilities in the wire rod manufacturing process with new, more efficient units to prevent performance deterioration.
- Plan to replace the air pollution prevention facilities used in the solvent degreasing process.
- Manage emission concentrations by periodically measuring pollutants at the Wonju plant treatment facility.

#### SeAH L&S

##### Promoting Dust Suppression Activities

- Suppress dust generated during production by installing and managing dust collectors.
- Enhance waste management using the Allbaro system for untreated dust, ensuring thorough processing.

# Establishing a Resource Circulation System

## Establishing a Resource Circulation Ecosystem

### APPROACH

#### SeAH Besteel Holdings

#### Establishment of a Dedicated Organization for By-product Resource Recycling

- Establish a dedicated by-product resource recycling center at SeAH Besteel Holdings to support and oversee by-product recycling teams within subsidiaries, fostering a resource circulation ecosystem.

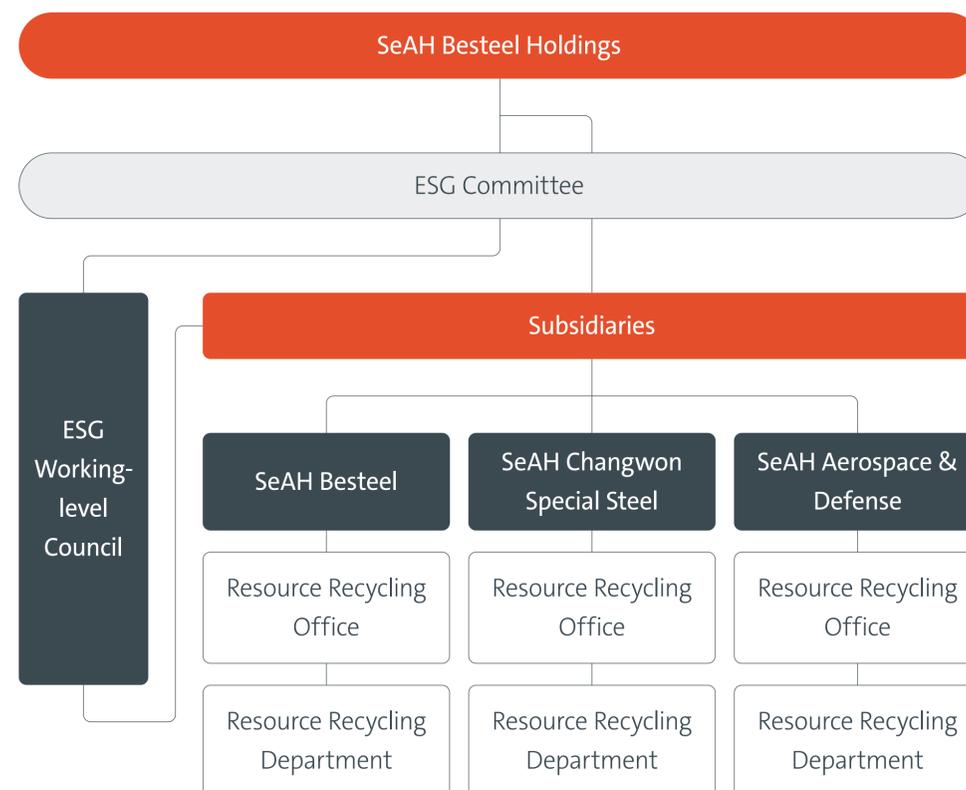
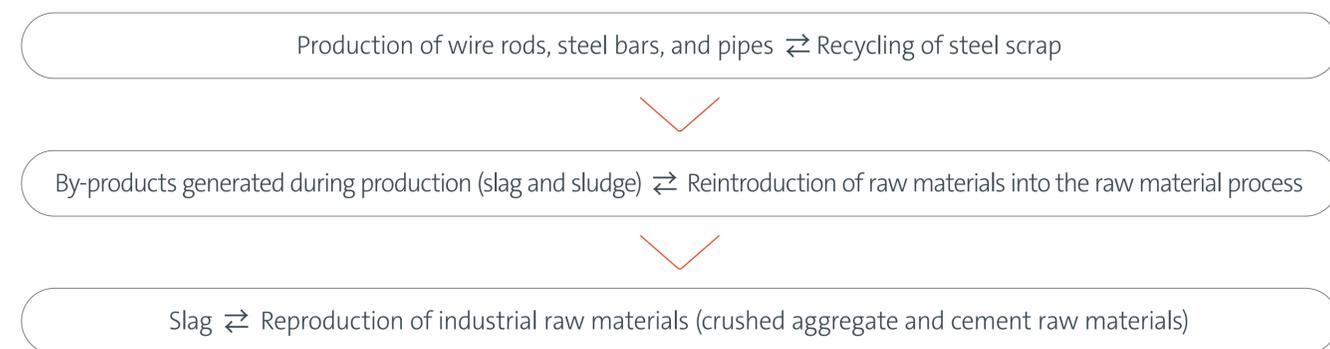
#### Development of a By-product Resource Recycling Strategy

- Formulate a strategy encompassing ten short-term, mid-term, and long-term tasks aimed at achieving a 99% recycling rate by 2030.
- Implement a system for monitoring the progress of strategic tasks and reporting to the ESG committee via the ESG working council.

#### Establishment of a Resource Circulation Ecosystem Process

- Promote steel production through the recycling of steel scrap by-products.
- Develop a Green Recycle process and a comprehensive resource circulation system.

#### Green Recycling Process



### RISK & OPPORTUNITY

#### SeAH Besteel Holdings

#### Establishment of a Water Resource Monitoring System

- Establish and operate a discharge water treatment system to promote the conservation of water resources.
- Strengthen standards to allow the discharge of water pollutants (30% or less compared to legal standards).
- Minimize the use of unnecessary water resources through continuous monitoring and analysis.
- Develop initiatives to promote water reuse and reduce wastewater output.

#### SeAH Metal

#### Analysis of Resource Circulation Risks and Opportunities

- Analyze and enhance management by examining issues related to resource recycling and waste resource circulation by utilizing five key indicators: severity, occurrence, urgency, risk level, and management plan.
- Establish responses and measures to mitigate and capitalize on the analyzed risk and opportunity factors.

# Establishing a Virtuous Circulation of Resources

## Establishing a Resource Circulation Ecosystem

### PERFORMANCE

#### SeAH Besteel Holdings

##### MOU for Wastes

[SeAH Changwon Integrated Special Steel]

- Memorandum of Understanding (MOU) with E-circulation Governance for the recovery and recycling of waste electrical and electronic products.
- Cooperation with specialized recycling companies for the recycling of industrial waste batteries.
- Collaboration with the Korea Lighting Recycling Corporation to promote eco-friendly treatment of waste fluorescent lamps.

##### Promoting By-product Resource Utilization

[SeAH Besteel]

- Invested a total of KRW 15 billion from 2022 to 2023 to upgrade recycling facilities, including renovating slag facilities and installing dust collection systems.
- Developed a process to utilize slag produced in the electric furnace process for various purposes.

[SeAH Changwon Integrated Special Steel]

- Promotes full recycling of various wastes such as slag, waste refractories, and iron powder.
- Promotes partial recycling of dust, waste oil, and waste organic solvents.
- Installed a new facility to recover nickel from wastewater treatment sludge and convert landfill waste into resources.
- Enhanced slag treatment facilities to increase the resource recovery rate.

#### SeAH Special Steel

##### Increase Waste and Wastewater Recycling Rate

- Separates combustible from non-combustible waste and transfers recyclable materials to specialized recycling processing companies, effectively increasing the recycling rate.
- Approximately 70% of wastewater treatment sludge is sent to recycling processing companies for further treatment.
- Reuses wastewater generated during the production process, reducing industrial water usage by approximately 160 tons per day.

##### Recycled Iron Scrap Sales Activities

- Promoting the sales of internally generated iron scrap, ensuring it is reused as a recyclable resource.

Category	2021	2022	2023
Scrap sales volume (ton)	8,370	7,645	8,601

#### SeAH Metal

##### Enhancing Reliability of Industrial Waste Treatment

- Carefully selects industrial waste treatment companies based on the transparency of their waste collection, transportation, and treatment processes.
- Manages industrial waste treatment through the Allbaro System.
- Adheres to environmental laws by providing hazardous information of dischargers to transport companies.
- Improves waste treatment efficiency by switching from wood and Styrofoam mixed containers to cardboard containers.

#### SeAH M&S

##### Acquisition of the Steel Slag Resource Circulation Certification

- Reviewing and proactively proceeding with the acquisition of resource circulation certification for steel slag.
- Establishing internal project plans for the government support for projects related to resource circulation performance management and smart eco-factory construction.
- Reviewing and proceeding with the installation of by-product manufacturing facilities specifically for steel slag.

##### Enhancing Waste and Wastewater Recycling

- Operates a DIWS desulfurization facility to reduce industrial water usage, cutting down water use from 1,050 tons per day to 400 tons per day.
- Considers introducing a zero liquid discharge (ZLD) facility (When introduced, it can replace existing industrial water sources with reclaimed wastewater).

# SOCIAL

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# Workplace Safety and Health

## Safety and Health Management System

### APPROACH

#### Common

#### Safety and Health Policy

- Comply with legal requirements and regulations under the Group's safety and health policy.

#### SeAH Holdings Safety and Health Policy



We faithfully abide by safety and health regulations and requirements, including international agreements, and respond preemptively by setting stringent in-house standards.



We understand and comply with safety and health regulations and management policies and build a foundational system for setting safety and health goals while evaluating the results of ongoing improvement activities.



We develop and implement safety and health management systems to minimize damage and prevent the loss of human life and property in accidents and emergencies, while striving to enhance employee health with the goal of making business sites accident-free and disaster-free.



We ensure the transparency of safety and health management activities by establishing a communication system that gathers employee opinions and provides information, fostering a corporate culture anchored in fundamental and valued principles.

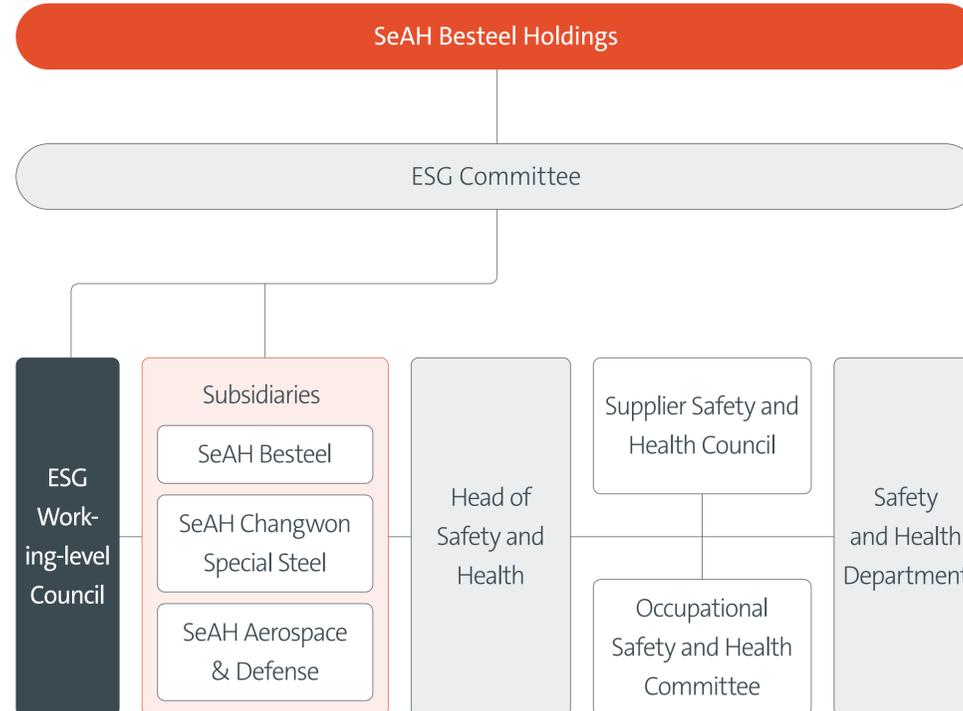


We provide active support to ensure employee safety and continuously identify and improve safety and health risks.

#### SeAH Besteel Holdings

#### Safety and Health Promotion System

- Enhance the execution capabilities of safety and health activities through the establishment of a safety and health-dedicated organization and council.



#### SeAH Special Steel

#### Safety and Health Promotion System

- Promotes safety and health management through the operation of a safety-dedicated organization and dedicated teams at each business site.



# Workplace Safety and Health

## Safety and Health Management System

### APPROACH

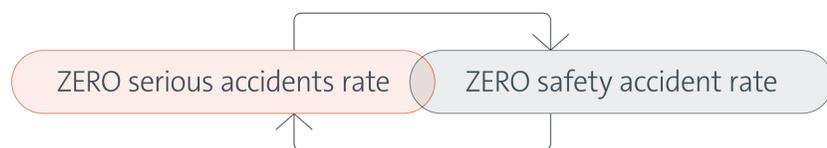
SeAH Besteel Holdings

SeAH Special Steel

SeAH Networks

### Safety and Health Management Implementation Strategy

- Create a safety and health goal to establish a safe and healthy workplace.
- Set and promote tasks strategically to achieve the established goals.



Category	SeAH Besteel Holdings	SeAH Special Steel	SeAH Networks
<b>Goals</b>	ZERO serious accidents and ZERO safety accident rate		
<b>Strategic Tasks</b>	<ul style="list-style-type: none"> <li>▪ Strengthen the discovery of hazardous risks and conduct improvement activities</li> <li>▪ Establish organizations and systems to raise safety awareness</li> </ul>	<ul style="list-style-type: none"> <li>▪ ZERO serious accidents</li> </ul>	<ul style="list-style-type: none"> <li>▪ Strengthen employee safety and health awareness</li> </ul>
	<ul style="list-style-type: none"> <li>▪ Enhance the capacity of safety and human health resources</li> <li>▪ Collect safety and health opinions from workers and strengthen management practices</li> </ul>	<ul style="list-style-type: none"> <li>▪ Continuously operate the safety and health management system</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ensure 100% completion of safety and health training for all employees</li> </ul>
	<ul style="list-style-type: none"> <li>▪ Ensure compliance with all relevant laws and regulations</li> <li>▪ Strengthen worker health management systems.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Create a safe and pleasant work environment</li> </ul>	<ul style="list-style-type: none"> <li>▪ Implement risk assessments for 100% of all employees at all workplaces</li> </ul>

### RISK & OPPORTUNITY

SeAH Besteel Holdings

### Establishment of a Safety and Health Risk Management System

- Develop a safety and health roadmap aimed at achieving the goal of ZERO serious accidents at all workplaces.
- Enhance the safety and health risk management system by establishing KPIs for safety-dedicated departments and on-site management supervisors.

<b>Identification of Hazardous Risk Factors</b> <ul style="list-style-type: none"> <li>▪ Strengthen self-inspection activities and autonomous safety diagnosis</li> <li>▪ Focus safety activities on risk assessment</li> <li>▪ Implement comprehensive safety solutions</li> </ul>	<b>Strengthen Safety Organization and System</b> <ul style="list-style-type: none"> <li>▪ Establish a safety management team and a safety and environment office management system</li> <li>▪ Operate a company-wide integrated safety and environment integration council</li> <li>▪ Conduct safety workshops</li> </ul>	<b>Strengthen Safety and Health Capabilities</b> <ul style="list-style-type: none"> <li>▪ Operate a safety culture improvement promotion team.</li> <li>▪ Deploy safety guardians</li> </ul>
<b>Collection of Opinions About Safety and Health</b> <ul style="list-style-type: none"> <li>▪ Conduct a regular safety and health council</li> <li>▪ Establish a safety management system for construction and outsourcing companies</li> <li>▪ Operate a construction safety community</li> </ul>	<b>Mandatory Compliance with Regulations</b> <ul style="list-style-type: none"> <li>▪ Perform self-inspections biannually</li> <li>▪ Conduct compliance evaluations with related laws and regulations</li> <li>▪ Hold safety exchange meetings within the Group</li> </ul>	<b>Strengthen Health Management System</b> <ul style="list-style-type: none"> <li>▪ Establish a foundation for constant health status management</li> <li>▪ Enhance emergency medical patient evacuation measures</li> </ul>

### Introduction of Workplace Safety and Health Management System

Company	Business Site	Certification Status
SeAH Besteel	Gunsan, Changnyeong	▪ ISO 45001, KOSHA-MS
SeAH Changwon Special Steel	Changwon	▪ KOSHA-MS
SeAH Aerospace & Defense	Changwon	▪ ISO 45001
SeAH Special Steel	Pohang, Chungju	▪ ISO 45001
SeAH M&S	Yeosu	▪ ISO 45001
SeAH L&S	Pohang	▪ KOSHA-MS

# Workplace Safety and Health

## Response to Safety and Health Risks

### RISK & OPPORTUNITY

#### SeAH Besteel Holdings

#### Management of Safety Risks for Partners

- Supports various activities to minimize safety and health risks for partners.

#### Safety and Health Activities for Partners

##### Inspection of Safety and Health Management Systems

- Evaluates safety and health capabilities of partners quarterly and semi-annually.
- Provides guidance on inspection and improvement of safety and health management systems. (separate management for high-risk partners)
- Rewards excellent partners.
- Conducts inspections and evaluations of compliance with safety and health obligations.

##### Support for Regular Safety Inspection Activities

- Supports the improvement of unsafe factors and counter-measure activities.
- Expands tablet-based regular safety inspection activities.
- Implements daily safety and health training for construction companies.
- Implements safety and health training for partners on topics such as risk assessment, joint inspection, and walk-around inspection.

#### SeAH Special Steel

#### Workplace Risk Improvement System

- Conducts risk assessments to discover potential risks at each workplace annually.
- Carries out practical and immediate improvement activities.
- Listens to opinions and makes improvements through the Industrial Safety and Health Committee.

#### SeAH M&S

- Conducted activities to identify potential risks in 2023; a total of 42 risk factors were discovered.
- Completed improvement measures for 41 of these risk factors.

#### SeAH L&S

#### Safety Risk Inspection of Partners

- Conducts periodic joint safety inspections with partners and operates a safety and health council.
- Strengthens safety management evaluation of partners.

#### SeAH L&S

#### SeAH Networks

## Workplace Safety and Health Activities

### PERFORMANCE

#### SeAH Holdings

#### Production and Distribution of Safety Training Videos

- Produced safety education videos for employees and visitors.
- Enhanced educational accessibility by broadcasting videos in elevators.
- Completed production of an English version for overseas visitors.

#### SeAH Besteel Holdings

#### Operation of Smart Safety Management System

- [SeAH Besteel] Introduced Everguard, a smart safety management technology, across all workplaces to prevent safety accidents.
- [SeAH Changwon Special Steel] Implemented the Safety Guardian E mobile system to build a safe work environment and prevent industrial accidents.
- [SeAH Aerospace & Defense] Enhanced workplace safety by establishing a smart safety system using mobile QR codes.

#### SeAH Special Steel

- Holds regular monthly meetings including workers and workplace representatives.
- Strengthens safety systems by reviewing and taking action on issues related to industrial safety, work environment, and health.

#### Workplace Improvement Activities

- Created and distributed safety manuals\* to build a safe work environment.
- Expanded forklift fool-proof and fail-safe safety devices and introduced an access alarm safety system.
- Conducted work environment measurements twice a year to manage exposure levels to dust, chemicals, etc.
- Conducted PSM implementation status inspection and evaluation in 2022, achieved and maintained an S grade (valid until 2026).

\*Integrated safety and health management/Serious Accident Punishment Act integrated manual, PSM report.

\*\*Ministry of Employment and Labor Serious Industrial Accident Prevention System.

# Workplace Safety and Health

## Workplace Safety and Health Activities

### PERFORMANCE

#### SeAH Besteel Holdings

#### Promoting Safety and Health Communication

[SeAH Besteel]

- Shares workers' safety and health-related difficulties and discusses improvement measures through various channels, including company-wide safety management exchange meetings and an integrated safe environment council.
- Introduces IT technologies such as non-contact biometric measurement systems and AI-based comprehensive safety solutions to enhance workplace safety.
- Conducts inspections and evaluations of compliance with safety and health obligations, applying the same system to partners.
- Supports safety and health activities, including on-site inspection and guidance within partner organizations, and promotes communication to ensure adherence to safety standards.

Category	Frequency	Target	Details
<b>Safety and Environment Integration Council</b>	Once a month	Company-wide	Share the status of safety and health management. Discuss and decide on changes in safety and health policy and review new technology and system introduction.
<b>Safety and Health Council for Partner Companies</b>	Once a month	Partners within the workplace	Share the status of safety and health and policy changes of the head office. Discuss improvement measures to ensure the safety and health of partner companies.
<b>SeAH Group Exchange Meeting for Safety Management</b>	Once a quarter	SeAH Group Safety Management Department	Share and benchmark each company's safety and health management system. Comparative inspection of compliance with related laws and regulations.
<b>Occupational Safety and Health Committee</b>	Once a quarter	Labor and Management	Suggest and review improvement measures to ensure safety and health management on-site.

#### Employee Health Promotion

[SeAH Changwon Special Steel]

- Offers general, special, and comprehensive health checkups for employees.
- Provides additional support for follow-up examinations, testing, and quit-smoking clinics after initial checkups.

#### SeAH Special Steel

#### Safety and Health Education and Training

- Conducts 16 hours of safety and health education annually, taught by external experts for managers and supervisors.
- Provides more than 12 hours of safety and health education every half year for all employees.
- Promotes special safety and health education (16 hours) for employees performing hazardous or dangerous work.
- Conducts annual emergency response training to minimize damage in the event of an actual accident.

#### SeAH Special Steel Safety and Health Education Overview

As of December 31, 2023

Training Topic	Training Target	Training Hours (Annual)	Training Method	No. of Trainees
<b>Regular Safety and Health</b>	Technical positions,	24	In-house	164
	Office job positions		Online	44
<b>Supervisor Safety and Health</b>	Supervisors	16	External experts	48
<b>Safety and Health Training upon Hiring</b>	New hires	8	In-house	18
<b>Special Safety and Health</b>	Once in the beginning	16	In-house	11
<b>Training when Work Content Changes</b>	When moving between processes	2	In-house	2

#### SeAH M&S

#### Operation of Subcontractor Council

- Promotes communication with partners on safety issues through the subcontractor council.
- Actively improves all agenda items, including subcontracting process and facility improvements.
- Designates safety managers for subcontractors to support risk assessment, establish safety regulations and work standards, and ensure safety protection equipment.

#### SeAH L&S

#### Safety and Health Education and Training

- Provides regular safety education at the workplace on a monthly basis and implements seasonal themed education.
- Provides labor and special safety education for contract laborers in special types of employment.
- Promotes periodic management of 5S (Sort, Set, Shine, Standardize, Sustain) activities.

#### SeAH Networks

#### Sharing Safety and Health Inspection Results

- Reports safety and health inspection results every half year and monitors these results.
- Establishes improvement measures based on monitoring results for continuous management and enhancement of safety standards.

# Executives and Employees

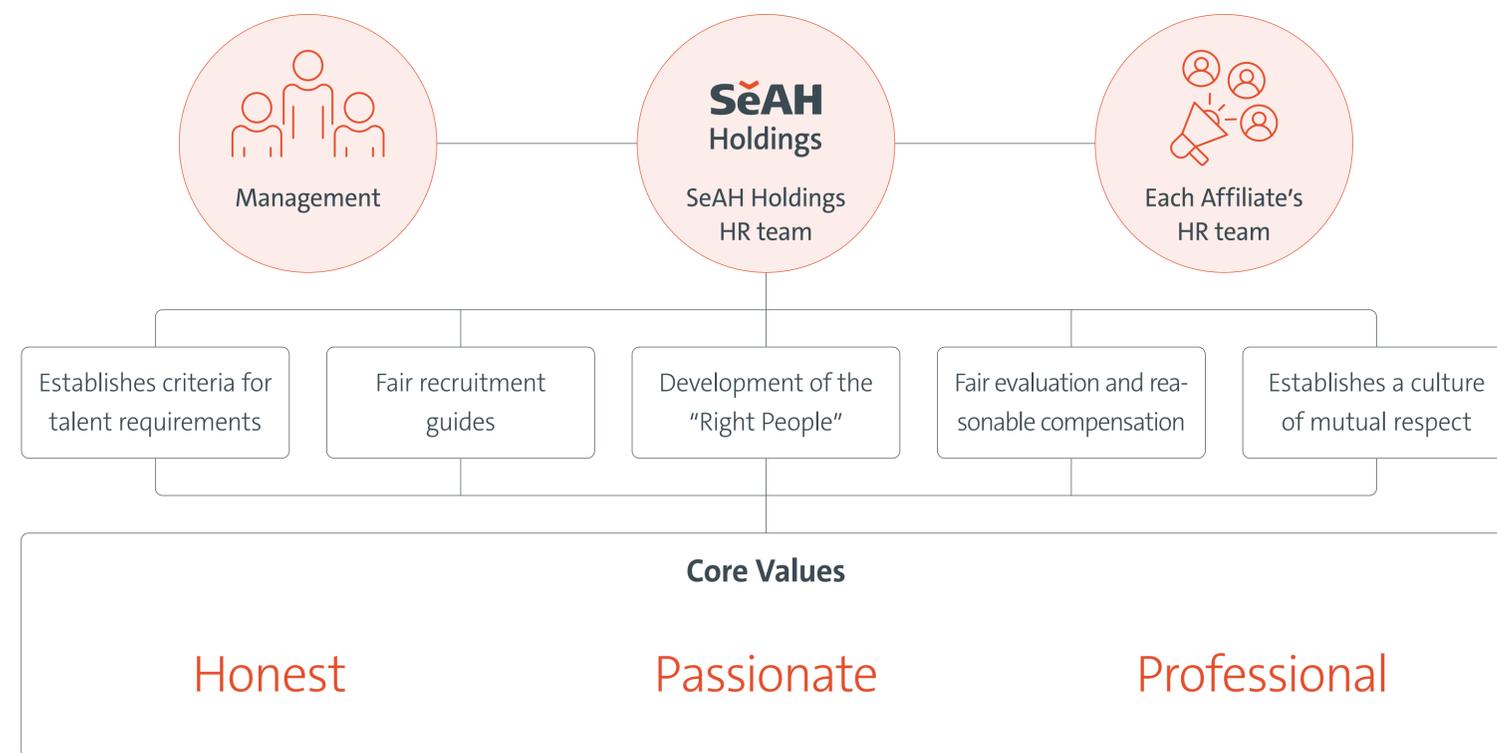
## Human Resources Management

### APPROACH

Common

#### Human Resources Management System

- Promotes talent recruitment and development in alignment with the Group’s strategic direction—honest, passionate, and professional.
- Enhances the human resources management system by organically linking recruitment, development, evaluation, and compensation processes.
- The HR team at the holdings company establishes annual talent management and development plans, conducts HR policy guides, provides education across all affiliates, and regularly reports to management.



### RISK & OPPORTUNITY

SeAH Holdings

#### Talent Recruitment

- Recruits diverse talents with job expertise and potential, adhering to the Group’s core values.
- Establishes employment rules and personnel management regulations to secure diversity in recruitment and prevent discrimination.
- Plans to establish an employment system for women with career gaps by matching them with suitable positions starting from 2024.
- Provides stable jobs to individuals with developmental disabilities through equity investment in standard workplaces for the disabled, with plans to expand target companies and personnel.

SeAH Besteel Holdings

#### Diversity Management in Talent Recruitment

- Counters disadvantages due to race, gender, specific regions, age, etc., by giving preference to women, national veterans, and disabled individuals during recruitment.
- Achieves an increase in the passing rate of female applicants annually.
- Aims to achieve a mandatory employment rate of 3.1% or higher for the disabled in the future and gives extra points when recruiting veterans.

Common

#### Evaluation and Compensation

- Conducts a comprehensive evaluation of all employees to objectively assess organizational and individual performance.
- Operates a reasonable wage increase and performance-based pay system, aligned with the company-wide strategy and management environment.
- Utilizes the TMS performance management program to systematically manage individual goals and key results.
- Annually recognizes employees and organizations that create exceptional accomplishments with an Achievement Award.
- Conducts 1st to 3rd performance evaluations annually based on work performance and provides coaching and feedback on results.

# Executives and Employees

## Talent Development System

### PERFORMANCE

#### Common

#### Group-wide Training

- Offers ten group training courses tailored for all employees of the Group by rank, position, and key talent areas, and access to 6,000 e-learning education programs targeting professional employees, common job roles, and global capabilities.
- Establishes a learning platform for online education to increase participation and enhance the convenience of educational pursuits.

Target	Curriculum	Purpose	No. of students ('23)
Leadership	New executive education	Securing core competencies of executives	10
	New team leader education	Strengthening leadership capabilities	50
Key talent	Business Leader Course	Change and innovation, leadership diagnosis	14
	Challenge Leader Course	Short-term collaborative task resolution and growth	24
New hires	New employee education	Learning and immersion in core values	112
	Experienced employee education	Aligning individual and organizational goals	77
	Education for promoted deputy or department managers	Zoom in/out of key team builders	102
Promoted employees	Education for promoted managers	Organizational culture and performance management for the in-between generation	53
	Education for promoted assistant managers	Personal growth and organizational vision	57

#### SeAH Besteel Holdings

#### Self-Development Education

- Offers various educational supports to expand new knowledge and insights in response to changes in the work environment.
- Invites external experts quarterly, offers both online and offline language learning opportunities, and supports book purchases.

#### SeAH Special Steel

#### MBA System Operation

- Selects key talents within the company and provides access to an online MBA program linked to university courses, aiming to foster management successors for the mid- to long-term.
- Offers a comprehensive 6-month education course (management strategy, financial management, marketing management, and personnel organization).
- Plans to strengthen continuous competency education for key talents annually.

#### SeAH L&S

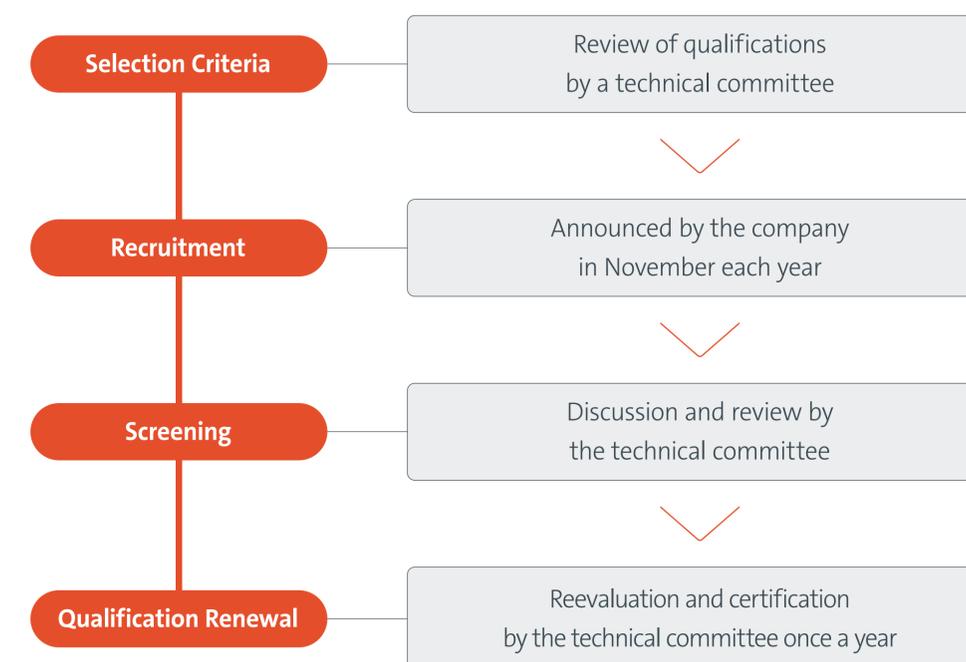
#### Sales Department Competency Enhancement Boot Camp

- Operates a boot camp to enhance the fundamental capabilities of sales staff and strengthen various execution skills.

#### SeAH Special Steel

#### Fostering Process Experts

- Establishes an operation process for process experts and promotes efforts to foster such experts within the company.
- Creates a virtuous cycle of mutual knowledge sharing through process experts.
- Successfully produced one process expert by 2023.



# Executives and Employees

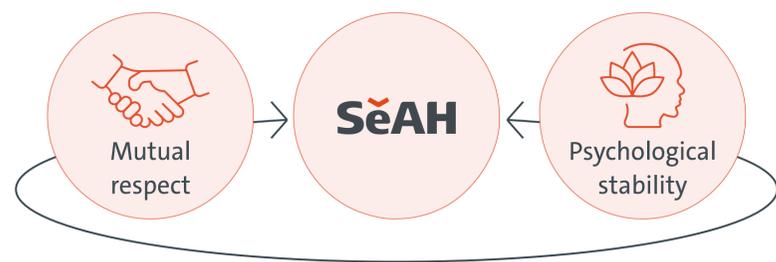
## Promotion of Organizational Culture

### PERFORMANCE

Common

#### Direction of Organizational Culture Promotion

- Aiming to cultivate a culture of mutual respect and psychological stability for diverse members.
- Efforts to create a workplace where all can grow together, recognizing and valuing diversity and cultural differences.



### RISK & OPPORTUNITY

Common

#### Diagnosis and Improvement of Organizational Culture

- Target all executives and employees across all affiliates to diagnose and improve their individual organizational cultures.
- Review four diagnostic elements: Organizational satisfaction, job satisfaction, organizational culture, and ethics and compliance.
- Diagnostic results are delivered to the HR team of each company to link efforts to improve organizational culture.



### PERFORMANCE

SeAH Holdings

SeAH Besteel Holdings

SeAH Special Steel

SeAH Metal

#### Active Communication Between Employees

- Each affiliate establishes a labor-management council to promote mutual growth.
- Establish win-win labor-management relations for welfare promotion and grievance handling through the free exchange of opinions among members.

<b>SeAH Holdings</b>	HALLS	Quarterly
<b>SeAH Besteel Holdings</b>	Sero Gochim	Quarterly
<b>SeAH Special Steel</b>	Labor-Management Council, Labor-Management Mutual Growth Council	Quarterly, Monthly
<b>SeAH Metal</b>	SeAH Family Council	Quarterly

SeAH Besteel Holdings

#### Activation of Organizational Culture

- Conducted quarterly with the CEO and all employees to promote transparent communication and mutual respect across the organization.

#### Activation of Junior Board

[SeAH Besteel, SeAH Changwon Special Steel]

- Promotes internal communication and system improvement through the use of junior boards.
- Introduces new systems and practices such as changing family day and introducing a Sabbath month, facilitated through quarterly meetings with executives, serving as a communication channel for junior employees.

SeAH M&S

#### Boot Camp for Enhanced Communication and Collaboration

- Organizational re-design through team building and communication strengthening programs aimed at enhancing inter-departmental communication and collaboration.
- Efforts to create an organizational culture where people work happily by establishing a robust communication culture between teams.

# Executives and Employees

## Improvement of Organizational Culture

### PERFORMANCE

SeAH Holdings

#### Operation of Employee Welfare System

Implement various support policies ensuring that employees can work in a healthy and safe environment, maintain a balanced work-life relationship, and enjoy opportunities for personal growth and happiness.

Category	Type	Contents
Health	Medical benefits	▪ Health checkup support for all employees and their families.
	Psychological counseling	▪ Psychological counseling program 'SeAH Pat Pat' available eight times a year.
	International SOS	▪ Emergency support for safety and health when traveling overseas.
	Group accident insurance	▪ Group accident insurance for all employees.
	Flu vaccination	▪ Support for all employees and their family members
	Health club	▪ In-house gym support for all employees.
Life	Meals & transportation	▪ Support for employee meal and transportation expenses.
	Employee loans (housing)	▪ Loan support for purchasing or renting a house.
	Employee loans (living)	▪ Living stability grants.
	Family events	▪ Support for family event leave, including expenses, supplies, and wreaths for events.
Culture	Monthly Holdings	▪ Organized activities for employees to celebrate birthdays, company anniversaries, etc., and to introduce and share programs.
	Special lectures by speakers	▪ Special lectures by prominent figures to foster a healthy organizational culture and share strategic directions.
	Hotel membership	▪ Reservations and usage of resort and condominium corporate memberships.
	Support for self-development	▪ Support for in-house and external learning, including the acquisition of licenses, degrees, or purchasing books.

Category	Type	Contents
Working flexibility	Staggered work hours	▪ Implementation of a staggered work schedule, allowing employees to decide their start times.
	Work from home policy	▪ Work-from-home system without having to come to the office.
	Self-approval of PTO, quarter-day off	▪ Employees have the authority to approve their own PTO. ▪ Half-day and quarter-day leave system.
	Sabbatical leave	▪ Paid leave and vacation benefits for recognition and rejuvenation of long-term employees.
Work-life balance	Refresh & summer vacation	▪ Refresh and summer vacations to ensure all employees have sufficient rest and opportunity to recharge.
	Anniversary day	▪ Quarter-day leave for significant personal anniversaries such as birthday, wedding anniversary or first day at work.
	Working from home during pregnancy	▪ Work-from-home during the entire pregnancy period.
	Maternity leave	▪ Leave system for prenatal and postnatal care, including checkups, for employees and their spouses.
	Childcare leave	▪ Leave support for employees with children under eight years old or in the 2nd grade of elementary school.
	Infertility treatment	▪ Three days of paid leave for infertility treatment.
	Shortened work hours for family	▪ Shortened working hours system to support pregnancy, childcare, and family care needs.
Family care leave	▪ Leave system for employees to care for family members during illness, accidents, or old age, covering a wide range of relatives.	

# Executives and Employees

## Improvement of Organizational Culture

### PERFORMANCE

SeAH Besteel Holdings

#### Operation of employee welfare system

Introduction and operation of various vacation systems to support the work-life balance of employees

Category	Type	Details
Health	Medical Benefits	▪ Biennial health checkups for all employees
	Restaurant & Transportation	▪ Support for employee meal and transportation expenses
	Group Accident Insurance	▪ Subscription to group accident insurance for all employees.
Life	Accommodation	▪ Dormitory housing support
	Commuter Bus	▪ Support for employee commuter bus vehicles
	Clothing Support	▪ Provision of work clothes, safety shoes, etc., for manufacturing workers
Finance	Employee Loans (Housing)	▪ Loan support for housing purchase or lease
	Employee Loans (Living)	▪ Support for living stability funds
	Senior Contract System	▪ Continued employment opportunities post-retirement through the senior contract system
Family	Family Events	▪ Support for bereavement leave, money, items, and wreaths
	Scholarship for Children	▪ Full support for educational expenses for employees' children at all school levels

Category	Type	Details
Culture	Hotel Membership	▪ Access to company-linked resort and hotel memberships
	Self-development Support	▪ 50% support for education expenses, including books and language classes
	Cultural Event Support	▪ Support for attending performances at company-linked cultural events
	Provision of a Welfare Card	▪ Provision of a welfare card for self-development purposes
Other Benefits	Refreshing Vacation	▪ Support for vacation expenses and paid vacations for 'refreshing'
	Long-term Service Award	▪ Welfare support every five years for employees with ten or more years of service
	Day without the Department Head (Leaders' Day)	▪ Monthly designated day for department heads to stand down and foster leadership skills in their deputies
	Commuting System Support	▪ Adjustment of commuting hours monthly with department head approval ▪ Introduction of flexible work hours and telecommuting options

# Executives and Employees

## Improvement of Organizational Culture

### PERFORMANCE

SeAH Special Steel

#### Operation of 4R system for employee benefits

- Introducing and operating various welfare systems to improve employee satisfaction with the company

Category	Type	Details
Refresh	Various Vacation Systems	▪ Summer vacation (5 days of paid vacation), refresh vacation, mandatory personal anniversary vacation, etc.
	Vacation Expenses Support	▪ Summer/refresh vacation allowance support for employees who have worked for more than one year
	Corporate Condo Support	▪ Support for the use of corporate resorts
	Staggered Work Hours System	▪ Work at desired commuting hours possible
Raise	Providing Employee Benefits	▪ Support for lunch, transportation, vehicle subsidies, etc.
	Health Checkup Support	▪ Support for biennial health checkups for employees
	Housing Finance Support	▪ Support for housing lease and purchase funds, dormitory operation
	Self-development Support	▪ Support for obtaining bachelor's degrees, support for language education expenses, operation of Kimjang Bonus, etc.
Regard	Family Event Support	▪ Condolences and vacations provided when employees and their families experience bereavement
	Education Fund for Children	▪ Gifts for children's education expenses for employees who have worked for more than one year
	Gift	▪ Gifts for childbirth, Lunar New Year's Day, Chuseok, etc.
Reward	Performance Bonus	▪ Performance/Encouragement Bonus according to management performance
	Other Compensation	▪ Plaques for long-term service and model employees

## Respect for Employees

### APPROACH

Common

#### Human rights management system

- Establishment of human rights management system for each affiliate in accordance with SaAH Group's human rights charter
- Establishment and operation of human rights management policy including internal and external communication, grievance handling, and relief procedures
- The human rights management policy consists of 13 human rights management guidelines and is applied to all domestic and foreign business sites

[SaAH Group Human Rights Management Charter](#)

#### Group Human Rights Management Policy



#### Three Principles of Zero Tolerance

- We will comply with the Group's three principles of zero tolerance and promote efforts to identify and prevent potential human rights violations in all business activities



Workplace bullying



Workplace sexual harassment



Violence

# Executives and Employees

## Respect for Employees

### APPROACH

SeAH Holdings

#### Operation of a Dedicated Human Rights Management Organization

- A reporting system to the board of directors/CEO is centered on the dedicated human rights management organization, enhancing collaboration with related departments.
- [Main Role]: Comprehensive management of major human rights risks occurring within and outside the Group.
- Periodic reviews and revisions of the Group’s human rights policy, conducting human rights impact assessments.
- Monitoring the Group’s risk-related improvement tasks and managing grievances through collaboration with related departments.

#### Human Rights Management Organizational Structure



### RISK & OPPORTUNITY

SeAH Holdings

#### Employee Grievance Handling Process

- Various channels are available at all times to receive reports of occurrences or witnessing of violations related to the three major acts of zero-tolerance.
- Conducts transparent and thorough investigations of reported violations to ensure a prompt response.
- Integrates management of reports from all business companies under the company and implements measures.
- Develops efforts to prevent human rights violations by employees through the establishment of a prevention process.

#### Response Process

- Receipt of Report
- Consultation with Reporter
- Implementation of Victim Protection Measures (according to the victim’s intention)
- Holding and Resolution of Disciplinary Committee
- Recovery Measures for Victims
- Periodic Monitoring after Case Closure
- **Report Processing and Implementation of Measures**

#### Human Rights Risk Management

- Establishes and complies with safety, health, and environment policies, codes of ethics, codes of conduct for partners, and purchasing ethics codes, developing efforts to prevent direct and indirect human rights risks throughout the business value chain.
- Operates a systematic grievance handling process through an external advisory agency for fair investigations when a case of intolerance is reported or discovered.
- Ensures human rights are guaranteed and appropriate measures are taken when damage is discovered through the grievance consultation and handling process.

# Executives and Employees

## Respect for Employees

### PERFORMANCE

#### SeAH Holdings

#### Human Rights Education

- Promotes human rights education annually.
- Provides specific training to prevent sexual harassment and bullying in the workplace.
- Plans to continuously strengthen workplace human rights protection by expanding education on zero tolerance principles.

#### SeAH Besteel Holdings

#### Efforts to Prevent Human Rights Violations

- Prevents violations through regular employee education, production and distribution of informative leaflets, and promotion of reporting channels.

Category	Details
Employee Training	<ul style="list-style-type: none"> <li>▪ All employees are required to undergo training on zero tolerance policies.</li> </ul>
Distribution of Leaflets	<ul style="list-style-type: none"> <li>▪ Develop and distribute leaflets that detail frequently asked questions and answers derived from executive and employee training sessions.</li> </ul>
Promotion of Reporting Channels	<ul style="list-style-type: none"> <li>▪ Continuously promote internal reporting channels and processes at the end of each year.</li> </ul>

#### SeAH Besteel Holdings

#### Grievance Handling Channels

- Utilizes internal and external reporting channels to facilitate smooth grievance handling for employees.

Category	Details
Internal Reporting Channel	<ul style="list-style-type: none"> <li>▪ Composed of the legal team, compliance team, nine reporting committee members, grievance handling committee members, and heads of each team in the ethics affairs office.</li> <li>▪ Regular training on response processes and consultation methods.</li> <li>▪ Implements a confidentiality pledge for all received reports.</li> </ul>
External Reporting Channel	<ul style="list-style-type: none"> <li>▪ Introduction of 'Safe Lawyer' System in March 2023</li> <li>▪ Ensures anonymous reporting and consultation.</li> <li>▪ Consultation and responses managed within the Group by a team of expert lawyers upon receipt of a report.</li> <li>▪ Submission of a case report upon completion of the consultation.</li> </ul>

#### SeAH Special Steel

- Operates various channels through which employees can consult and report.
- Ensures thorough anonymity of report and consultation.
- Strengthens employee accessibility through the composition of various consulting committee members and online operations.
- Takes appropriate measures in cases of damage due to violations of human dignity through the internal grievance handling process.

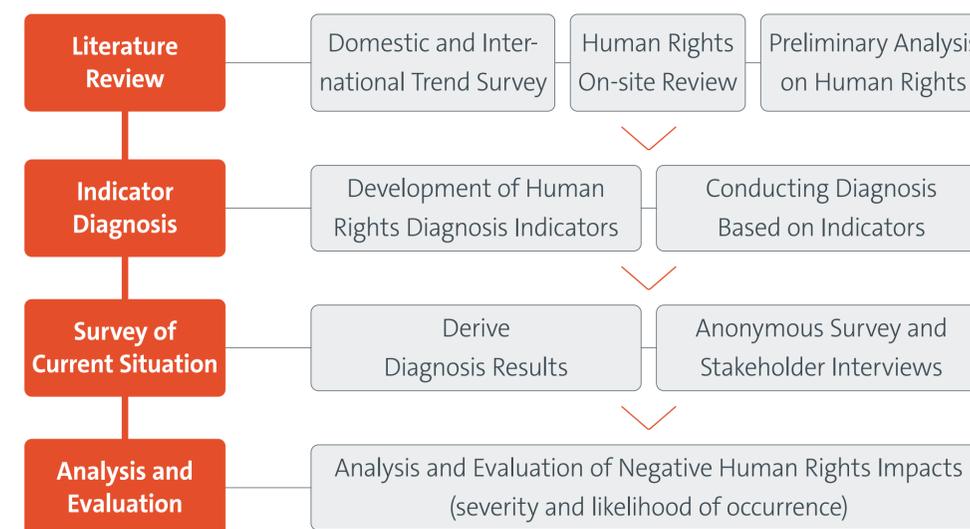
#### SeAH Besteel Holdings

#### Performing Human Rights Impact Assessment

[SeAH Changwon Special Steel]

- In June 2024, conducted a human rights impact assessment to identify potential negative human rights impacts at domestic business sites and propose measures for improvement.
- [Evaluation Targets] Includes executives, employees, partners, customers, and local communities.
- Identifies human rights risks of partners and seeks improvement measures, focusing on supply chain human rights due diligence systems and practices, and compliance with ILO core conventions, discrimination, forced labor, child labor, freedom of association, and industrial safety and health.

#### Human Rights Impact Assessment Process



# Executives and Employees

## Respect for Employees

### PERFORMANCE

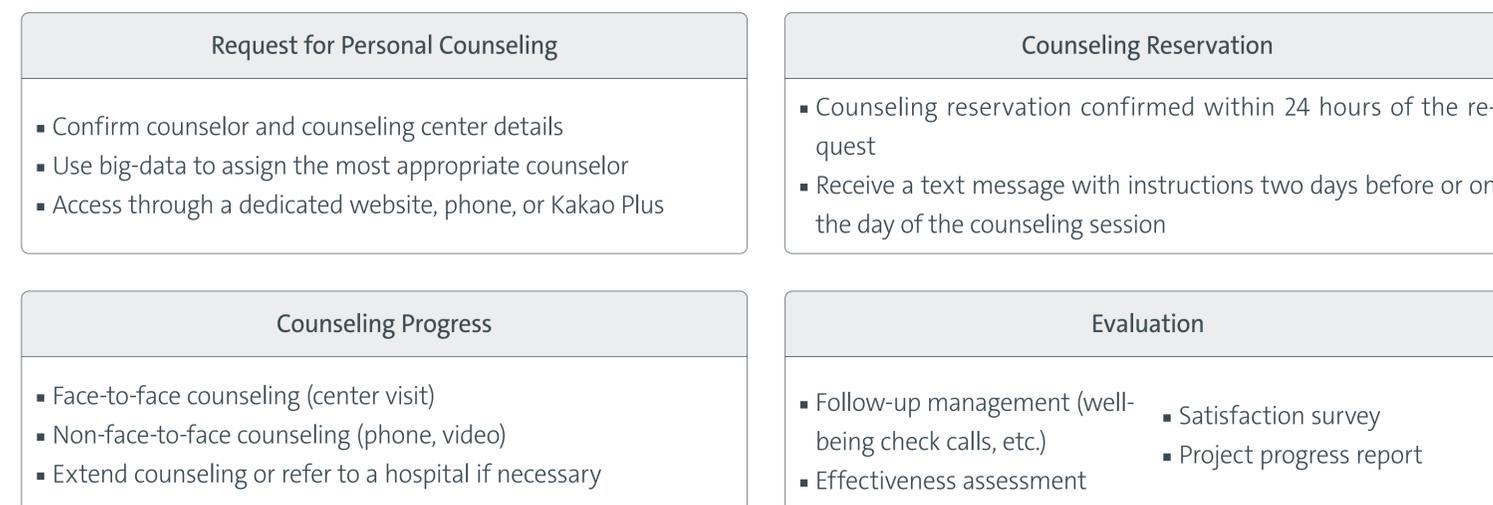
Common

#### Employee Psychological Assistance Program (EAP)

- Operates Sedam Sedam program at the Group level to support the resolution of employees' grievances and to ensure psychological stability.
- Offered eight times a year with a commitment to maintaining thorough anonymity.

\*Employee Assistant Program

#### Counseling Process



# Supply Chain ESG Management

## Establishing a Win-win Cooperation System

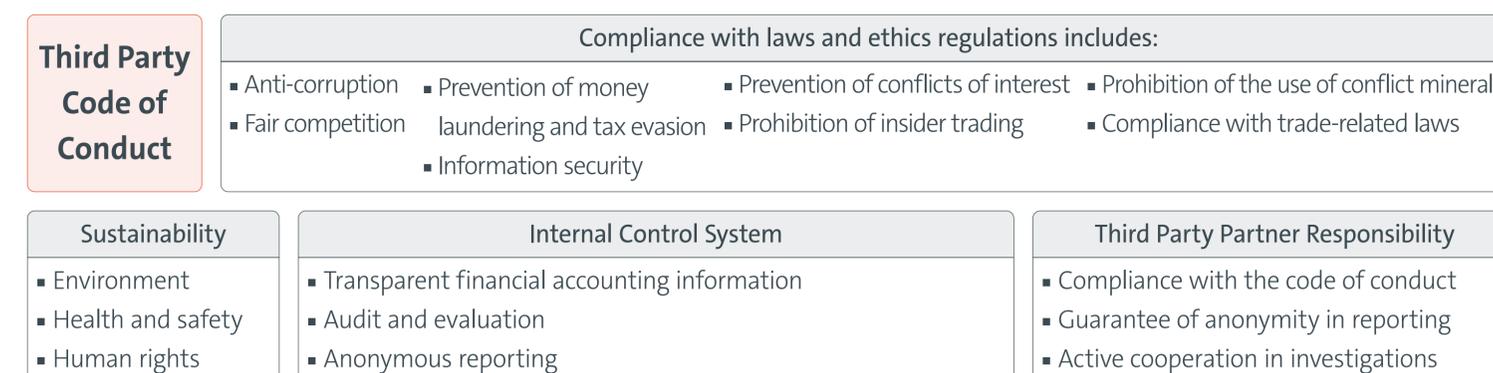
### APPROACH

SeAH Holdings

#### Sustainable Supply Chain System

- Established and operates a Third Party Code of Conduct at the Group level to promote compliance values and mutual growth, and constructs a sustainable supply chain for each affiliate

#### Third Party Code of Conduct



#### SeAH Besteel Holdings

- Operation of a dedicated organization under the CEO for sustainable supply chain management and win-win cooperation

○ Supply Chain ○ Mutual Growth with partners



# Supply Chain ESG Management

## Establishing a Win-win Cooperation System

### APPROACH

SeAH Besteel Holdings

#### Establish Supply Chain Management Strategies and Codes of Conduct

- Establish and implement six major supply chain strategies based on the philosophy of mutual growth.
- Internalize a culture of fair trade and mutual growth through the establishment of a supply chain code of conduct.

#### Six Major Supply Chain Management Strategic Tasks

Supply chain strategic tasks	Supply chain management for mutual growth	Socially responsible purchasing policies
	Pursuit of ethical management and fair trade	Enhancing intrinsic competitiveness in purchasing
	Ensuring supply chain stability	Agile organizational operation and flexible response

#### Four Main Codes of Conduct for the Supply Chain

<b>01. Labor Human Rights</b> Suppliers must respect the basic human rights of workers, who must be guaranteed legal work and rights in accordance with local laws and regulations.	<b>02. Safety and Health</b> Suppliers must recognize that worker safety and health are requirements. They must strive to provide workers with a safe and clean working environment.
<b>03. Environment</b> Suppliers must recognize their responsibility towards the environment and strive to minimize negative environmental impact in all business activities.	<b>04. Ethics and Fair Trade</b> Suppliers must comply with all local laws and regulations pertaining to social responsibility and sustainable coexistence, and must endeavor to improve their ethical standards.

Supply Chain Code of Conduct

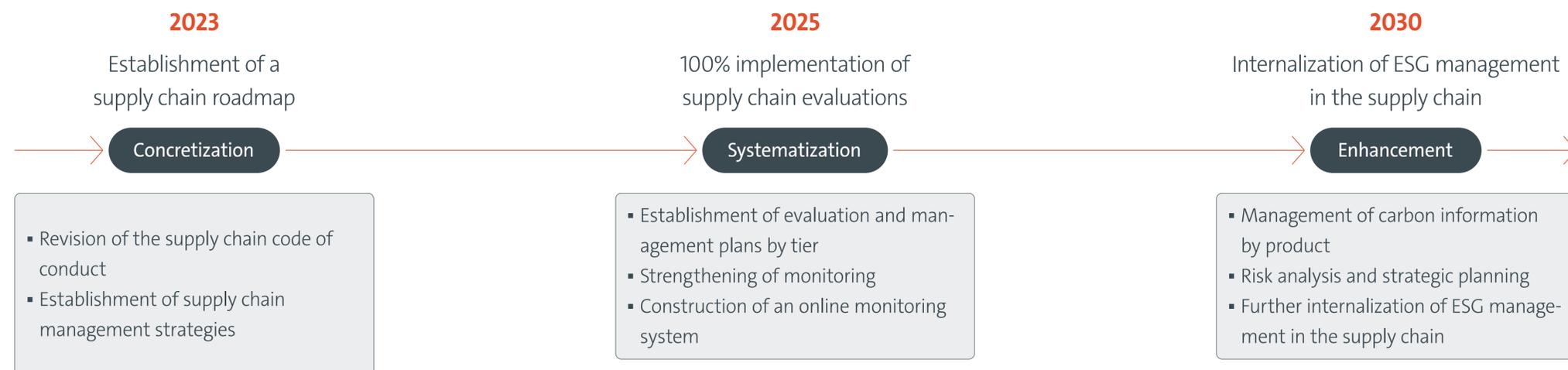
#### Establishment of Supply Chain Management Structure

- Systematic ESG risk response through the establishment of a supply chain management roadmap in 2023
- [2023] Setting up a supply chain ESG evaluation system, revising the supply chain code of conduct
- [By 2025] 100% implementation of supply chain evaluations
- [By 2030] Management of carbon information by product, risk analysis, and strategic planning

#### Establishment of Third Party Code of Conduct

- Established according to global standards by the Group (SeAH Holdings affiliates) and partners, and distributed in April 2024
- Execution of a compliance pledge by SeAH Holdings and its affiliates to adhere to principles/requirements and carry out due diligence
- Plans for continuous development of evaluation and management standards and construction of an online ESG evaluation system to support the establishment of a supply chain management system

### Supply Chain Management (SCM) Roadmap



# Supply Chain ESG Management

## Supply Chain Risk Response

### RISK & OPPORTUNITY

SeAH Besteel Holdings

#### Supply Chain ESG Evaluation

- The supply chain ESG evaluation is structured around five core areas: labor rights, ethics, environment, safety and health, and management system. These evaluation criteria are scheduled for annual enhancement.
- Starting in 2024, evaluations will be conducted to identify and monitor key management partners.

#### Evaluation Composition

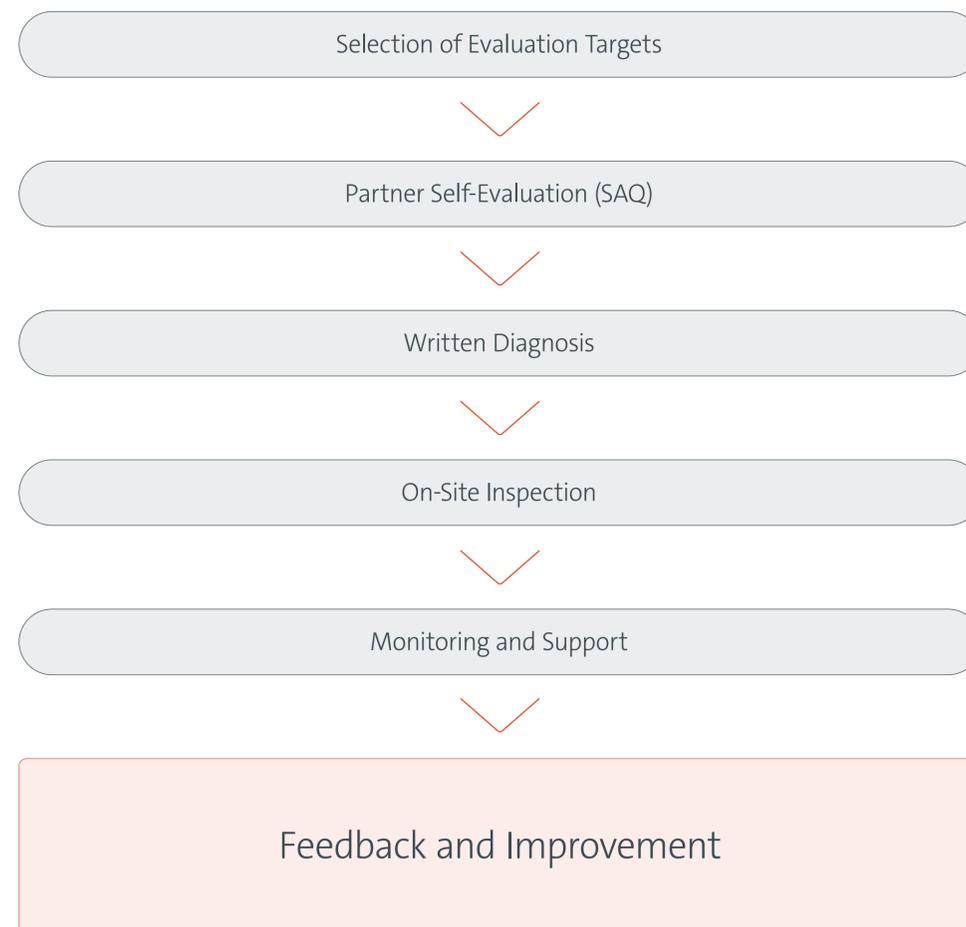
Composition of Evaluation Items (Total 45 indicators)	Labor rights (7 indicators)
	Safety and health (8 indicators)
	Environment (9 indicators)
	Ethics and fair trade (10 indicators)
	Management system (11 indicators)

#### Evaluation Rating System

Rewards for the top three performing companies and penalties for the bottom three

Excellent Partner
Good Partner
Risky Partner
High-risk Partner

#### Supply Chain ESG Evaluation Process



## Establishment of a Win-win Cooperation Culture

### PERFORMANCE

SeAH Special Steel

#### Operation of a Mutual Growth Council for Partners

- Operate a mutual growth council for partners to establish a communication channel to listen to partners' grievances.
- Conducted quarterly to implement both financial and non-financial support measures for mutual growth with partners.
- [Composition] Includes representatives of partners and heads of related departments of SeAH Special Steel.
- [Operation] Hold regular quarterly council meetings, with additional meetings as required.
- [Financial Support]: Includes assistance for welfare-related expenses such as tuition and medical checkup expenses.
- [Non-Financial Support]: Focuses on improving the work environment, such as upgrading welfare centers and sites.

#### Support Programs for Partners

- Operate safety and health mutual growth cooperation programs and provide technical and material support to partners.
- Conduct safety capacity evaluations and take other measures to promote safety compliance among partners.

#### Program Status and Contents

Category	Details
Post-Management	<ul style="list-style-type: none"> <li>▪ Education based on risk assessments with a plan for improvement; compilation of results data.</li> </ul>
Risk Assessment	<ul style="list-style-type: none"> <li>▪ Assess risk factors utilizing the KRAS/4M technique.</li> <li>▪ Self-implementation by partner representatives and managers.</li> <li>▪ Support the company's safety manager and cooperation teams.</li> </ul>
Education Support	<ul style="list-style-type: none"> <li>▪ Provide risk assessment certification training through institutional experts.</li> <li>▪ Support educational expenses.</li> </ul>
Regular Meetings of the Council	<ul style="list-style-type: none"> <li>▪ Implementation of quarterly joint safety inspections.</li> <li>▪ Collection of data on hazardous risk factors.</li> </ul>

# Supply Chain ESG Management

## Supply Chain Risk Response Activities

### PERFORMANCE

#### SeAH Besteel Holdings

#### Strengthening Communication with Partners

[SeAH Besteel, SeAH Changwon Special Steel]

- Establish a partner proposal center within the purchasing management system (E-Procurement).
- Set up a complaints and grievances processing center for partners.

[SeAH Changwon Special Steel]

- Operate a partner council with regular meetings starting in 2022, held once a month.
- Receive requests and complaints from partner representatives and develop solutions and plans through presentations and mutual discussions.
- Promote efforts to localize purchased products and develop alternatives through the operation of a partner proposal center.
- Provide new sales opportunities for partners who submit approved proposals.

#### SeAH Besteel Partner Communication Channels

Category	Type	Details
Partner representative	Partner CEO New Year's Event	Once a year
	Partner CEO Partners Day	
Working level team	Partner Working-level Council	Once a month
	Partner Field workers Workshop	Once a year
Safety	Partner Safety Manager Council	Once a month
	Partner Safety Manager Workshop	Once a year

#### Establishing a Culture of Shared Growth

[SeAH Besteel]

- Improve the liquidity of partners' funds by making payments 100% in cash and offering a management support loan system for partners.
- Promote shared growth by paying performance-sharing incentives to partners' employees.

[SeAH Changwon Special Steel]

- Support the procurement of operating funds for partners by providing 100% cash payment of subcontractors' fees on the 15th of the following month and offering early payment options during holidays.
- Contribute to improving employee morale by paying performance-sharing incentives to partners' employees.

Incentive Payment
Pay in-house partners performance-sharing incentives to partners.

Pay Evaluation Incentives
Evaluate partners to offer incentives to top companies and reward outstanding business partners.

Financial Support
Ensure smooth financial operations and stability for suppliers.

# Sharing Management

## Establishing a Sharing Management System

### APPROACH

#### SeAH Holdings

##### Sharing Management Promotion System

- Establish mid- to long-term direction and business plans under the leadership of the SeAH Holdings Communication Office to promote the Group's sharing management.
- Conduct various sharing activities aligned with the SeAH Group's direction for sharing management.
- Promote the value of sharing through initiatives such as donation support, employee volunteer work, and partnerships with social organizations and companies to assist the underprivileged.

##### SeAH Group's Sharing Management Policy

SeAH is committed to conducting earnest activities that provide practical assistance in improving the lives of our neighbors in need and contributing to societal growth.

SeAH fosters a consensus on sharing and annually conducts the <Sharing SeAH Campaign>, which centers on voluntary employee participation.

SeAH communicates the results of various activities internally, fostering a culture of sharing that makes employees proud to be part of SeAH and aligns with the company's purpose.

#### Common

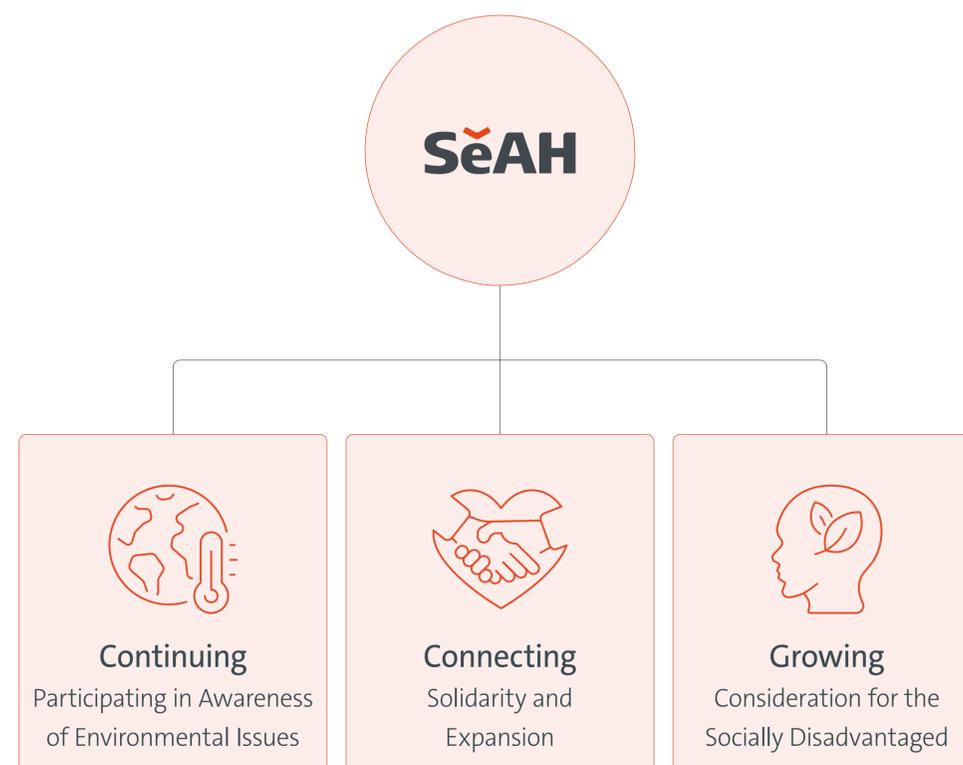
##### Establishment of a Direction for Sharing Management

- In line with the SeAH Group's three major directions for sharing management, there is a focus on promoting participation in environmental issue awareness, solidarity and expansion with various internal and external stakeholders, and activities that consider the socially disadvantaged.

#### SeAH Besteel Holdings

##### Goals for Promoting Community Contribution

- Expand support for the socially disadvantaged by enlarging community support projects by 2025.
- Seek sustainable social contribution by gathering various opinions from the local community.



# Sharing Management

## Sharing Activity Promotion Results

### PERFORMANCE

SeAH Holdings

#### Sharing Management Activities

Contribute to the development of local communities through various sharing and social contribution activities

Direction	Program	Category	Details	UN SDGs
Participate in Environmental Issue Awareness	Re:Bag Campaign	SeAH Group	<ul style="list-style-type: none"> <li>Upcycled paper bags donated by employees to pack recyclable resources and share them with the Group's affiliates.</li> </ul>	
	Small Steps for the Earth	SeAH Group	<ul style="list-style-type: none"> <li>Collected second-hand clothes donated by employees and upcycled them at Beautiful Store.</li> </ul>	
Solidarity and Expansion / Consideration for the Socially Disadvantaged	SeAH D.I.Y Campaign	SeAH Group	<ul style="list-style-type: none"> <li>Carried out various sharing activities as part of the voluntary volunteer activities by SeAH employees (A total of four teams selected in 2023).</li> <li>[SeAH M&amp;S/L&amp;S] Food Truck Supporters.</li> <li>[SeAH Besteel] SeAH Road, Sharing SeAH.</li> <li>[SeAH Changwon Special Steel] R.O.K. Marine Corps.</li> </ul>	
	Smile Volunteer Group Activities	SeAH Special Steel	<ul style="list-style-type: none"> <li>Established Smile Volunteer Group in May 2023 and carried out volunteer activities at local business sites.</li> <li>Pohang Beach environmental cleanup, blood donation, book donations, and other donation activities.</li> <li>Chungju Plant carried out environmental protection activities at tourist attractions, volunteer activities at dog shelters, etc.</li> </ul>	
	Chungju Sacred Heart Rehabilitation Center for the Blind Volunteer Activities	SeAH Special Steel	<ul style="list-style-type: none"> <li>[Chungju Plant] Visited Sacred Heart Rehabilitation Center for the Blind in June 2023 and rode bikes together and shared lunch prepared by the employees.</li> </ul>	
	Support for Books for Youth	SeAH M&S	<ul style="list-style-type: none"> <li>Donated books worth KRW 2 million to elementary, middle, and high schools in the eastern part of South Jeolla Province through support from the SeAH Haiam Scholarship Foundation.</li> </ul>	

#### Details of Donation Activities

As part of the activities of the SeAH Brand Management Committee, various donation activities are carried out to improve the quality of life of the vulnerable and for the growth of society.

Donation Recipients (Organization)	Details	Amount (Unit: KRW)
Korea Table Tennis Association	Sponsorship for fostering youth table tennis	300,000,000
Holt Children's Servies, Inc.	Sponsorship through matching gift system for employee donations	7,080,000
Korea Food for the Hungry International (KFHI)	Emergency relief for earthquake victims	100,000,000
Yonsei University	Scholarship support for foreign students at Global Leaders College	32,000,000
Myeongdo Welfare Center	Support for providing job training space for the developmentally disabled	16,845,000
Korea Habitat	Sponsorship for improving housing for descendants of independence activists	8,150,000
Other	SeAH D.I.Y campaign support funds, etc.	246,649,990
<b>Total</b>	<b>Total amount of donations by the SeAH Brand Management Committee in 2023</b>	<b>710,724,990</b>

#### Details of Separate Donation Activities of SeAH Holdings and Affiliates

Company	Donation Recipients (Organization)	Amount (Unit: KRW)
SeAH Holdings	Community Chest of Korea, Youth Hope Foundation	70,000,000
Each Affiliate*	Others	536,148,000
<b>Grand Total</b>	<b>Grand total of separate donations by company in 2023</b>	<b>606,148,000</b>

\*SeAH Besteel Holdings, SeAH Besteel, SeAH Changwon Special Steel, SeAH Aerospace & Defense, SeAH Special Steel, SeAH M&S, SeAH L&S

# GOVERNANCE

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SeAH

# Ethics & Compliance Management

## Establishment of Compliance System

### APPROACH

SeAH Holdings

#### Code of Ethics

- Declared ethical management in January 2005.
- Enacted and distributed the Code of Ethics (Ethics Charter, Code of Ethics, and Code of Ethics Implementation Guidelines) in 2006.
- Promote an annual ethical management practice pledge and commitment for executives and employees.

[Code of Ethics Implementation Guidelines](#)

#### SeAH Ethics Charter

SeAH respects the free market economic order that pursues fair and transparent competition based on an ethical corporate culture that upholds the basics and principles and complies with all laws and regulations. SeAH aims to become a “company that makes the world more beautiful” by creating rich values and growing together with stakeholders.

#### Operation of the Ethics Management Office

- The Ethics Management Office, which oversees the ethics management system, operates under the direct control of the CEO.
- This office establishes the Group’s standards of conduct, plans, and directs the policy of ethics management.
- It reports major activities and current issues to the governing body to foster a transparent management system environment.

#### Enactment of the Compliance Management Declaration and Charter

- The Compliance Management Declaration and Compliance Management Charter were enacted in 2021.
- The Compliance Management Charter sets the highest standard that outlines the basic procedures and various aspects of compliance management within the SeAH Group.

[SeAH Compliance Management Charter](#)

#### Appointment of Compliance Officers and Performance of Roles

- Compliance officers, who meet legal qualifications, are appointed to ensure adherence to compliance control standards.
- They prepare the compliance control system, update control standards and practice guidelines periodically according to operational plans, and conduct frequent monitoring.
- They report their duties and the methods of operating the compliance control system to the Board of Directors (BOD).
- They enhance the compliance awareness of management and employees and facilitate effective compliance control activities.

#### Appointment of the Compliance Assistants

- Responsible for preventing legal risks proactively by cooperating with compliance-related departments and supporting compliance activities within the affiliated departments.
- Promotes practical compliance operations by early identifying, preventing, and addressing compliance risks inherent in each company.

#### Compliance Organization Operation Regulations

- Enactment of compliance organization operation regulations in September 2021 to realize effective compliance management.
- Pursue effective and systematic compliance management through continuous review post-enactment.

#### The Compliance Operation Committee

- Makes unified policy decisions and fosters the spread of compliance culture within the organization.
- Holds regular meetings once a quarter and ad-hoc meetings when specific legal issues or other significant issues arise.
- Strengthens the Group’s compliance management by sharing compliance-related information and trends and discussing policies.

#### Ethics and Compliance Management Organization Structure



\* Each listed company under SeAH Holdings (SeAH Besteel Holdings, SeAH Specialty Steel) has its own compliance organization. An ethics management office is established in all affiliates.

# Ethics & Compliance Management

## Establishment of Compliance System

### RISK & OPPORTUNITY

#### Common

#### Measuring Ethics Management Awareness Level and Identifying Risks

- Regularly conduct an ethics management awareness level diagnosis survey and risk self-identification evaluation targeting all employees.
- Based on the results, various activities are undertaken to inspect work processes, provide guidance, raise employee awareness, and strengthen communication channels.

#### Establishment and Evaluation of Compliance KPI

- Compliance KPIs have been established and evaluated at the Group level since 2022 to foster a systematic compliance management system and promote a compliance culture.
- A unified compliance management culture is promoted at the Group level by linking the evaluation results to the performance evaluations of each company's CEO.

#### Selecting Key Risk Areas and Focusing Compliance Management Capabilities

- Fair trade and industrial safety are identified as major compliance risks due to legal revisions, enforcement of stronger regulations, and the spread of ESG management.
- An evaluation and control system is established and operated, with efforts made to minimize the risk of legal violations through periodic monitoring, reporting of results, and activities to raise employee awareness of fair trade and industrial safety.

## Strengthening Compliance

### PERFORMANCE

#### Common

#### Implementing the Zero Tolerance Policy

- Manage workplace bullying, sexual harassment, and violence by defining them as the "three zero-tolerance acts".
- Prioritize protecting victims when related acts occur and respond strictly to perpetrators.
- Establish a culture of mutual respect among employees by implementing the Zero Tolerance Policy to ensure compliance with the Labor Standards Act and other related laws.

#### Promotion of Ethics and Compliance Management Education

- Ethics and compliance management education was promoted by each affiliate to foster awareness.
- Mandatory face-to-face education on the Monopoly Regulation and Fair Trade Act was conducted for all employees in 2023, and education on ethics management and zero tolerance principles is planned for 2024.
- Education sessions on the Serious Accidents Punishment Act, employee document management and security, ESG management, and governance structure were conducted, with various educational content created.

#### Operation of Ethics Management Suggestion Center

- Any internal or external stakeholder can make suggestions regarding unreasonable practices, improvements, unfair work processes, and violations of sound corporate culture.
- The confidentiality of reporters and reported content is strictly maintained, and the reporting system is safeguarded by a robust security system.

#### Common

#### Checking the Status of the Serious Accidents Punishment Act

- The status of obligations was diagnosed, and obligations were implemented through the operation of a dedicated organization for each affiliate.
- Continuous efforts were made to mitigate the risks of law violations and to build a safe work environment through self-diagnosis of obligations under the Serious Accidents Punishment Act and improvement of supplementary matters.

#### No-Giving-No-Receiving Holiday Gifts Campaign

- Ethics management guidance documents emphasizing the "No-Giving-No-Receiving" principle were sent to stakeholders during the Lunar New Year and Chuseok holidays.
- A healthy holiday culture was fostered by clearly stating the Group's policy against receiving gifts.

#### Building an In-house Compliance Management Culture

- An in-house compliance management culture was cultivated through the monthly production and distribution of a compliance newsletter.
- Accessibility to ethics and compliance management was increased for employees through various methods such as quizzes, employee participation events, distribution of guidance documents, creation of pocketbooks, and the operation of a compliance community.

#### SeAH Holdings

#### SeAH Holdings Recognized as the World's Most Ethical Company\*

- In 2024, SeAH Holdings was recognized as the first "World's Most Ethical Company" in Korea.
- The company performed over 200 key indicators including governance, leadership, reputation, ethics and compliance, and environmental and social responsibility.

\*This recognition is part of an annual evaluation program hosted by Ethisphere, an American business ethics research institute.

# Governance Structure

## BOD-centered Responsible Management

### APPROACH

SeAH Holdings

#### Board of Directors Composition

- The Board consists of six members, which includes three executive directors, one non-executive director, and two independent directors
- The composition maintains the number of independent directors at 25% of the total, in accordance with the requirements of the Commercial Act, to promote effective supervision and checks on management.
- An independent director is appointed as the chairman of the board to enhance the independence of the board, effective starting in 2024

As of June 1, 2024

Category	Name	Gender	Career Experience	Term	Committee in Charge
Executive Directors	Lee Soonhyung	M	Graduated from the Department of Business Administration, Hanyang University (Present) Chairman of SeAH Holdings (Present) Chairman of SeAH Steel Holdings	Until Mar 21, 2027	Governance Committee (Chair)
	Lee Taesung	M	Graduated from the Department of Psychology, University of Michigan Master of Business Administration, Tsinghua University (Present) CEO of SeAH Holdings	Until Mar 28, 2026	Governance Committee, Independent Director Nomination Committee (Chair)
	Yang Youngju	M	Graduated from the Department of Economics, Korea University Master of Business Administration, Duke University (Former) CEO of SeAH Besteel Holdings (Present) CEO of SeAH Holdings	Until Mar 28, 2025	-
Independent Directors	Cho Sungjin	M	Graduated from the Department of Economics, Northwestern University Master and Doctor of Economics, Yale University (Former) Professor of Economics and Finance, Hanyang University (Present) Professor of Economics, Seoul National University	Until Mar 28, 2026	Governance Committee, Independent Director Nomination Committee
	Yon Kangheum (Chairman of the Board)	M	Graduated from the Department of Law, Yonsei University Master of Business Administration, State University of New York Doctor of Finance, Wharton School, University of Pennsylvania (Former) Chief of Fund Operation Evaluation Group, Ministry of Economy and Finance (Former) Professor of Business Administration, Yonsei University	Until Mar 24, 2025	Governance Committee, Independent Director Nomination Committee
Non-executive Director	Park Euisook	F	Graduated from the Department of French Language and Literature, Ewha Womans University Master of Business Administration, Yonsei University (Present) Vice Chairwoman of SeAH Holdings (Present) Chairwoman of SeAH Special Steel (Present) Chairman of SeAH Networks	Until Mar 28, 2026	-

#### Board of Directors Operation

- The Board of Directors meets every quarter, and extraordinary meetings are held as needed.
- Agenda items are notified 1-4 days before the meeting.
- The CEO convenes the Board of Directors in accordance with the board operation regulations. Directors or auditors may request the CEO to convene a meeting if necessary for business performance.
- Board Resolutions: Resolutions are made with the attendance of a majority of directors and the consent of a majority of those present. Resolutions can also be recognized through communication means.
- Directors with conflicts of interest have restricted voting rights to prevent potential conflicts.
- Major Resolutions: These include decisions on major management issues and reports on ESG management activities.

#### 2023 Board of Directors Activities

Unit	No. of Meetings	Approved	Reported
Case(s)	6	11	9

#### 2023 Board of Directors Attendance Rate

Unit	Average Attendance Rate	Executive Director Attendance Rate	Independent Director Attendance Rate
%	100	100	100

#### Board of Directors Committees

- The Governance Committee and Independent Director Nomination Committee have been established and are operational.

As of June 1, 2024

Category	Roles and Activities
<b>Governance Committee</b> (Two executive directors, two independent directors)	<ul style="list-style-type: none"> <li>▪ Enhances sustainable corporate value through transparent governance.</li> <li>▪ Decides on management principles and the implementation of ethical management for the company and its affiliates.</li> <li>▪ Discusses improvements to the governance structures of the holding company and its subsidiaries.</li> </ul>
<b>Independent Director Nomination Committee</b> (Two executive directors, two independent directors)	<ul style="list-style-type: none"> <li>▪ Recommends candidates for the appointment of new independent directors.</li> <li>▪ Consists of more than half independent directors to ensure fairness and independence.</li> </ul>

# Governance Structure

## BOD-centered Responsible Management

### RISK & OPPORTUNITY

SeAH Holdings

#### Board Expertise and Diversity

- The Board of Directors is composed of individuals with expertise, responsibility, and strategic thinking. Candidate selection for the Board is conducted through a transparent process in compliance with the Commercial Act and Articles of Incorporation, involving recommendations from the Board of Directors and the Independent Director Nomination Committee.
- When selecting and making decisions for the Board, discrimination based on gender, age, nationality, race, religion, region of origin, education level, or disability is prohibited.
- In 2024, we introduced the Board Skills Matrix (BSM) to provide information on the expertise and diversity of Board members and to enhance governance transparency.
- Based on the BSM, we plan to offer education and support for the future management of the director candidate pool and for enhancing capabilities that require improvement.

#### Board Skills Matrix (BSM)

Competency Assessment Index	Expertise and Experience	Qualification	Lee Soonhyung	Park Euisook	Lee Taesung	Yang Youngju	Cho Sungjin	Yon Kangheum
(1) Corporate Management/Leadership	▪ Expertise/experience in operating large-scale organizations.	Career experience in industry/organizational experience	●	●	●	●		
(2) Finance/Accounting	▪ Expertise in finance/accounting crucial for company management and supervision.	Related degree/thesis/certificate	●	●	●	●	●	●
(3) Law/Public Policy	▪ Expertise in legal risk analysis and response or in laws and regulations and public policy.	Career experience in industry/related degree.					●	●
(4) Sustainability	▪ Expertise/experience/career background in environment/society/governance (including education/culture/arts/social investment, etc.).	Career experience in industry	●	●	●	●		
(5) Core Industry	▪ Understanding and expertise in the company's business sectors (e.g., steel).	Career experience in industry	●	●	●	●		
(6) Global Business	▪ Global capabilities and experience in company management. ▪ Ability to understand global market trends, opportunities, and risks.	Residency experience/language skills/work experience/related degree.	●	●	●	●	●	●
(7) Strategy/M&A	▪ Knowledge and experience in the company's investment activities, strategic direction establishment, M&A, etc.	Career experience in industry/related degree.	●	●	●	●	●	●

# Governance Structure

## BOD-centered Responsible Management

### RISK & OPPORTUNITY

SeAH Holdings

#### Evaluation and Remuneration of the Board

- Monitoring of individual independent directors' performance of duties and disclosure of results.
- Decision on reappointment based on evaluation results.
- Remuneration is paid within the director compensation limit in accordance with Article 388 of the Commercial Act and our company's Articles of Incorporation.
- Remuneration for independent directors is limited to a fixed payment to guarantee their independence.
- The history of remuneration payments to independent directors is disclosed through our business reports.
- [May 2024] A new evaluation clause was established in the Board of Directors' Operation Regulations.
- Promotion of the effectiveness of roles and responsibilities for continuous growth of the company and enhancement of corporate value through future self-evaluation of the Board of Directors.

#### Board of Directors Evaluation Method

Evaluation Cycle	Once a year, after the fiscal year (January to February of the following year).
Evaluation Method	[Evaluation Subject]: All members of the Board of Directors.
	[Evaluation Method]: Conducted via questionnaire or interview.
	[Evaluation Items]: Board of Directors' Roles and Responsibilities, Board of Directors' Operations, etc.

### PERFORMANCE

SeAH Holdings

#### Shareholder-Friendly Management

- The general shareholders' meeting is announced, and meeting notifications are mailed within the shortest possible time to respect shareholder rights and ensure transparent communication.
- Operation of the autonomous compliance for the distributed shareholders' meetings program and introduction of an electronic voting system to ensure voting rights for minority shareholders and enhance shareholder participation.
- Efforts are made to maximize shareholder profits by continuously expanding shareholder returns and improving the company's operating performance through a mid- to long-term dividend policy.

#### Mid- to Long-Term Dividend Policy

- Dividend decisions are made by comprehensively considering investment, financial structure, and management environment.
- Establishment of a stable dividend system by establishing and disclosing a mid- to long-term dividend policy.
- Setting a mid- to long-term dividend payout ratio target (25% or more of current net income\*) and striving to continuously increase shareholder value.
- Improvement of the dividend system by separating the voting record date and dividend record date in March 2024 and introducing an interim dividend.

\*Based on net income for the period in separate financial statements, excluding one-time non-recurring profits and losses.

#### Independent director Training

- Periodic implementation of training required for job performance to improve the professionalism of independent directors.  
[Training Target and Frequency]: For independent directors, conducted four times a year.  
[Main Training Content]: ESG-related, institutionalization of disclosure regulations, accounting transparency seminars, etc.

# Risk Management

## Risk Governance

### APPROACH

SeAH Besteel Holdings

#### Establishment of Risk Management Process

- Minimize the impact due to internal and external issues and stakeholder uncertainty through the establishment of an internal risk management system.
- Implement risk analysis, evaluation, review, adjustment, and monitoring through the internal management system.
- Select key risks based on graded indicators according to likelihood and severity.
- Re-examine risk management and status changes by the selected risk management department quarterly.
- Report issues based on risk analysis at management meetings and promote continuous management.

#### Risk Categories



#### Risk Management Process

Analysis, evaluation, and monitoring are conducted by the department in charge.

Reporting to management during the management meeting.

### RISK & OPPORTUNITY

SeAH Besteel Holdings

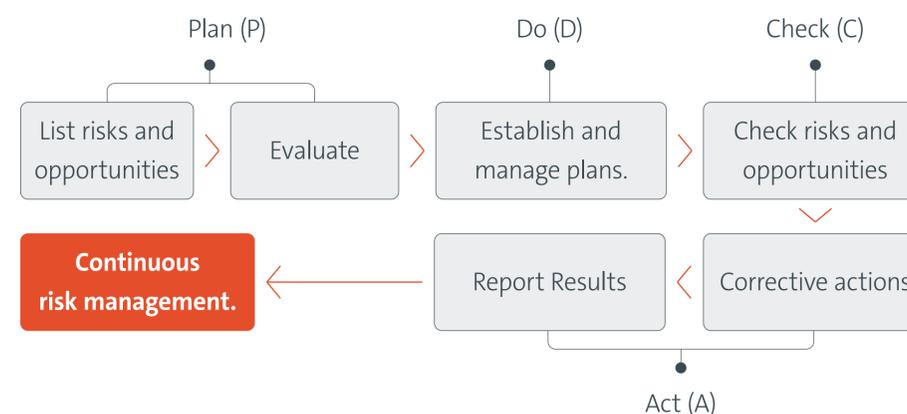
#### Risk Selection and Response

- Analyze potential impacts of external environmental issues and other factors, and establish risk selection and management criteria and plans by department.
- Establish a high-risk response system after classifying risks into five stages\*.
- Continuously analyze risk impacts and projections with relevant departments on a monthly basis.

\*Five stages: very high, high, average, low, and very low.

SeAH Special Steel

- Establish a stage-by-stage risk management process (PDCA) and designate a responsible department to periodically select, evaluate, and manage risks.
- Implement continuous risk response by assessing risk stages at the time of risk discovery and managing these levels post-intervention.



## Risk Management Activities

### PERFORMANCE

SeAH Besteel Holdings

#### Risk Management Status

- Write up an annual risk assessment analysis report by department and perform semi-annual monitoring of high-risk targets.
- Hold a semi-annual management strategy meeting to share updates on the company-wide risk management status.
- Implement an internal control management system for economic sanctions.

#### Response Measures by Risk Level

Crisis Signs	Response Measures
<b>General stage (Appropriate, Concern)</b>	<ul style="list-style-type: none"> <li>▪ Monthly performance monitoring.</li> <li>▪ Committee reports on management status.</li> </ul>
<b>Caution stage</b>	<ul style="list-style-type: none"> <li>▪ Issue a "caution" to relevant departments.</li> <li>▪ Committee reports on response plans.</li> </ul>
<b>Warning stage</b>	<ul style="list-style-type: none"> <li>▪ Issue a "warning" to relevant departments.</li> <li>▪ Management reports on measures.</li> </ul>
<b>Serious stage</b>	<ul style="list-style-type: none"> <li>▪ Issue a "serious" alert to overseeing departments.</li> <li>▪ Constant reporting to management.</li> </ul>

# Risk Management

## Information Security Risk

### APPROACH

- SeAH Holdings
- SeAH Besteel Holdings

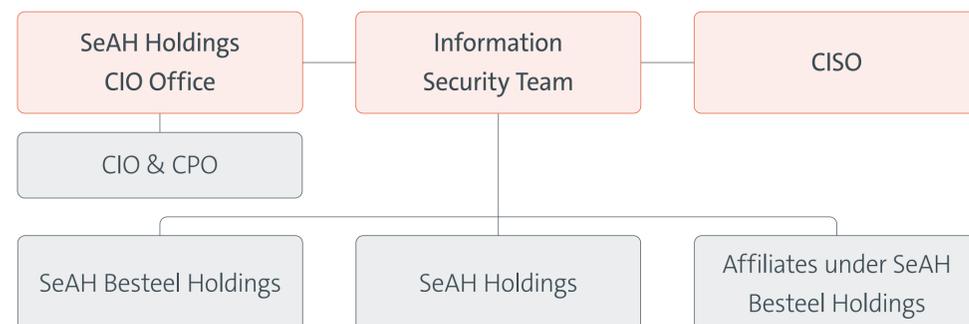
#### Establishment of Information Security System

- Establishment of an integrated information security organization to establish an information security system at the Group level.
- Appointment of a CPO\* and a CISO\*\* for each affiliate to establish a Group-wide information security system.
- Establishment of an organization dedicated to information security.

\*Chief Privacy Officer

\*\*Chief Information Security Officer

- Appointment of a CISO and operation of systematic information security activities through an information security team under the leadership of the CISO.
- Establishment of an Information Security Committee and Information Security Council.
- Promotion of a preemptive response through monitoring of the latest laws related to information security.
- The Compliance Operation Committee holds quarterly meetings to make decisions and monitor major security policies, share security education activities, and plans.

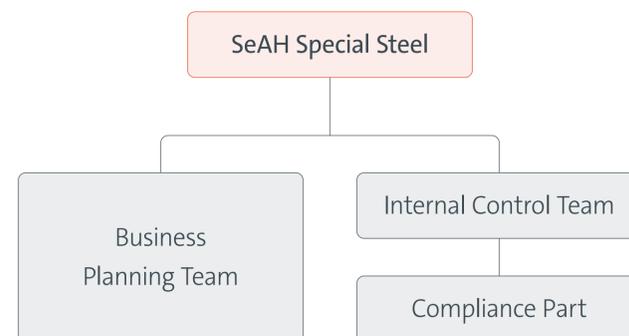


- SeAH Special Steel

#### Information Security Promotion Organization

- Establishment of an integrated management system for information security prevention and improvement under the IT affiliates of the Group (VTNG\*).
- Establishment of a systematic in-house information security organization system by designating an information security manager and a department in charge.

\*SeAH Group IT affiliate VTNG



### RISK & OPPORTUNITY

- Common

#### Information Security Risk Response

- Establishment of the Group's standard information security policy and data control guidelines to respond to information security risks (one information protection regulation and 11 related guidelines as company regulations).
- Signed an information security solution introduction contract in December 2023.
- Establishment of a network-based security management system through the implementation of an information security solution introduction project from February 2024.

#### Introduction Goal of the Traceability Management Solution

**NAC\***

- Securing visibility**  
→ Provide visibility that can be identified by linking each terminal within the network with the SeAH Works (Groupware) organization chart.
- Separation of business networks**  
→ Promote preemptive blocking of external threats and internal infiltration and effective post-management.  
→ Configure a separate network environment based on identified terminals (work and guest networks).
- Secure controllability**  
→ Establish network access control and internal management system for each terminal.

\*NAC: Network Access Control

**DLP\***

- Data leak prevention**  
→ Establish a process to prevent data leaks from internally approved terminals.
- Improve regulatory compliance**  
→ Detect sensitive information documents and implement encryption functions to protect personal information.
- Secure controllability**  
→ Block unauthorized programs and media control to establish a control management system.

\*DLP: Data Loss Prevention

# Risk Management

## Information Security Risk Management Activities

### PERFORMANCE

Common

#### Establishing an Information Security System

- Strengthening information security awareness through various employee participation campaigns:

#### Clean Desk Campaign

- Implementing the Clean Desk Campaign to protect the company's information assets and employees' personal information, ensuring information protection according to company regulations.
- Raising employee information security awareness by preventing the theft and leakage of important information.
- Evaluating compliance based on a checklist for work environment inspection.
- Performing inspections on internal information security control items.

#### Information Security Practice Habits (PLOS) Campaign

- Promoting digital information protection campaign activities.
- |   |  |
|---|--|
| P | Setting Windows password (Password)        |
| L | Setting screen lock when absent (Lock)     |
| O | Turning off the PC when leaving work (Off) |
| S | Setting screen saver (Set)                 |

#### Preventing External Security Attacks

- Detecting malicious attack patterns and performing defense activities on web servers by utilizing a Web Application Firewall (WAF) to prevent external intrusion attacks.
- Planning to introduce an Advanced Persistent Threat (APT) prevention solution to guard against intelligent malicious attacks such as ransomware and zero-day exploits.
- In the future, we plan to improve web vulnerabilities through mock hacking simulations by external security experts and establish a system to prevent intrusion attacks.

#### Promotion of Information Security Education

- Regularly conducting personal information protection education once a year for all employees.
- Conducting 'Trade Secret Protection and Technology Leakage Prevention' education for employees of affiliated research institutes and sales divisions.



# APPENDIX

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# Financial Statements

## Consolidated Statement of Financial Position

Unit: KRW

Category	2021	2022	2023
<b>Assets</b>			
I. Current assets	2,824,596,943,409	2,869,204,337,962	2,722,209,359,882
Cash and cash equivalents	193,322,494,623	246,601,872,201	263,996,350,558
Trade and other receivables	813,312,466,895	946,305,964,946	820,307,015,553
Unbilled Receivables	13,006,805,445	13,983,800,535	20,345,553,947
Other financial assets	34,095,127,875	69,402,267,387	49,094,873,840
Other current assets	17,193,535,974	29,356,849,993	29,333,160,356
Current income tax assets	2,029,889,210	956,579,499	5,068,581,051
Inventories	1,522,554,507,929	1,562,597,003,401	1,534,063,824,577
Non-current assets held for sale	229,082,115,458	0	0
II. Non-current assets	2,713,177,355,244	3,050,754,567,267	3,067,172,878,800
Trade and other receivables	11,843,350,049	13,653,032,356	25,024,056,388
Other financial assets	376,313,510,566	526,184,906,261	514,802,214,959
Tangible assets	2,019,642,609,503	2,011,112,493,514	1,960,485,835,529
Investment properties	123,137,359,596	140,049,180,283	150,877,811,717
Intangible assets	55,601,206,743	54,791,285,096	85,071,987,737
Right-of-use assets	36,232,416,783	37,395,529,421	33,046,734,422
Investment in associates	37,189,720,919	127,893,510,619	134,036,107,026
Investment in joint ventures	6,035,577,538	30,474,308,971	48,130,813,655
Deferred tax assets	38,024,472,604	59,555,715,112	69,192,838,723
Net defined benefit assets	1,024,970,268	47,513,910,909	38,888,655,530
Other non-current assets	8,132,160,675	2,130,694,725	7,615,823,114
<b>Total Assets</b>	<b>5,537,774,298,653</b>	<b>5,919,958,905,229</b>	<b>5,789,382,238,682</b>

Category	2021	2022	2023
<b>Liabilities</b>			
I. Current Liabilities	1,737,456,748,701	1,800,640,369,039	1,646,971,797,733
Trade and other payables	767,335,262,407	772,544,583,201	625,812,541,109
Excess billing liabilities	7,034,290,906	12,306,399,397	15,488,076,608
Short-term borrowings	767,956,623,573	875,572,047,428	918,917,079,744
Other financial liabilities	14,282,861,099	39,169,755,548	11,404,365,889
Current tax liabilities	31,544,586,143	47,313,829,675	35,688,109,411
Provisions	1,897,123,430	1,351,010,135	2,720,182,185
Other current liabilities	28,725,428,075	52,382,743,655	36,941,442,787
Non-current liabilities held for sale	118,680,573,068	0	0
II. Non-current liabilities	937,523,760,277	1,114,726,046,521	1,034,677,514,974
Trade and other payables	22,208,254,902	15,487,009,590	16,523,921,523
Long-term borrowings	649,903,726,257	794,787,621,509	714,834,489,485
Other financial liabilities	46,448,362,140	49,118,585,304	40,898,043,655
Deferred tax liabilities	167,266,208,247	183,361,641,513	175,363,987,073
Provisions	31,843,173,087	65,999,351,920	79,993,173,087
Net defined benefit liabilities	19,611,445,922	1,316,087,089	107,536,323
Other non-current liabilities	242,589,722	4,655,749,596	6,956,363,828
<b>Total Liabilities</b>	<b>2,674,980,508,978</b>	<b>2,915,366,415,560</b>	<b>2,681,649,312,707</b>
<b>Equity</b>			
I. Equity attributable to owners of the parent company	1,948,791,207,335	2,069,597,227,487	2,148,801,427,341
Share capital	20,000,000,000	20,000,000,000	20,000,000,000
Additional paid-in capital	421,488,788,415	412,503,770,445	411,424,095,857
Retained earnings	1,510,459,587,291	1,631,862,320,855	1,683,442,939,546
Other components of equity	(3,157,168,371)	5,231,136,187	33,934,391,938
II. Non-controlling Interests	914,002,582,340	934,995,262,182	958,931,498,634
<b>Total Equity</b>	<b>2,862,793,789,675</b>	<b>3,004,592,489,669</b>	<b>3,107,732,925,975</b>
<b>Total Liabilities and Equity</b>	<b>5,537,774,298,653</b>	<b>5,919,958,905,229</b>	<b>5,789,382,238,682</b>

# Financial Statements

## Consolidated Statement of Comprehensive Income

Unit: KRW

Category	2021	2022	2023
Revenue	6,005,522,183,889	6,745,801,494,898	6,419,203,603,021
Cost of sales	5,487,317,388,196	6,304,940,033,856	5,977,035,299,268
Gross profit	518,204,795,693	440,861,461,042	442,168,303,753
General and administrative expenses	210,000,415,418	244,735,123,111	241,396,198,983
Operating profit	308,204,380,275	196,126,337,931	200,772,104,770
Other Income	30,370,153,431	49,357,655,695	29,523,792,394
Other expenses	174,925,299,492	22,641,992,756	27,289,387,958
Finance income	123,068,295,110	168,317,632,265	187,434,464,941
Finance costs	105,479,500,719	213,345,161,013	210,595,558,744
Net gain on equity method	11,942,981,203	30,001,573,175	(6,988,314,110)
Net profit before income tax	193,181,009,808	207,816,045,297	172,857,101,293
Income tax expenses	59,566,353,404	51,742,949,909	41,020,683,082
Net income	133,614,656,404	156,073,095,388	131,836,418,211
Other comprehensive income	48,268,923,021	20,076,755,901	3,966,238,622
Items that will not be reclassified subsequently to profit or loss:	28,704,745,021	8,703,031,107	4,978,782,681
Remeasurement of defined benefit obligations	5,393,242,907	16,098,574,410	(24,878,543,409)
Changes in retained earnings from equity method	148,412,943	(245,457,041)	0
Other comprehensive income-gain (loss) on valuation of financial assets at fair value	23,163,089,171	(7,150,086,262)	29,857,326,090
Items reclassified subsequently to profit or loss	19,564,178,000	11,373,724,794	(1,012,544,059)
Foreign currency translation gain (loss)	16,617,197,367	8,905,159,366	2,569,322,689
Gain (loss) on derivatives	2,600,179,371	3,631,595,442	(3,951,938,199)
Equity method adjustments	346,801,262	(1,163,030,014)	370,071,451
<b>Total comprehensive income</b>	<b>181,883,579,425</b>	<b>176,149,851,289</b>	<b>135,802,656,833</b>

Category	2021	2022	2023
<b>Net income attributable to</b>			
Owners of the parent	49,261,924,946	123,324,103,013	82,005,475,362
Non-controlling interests	84,352,731,458	32,748,992,375	49,830,942,849
<b>Comprehensive income attributable to</b>			
Owners of the parent	90,396,837,932	136,512,647,165	94,314,134,849
Non-controlling interests	91,486,741,493	39,637,204,124	41,488,521,984
<b>Earnings per share</b>			
Basic and diluted earnings per share	12,479	31,597	21,043

# ESG Data

## Environmental

SeAH Holdings

Category	Unit	2021	2022	2023
<b>Energy</b>				
Total Energy Consumption	GJ	1,178	1,093	1,050
Direct Energy	GJ	655	674	560
LNG	GJ	351	329	352
Gasoline	GJ	305	345	208
Indirect Energy	GJ	522	419	490
Electricity	GJ	522	419	490
<b>Water</b>				
Total water withdrawal	Ton	1,615	1,439	1,656
Industrial water	Ton	0	0	0
Treated municipal water	Ton	1,615	1,439	1,656
<b>Waste</b>				
Total waste generated	Ton	14	9	7
General waste	Ton	14	9	7

1) Management began after the split-off in 2022

SeAH Besteel Holdings

Category	Unit	2021 <sup>1)</sup>	2022	2023
<b>Greenhouse Gas (GHG) Emissions</b>				
Total GHG emissions (Scope1+2)	tCO <sub>2</sub> -eq	N/A	472	467
Scope 1 (direct emissions)	tCO <sub>2</sub> -eq	N/A	44	54
Scope 2 (indirect emissions)	tCO <sub>2</sub> -eq	N/A	429	413
GHG intensity (per revenue)	tCO <sub>2</sub> -eq/KRW million	N/A	0.0001	0.0001
Total Reduction in Greenhouse Gas Emissions	tCO <sub>2</sub> -eq	N/A	N/A	5
<b>Energy</b>				
Total Energy Consumption	GJ	N/A	9,719	9,223
Total Energy Reduction	GJ	N/A	N/A	496
Direct Energy	GJ	N/A	774	594
LNG	GJ	N/A	508	594
LPG	GJ	N/A	0	0
Diesel	GJ	N/A	0	0
Gasoline	GJ	N/A	266	0
Indirect Energy	GJ	N/A	8,945	8,629
Electricity	GJ	N/A	8,945	8,629
<b>Water</b>				
Total water withdrawal	1,000 m <sup>3</sup>	N/A	0.3	0.5
Industrial water	1,000 m <sup>3</sup>	N/A	0	0
Treated municipal water	1,000 m <sup>3</sup>	N/A	0.3	0.5
<b>Waste</b>				
Total waste generated	Ton	N/A	0.2	0.4
General waste	Ton	N/A	0.2	0.4
Landfilled	Ton	N/A	0.2	0.4
Incinerated	Ton	N/A	0	0
Recycled	Ton	N/A	0	0
Others	Ton	N/A	0	0

# ESG Data

## Environmental

SeAH Besteel

Category	Unit	2021	2022	2023	
<b>Greenhouse Gas (GHG) Emissions</b>					
Total GHG emissions (Scope1+2)	tCO <sub>2</sub> -eq	1,271,276	1,237,482	1,181,537	
Scope 1 (direct emissions)	tCO <sub>2</sub> -eq	540,380	524,596	503,697	
Scope 2 (indirect emissions)	tCO <sub>2</sub> -eq	730,896	712,886	678,717	
GHG intensity (per revenue)	tCO <sub>2</sub> -eq/KRW million	0.35	0.67	0.51	
Total Reduction in Greenhouse Gas Emissions	tCO <sub>2</sub> -eq	N/A	33,794	55,068	
<b>Energy</b>					
Total Energy Consumption	GJ	20,295,573	19,352,464	18,542,629	
Total Energy Reduction	GJ	N/A	943,109	809,835	
Direct Energy	GJ	5,080,622	4,608,061	4,502,224	
LNG	GJ	3,764,328	3,601,752	3,969,653	
LPG	GJ	1,224,836	926,510	451,812	
Diesel	GJ	90,180	78,618	79,475	
Gasoline	GJ	1,278	1,181	1,284	
Indirect Energy	GJ	15,214,951	14,744,403	14,040,405	
Electricity	GJ	15,049,700	14,347,036	13,668,335	
Steam	GJ	165,251	397,367	372,070	
Percentage of fossil fuel energy consumed	%	6.5	5.2	2.9	
Percentage of natural gas energy consumed	%	18.6	18.6	21.4	
Energy intensity (per revenue)	GJ/KRW million	5.6	10.5	8.0	
<b>Air Pollutants</b>					
Total air pollutant Emissions	Dust	Ton	51	49	52
	No <sub>x</sub>	Ton	430	537	546
	SO <sub>x</sub>	Ton	27	105	95
Air pollutant intensity (per revenue)	Dust	Ton/KRW billion	0.01	0.03	0.02
	NO <sub>x</sub>	Ton/KRW billion	0.12	0.29	0.24
	SO <sub>x</sub>	Ton/KRW billion	0.01	0.06	0.04
<b>Raw Materials</b>					
Total raw material consumption (steel scrap)	Ton	2,168,393	2,019,655	1,839,381	

1) [2021, 2022] The ESG data has been updated from the previous year's disclosure due to an expanded calculation scope and changes in criteria

Category	Unit	2021	2022	2023	
<b>Water</b>					
Total water withdrawal	1,000 m <sup>3</sup>	4,768	4,355	4,332	
Industrial water	1,000 m <sup>3</sup>	4,113	3,721	3,685	
Treated municipal water	1,000 m <sup>3</sup>	655	634	647	
Total treated wastewater	1,000 m <sup>3</sup>	1,681	2,905	2,963	
Discharged	1,000 m <sup>3</sup>	1,388	2,240	2,260	
Reused	1,000 m <sup>3</sup>	293	665	703	
Wastewater reused rate <sup>1)</sup>	%	6.1	15.3	16.2	
<b>Water Pollutants Control</b>					
Water Pollutants Emissions	Suspended solids (SS)	Ton	5.3	13.9	19.5
	Chemical oxygen demand (COD)	Ton	6.8	11.6	21.4
	Biochemical oxygen demand (BOD)	Ton	1.1	1.7	6.0
	Total organic carbon (TOC)	Ton	0	9	11
	Total nitrogen (T-N)	Ton	5.5	6.9	5.1
	Total phosphorous (T-P)	Ton	0.000	0.000	0.100
<b>Waste</b>					
Total waste generated	Ton	291,241	270,808	335,630	
General waste	Ton	250,119	229,899	297,412	
Landfilled	Ton	372	470	2,857	
Incinerated	Ton	816	783	289	
Recycled	Ton	248,931	228,646	294,069	
Others	Ton	0	0	198	
Designated waste	Ton	41,122	40,909	38,217	
Landfilled	Ton	0	7	0	
Incinerated	Ton	344	606	815	
Recycled	Ton	40,778	40,296	37,356	
Others	Ton	0	0	47	
Percentage of designated waste	%	14.1	15.1	11.4	
Waste recycled (byproducts recycled)	Ton	289,709	268,942	331,425	
Percentage of waste recycled (Percentage of byproducts recycled)	%	99	99	99	

# ESG Data

## Environmental

SeAH Changwon Special Steel

Category	Unit	2021	2022	2023	
<b>Greenhouse Gas (GHG) Emissions</b>					
Total GHG emissions (Scope1+2)	tCO <sub>2</sub> -eq	528,434	496,863	454,796	
Scope 1 (direct emissions)	tCO <sub>2</sub> -eq	219,478	202,411	183,445	
Scope 2 (indirect emissions)	tCO <sub>2</sub> -eq	308,956	294,452	271,351	
GHG intensity (per revenue)	tCO <sub>2</sub> -eq/KRW million	0.35	0.26	0.28	
Total Reduction in Greenhouse Gas Emissions	tCO <sub>2</sub> -eq	N/A	31,571	42,067	
<b>Energy</b>					
Total Energy Consumption	GJ	9,473,933	9,012,724	8,347,540	
Total Energy Reduction	GJ	N/A	461,209	665,184	
Direct Energy	GJ	3,017,881	2,859,721	2,677,302	
LNG	GJ	1,731,823	1,732,663	1,609,395	
LPG	GJ	1,149,776	1,096,388	1,003,889	
Diesel	GJ	135,884	30,305	63,474	
Gasoline	GJ	398	365	544	
Indirect Energy	GJ	6,456,052	6,153,003	5,670,238	
Electricity	GJ	6,456,052	6,153,003	5,670,238	
Percentage of fossil fuel energy consumed	%	13.6	12.5	12.8	
Percentage of natural gas energy consumed	%	18.3	19.2	19.3	
Energy intensity (per revenue) <sup>1)</sup>	GJ/KRW million	6.29	4.76	5.19	
<b>Air Pollutants</b>					
Total air pollutant Emissions	Dust	Ton	29	35	33
	NO <sub>x</sub>	Ton	268	327	321
	SO <sub>x</sub>	Ton	6	13	15
Air pollutant intensity (per revenue)	Dust	Ton/KRW billion	0.019	0.018	0.021
	NO <sub>x</sub>	Ton/KRW billion	0.178	0.173	0.199
	SO <sub>x</sub>	Ton/KRW billion	0.004	0.007	0.009
<b>Raw Materials</b>					
Total raw material consumption (steel scrap)	Ton	689,907	620,955	553,351	

1) [2021] The ESG data has been updated from the previous year's disclosure due to an expanded calculation scope and changes in criteria

2) [2021, 2022] The ESG data has been updated from the previous year's disclosure due to an expanded calculation scope and changes in criteria

3) As of 2023, the standard has been changed from COD to TOC

Category	Unit	2021	2022	2023	
<b>Water</b>					
Total water withdrawal	1,000 m <sup>3</sup>	2,565	2,446	2,139	
Industrial water	1,000 m <sup>3</sup>	0	0	0	
Treated municipal water	1,000 m <sup>3</sup>	2,565	2,446	2,139	
Total treated wastewater	1,000 m <sup>3</sup>	1,086	971	875	
Discharged	1,000 m <sup>3</sup>	1,024	916	831	
Reused	1,000 m <sup>3</sup>	62	55	44	
Wastewater reused rate <sup>2)</sup>	%	2	2	2	
<b>Water Pollutants Control</b>					
Water Pollutants Emissions	Suspended solids (SS)	Ton	2.6	5.2	8.1
	Chemical oxygen demand (COD)	Ton	5.3	4.4	N/A <sup>3)</sup>
	Biochemical oxygen demand (BOD)	Ton	0.0	2.2	3.1
	Total organic carbon (TOC)	Ton	0	4	5
	Total nitrogen (T-N)	Ton	7.7	6.9	6.9
	Total phosphorous (T-P)	Ton	0.100	0.100	0.000
<b>Waste</b>					
Total waste generated	Ton	174,512	156,598	146,056	
General waste	Ton	160,633	144,257	133,272	
Landfilled	Ton	18,320	23,698	9,302	
Incinerated	Ton	832	746	748	
Recycled	Ton	141,481	119,808	123,220	
Others	Ton	0	5	2	
Designated waste	Ton	13,879	12,341	12,784	
Landfilled	Ton	712	1,112	2,363	
Incinerated	Ton	99	95	182	
Recycled	Ton	12,745	10,927	9,814	
Others	Ton	323	207	425	
Percentage of designated waste	%	8.0	7.9	8.8	
Waste recycled (byproducts recycled)	Ton	154,226	130,735	133,034	
Percentage of waste recycled (Percentage of byproducts recycled)	%	88	83	91	

# ESG Data

## Environmental

SeAH Aerospace &amp; Defense

Category	Unit	2021	2022	2023	
<b>Energy</b>					
Total Energy Consumption	GJ	206,790	231,084	274,302	
Direct Energy	GJ	68,815	77,755	85,974	
LNG	GJ	67,769	76,383	84,568	
LPG	GJ	0	0	0	
Diesel	GJ	1,046	1,372	1,406	
Gasoline	GJ	0	0	0	
Indirect Energy	GJ	137,975	153,329	188,328	
Electricity	GJ	137,975	153,329	188,328	
Percentage of fossil fuel energy consumed	%	1	1	1	
Percentage of natural gas energy consumed	%	33	33	30	
Energy intensity (per revenue)	GJ/KRW million	4	3	3	
<b>Air Pollutants</b>					
Total air pollutant Emissions	Dust <sup>1)</sup>	Ton	0.39	0.11	0.19
	NO <sub>x</sub> <sup>2)</sup>	Ton	0.24	0.12	1.83
Air pollutant intensity (per revenue)	Dust	Ton/KRW billion	0.007	0.002	0.002
	NO <sub>x</sub>	Ton/KRW billion	0.004	0.002	0.021
<b>Water</b>					
Total water withdrawal	1,000 m <sup>3</sup>	49	56	60	
Industrial water	1,000 m <sup>3</sup>	0	0	0	
Treated municipal water	1,000 m <sup>3</sup>	49	56	60	
Total treated wastewater	1,000 m <sup>3</sup>	18	24	26	
Discharged	1,000 m <sup>3</sup>	18	24	26	

Category	Unit	2021	2022	2023	
<b>Water Pollutants Control</b>					
Water Pollutants Emissions	Suspended solids (SS)	Ton	0.1	0.3	0.3
	Chemical oxygen demand (COD)	Ton	0.9	0.9	N/A <sup>3)</sup>
	Biochemical oxygen demand (BOD)	Ton	0	0	0
	Total organic carbon (TOC)	Ton	0	0	1.1
	Total organic carbon (TOC)	Ton	0	0	0.6
	Total phosphorous (T-P)	Ton	0	0	0
<b>Waste</b>					
Total waste generated	Ton	454	587	643	
General waste	Ton	412	545	592	
Landfilled	Ton	23	9	4	
Incinerated	Ton	18	21	30	
Recycled	Ton	370	515	558	
Others	Ton	0	0	0	
Designated waste	Ton	42	42	50	
Landfilled	Ton	0	0	0	
Incinerated	Ton	5	7	0	
Recycled	Ton	37	35	50	
Others	Ton	0	0	0	
Percentage of designated waste	%	9.3	7.1	7.8	
Waste recycled (byproducts recycled)	Ton	407	550	478	
Percentage of waste recycled (Percentage of byproducts recycled)	%	90	94	74	

1) – 2) [2021] The ESG data has been updated from the previous year's disclosure due to an expanded calculation scope and changes in criteria

3) As of 2023, the standard has been changed from COD to TOC

# ESG Data

## Environmental

SeAH Special Steel

Category	Unit	2021	2022	2023	
<b>Greenhouse Gas (GHG) Emissions</b>					
Total GHG emissions (Scope1+2)	tCO <sub>2</sub> -eq	54,942	54,169	51,140	
Scope 1 (direct emissions)	tCO <sub>2</sub> -eq	27,164	28,259	28,061	
Scope 2 (indirect emissions)	tCO <sub>2</sub> -eq	27,778	25,909	23,079	
GHG intensity (per revenue)	tCO <sub>2</sub> -eq/KRW million	0.06	0.05	0.05	
Total Reduction in Greenhouse Gas Emissions	tCO <sub>2</sub> -eq	N/A	773	3,029	
<b>Energy</b>					
Total Energy Consumption	GJ	1,083,678	1,097,356	1,032,657	
Total Energy Reduction	GJ	N/A	N/A	64,699	
Direct Energy	GJ	534,273	575,309	552,113	
LNG	GJ	529,035	538,417	548,998	
LPG	GJ	46	97	0	
Diesel	GJ	325	186	118	
Gasoline	GJ	1,294	1,344	1,242	
Kerosene	GJ	3,574	35,265	1,755	
Indirect Energy	GJ	549,404	522,047	482,299	
Electricity	GJ	480,634	484,539	482,299	
Steam	GJ	68,770	37,508	-	
Percentage of fossil fuel energy consumed	%	0.5	3.4	0.3	
Percentage of natural gas energy consumed	%	48.8	49.1	53.2	
Energy intensity (per revenue)	GJ/KRW million	1.21	1.02	1.00	
<b>Air Pollutants</b>					
Total air pollutant Emissions	Dust	Ton	7.74	7.88	7.08
	NO <sub>x</sub>	Ton	6.79	4.35	7.84
	SO <sub>x</sub>	Ton	5.05	5.41	6.49
Air pollutant intensity (per revenue)	Dust	Ton/KRW billion	0.001	0.001	0.001
	NO <sub>x</sub>	Ton/KRW billion	0.001	0.000	0.001
	SO <sub>x</sub>	Ton/KRW billion	0.001	0.001	0.001
<b>Raw Materials</b>					
Total raw material consumption (steel scrap)	Ton	427,462	416,027	419,996	

Category	Unit	2021	2022	2023	
<b>Water</b>					
Total water withdrawal	1,000 m <sup>3</sup>	552	532	570	
Industrial water	1,000 m <sup>3</sup>	498	483	513	
Treated municipal water	1,000 m <sup>3</sup>	54	49	57	
Total treated wastewater	1,000 m <sup>3</sup>	549	547	529	
Discharged	1,000 m <sup>3</sup>	482	489	481	
Reused	1,000 m <sup>3</sup>	67	57	48	
Wastewater reused rate	%	12	11	8	
<b>Water Pollutants Control</b>					
Water Pollutants Emissions	Suspended solids (SS)	Ton	3.5	0.7	1.6
	Chemical oxygen demand (COD)	Ton	3.5	1.2	0.9
	Biochemical oxygen demand (BOD)	Ton	0.7	0.8	0.5
	Total organic carbon (TOC)	Ton	N/A <sup>1)</sup>	N/A <sup>2)</sup>	0.9
	Total nitrogen (T-N)	Ton	14.1	11.8	12.0
	Total phosphorous (T-P)	Ton	0.052	0.027	0.041
<b>Waste</b>					
Total waste generated	Ton	16,726	15,461	15,061	
General waste	Ton	4,504	4,077	3,779	
Landfilled	Ton	1,501	1,313	1,128	
Incinerated	Ton	121	52	27	
Recycled	Ton	2,882	2,713	2,624	
Others	Ton	0	0	0	
Designated waste	Ton	12,334	11,489	11,397	
Landfilled	Ton	0	0	0	
Incinerated	Ton	112	105	115	
Recycled	Ton	12,222	11,384	11,282	
Others	Ton	0	0	0	
Percentage of designated waste	%	73.7	74.3	75.7	
Waste recycled (byproducts recycled)	Ton	15,103	14,097	13,906	
Percentage of waste recycled (Percentage of byproducts recycled)	%	90	91	92	

1) – 2) Organic carbon was not measured in 2021-2022 as it was not required for legal disclosure

# ESG Data

## Environmental

SeAH Metal

Category	Unit	2021	2022	2023	
<b>Greenhouse Gas (GHG) Emissions</b>					
Total GHG emissions (Scope1+2)	tCO <sub>2</sub> -eq	7,011	7,112	872	
Scope 1 (direct emissions)	tCO <sub>2</sub> -eq	0	0	1	
Scope 2 (indirect emissions)	tCO <sub>2</sub> -eq	7,011	7,112	871	
GHG intensity (per revenue)	tCO <sub>2</sub> -eq/KRW million	0.07	0.05	0.01	
Total Reduction in Greenhouse Gas Emissions	tCO <sub>2</sub> -eq	N/A	N/A	6,240	
<b>Energy</b>					
Total Energy Consumption	GJ	144,101	145,490	75,322	
Total Energy Reduction	GJ	N/A	N/A	70,168	
Direct Energy	GJ	4,675	4,394	332	
LNG	GJ	3,939	3,713	0	
LPG	GJ	20	19	44	
Diesel	GJ	716	662	259	
Gasoline	GJ	0	0	29	
Indirect Energy	GJ	139,426	141,096	74,990	
Electricity	GJ	139,426	141,096	74,990	
Steam	GJ	0	0	0	
Percentage of fossil fuel energy consumed	%	1	0	0	
Percentage of natural gas energy consumed	%	3	3	0	
Energy intensity (per revenue)	GJ/KRW million	1.4	1.1	0.7	
<b>Air Pollutants</b>					
Total air pollutant Emissions	Dust	Ton	1	1	0
	NO <sub>x</sub>	Ton	1	1	0
	SO <sub>x</sub>	Ton	0	0	0
Air pollutant intensity (per revenue)	Dust	Ton/KRW billion	0.0007	0.0006	0
	NO <sub>x</sub>	Ton/KRW billion	0.0008	0.0006	0
	SO <sub>x</sub>	Ton/KRW billion	0.0002	0.0002	0
<b>Raw Materials</b>					
Total raw material consumption (steel scrap)	Ton	25,070	24,133	13,000	
<b>Water</b>					
Total water withdrawal	1,000 m <sup>3</sup>	21	20	6	
Industrial water	1,000 m <sup>3</sup>	15	14	0	
Treated municipal water	1,000 m <sup>3</sup>	6	6	6	
Total treated wastewater	1,000 m <sup>3</sup>	3	3	0	
Discharged	1,000 m <sup>3</sup>	3	3	0	
Reused	1,000 m <sup>3</sup>	0	0	0	

Category	Unit	2021	2022	2023	
<b>Water Pollutants Control</b>					
Water Pollutants Emissions	Suspended solids (SS)	Ton	12	13	0
	Chemical oxygen demand (COD)	Ton	31	33	0
	Biochemical oxygen demand (BOD)	Ton	0	0	0
<b>Waste</b>					
Total waste generated	Ton	454	370	268	
General waste	Ton	58	75	24	
Landfilled	Ton	0	0	14	
Incinerated	Ton	44	61	10	
Recycled	Ton	14	14	0	
Others	Ton	0	0	0	
Designated waste	Ton	396	295	244	
Landfilled	Ton	0	0	0	
Incinerated	Ton	152	80	26	
Recycled	Ton	244	215	218	
Others	Ton	0	0	0	
Percentage of designated waste	%	87	80	91	
Waste recycled (byproducts recycled)	Ton	258	229	218	
Percentage of waste recycled (Percentage of byproducts recycled)	%	57	62	81	
<b>Chemicals</b>					
Hazardous chemicals consumed	Ton	13	20	0	
<b>Environment Certification</b>					
ISO14001 (Environmental Management System) Acquisition rate	%	100	100	100	
No. of certified business sites	Number(s)	3	3	1	
No. of total business sites	Number(s)	3	3	1	
<b>Environmental Investment</b>					
Total Environmental Investment	KRW million	20	142	20	
<b>Environmental Laws and Regulations</b>					
Violations	Case(s)	0	0	0	
Fines	KRW million	0	0	0	

# ESG Data

## Environmental

SeAH M&amp;S

Category	Unit	2021	2022	2023	
<b>Greenhouse Gas (GHG) Emissions</b>					
Total GHG emissions (Scope1+2)	tCO <sub>2</sub> -eq	7,859	7,594	8,155	
Scope 1 (direct emissions)	tCO <sub>2</sub> -eq	3,349	3,071	3,153	
Scope 2 (indirect emissions)	tCO <sub>2</sub> -eq	4,510	4,523	5,002	
GHG intensity (per revenue)	tCO <sub>2</sub> -eq/KRW million	0.01	0.01	0.01	
<b>Energy</b>					
Total Energy Consumption	GJ	95,043	95,129	159,308	
Direct Energy	GJ	2,133	1,958	56,255	
LNG	GJ	59	54	54,369	
LPG	GJ	0	0	0	
Diesel	GJ	2,066	1,892	1,876	
Gasoline	GJ	9	12	10	
Indirect Energy	GJ	92,909	93,171	103,052	
Electricity	GJ	92,909	93,171	103,052	
Percentage of fossil fuel energy consumed	%	2.2	2.0	1.2	
Percentage of natural gas energy consumed	%	0.1	0.1	34.1	
Energy intensity (per revenue)	GJ/KRW million	0.13	0.09	0.13	
<b>Air Pollutants</b>					
Total air pollutant Emissions	Dust	Ton	3.09	2.71	1.88
	NO <sub>x</sub>	Ton	2.13	2.40	1.08
	SO <sub>x</sub>	Ton	0.67	0.42	1.65
Air pollutant intensity (per revenue)	Dust	Ton/KRW billion	0.004	0.003	0.002
	NO <sub>x</sub>	Ton/KRW billion	0.003	0.002	0.001
	SO <sub>x</sub>	Ton/KRW billion	0.001	0.000	0.001
<b>Raw Materials</b>					
Total raw material consumption (steel scrap)	Ton	18,741	17,275	19,422	
Recycled raw material consumption (steel scrap)	Ton	0	0	0	
Percent of recycled raw materials	%	0	0	0	
<b>Water</b>					
Total water withdrawal	1,000 m <sup>3</sup>	378	352	358	
Industrial water	1,000 m <sup>3</sup>	378	352	358	
Treated municipal water	1,000 m <sup>3</sup>	0	0	0	
Total treated wastewater	1,000 m <sup>3</sup>	353	324	325	
Discharged	1,000 m <sup>3</sup>	353	324	325	

Category	Unit	2021	2022	2023	
<b>Water Pollutants Control</b>					
Water Pollutants Emissions	Suspended solids (SS)	Ton	19	27	55
	Chemical oxygen demand (COD)	Ton	27	8	0
	Biochemical oxygen demand (BOD)	Ton	18	5	4
	Total organic carbon (TOC)	Ton	27	39	7
	Total nitrogen (T-N)	Ton	18	23	15
	Total phosphorous (T-P)	Ton	1	0	0
<b>Waste</b>					
Total waste generated	Ton	21,172	20,970	23,190	
General waste	Ton	21,172	20,970	23,186	
Landfilled	Ton	0	0	0	
Incinerated	Ton	2	0	0	
Recycled	Ton	21,170	20,970	23,186	
Others	Ton	0	0	0	
Designated waste	Ton	0	0	4	
Landfilled	Ton	0	0	3	
Incinerated	Ton	0	0	0	
Recycled	Ton	0	0	1	
Others	Ton	0	0	0	
Waste recycled (byproducts recycled)	Ton	21,170	20,970	23,187	
Percentage of waste recycled (Percentage of byproducts recycled)	%	100	100	100	
<b>Chemicals</b>					
Hazardous chemicals consumed	Ton	824	24,008	43,700	
Chemicals emitted	Ton	6	4	4	
<b>Environmental Investment</b>					
Total Environmental Investment	KRW million	0	560	410	
<b>Environmental Laws and Regulations</b>					
Violations	Case(s)	1	1	1	
Fines	KRW million	1	2	2	

# ESG Data

## Environmental

SeAH L&amp;S

Category	Unit	2021	2022	2023
<b>Greenhouse Gas (GHG) Emissions</b>				
Total GHG emissions (Scope1+2)	tCO <sub>2</sub> -eq	16,516	16,245	15,836
Scope 1 (direct emissions)	tCO <sub>2</sub> -eq	15,387	15,054	14,699
Scope 2 (indirect emissions)	tCO <sub>2</sub> -eq	1,129	1,191	1,137
GHG intensity (per revenue)	tCO <sub>2</sub> -eq/KRW million	0.03	0.03	0.04
Total Reduction in Greenhouse Gas Emissions	tCO <sub>2</sub> -eq	N/A	271	409
<b>Energy</b>				
Total Energy Consumption	GJ	243	239	233
Total Energy Reduction	GJ	N/A	3	6
Direct Energy	GJ	219	214	209
LNG	GJ	0	0	0
LPG	GJ	0	0	0
Diesel	GJ	218	213	208
Gasoline	GJ	1	2	2
Indirect Energy	GJ	24	25	24
Electricity	GJ	24	25	24
Percentage of fossil fuel energy consumed	%	90.3	89.6	89.7
Energy intensity (per revenue)	GJ/KRW million	0.0004	0.0005	0.0006
<b>Raw Materials</b>				
Total raw material consumption (steel scrap)	Ton	105,857	91,604	94,957

Category	Unit	2021	2022	2023
<b>Water</b>				
Total water withdrawal	1,000 m <sup>3</sup>	136	222	220
Industrial water	1,000 m <sup>3</sup>	0	0	0
Treated municipal water	1,000 m <sup>3</sup>	136	222	220
Total treated wastewater	1,000 m <sup>3</sup>	0	0	0
Discharged	1,000 m <sup>3</sup>	0	0	0
<b>Waste</b>				
Total waste generated	Ton	2	2	2
General waste	Ton	2	2	2
Landfilled	Ton	0	0	0
Incinerated	Ton	0	0	0
Recycled	Ton	0	0	0
Others	Ton	2	2	2
<b>Environment Certification</b>				
ISO14001 (Environmental Management System) Acquisition rate	%	100	100	100
No. of certified business sites	Number(s)	1	1	1
No. of total business sites	Number(s)	1	1	1

# ESG Data

## Social

SeAH Holdings

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Total number of employees	Total	Person(s)	42	46	63	
	Gender	Male	Person(s)	26	27	38
		Female	Person(s)	16	19	25
	Age	Under 30	Person(s)	2	4	5
		Over 30 to under 50	Person(s)	33	33	48
		Over 50	Person(s)	7	9	10
	Employment type	Full-time	Person(s)	39	40	56
		Male	Person(s)	25	25	35
		Female	Person(s)	14	15	21
	Job category	Part-time	Person(s)	3	6	7
		Male	Person(s)	1	2	3
		Female	Person(s)	2	4	4
	General manager	General	Person(s)	42	46	63
		Technical	Person(s)	0	0	0
Deputy manager	Total	Person(s)	8	3	6	
	Gender	Male	Person(s)	6	3	5
		Female	Person(s)	2	0	1
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	4	1	4
		Over 50	Person(s)	4	2	2
Manager	Total	Person(s)	7	8	11	
	Gender	Male	Person(s)	4	5	8
		Female	Person(s)	3	3	3
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	7	8	11
Over 50		Person(s)	0	0	0	
New hires	Total	Person(s)	12	10	9	
	Gender	Male	Person(s)	10	7	7
		Female	Person(s)	2	3	2
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	12	10	9
		Over 50	Person(s)	0	0	0

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Assistant manager	Total	Person(s)	5	8	16	
	Gender	Male	Person(s)	2	4	7
		Female	Person(s)	3	4	9
	Age	Under 30	Person(s)	0	1	2
		Over 30 to under 50	Person(s)	5	7	14
		Over 50	Person(s)	0	0	0
	Associate	Total	Person(s)	3	4	4
Gender		Male	Person(s)	1	0	0
		Female	Person(s)	2	4	4
Age		Under 30	Person(s)	0	2	2
		Over 30 to under 50	Person(s)	3	2	2
	Over 50	Person(s)	0	0	0	
Others	Total	Person(s)	7	13	17	
	Gender	Male	Person(s)	3	8	11
		Female	Person(s)	4	5	6
	Age	Under 30	Person(s)	2	1	1
		Over 30 to under 50	Person(s)	2	5	8
Over 50		Person(s)	3	7	8	
Contract workers		Person(s)	3	0	1	
<b>Average employment tenure</b>						
Average employment tenure	Total	Year(s)	5.71	5.30	4.33	
	Gender	Male	Year(s)	6.10	5.69	4.58
		Female	Year(s)	5.06	4.73	3.94
<b>New hires</b>						
New hires	Total	Person(s)	4	16	17	
	Gender	Male	Person(s)	2	8	8
		Female	Person(s)	2	8	9
	Age	Under 30	Person(s)	2	6	6
		Over 30 to under 50	Person(s)	1	7	10
		Over 50	Person(s)	1	3	1

# ESG Data

## Social

SeAH Holdings

Category		Unit	2021	2022	2023	
<b>Turnover and Retirement</b>						
Number of turnovers and retirees	Total	Person(s)	8	11	10	
	Gender	Male	Person(s)	5	6	6
		Female	Person(s)	3	5	4
	Age	Under 30	Person(s)	2	4	3
		Over 30 to under 50	Person(s)	5	6	2
		Over 50	Person(s)	1	1	5
	Type	Mandatory retirement	Person(s)	0	1	0
		Voluntary resignations	Person(s)	1	2	1
Voluntary resignation rate (turnover)		%	2	4	2	
<b>Pension Support</b>						
National pension plan (employer's contribution)		KRW million	102	105	143	
Retirement pension plan funding		KRW million	478	341	354	
Number of retirement pension plan subscriber		Person(s)	48	36	46	
<b>Parental Leave</b>						
Employees eligible for parental leave	Total	Person(s)	17	16	18	
	Gender	Male	Person(s)	12	9	10
		Female	Person(s)	5	7	8
Employees on parental leave	Total	Person(s)	2	1	2	
	Gender	Male	Person(s)	0	0	0
		Female	Person(s)	2	1	2
<b>Collective Agreement</b>						
Number of employees eligible for union membership		Person(s)	26	28	42	
Number of union members		Person(s)	0	0	0	
Union membership rate		%	0	0	0	
<b>Employee Training<sup>1)</sup></b>						
Training hours	Total	Hour(s)	352	579	904	
Number of participants	Total	Person(s)	42	46	63	
Per capita training hours		Hour(s)	8	13	14	
Total training costs		KRW million	97	157	143	
Average per capita training costs		KRW million	2	3	2	

1) Includes human rights training, ethics training, and safety training

Category		Unit	2021	2022	2023		
<b>Diversity</b>							
Total number of managers		Person(s)	28	26	33		
Number of females in managerial positions and above	Total	Person(s)	7	7	7		
	Senior managers	Person(s)	0	1	1		
	Junior managers	Person(s)	7	6	6		
Percentage of female in managerial positions and above		%	25	27	21		
Number of marginalized employees	Cumulative total	Person(s)	1	0	0		
	Foreign employees	Person(s)	1	0	0		
<b>Social Contribution</b>							
Total volunteering hours		Hour(s)	0	63	0		
Number of participants		Person(s)	0	27	0		
Per capita volunteering hours		Hour(s)	0	2	0		
Social contribution expenses		KRW million	73	73	70		
<b>Employee Remuneration</b>							
Total remuneration	Male	KRW million	3,123	3,475	5,122		
	Female	KRW million	1,506	1,748	2,128		
Average Wage	Male	KRW million	117	134	148		
	Female	KRW million	95	98	98		
Gender Pay Gap		%	81	73	66		
<b>Performance Evaluation</b>							
Number of employees eligible for performance evaluation		Person(s)	43	34	54		
Number of employees receiving regular performance evaluation		Person(s)	43	34	40		
Percentage of employees receiving regular performance evaluation		%	100	100	74		
<b>Employee Satisfaction Score</b>							
Employee Satisfaction Score		Point(s)	77.5	72.9	73.1		
<b>Human Rights</b>							
Filed complaints	Number of human rights complaints		Case(s)	0	0	0	
	Number of human rights complaints handled		Case(s)	0	0	0	
Violations	Violations of Human rights laws and regulations	Number of violations		Case(s)	0	0	0
		Penalties	KRW100 Million	0	0	0	
		Fines	KRW100 Million	0	0	0	
<b>Information Protection</b>							
Data breach	Total	Case(s)	0	0	0		
Investment	Total IT budget		KRW100 Million	9.9	8.5	4.3	
	Budget for information protection		KRW100 Million	5.2	4.7	3.2	
	Percentage of information protection investment		%	52	55	75	

# ESG Data

## Social

SeAH Besteel Holdings

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Total number of employees	Total	Person(s)	N/A	17	53	
	Gender	Male	Person(s)	N/A	11	32
		Female	Person(s)	N/A	6	21
	Age	Under 30	Person(s)	N/A	6	8
		Over 30 to under 50	Person(s)	N/A	1	41
		Over 50	Person(s)	N/A	15	4
	Employment type	Full-time	Person(s)	N/A	17	53
		Male	Person(s)	N/A	11	32
		Female	Person(s)	N/A	6	21
		Part-time	Person(s)	N/A	0	0
		Male	Person(s)	N/A	0	0
	Job category	Female	Person(s)	N/A	0	0
		General	Person(s)	N/A	17	53
		Technical	Person(s)	N/A	0	0
	General manager	Total	Person(s)	N/A	0	5
Gender		Male	Person(s)	N/A	0	4
		Female	Person(s)	N/A	0	1
Age		Under 30	Person(s)	N/A	0	0
		Over 30 to under 50	Person(s)	N/A	0	2
		Over 50	Person(s)	N/A	0	3
Deputy manager	Total	Person(s)	N/A	2	6	
	Gender	Male	Person(s)	N/A	2	5
		Female	Person(s)	N/A	0	1
	Age	Under 30	Person(s)	N/A	0	0
		Over 30 to under 50	Person(s)	N/A	2	6
Over 50		Person(s)	N/A	0	0	
Manager	Total	Person(s)	N/A	5	12	
	Gender	Male	Person(s)	N/A	4	7
		Female	Person(s)	N/A	1	5
	Age	Under 30	Person(s)	N/A	0	0
		Over 30 to under 50	Person(s)	N/A	5	12
		Over 50	Person(s)	N/A	0	0

Category		Unit	2021 <sup>1)</sup>	2022	2023		
<b>Employees</b>							
Assistant manager	Total	Person(s)	N/A	5	15		
	Gender	Male	Person(s)	N/A	3	10	
		Female	Person(s)	N/A	2	5	
	Age	Under 30	Person(s)	N/A	0	1	
		Over 30 to under 50	Person(s)	N/A	5	14	
		Over 50	Person(s)	N/A	0	0	
	Total	Person(s)	N/A	2	8		
	Associate	Gender	Male	Person(s)	N/A	1	2
			Female	Person(s)	N/A	1	6
		Age	Under 30	Person(s)	N/A	1	6
Over 30 to under 50			Person(s)	N/A	1	2	
Over 50 <sup>2)</sup>			Person(s)	N/A	0	0	
Total	Person(s)	N/A	3	7			
Others	Gender	Male <sup>3)</sup>	Person(s)	N/A	1	4	
		Female <sup>4)</sup>	Person(s)	N/A	2	3	
	Age	Under 30	Person(s)	N/A	0	1	
		Over 30 to under 50 <sup>5)</sup>	Person(s)	N/A	3	5	
		Over 50	Person(s)	N/A	0	1	
Contract workers	Person(s)	N/A	0	0			
<b>Average employment tenure</b>							
Average employment tenure	Total	Year(s)	N/A	4	8		
	Gender	Male	Year(s)	N/A	4	9	
		Female	Year(s)	N/A	4	5	
<b>New hires</b>							
New hires	Total	Person(s)	N/A	21	38		
	Gender	Male	Person(s)	N/A	14	23	
		Female	Person(s)	N/A	7	15	
	Age	Under 30	Person(s)	N/A	1	8	
		Over 30 to under 50	Person(s)	N/A	19	26	
		Over 50	Person(s)	N/A	1	4	

1) SeAH Besteel Holdings : Due to the transition to a holding company in April 2022 and the resulting aggregation challenges, the data will be managed starting from 2023

2) – 5) Data corrected in the current year's report to reflect findings from the past data analysis process

# ESG Data

## Social

### SeAH Besteel Holdings

Category		Unit	2021	2022	2023	
<b>Turnover and Retirement</b>						
Number of Turnovers and Retirees	Total	Person(s)	N/A	4	2	
	Gender	Male	Person(s)	N/A	3	2
		Female	Person(s)	N/A	1	0
	Age	Under 30	Person(s)	N/A	0	0
		Over 30 to under 50	Person(s)	N/A	4	1
		Over 50	Person(s)	N/A	0	1
	Type	Mandatory retirement	Person(s)	N/A	0	0
		Voluntary resignations	Person(s)	N/A	4	2
Voluntary resignation rate (turnover) <sup>6)</sup>	%	N/A	23.5	3.8		
<b>Pension Support</b>						
National pension plan (employer's contribution)		KRW million	N/A	53	126	
Subsidy for private pension plans		KRW million	N/A	0	0	
Number of private pension recipients		Person(s)	N/A	0	0	
Retirement pension plan funding		KRW million	N/A	1,900	3,352	
	DC (Defined Contribution)	KRW million	N/A	0	0	
	DB (Defined Benefit)	KRW million	N/A	1,900	3,352	
Number of retirement pension plan subscriber		Person(s)	N/A	23	55	
	DC (Defined Contribution)	Person(s)	N/A	0	0	
	DB (Defined Benefit)	Person(s)	N/A	23	55	
<b>Parental Leave</b>						
Employees eligible for parental leave	Total	Person(s)	N/A	N/A <sup>7)</sup>	12	
	Gender	Male	Person(s)	N/A	N/A <sup>8)</sup>	9
		Female	Person(s)	N/A	N/A <sup>9)</sup>	3
Employees on parental leave	Total	Person(s)	N/A	N/A <sup>10)</sup>	2	
	Gender	Male	Person(s)	N/A	N/A <sup>11)</sup>	2
		Female	Person(s)	N/A	N/A <sup>12)</sup>	0
<b>Collective Agreement</b>						
Number of employees eligible for union membership		Person(s)	N/A	N/A <sup>13)</sup>	0	
Number of union members		Person(s)	N/A	N/A <sup>14)</sup>	0	
Union membership rate		%	N/A	N/A <sup>15)</sup>	0	
<b>Employee Training</b>						
Training hours	Total	Hour(s)	N/A	429	1,528	
	Training by the Human Resources Team	Hour(s)	N/A	356	992	
	Training on environment	Hour(s)	N/A	0	3	
	Training on fair trade	Hour(s)	N/A	12	122	
	Training on human rights	Hour(s)	N/A	0	159	
	Training on health and safety	Hour(s)	N/A	0	0	
	Training on ESG mindset	Hour(s)	N/A	N/A <sup>16)</sup>	90	
	Training on ethics and anti-corruption	Hour(s)	N/A	61	162	

Category		Unit	2021	2022	2023
<b>Employee Training</b>					
Number of participants	Total	Person(s)	N/A	17	53
	Training by the Human Resources Team	Person(s)	N/A	17	53
	Training on environment	Person(s)	N/A	0	2
	Training on fair trade	Person(s)	N/A	9	50
	Training on human rights	Person(s)	N/A	17	53
	Training on health and safety	Person(s)	N/A	0	0
	Training on ESG mindset	Person(s)	N/A	N/A <sup>17)</sup>	57
	Training on ethics and anti-corruption	Person(s)	N/A	17	45
	Per capita training hours	KRW million	N/A	25.2	28.8
	Total training costs	KRW million	N/A	26	211
Average per capita training costs	KRW million	N/A	1.5	4.0	
<b>Diversity</b>					
Total number of managers		Person(s)	N/A	15	31
Number of females in managerial positions and above	Total	Person(s)	N/A	3	8
	Senior managers	Person(s)	N/A	2	1
	Junior managers	Person(s)	N/A	1	7
Percentage of female in managerial positions and above		%	N/A	20.0	25.8
Number of marginalized employees	Cumulative total	Person(s)	N/A	1	2
	Employees with disabilities	Person(s)	N/A	N/A <sup>18)</sup>	0
	Foreign employees	Person(s)	N/A	1	2
	Veteran employees	Person(s)	N/A	N/A <sup>19)</sup>	0
Percentage of employees with disabilities		%	N/A	N/A <sup>20)</sup>	0
<b>Social Contribution</b>					
Total volunteering hours		KRW million	N/A	N/A <sup>21)</sup>	0
Number of participants		Person(s)	N/A	N/A <sup>22)</sup>	0
Per capita volunteering hours		KRW million	N/A	N/A <sup>23)</sup>	0
Social contribution expenses		KRW million	N/A	N/A <sup>24)</sup>	200
<b>Employee Remuneration</b>					
Total remuneration	Male	KRW million	N/A	884	3,358
	Female	KRW million	N/A	674	1,981
Average Wage	Male	KRW million	N/A	80	105
	Female	KRW million	N/A	112	94
Gender Pay Gap		%	N/A	140.0	89.5
<b>Performance Evaluation</b>					
Number of employees eligible for performance evaluation		Person(s)	N/A	17	53
Number of employees receiving regular performance evaluation		Person(s)	N/A	17	53
Percentage of employees receiving regular performance evaluation		%	N/A	100	100
<b>Employee satisfaction score</b>					
Employee satisfaction score		Point(s)	N/A	79	77

Category		Unit	2021	2022	2023	
<b>Human Rights</b>						
Filed complaints	Number of human rights complaints		Case(s)	N/A	0	0
	Number of human rights complaints handled		Case(s)	N/A	0	0
Violations	Violations of	Number of violations	Case(s)	N/A	0	0
	Human rights laws	Penalties	KRW million	N/A	0	0
	and regulations	Fines	KRW million	N/A	0	0
<b>Information Protection</b>						
Data breach	Total		Case(s)	N/A	0	0
Investment	Total IT budget		KRW100 Million	N/A	1.1	2.3
	Budget for information protection		KRW100 Million	N/A	0.1	0.2
	Percentage of information protection investment		%	N/A	8.3	8.7

6) With the transition to a holding company in April 2022, the ESG calculation scope was expanded, and data values were updated compared to the previous year's disclosure

7) – 15) SeAH Besteel Holdings : Due to the transition to a holding company in April 2022 and the resulting aggregation challenges, the data will be managed starting from 2023

16) – 17) ESG mindset training has been implemented starting in 2023

18) – 24) SeAH Besteel Holdings : Due to the transition to a holding company in April 2022 and the resulting aggregation challenges, the data will be managed starting from 2023

# ESG Data

## Social

SeAH Besteel

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Total number of employees	Total	Person(s)	1,547	1,517	1,592	
	Gender	Male	Person(s)	1,495	1,465	1,540
		Female	Person(s)	52	52	52
	Age	Under 30	Person(s)	136	117	155
		Over 30 to under 50	Person(s)	686	648	636
		Over 50	Person(s)	725	752	801
	Employment type	Full-time	Person(s)	1,533	1,495	1,571
		Male	Person(s)	1,482	1,447	1,519
			Female	Person(s)	51	48
		Part-time	Person(s)	14	22	21
Job category	Male	Person(s)	13	18	21	
	Female	Person(s)	1	4	0	
General manager	General	Person(s)	429	420	453	
	Technical	Person(s)	1,118	1,097	1,139	
Deputy manager	Total	Person(s)	62	62	67	
	Gender	Male	Person(s)	62	61	66
		Female	Person(s)	0	1	1
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	17	22	23
	Over 50	Person(s)	45	40	44	
Manager	Total	Person(s)	59	58	64	
	Gender	Male	Person(s)	57	57	64
		Female	Person(s)	2	1	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50 <sup>1)</sup>	Person(s)	57	51	54
	Over 50 <sup>2)</sup>	Person(s)	2	7	10	
New hires	Total	Person(s)	105	108	101	
	Gender	Male	Person(s)	100	100	95
		Female	Person(s)	5	8	6
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	103	106	101
	Over 50	Person(s)	2	2	0	

1) – 8) Data corrected in the current year's report to reflect findings from the past data analysis process

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Assistant manager	Total	Person(s)	57	60	67	
	Gender	Male	Person(s)	50	55	60
		Female	Person(s)	7	5	7
	Age	Under 30	Person(s)	6	4	0
		Over 30 to under 50	Person(s)	51	56	67
	Over 50	Person(s)	0	0	0	
Associate	Total <sup>3)</sup>	Person(s)	113	102	131	
	Gender	Male <sup>4)</sup>	Person(s)	77	69	93
		Female <sup>5)</sup>	Person(s)	36	33	38
	Age	Under 30 <sup>6)</sup>	Person(s)	67	60	77
		Over 30 to under 50 <sup>7)</sup>	Person(s)	44	42	54
	Over 50 <sup>8)</sup>	Person(s)	2	0	0	
Others	Total	Person(s)	1,151	1,127	1,162	
	Gender	Male	Person(s)	1,149	1,123	1,162
		Female	Person(s)	2	4	0
	Age	Under 30	Person(s)	63	52	78
		Over 30 to under 50	Person(s)	416	370	337
	Over 50	Person(s)	672	705	747	
<b>Contract workers</b>						
	Total	Person(s)	1,252	1,262	1,306	
<b>Average employment tenure</b>						
Average employment tenure	Total	Year(s)	19	20	19	
	Gender	Male	Year(s)	20	20	19
		Female	Year(s)	8	8	8
<b>New hires</b>						
New hires	Total	Person(s)	55	72	84	
	Gender	Male	Person(s)	50	65	74
		Female	Person(s)	5	7	10
	Age	Under 30	Person(s)	33	36	48
		Over 30 to under 50	Person(s)	17	23	33
	Over 50	Person(s)	5	13	3	

9) The ESG data has been updated from the previous year's disclosure due to an expanded calculation scope and changes in criteria

10) The figures have been updated due to changes in the calculation criteria for eligible and available employees for parental leave

Category		Unit	2021	2022	2023	
<b>Turnover and Retirement</b>						
Number of Turnovers and Retirees	Total	Person(s)	71	118	127	
	Gender	Male	Person(s)	67	105	120
		Female	Person(s)	4	13	7
	Age	Under 30	Person(s)	6	22	23
		Over 30 to under 50	Person(s)	15	40	32
		Over 50	Person(s)	50	56	72
	Type	Mandatory retirement	Person(s)	35	33	51
Voluntary resignations		Person(s)	36	85	76	
Voluntary resignation rate (turnover) <sup>9)</sup>	%		2.3	5.6	4.8	
<b>Pension Support</b>						
National pension plan (employer's contribution)	KRW million		3,942	4,049	4,336	
Subsidy for private pension plans	KRW million		194	211	242	
Number of private pension recipients	Person(s)		231	238	272	
Retirement pension plan funding	KRW million		248,408	220,485	207,067	
Number of retirement pension plan subscriber	Person(s)		749	1,934	1,298	
<b>Parental Leave</b>						
Employees eligible for parental leave	Total <sup>10)</sup>	Person(s)	360	317	267	
	Gender	Male	Person(s)	346	304	258
		Female	Person(s)	14	13	9
Employees on parental leave	Total	Person(s)	6	5	7	
	Gender	Male	Person(s)	3	3	4
		Female	Person(s)	3	2	3
<b>Occupational Safety and Health</b>						
Number of injuries	Holding and affiliates (employees)	Person(s)	22	18	32	
	Partners/suppliers	Person(s)	3	6	12	
Injury rate	Holding and affiliates (employees)	%	1.4	1.2	2.1	
	Partners/suppliers	%	0.2	0.5	0.9	
Lost time injury frequency rate (LTIFR)	Holding and affiliates	Case(s)/one million hours	5.9	4.9	8.4	
	Partners/suppliers	Case(s)/one million hours	1.0	2.0	3.8	
Number of fatalities	Holding and affiliates	Person(s)	0	1	2	
	Partners/suppliers	Person(s)	0	1	0	
Fatality rate	Holding and affiliates	%	0	0.1	0.1	
	Partners/suppliers	%	0	0.1	0.0	
ISO45001 (Occupational Safety and Health Management System)	Certification acquisition rate	%	100	100	100	
	Number of certified business sites	Number(s)	2	2	2	
	Number of business sites	Number(s)	2	2	2	

# ESG Data

## Social

SeAH Besteel Holdings

Category	Unit	2021	2022	2023
<b>Collective Agreement</b>				
Number of employees eligible for union membership	Person(s)	1,118	1,097	1,120
Number of union members	Person(s)	1,118	1,097	1,120
Union membership rate	%	100	100	100
<b>Employee Training</b>				
Total	Hour(s)	59,074	55,370	64,523
Training by the Human Resources Team	Hour(s)	19,791	14,811	19,402
Training on environment	Hour(s)	4,666	4,766	4,911
Training on fair trade	Hour(s)	416	650	862
Training on human rights	Hour(s)	429	423	453
Training on health and safety	Hour(s)	32,940	32,690	36,840
Training on ESG mindset	Hour(s)	0	0	19
Training on ethics and anti-corruption	Hour(s)	832	2,030	2,037
Total	Person(s)	1,547	1,517	1,592
Training by the Human Resources Team	Person(s)	1,547	1,517	1,592
Training on environment	Person(s)	1,495	1,465	2,552
Training on fair trade	Person(s)	373	187	414
Training on human rights	Person(s)	429	423	453
Training on health and safety	Person(s)	1,547	1,517	1,592
Training on ESG mindset	Person(s)	0	0	12
Training on ethics and anti-corruption	Person(s)	416	423	844
Per capita training hours	Hour(s)	38	36	41
Total training costs	KRW million	388	486	601
Average per capita training costs	KRW million	0.3	0.3	0.4

Category	Unit	2021	2022	2023	
<b>Diversity</b>					
Total number of managers	Person(s)	226	228	232	
Number of females in managerial positions and above	Total	Person(s)	7	10	7
	Senior managers	Person(s)	0	0	0
	Junior managers	Person(s)	7	10	7
Percentage of female in managerial positions and above <sup>11)</sup>	%	3.1	4.4	3.0	
Number of marginalized employees	Cumulative total	Person(s)	98	93	85
	Employees with disabilities	Person(s)	64	58	52
	Foreign employees	Person(s)	2	2	1
	Veteran employees	Person(s)	32	33	32
Percentage of employees with disabilities	%	4	4	3	
<b>Social Contribution</b>					
Total volunteering hours	Hour(s)	0	0	0	
Number of participants	Person(s)	0	0	0	
Per capita volunteering hours	Hour(s)	0	0	0	
Social contribution expenses	KRW million	206	201	200	
<b>Supply Chain Management</b>					
ESG risk assessment	Number of partners assessed <sup>12)</sup>	Number(s)	N/A	N/A	41
	New <sup>13)</sup>	Number(s)	N/A	N/A	0
	Existing <sup>14)</sup>	Number(s)	N/A	N/A	41
	Percentage of partners assessed <sup>15)</sup>	%	N/A	N/A	7.0
	Number of partners found to have negative impacts <sup>16)</sup>	Number(s)	N/A	N/A	0
	Number of partners taking remedial actions <sup>17)</sup>	Number(s)	N/A	N/A	0
Percentage of partners taking remedial actions <sup>18)</sup>	%	N/A	N/A	0	

Category	Unit	2021	2022	2023	
<b>Employee Remuneration</b>					
Total remuneration	Male	KRW million	126,496	101,265	135,972
	Female	KRW million	2,903	2,335	2,879
Average Wage	Male	KRW million	85	69	88
	Female	KRW million	56	45	55
Gender Pay Gap	%	65.9	65.2	62.5	
<b>Performance Evaluation</b>					
Number of employees eligible for performance evaluation	Person(s)	429	423	393	
Number of employees receiving regular performance evaluation	Person(s)	429	423	393	
Percentage of employees receiving regular performance evaluation	%	100	100	100	
<b>Employee Satisfaction Score</b>					
Employee Satisfaction Score	Point(s)	73	67	69	
<b>Information Protection</b>					
Data breach	Total	Case(s)	0	0	0
	Total IT budget	KRW100 Million	55	56	52
Investment	Budget for information protection	KRW100 Million	1	1	2
	Percentage of information protection investment	%	1.0	1.0	3.5

11) [2021, 2022] The ESG data has been updated from the previous year's disclosure due to an expanded calculation scope and changes in criteria

12) – 18) ESG risk assessment has been implemented starting in 2023

# ESG Data

## Social

SeAH Changwon Special Steel

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Total number of employees	Total	Person(s)	1,208	1,205	1,229	
	Gender	Male	Person(s)	1,162	1,157	1,177
		Female	Person(s)	46	48	52
	Age	Under 30	Person(s)	83	85	108
		Over 30 to under 50	Person(s)	647	648	697
		Over 50	Person(s)	478	472	424
	Employment type	Full-time	Person(s)	1,141	1,167	1,149
		Male	Person(s)	1,095	1,119	1,097
		Female	Person(s)	46	48	52
		Part-time	Person(s)	67	38	80
	Job category	Male	Person(s)	67	38	80
		Female	Person(s)	0	0	0
		General	Person(s)	344	347	363
		Technical	Person(s)	864	858	866
Contract workers		Person(s)	902	895	878	
<b>Average employment tenure</b>						
Average employment tenure	Total	Year(s)	15	16	14	
	Gender	Male	Year(s)	15	16	14
		Female	Year(s)	12	12	11
<b>New hires</b>						
New hires	Total	Person(s)	96	55	148	
	Gender	Male	Person(s)	96	51	137
		Female	Person(s)	0	4	11
	Age	Under 30	Person(s)	37	34	88
		Over 30 to under 50	Person(s)	16	17	59
		Over 50	Person(s)	43	4	1
	<b>Turnover and Retirement</b>					
Number of turnovers and retirees	Total	Person(s)	40	106	96	
	Gender	Male	Person(s)	40	101	93
		Female	Person(s)	0	5	3
	Age	Under 30	Person(s)	10	14	15
		Over 30 to under 50	Person(s)	7	18	14
		Over 50	Person(s)	23	74	67
	Type	Mandatory retirement	Person(s)	7	46	57
		Voluntary resignations	Person(s)	33	60	39
Voluntary resignation rate (turnover) <sup>1)</sup>	%	2.7	5.0	3.2		

Category		Unit	2021	2022	2023	
<b>Pension Support</b>						
National pension plan (employer's contribution)		KRW million	2,944	3,001	3,173	
Subsidy for private pension plans		KRW million	0	0	0	
Number of private pension recipients		Person(s)	0	0	0	
Retirement pension plan funding		KRW million	84,008	107,279	107,264	
Number of retirement pension plan subscriber		Person(s)	1,060	1,121	1,084	
<b>Parental Leave</b>						
Employees eligible for parental leave	Total <sup>2)</sup>	Person(s)	33	44	14	
	Gender	Male <sup>3)</sup>	Person(s)	32	41	14
		Female <sup>4)</sup>	Person(s)	1	3	0
Employees on parental leave	Total <sup>5)</sup>	Person(s)	5	5	5	
	Gender	Male <sup>6)</sup>	Person(s)	2	1	4
		Female <sup>7)</sup>	Person(s)	3	4	1
<b>Occupational Safety and Health</b>						
Number of injuries	Holding and affiliates (employees)	Person(s)	0	3	2	
	Partners/suppliers	Person(s)	2	1	0	
Injury rate	Holding and affiliates (employees)	%	0	0	0	
	Partners/suppliers	%	0	0	0	
Lost time injury frequency rate (LTIFR)	Holding and affiliates	Case(s)/one million hours	0	1.04	0.68	
	Partners/suppliers <sup>8)</sup>	Case(s)/one million hours	1.03	0.51	0	
Number of fatalities	Holding and affiliates	Person(s)	0	0	1	
	Partners/suppliers	Person(s)	0	0	0	
Fatality rate	Holding and affiliates	%	0	0	0	
	Partners/suppliers	%	0	0	0	
ISO45001 (Occupational Safety and Health Management System)	Certification acquisition rate	%	0	0	0	
	Number of certified business sites	Number(s)	0	0	0	
	Number of business sites	Number(s)	1	1	1	
<b>Collective Agreement</b>						
Number of employees eligible for union membership		Person(s)	998	996	986	
Number of union members		Person(s)	955	951	968	
Union membership rate		%	96	95	98	

1) - 8) The ESG data has been updated from the previous year's disclosure due to an expanded calculation scope and changes in criteria

# ESG Data

## Social

SeAH Changwon Special Steel

Category		Unit	2021	2022	2023
<b>Employee Training</b>					
Training hours	Total	Hour(s)	31,275	32,149	35,997
	Training by the Human Resources Team	Hour(s)	20,584	16,966	19,303
	Training on environment	Hour(s)	2,830	3,212	2,966
	Training on fair trade	Hour(s)	207	534	732
	Training on human rights	Hour(s)	344	346	344
	Training on health and safety	Hour(s)	6,896	9,312	10,572
	Training on ESG mindset	Hour(s)	0	0	21
	Training on ethics and anti-corruption	Hour(s)	414	1,779	2,059
	Total	Person(s)	1,208	1,205	1,229
	Training by the Human Resources Team	Person(s)	1,208	1,205	1,229
Number of participants	Training on environment	Person(s)	1,072	1,076	1,088
	Training on fair trade	Person(s)	298	139	366
	Training on human rights	Person(s)	344	346	344
	Training on health and safety	Person(s)	957	1,204	1,229
	Training on ESG mindset	Person(s)	0	0	13
	Training on ethics and anti-corruption	Person(s)	207	395	359
	Per capita training hours	Hour(s)	26	26.7	29.3
	Total training costs	KRW million	262	647	1,347
	Average per capita training costs	KRW million	0	1	1
	<b>Diversity</b>				
Total number of managers	Person(s)	179	176	176	
Number of females in managerial positions and above	Total	Person(s)	16	17	18
	Senior managers	Person(s)	0	0	0
	Junior managers	Person(s)	16	17	18
Percentage of female in managerial positions and above	%	8.9	9.7	10.2	
Number of marginalized employees	Cumulative total	Person(s)	67	64	60
	Employees with disabilities	Person(s)	23	22	21
	Foreign employees	Person(s)	4	3	3
	Veteran employees	Person(s)	40	39	36
Percentage of employees with disabilities	%	2	2	2	
<b>Social Contribution</b>					
Total volunteering hours	Hour(s)	2,422	6,375	3,199	
Number of participants	Person(s)	393	584	620	
Per capita volunteering hours	Hour(s)	6	10.9	5	
Social contribution expenses	KRW million	103	106	103	

Category		Unit	2021	2022	2023
<b>Supply Chain Management</b>					
ESG risk assessment	Number of partners assessed <sup>9)</sup>	Number(s)	0	0	11
	New <sup>10)</sup>	Number(s)	0	0	0
	Existing <sup>11)</sup>	Number(s)	0	0	11
	Percentage of partners assessed <sup>12)</sup>	%	0	0	1.6
	Number of partners found to have negative impacts <sup>13)</sup>	Number(s)	0	0	0
	Number of partners taking remedial actions <sup>14)</sup>	Number(s)	0	0	0
Percentage of partners taking remedial actions <sup>15)</sup>	%	0	0	0	
<b>Employee Remuneration</b>					
Total remuneration	Male	KRW million	98,814	101,165	105,348
	Female	KRW million	3,147	3,456	3,930
Average Wage	Male	KRW million	85	87	90
	Female	KRW million	69	72	76
Gender Pay Gap	%	81	83	84	
<b>Performance Evaluation</b>					
Number of employees eligible for performance evaluation	Person(s)	344	346	344	
Number of employees receiving regular performance evaluation	Person(s)	344	346	344	
Percentage of employees receiving regular performance evaluation	%	100	100	100	
<b>Employee Satisfaction Score</b>					
Employee Satisfaction Score	Point(s)	74	70	70	
<b>Human Rights</b>					
Filed complaints	Number of human rights complaints	Case(s)	0	1	3
	Number of human rights complaints handled	Case(s)	0	1	3
Violations	Violations of Human rights laws and regulations	Number of violations	Case(s)	0	0
	Penalties	KRW million	0	0	0
	Fines	KRW million	0	0	0
<b>Information Protection</b>					
Data breach	Total	Case(s)	0	0	0
Investment	Total IT budget	KRW100 Million	38	36.6	40.9
	Budget for information protection	KRW100 Million	1	0.6	1.0
	Percentage of information protection investment	%	2	1.5	2.5

9) – 15) ESG risk assessment has been implemented starting in 2023

# ESG Data

## Social

세아항공방산소재

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Total number of employees	Total	Person(s)	163	198	239	
	Gender	Male	Person(s)	161	194	234
		Female	Person(s)	2	4	5
	Age	Under 30	Person(s)	3	23	37
		Over 30 to under 50	Person(s)	106	121	152
		Over 50	Person(s)	54	54	50
	Employment type	Full-time	Person(s)	160	161	176
		Male	Person(s)	158	157	172
			Female	Person(s)	2	4
		Part-time	Person(s)	3	37	63
Job category	Male	Person(s)	3	37	62	
	Female	Person(s)	0	0	1	
General manager	General	Person(s)	38	46	51	
	Technical	Person(s)	125	152	188	
Deputy manager	Total	Person(s)	5	7	6	
	Gender	Male	Person(s)	5	7	6
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	1	3	4
Over 50		Person(s)	4	4	2	
Manager	Total	Person(s)	11	12	13	
	Gender	Male	Person(s)	10	11	12
		Female	Person(s)	1	1	1
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	10	11	12
Over 50		Person(s)	1	1	1	
New hires	Total	Person(s)	11	10	14	
	Gender	Male	Person(s)	11	10	13
		Female	Person(s)	0	0	1
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	11	10	14
Over 50		Person(s)	0	0	0	

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Assistant manager	Total	Person(s)	9	12	10	
	Gender	Male	Person(s)	8	10	9
		Female	Person(s)	1	2	1
	Age	Under 30	Person(s)	0	1	1
		Over 30 to under 50	Person(s)	9	11	10
		Over 50	Person(s)	0	0	0
Associate	Total	Person(s)	2	1	3	
	Gender	Male	Person(s)	1	0	2
		Female	Person(s)	1	1	1
	Age	Under 30	Person(s)	0	1	2
		Over 30 to under 50	Person(s)	2	0	1
Over 50		Person(s)	0	0	0	
Others	Total <sup>1)</sup>	Person(s)	125	156	193	
	Gender	Male <sup>2)</sup>	Person(s)	125	156	192
		Female	Person(s)	0	0	1
	Age	Under 30	Person(s)	3	21	34
		Over 30 to under 50	Person(s)	73	86	112
Over 50		Person(s)	49	49	47	
<b>Contract workers</b>						
Contract workers						
Person(s)						
0 0 0						
<b>Average employment tenure</b>						
Average employment tenure						
Total						
Year(s)						
10 10 10						
Gender	Male		Year(s)			
	Female		17 13 12			
			Year(s)			
		12 7 7				
<b>New hires</b>						
New hires						
Total						
Person(s)						
17 74 112						
Gender	Male		Person(s)			
	Female		16 72 111			
Age	Under 30		Person(s)			
	Over 30 to under 50		7 62 73			
	Over 50		Person(s)			
		10 12 38				
		Person(s)				
		0 0 1				

Category		Unit	2021	2022	2023	
<b>Turnover and Retirement</b>						
Number of Turnovers and Retirees	Total	Person(s)	15	37	71	
	Gender	Male	Person(s)	12	33	71
		Female	Person(s)	3	4	0
		Under 30	Person(s)	3	10	44
	Age	Over 30 to under 50	Person(s)	8	26	21
		Over 50	Person(s)	4	1	6
		Type	Mandatory retirement	Person(s)	4	1
	Voluntary resignations		Person(s)	11	36	66
	Voluntary resignation rate (turnover) <sup>3)</sup>		%	7	18.2	27.6
	<b>Pension Support</b>					
National pension plan (employer's contribution)		KRW million	406	446	536	
Subsidy for private pension plans		KRW million	0	0	0	
Number of private pension recipients		Person(s)	0	0	0	
Retirement pension plan funding <sup>4)</sup>		KRW million	5,289	5,379	7,050	
Number of retirement pension plan subscriber <sup>5)</sup>		Person(s)	153	156	184	
<b>Parental Leave</b>						
Employees eligible for parental leave		Total	Person(s)	0	0	2
Gender	Male		Person(s)	0	0	1
	Female		Person(s)	0	0	1
Employees on parental leave		Total	Person(s)	0	0	2
Gender	Male		Person(s)	0	0	1
	Female		Person(s)	0	0	1
<b>Collective Agreement</b>						
Number of employees eligible for union membership		Person(s)	120	114	126	
Number of union members		Person(s)	120	114	126	
Union membership rate		%	100	100	100	

1) - 2) Data corrected in the current year's report to reflect findings from the past data analysis process  
 3) The ESG data has been updated from the previous year's disclosure due to an expanded calculation scope and changes in criteria  
 4) - 5) Data corrected in the current year's report to reflect findings from the past data analysis process

# ESG Data

## Social

SeAH Aerospace &amp; Defense

Category		Unit	2021	2022	2023
<b>Employee Training</b>					
Training hours	Total <sup>6)</sup>	Hour(s)	6,458	7,967	9,723
	Training by the Human Resources Team <sup>7)</sup>	Hour(s)	978	1,188	1,434
	Training on environment	Hour(s)	163	198	239
	Training on fair trade	Hour(s)	20	20	100
	Training on human rights	Hour(s)	163	198	239
	Training on health and safety	Hour(s)	4,978	6,128	7,472
	Training on ESG mindset	Hour(s)	0	0	0
	Training on ethics and anti-corruption	Hour(s)	156	235	239
	Total	Person(s)	163	198	239
	Training by the Human Resources Team	Person(s)	163	198	239
Number of participants	Training on environment	Person(s)	163	198	239
	Training on fair trade	Person(s)	10	10	50
	Training on human rights	Person(s)	163	198	239
	Training on health and safety	Person(s)	163	200	239
	Training on ESG mindset	Person(s)	0	0	0
	Training on ethics and anti-corruption	Person(s)	156	235	239
Per capita training hours <sup>8)</sup>	Hour(s)	40	40	41	
Total training costs <sup>9)</sup>	KRW million	20	29	21	
Average per capita training costs <sup>10)</sup>	KRW million	0.1	0.1	0.1	
<b>Diversity</b>					
Total number of managers	Person(s)	34	33	37	
Number of females in managerial positions and above	Total	Person(s)	1	1	1
	Senior managers	Person(s)	0	0	0
	Junior managers <sup>11)</sup>	Person(s)	1	1	1
Percentage of female in managerial positions and above	%	3	3	3	
Number of marginalized employees	Cumulative total	Person(s)	7	7	7
	Employees with disabilities	Person(s)	6	6	6
	Foreign employees	Person(s)	0	0	0
	Veteran employees	Person(s)	1	1	1
Percentage of employees with disabilities	%	4	3	3	

Category		Unit	2021	2022	2023
<b>Social Contribution</b>					
Total volunteering hours		Hour(s)	0	0	0
Number of participants		Person(s)	0	0	0
Per capita volunteering hours		Hour(s)	0	0	0
Social contribution expenses <sup>12)</sup>		KRW million	0	0	3
<b>Employee Remuneration</b>					
Total remuneration	Male	KRW million	11,753	14,938	18,486
	Female	KRW million	90	244	240
Average Wage	Male	KRW million	73	77	79
	Female	KRW million	45	61	48
Gender Pay Gap		%	62	79	61
<b>Performance Evaluation</b>					
Number of employees eligible for performance evaluation		Person(s)	40	46	47
Number of employees receiving regular performance evaluation		Person(s)	40	46	46
Percentage of employees receiving regular performance evaluation		%	100	100	98
<b>Employee Satisfaction Score</b>					
Employee Satisfaction Score		Point(s)	70	79	72
<b>Human Rights</b>					
Filed complaints	Number of human rights complaints	Case(s)	0	0	0
	Number of human rights complaints handled	Case(s)	0	0	0
Violations	Violations of Human rights laws and regulations	Case(s)	0	0	0
	Penalties	KRW million	0	0	0
	Fines	KRW million	0	0	0
<b>Information Protection</b>					
Data breach	Total	Case(s)	0	0	0
	Total IT budget	KRW100 Million	4	7	8
Investment	Budget for information protection	KRW100 Million	1	1	1
	Percentage of information protection investment	%	21.5	15.1	14.7

6) – 10) Data corrected in the current year's report to reflect findings from the past data analysis process

11) The ESG data has been updated from the previous year's disclosure due to an expanded calculation scope and changes in criteria

12) Starting in 2023, calculation standards have been unified, and the data for 2021 and 2022 has been updated compared to the previous year

# ESG Data

## Social

SeAH Special Steel

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Total number of employees	Total	Person(s)	322	340	347	
	Gender	Male	Person(s)	304	319	325
		Female	Person(s)	18	21	22
	Age	Under 30	Person(s)	51	62	62
		Over 30 to under 50	Person(s)	190	207	212
		Over 50	Person(s)	81	71	73
	Employment type	Full-time	Person(s)	312	322	341
		Male	Person(s)	294	301	319
		Female	Person(s)	18	21	22
		Part-time	Person(s)	10	18	6
Male		Person(s)	10	18	6	
Job category	Female	Person(s)	0	0	0	
	General	Person(s)	139	159	169	
	Technical	Person(s)	183	181	178	
	Total	Person(s)	15	20	21	
General manager	Gender	Male	Person(s)	15	20	21
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	8	12	14
		Over 50	Person(s)	7	8	7
Deputy manager	Total	Person(s)	23	25	24	
	Gender	Male	Person(s)	23	24	24
		Female	Person(s)	0	1	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	23	25	23
Over 50		Person(s)	0	0	1	
Manager	Total	Person(s)	36	36	38	
	Gender	Male	Person(s)	35	36	38
		Female	Person(s)	1	0	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	36	36	38
		Over 50	Person(s)	0	0	0

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Assistant manager	Total	Person(s)	20	21	27	
	Gender	Male	Person(s)	19	21	27
		Female	Person(s)	1	0	0
	Age	Under 30	Person(s)	2	1	1
		Over 30 to under 50	Person(s)	18	20	26
		Over 50	Person(s)	0	0	0
	Associate	Total	Person(s)	219	227	229
Gender		Male	Person(s)	203	207	207
		Female	Person(s)	16	20	22
Age		Under 30	Person(s)	55	61	61
		Over 30 to under 50	Person(s)	109	110	109
	Over 50	Person(s)	55	56	59	
Others	Total	Person(s)	9	11	8	
	Gender	Male	Person(s)	9	11	8
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	3	4	2
Over 50		Person(s)	6	7	6	
Contract workers			Person(s)	242	250	259
<b>Average employment tenure</b>						
Average employment tenure	Total	Year(s)	13	12	13	
	Gender	Male	Year(s)	14	13	14
		Female	Year(s)	3	3	4
<b>New hires</b>						
New hires	Total	Person(s)	52	44	36	
	Gender	Male	Person(s)	49	38	33
		Female	Person(s)	3	6	3
	Age	Under 30	Person(s)	36	20	23
		Over 30 to under 50	Person(s)	13	21	11
		Over 50	Person(s)	3	3	2

# ESG Data

## Social

SeAH Special Steel

Category		Unit	2021	2022	2023	
<b>Turnover and Retirement</b>						
Number of Turnovers and Retirees	Total	Person(s)	40	27	29	
	Gender	Male	Person(s)	34	22	28
		Female	Person(s)	6	5	1
	Age	Under 30	Person(s)	12	10	13
		Over 30 to under 50	Person(s)	14	11	7
		Over 50	Person(s)	14	6	9
	Type	Mandatory retirement	Person(s)	11	5	4
Voluntary resignations		Person(s)	29	22	25	
Voluntary resignation rate (turnover)		%	9.01	6.47	7.20	
<b>Pension Support</b>						
National pension plan (employer's contribution)		KRW million	778	858	950	
Subsidy for private pension plans		KRW million	0	0	0	
Number of private pension recipients		Person(s)	0	0	0	
Retirement pension plan funding		KRW million	14,385	17,589	17,539	
Number of retirement pension plan subscriber		Person(s)	208	224	239	
<b>Parental Leave</b>						
Employees eligible for parental leave	Total	Person(s)	1	2	0	
	Gender	Male	Person(s)	1	2	0
		Female	Person(s)	0	0	0
Employees on parental leave	Total	Person(s)	1	2	0	
	Gender	Male	Person(s)	1	2	0
		Female	Person(s)	0	0	0
<b>Occupational Safety and Health</b>						
Number of injuries	Holding and affiliates (employees)	Person(s)	2	1	0	
	Partners/suppliers	Person(s)	0	3	1	
Injury rate	Holding and affiliates (employees)	%	1	0	0	
	Partners/suppliers	%	0	1	0	
Lost time injury frequency rate (LTIFR)	Target	%			0(Target Zero)	
	Holding and affiliates	Case(s)/one million hours	0	0	0	
		Partners/suppliers	Case(s)/one million hours	0	0	2
Number of fatalities	Holding and affiliates	Person(s)	0	0	0	
	Partners/suppliers	Person(s)	0	0	0	
Fatality rate	Holding and affiliates	%	0	0	0	
	Partners/suppliers	%	0	0	0	
ISO45001 (Occupational Safety and Health Management System)	Certification acquisition rate	%	0	100	100	
	Number of certified business sites	Number(s)	0	3	3	
	Number of business sites	Number(s)	3	3	3	

Category		Unit	2021	2022	2023
<b>Collective Agreement</b>					
Number of employees eligible for union membership		Person(s)	167	164	168
Number of union members		Person(s)	167	164	168
Union membership rate		%	100	100	100
<b>Employee Training</b>					
Training hours	Total	Hour(s)	2,059	1,724	3,106
	Training by the Human Resources Team	Hour(s)	1,968	1,492	2,780
		Training on fair trade	Hour(s)	0	0
	Training on human rights	Hour(s)	0	0	2
	Training on ethics and anti-corruption	Hour(s)	91	232	320
	Total	Person(s)	375	378	373
	Number of participants	Training by the Human Resources Team	Person(s)	145	157
Training on environment		Person(s)	221	198	202
Training on human rights		Person(s)	154	180	161
Training on ethics and anti-corruption		Person(s)	154	180	161
Per capita training hours		Hour(s)	6	5	7
Total training costs		KRW million	151	124	172
Average per capita training costs		KRW million	0.5	0.4	0.5
Training Satisfaction score (out of 5 points)		Point(s)	5	5	5
<b>Diversity</b>					
Total number of managers		Person(s)	74	81	86
Number of females in managerial positions and above	Total	Person(s)	1	1	0
	Senior managers	Person(s)	0	0	0
	Junior managers	Person(s)	1	1	0
Percentage of female in managerial positions and above		%	1	1	0
Number of marginalized employees	Cumulative total	Person(s)	5	3	7
	Employees with disabilities	Person(s)	5	3	7
	Foreign employees	Person(s)	0	0	0
	Veteran employees	Person(s)	0	0	0
Percentage of employees with disabilities		%	2	1	2
<b>Social Contribution</b>					
Total volunteering hours		Hour(s)	0	0	316
Number of participants		Person(s)	0	0	182
Per capita volunteering hours		Hour(s)	0	0	2
Social contribution expenses		KRW million	0	0	10

Category		Unit	2021	2022	2023	
<b>Mutual Growth</b>						
Number of partners		Number(s)	204	204	209	
Purchase total from partners		KRW billion	564	654	625	
Support for partners	Total	KRW billion	8	6	6	
	Procurement Team/Head Office	KRW billion	0	0	0	
	Factory	KRW billion	0	0	6	
<b>Employee Remuneration</b>						
Total remuneration	Male	KRW million	23,366	25,424	26,542	
	Female	KRW million	642	787	988	
Average Wage	Male	KRW million	77	80	82	
	Female	KRW million	36	37	45	
Gender Pay Gap		%	46.8	46.3	54.9	
<b>Performance Evaluation</b>						
Number of employees eligible for performance evaluation		Person(s)	113	133	153	
Number of employees receiving regular performance evaluation		Person(s)	113	133	153	
Percentage of employees receiving regular performance evaluation		%	100	100	100	
<b>Employee Satisfaction Score</b>						
Employee Satisfaction Score		Point(s)	69	72	67	
<b>Human Rights</b>						
Filed complaints	Number of human rights complaints		Case(s)	0	1	3
	Number of human rights complaints handled		Case(s)	0	1	3
Violations	Violations of Human rights laws and regulations	Number of violations	Case(s)	0	0	0
		Penalties	KRW million	0	0	0
		Fines	KRW million	0	0	0
<b>Information Protection</b>						
Data breach	Total	Case(s)	0	0	0	
Investment	Total IT budget		KRW100 Million	11	13	16
	Budget for information protection		KRW100 Million	1	0	1
	Percentage of information protection investment		%	7.4	3.0	4.4

# ESG Data

## Social

SeAH Metal

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Total number of employees	Total	Person(s)	128	142	99	
	Gender	Male	Person(s)	119	131	97
		Female	Person(s)	9	11	2
	Age	Under 30	Person(s)	9	12	15
		Over 30 to under 50	Person(s)	94	95	70
		Over 50	Person(s)	25	35	14
	Employment type	Full-time	Person(s)	124	133	98
		Male	Person(s)	115	122	96
		Female	Person(s)	9	11	2
		Part-time	Person(s)	4	9	1
	Job category	Male	Person(s)	4	9	1
		Female	Person(s)	0	0	0
		General	Person(s)	69	80	58
	Job category	Technical	Person(s)	59	62	41
		Total	Person(s)	8	17	11
General manager	Gender	Male	Person(s)	8	17	11
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	8	17	11
		Over 50	Person(s)	0	0	0
Deputy manager	Total	Person(s)	6	7	6	
	Gender	Male	Person(s)	6	6	6
		Female	Person(s)	0	1	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	6	7	6
Over 50		Person(s)	0	0	0	
Manager	Total	Person(s)	10	10	10	
	Gender	Male	Person(s)	10	10	10
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	10	10	10
Over 50		Person(s)	0	0	0	

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Assistant manager	Total	Person(s)	11	16	12	
	Gender	Male	Person(s)	11	16	12
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	11	16	12
		Over 50	Person(s)	0	0	0
	Total	Person(s)	14	15	15	
Associate	Gender	Male	Person(s)	6	5	13
		Female	Person(s)	8	10	2
	Age	Under 30	Person(s)	4	6	8
		Over 30 to under 50	Person(s)	10	9	7
		Over 50	Person(s)	0	0	0
Total	Person(s)	75	81	41		
Others	Gender	Male	Person(s)	75	81	41
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	5	6	0
		Over 30 to under 50	Person(s)	54	54	31
		Over 50	Person(s)	16	21	10
Contract workers	Person(s)	0	0	0		
<b>Average employment tenure</b>						
Average employment tenure	Total	Year(s)	13.5	12.2	11.8	
	Gender	Male	Year(s)	13.7	12.6	11.8
		Female	Year(s)	11.4	8.3	12.5
<b>New hires</b>						
New hires	Total	Person(s)	9	26	24	
	Gender	Male	Person(s)	7	23	24
		Female	Person(s)	2	3	0
	Age	Under 30	Person(s)	3	8	7
		Over 30 to under 50	Person(s)	3	14	17
Over 50		Person(s)	3	4	0	

# ESG Data

## Social

SeAH Metal

Category		Unit	2021	2022	2023	
<b>Turnover and Retirement</b>						
Number of Turnovers and Retirees	Total	Person(s)	14	22	60	
	Gender	Male	Person(s)	13	19	53
		Female	Person(s)	1	3	7
	Age	Under 30	Person(s)	6	9	6
		Over 30 to under 50	Person(s)	6	12	44
		Over 50	Person(s)	2	1	10
	Type	Mandatory retirement	Person(s)	2	1	0
Voluntary resignations		Person(s)	12	21	60	
Voluntary resignation rate (turnover)		%	9.38	14.79	59.41	
<b>Pension Support</b>						
National pension plan (employer's contribution)		KRW million	272	281	319	
Retirement pension plan funding		KRW million	6,484	7,890	8,221	
Number of retirement pension plan subscriber		Person(s)	121	118	30	
<b>Parental Leave</b>						
Employees eligible for parental leave	Total	Person(s)	0	2	7	
	Gender	Male	Person(s)	0	1	7
		Female	Person(s)	0	1	0
Employees on parental leave	Total	Person(s)	0	2	2	
	Gender	Male	Person(s)	0	1	2
		Female	Person(s)	0	1	0
<b>Collective Agreement</b>						
Number of employees eligible for union membership		Person(s)	0	0	0	
Number of union members		Person(s)	0	0	0	
Union membership rate		%	0	0	0	
<b>Occupational Safety and Health</b>						
Number of injuries	Holding and affiliates (employees)	Person(s)	0	0	0	
	Partners/suppliers	Person(s)	0	0	0	
Injury rate	Holding and affiliates (employees)	%	0	0	0	
	Partners/suppliers	%	0	0	0	
Lost time injury frequency rate (LTIFR)	Holding and affiliates	Case(s)/one million hours	0	0	0	
	Partners/suppliers	Case(s)/one million hours	0	0	0	
Number of fatalities	Holding and affiliates	Person(s)	0	0	0	
	Partners/suppliers	Person(s)	0	0	0	
Fatality rate	Holding and affiliates	%	0	0	0	
	Partners/suppliers	%	0	0	0	

Category		Unit	2021	2022	2023	
<b>Employee Training</b>						
Training hours	Total	Hour(s)	900	748	536	
	Training by the Human Resources Team		Hour(s)	357	363	346
	Training on environment		Hour(s)	36	28	0
	Training on fair trade		Hour(s)	164	0	28
	Training on health and safety		Hour(s)	27	15	44
	Training on ethics and anti-corruption		Hour(s)	316	342	118
	Number of participants	Total	Person(s)	211	211	104
Training by the Human Resources Team		Person(s)	38	36	29	
Training on environment		Person(s)	0	2	0	
Training on fair trade		Person(s)	0	0	2	
Training on health and safety		Person(s)	0	2	3	
Training on ethics and anti-corruption		Person(s)	158	171	59	
Per capita training hours		Hour(s)	7	6	5	
Total training costs		KRW million	121	118	56	
Average per capita training costs		KRW million	1	1	1	
Training Satisfaction score <sup>1)</sup> (out of 5 points)		Point(s)	N/A	N/A	5	
<b>Diversity</b>						
Total number of managers		Person(s)	27	37	30	
Number of females in managerial positions and above	Total	Person(s)	0	0	0	
	Senior managers	Person(s)	0	0	0	
	Junior managers	Person(s)	0	0	0	
Percentage of female in managerial positions and above		%	0	0	0	
Number of marginalized employees	Cumulative total		Person(s)	1	1	1
	Employees with disabilities		Person(s)	1	1	1
	Foreign employees		Person(s)	0	0	0
	Veteran employees		Person(s)	0	0	0
Percentage of employees with disabilities		%	0.78	0.70	0.99	
<b>Employee Remuneration</b>						
Total remuneration	Male	KRW million	452	459	416	
	Female	KRW million	21	20	3	
Average Wage	Male	KRW million	3.8	3.5	4.2	
	Female	KRW million	2.3	1.8	1.4	
Gender Pay Gap		%	61	51	33	

Category		Unit	2021	2022	2023
<b>Performance Evaluation</b>					
Number of employees eligible for performance evaluation		Person(s)	47	48	32
Number of employees receiving regular performance evaluation		Person(s)	47	48	32
Percentage of employees receiving regular performance evaluation		%	100	100	100
<b>Employee Satisfaction Score</b>					
Employee Satisfaction Score		Point(s)	64	67	68
<b>Human Rights</b>					
Filed complaints	Number of human rights complaints	Case(s)	0	0	0
	Number of human rights complaints handled	Case(s)	0	0	0
Violations	Violations of Human rights laws and regulations	Case(s)	0	0	0
	Number of violations	Case(s)	0	0	0
	Penalties	KRW million	0	0	0
	Fines	KRW million	0	0	0
<b>Information Protection</b>					
Data breach	Total	Case(s)	0	0	0

1) Training satisfaction has been monitored since 2023

# ESG Data

## Social

SeAH M&amp;S

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Total number of employees	Total	Person(s)	80	83	89	
	Gender	Male	Person(s)	76	78	83
		Female	Person(s)	4	5	6
	Age	Under 30	Person(s)	19	8	13
		Over 30 to under 50	Person(s)	53	62	65
		Over 50	Person(s)	8	13	11
	Employment type	Full-time	Person(s)	76	82	86
		Male	Person(s)	72	77	81
			Female	Person(s)	4	5
		Part-time	Person(s)	4	1	3
	Job category	Male	Person(s)	3	1	2
			Female	Person(s)	1	0
		General	Person(s)	41	44	46
	Contract workers	Technical	Person(s)	39	39	43
		Person(s)	1	2	1	
<b>Average employment tenure</b>						
Average employment tenure	Total	Year(s)	8	9	9	
	Gender	Male	Year(s)	8	9	9
		Female	Year(s)	6	7	7
<b>New hires</b>						
New hires	Total	Person(s)	14	10	12	
	Gender	Male	Person(s)	14	9	11
		Female	Person(s)	0	1	1
	Age	Under 30	Person(s)	9	6	9
		Over 30 to under 50	Person(s)	5	4	3
Over 50		Person(s)	0	0	0	

Category		Unit	2021	2022	2023	
<b>Turnover and Retirement</b>						
Number of turnovers and retirees	Total	Person(s)	10	8	6	
	Gender	Male	Person(s)	9	8	6
		Female	Person(s)	1	0	0
	Age	Under 30	Person(s)	4	5	3
		Over 30 to under 50	Person(s)	5	3	2
		Over 50	Person(s)	1	0	1
	Type	Mandatory retirement	Person(s)	1	0	0
		Voluntary resignations	Person(s)	9	8	6
Voluntary resignation rate (turnover)	%	11.25	9.64	6.74		
<b>Pension Support</b>						
National pension plan (employer's contribution)	KRW million	189	208	232		
Retirement pension plan funding	KRW million	4,333	4,794	5,708		
Number of retirement pension plan subscriber	Person(s)	70	75	88		
<b>Parental Leave</b>						
Employees eligible for parental leave	Total	Person(s)	1	4	3	
	Gender	Male	Person(s)	1	4	3
		Female	Person(s)	0	0	0
Employees on parental leave	Total	Person(s)	0	0	0	
	Gender	Male	Person(s)	0	0	0
		Female	Person(s)	0	0	0
<b>Occupational Safety and Health</b>						
Number of injuries	Holding and affiliates (employees)	Person(s)	0	0	0	
	Partners/suppliers	Person(s)	0	0	0	
Injury rate	Holding and affiliates (employees)	%	0	0	0	
	Partners/suppliers	%	0	0	0	
Lost time injury frequency rate (LTIFR)	Holding and affiliates	Case(s)/one million hours	0	0	0	
	Partners/suppliers	Case(s)/one million hours	0	0	0	
Number of fatalities	Holding and affiliates	Person(s)	0	0	0	
	Partners/suppliers	Person(s)	0	0	0	
Fatality rate	Holding and affiliates	%	0	0	0	
	Partners/suppliers	%	0	0	0	

# ESG Data

## Social

SeAH M&amp;S

Category		Unit	2021	2022	2023
<b>Collective Agreement</b>					
Number of employees eligible for union membership		Person(s)	36	37	40
Number of union members		Person(s)	36	37	40
Union membership rate		%	100	100	100
<b>Employee Training</b>					
Total		Hour(s)	1,794	1,723	1,533
Training hours	Training by the Human Resources Team	Hour(s)	658	387	217
	Training on environment	Hour(s)	488	584	568
	Training on human rights	Hour(s)	80	84	90
	Training on health and safety	Hour(s)	488	584	568
	Training on ethics and anti-corruption	Hour(s)	80	84	90
	Total	Person(s)	80	84	90
Number of participants	Training by the Human Resources Team	Person(s)	21	14	8
	Training on environment	Person(s)	61	73	71
	Training on human rights	Person(s)	80	84	90
	Training on health and safety	Person(s)	61	73	71
	Training on ethics and anti-corruption	Person(s)	80	84	90
Per capita training hours		Hour(s)	22.4	20.5	17.0
Total training costs		KRW million	17	23	59
Average per capita training costs		KRW million	0.2	0.3	0.7
<b>Diversity</b>					
Total number of managers		Person(s)	21	24	23
Number of females in managerial positions and above	Total	Person(s)	0	0	0
	Senior managers	Person(s)	0	0	0
	Junior managers	Person(s)	0	0	0
Percentage of female in managerial positions and above		%	0	0	0
Number of marginalized employees	Cumulative total	Person(s)	1	1	1
	Employees with disabilities	Person(s)	1	1	1
	Foreign employees	Person(s)	0	0	0
Percentage of employees with disabilities		%	1.25	1.20	1.12

Category		Unit	2021	2022	2023	
<b>Social Contribution</b>						
Total volunteering hours		Hour(s)	2	0	12	
Number of participants		Person(s)	10	0	12	
Per capita volunteering hours		Hour(s)	0.2	0	1.0	
Social contribution expenses		KRW million	50.0	50.0	0.2	
<b>Mutual Growth</b>						
Number of partners		Number(s)	2	2	3	
Purchase total from partners		KRW billion	21	22	21	
<b>Employee Remuneration</b>						
Total remuneration	Male	KRW million	6,338	6,936	6,378	
	Female	KRW million	192	183	184	
Average Wage	Male	KRW million	75	81	72	
	Female	KRW million	38	37	31	
Gender Pay Gap		%	50.7	45.7	43.1	
<b>Performance Evaluation</b>						
Number of employees eligible for performance evaluation		Person(s)	71	74	78	
Number of employees receiving regular performance evaluation		Person(s)	71	74	78	
Percentage of employees receiving regular performance evaluation		%	100	100	100	
<b>Employee Satisfaction Score</b>						
Employee satisfaction score		Point(s)	76	72	73	
<b>Human Rights</b>						
Filed complaints	Number of human rights complaints		Case(s)	0	0	0
	Number of human rights complaints handled		Case(s)	0	0	0
Violations	Violations of Human rights laws and regulations		Case(s)	0	0	0
	Penalties		KRW million	0	0	0
	Fines		KRW million	0	0	0
<b>Information Protection</b>						
Data breach		Total	Case(s)	0	0	0

# ESG Data

## Social

SeAH L&S

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Total number of employees	Total	Person(s)	127	115	100	
	Gender	Male	Person(s)	105	98	86
		Female	Person(s)	22	17	14
	Age	Under 30	Person(s)	24	25	21
		Over 30 to under 50	Person(s)	86	77	71
		Over 50	Person(s)	17	13	8
	Employment type	Full-time	Person(s)	118	108	95
		Male	Person(s)	97	91	80
		Female	Person(s)	21	17	15
		Part-time	Person(s)	9	7	5
		Male	Person(s)	9	7	5
	Job category	Female	Person(s)	0	0	0
		General	Person(s)	105	93	77
		Technical	Person(s)	22	22	23
	General manager	Total	Person(s)	8	6	6
Gender		Male	Person(s)	8	6	6
		Female	Person(s)	0	0	0
Age		Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	1	2	3
		Over 50	Person(s)	7	4	3
Deputy manager	Total	Person(s)	10	10	9	
	Gender	Male	Person(s)	10	10	9
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	10	10	9
Over 50		Person(s)	0	0	0	
Manager	Total	Person(s)	24	28	23	
	Gender	Male	Person(s)	23	27	23
		Female	Person(s)	1	1	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	24	28	23
Over 50		Person(s)	0	0	0	

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Assistant manager	Total	Person(s)	24	14	11	
	Gender	Male	Person(s)	23	13	11
		Female	Person(s)	1	1	0
	Age	Under 30	Person(s)	1	1	0
		Over 30 to under 50	Person(s)	23	13	11
		Over 50	Person(s)	0	0	0
Associate	Total	Person(s)	48	50	46	
	Gender	Male	Person(s)	29	32	32
		Female	Person(s)	19	18	14
	Age	Under 30	Person(s)	18	21	19
		Over 30 to under 50	Person(s)	30	29	27
Over 50		Person(s)	0	0	0	
Others	Total	Person(s)	9	7	5	
	Gender	Male	Person(s)	9	7	5
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	0	0	0
Over 50		Person(s)	9	7	5	
Contract workers		Person(s)	0	5	4	
<b>Average employment tenure</b>						
Average employment tenure	Total	Year(s)	8.3	8.6	8.6	
	Gender	Male	Year(s)	9.1	9.4	9.6
		Female	Year(s)	4.6	5.0	4.2
<b>New hires</b>						
New hires	Total	Person(s)	7	10	10	
	Gender	Male	Person(s)	4	9	8
		Female	Person(s)	3	1	2
	Age	Under 30	Person(s)	5	8	6
		Over 30 to under 50	Person(s)	2	1	4
Over 50		Person(s)	0	1	0	

# ESG Data

## Social

SeAH L&amp;S

Category		Unit	2021	2022	2023	
<b>Turnover and Retirement</b>						
Number of Turnovers and Retirees	Total	Person(s)	8	20	25	
	Gender	Male	Person(s)	6	16	20
		Female	Person(s)	2	4	5
	Age	Under 30	Person(s)	2	4	4
		Over 30 to under 50	Person(s)	4	6	18
	Type	Over 50	Person(s)	2	10	3
		Mandatory retirement	Person(s)	0	0	1
	Voluntary resignations	Person(s)	8	20	24	
Voluntary resignation rate (turnover)		%	6.3	17.4	24.0	
<b>Pension Support</b>						
National pension plan (employer's contribution)		KRW million	244	261	244	
Retirement pension plan funding		KRW million	5,289	4,225	4,098	
Number of retirement pension plan subscriber		Person(s)	118	111	96	
<b>Parental Leave</b>						
Employees eligible for parental leave	Total	Person(s)	0	1	0	
	Gender	Male	Person(s)	0	0	0
		Female	Person(s)	0	1	0
Employees on parental leave	Total	Person(s)	0	1	0	
	Gender	Male	Person(s)	0	0	0
		Female	Person(s)	0	1	0
<b>Occupational Safety and Health</b>						
Number of injuries	Holding and affiliates (employees)	Person(s)	0	0	0	
	Partners/suppliers	Person(s)	0	0	0	
Injury rate	Holding and affiliates (employees)	%	0	0	0	
	Partners/suppliers	%	0	0	0	
Number of fatalities	Holding and affiliates	Person(s)	0	0	0	
	Partners/suppliers	Person(s)	0	0	0	
Fatality rate	Holding and affiliates	%	0	0	0	
	Partners/suppliers	%	0	0	0	
ISO45001 (Occupational Safety and Health Management System)	Certification acquisition rate	%	0	0	100	
	Number of certified business sites	Number(s)	0	0	1	
	Number of business sites	Number(s)	0	0	1	

1) Implemented, which includes human rights training

Category		Unit	2021	2022	2023
<b>Collective Agreement</b>					
Number of employees eligible for union membership		Person(s)	0	0	0
Number of union members		Person(s)	0	0	0
Union membership rate		%	0	0	0
<b>Employee Training</b>					
Training hours	Total	Hour(s)	3,606	3,617	3,314
	Training by the Human Resources Team	Hour(s)	484	478	448
	Training on health and safety	Hour(s)	2,860	2,788	2,536
	Training on ethics and anti-corruption <sup>1)</sup>	Hour(s)	262	351	330
	Total	Hour(s)	127	121	113
Number of participants	Training by the Human Resources Team	Hour(s)	122	120	112
	Training on health and safety	Hour(s)	128	126	116
	Training on ethics and anti-corruption	Hour(s)	131	117	110
Per capita training hours		Hour(s)	5	5	29
Total training costs		KRW million	91	59	80
Average per capita training costs		KRW million	1	1	1
Training Satisfaction score (out of 100 points)		Point(s)	100	100	100
<b>Diversity</b>					
Total number of managers		Person(s)	45	47	41
Number of females in managerial positions and above	Total	Person(s)	1	1	0
	Senior managers	Person(s)	0	0	0
	Junior managers	Person(s)	1	1	0
Percentage of female in managerial positions and above		%	5	6	0
Number of marginalized employees	Cumulative total	Person(s)	3	3	3
	Employees with disabilities		2	2	2
	Foreign employees	Person(s)	0	0	0
	Veteran employees	Person(s)	1	1	1
Percentage of employees with disabilities		%	1.6	1.7	2.0
<b>Social Contribution</b>					
Total volunteering hours		Hour(s)	0	4	10
Number of participants		Person(s)	0	18	15
Per capita volunteering hours		Hour(s)	0	0.2	0.7
Social contribution expenses		KRW million	36	36	20

Category		Unit	2021	2022	2023	
<b>Employee Remuneration</b>						
Total remuneration	Male	KRW million	5,925	6,558	5,816	
	Female	KRW million	634	617	609	
Average Wage	Male	KRW million	57	64	63	
	Female	KRW million	30	31	35	
Gender Pay Gap		%	53	48	56	
<b>Performance Evaluation</b>						
Number of employees eligible for performance evaluation		Person(s)	75	69	68	
Number of employees receiving regular performance evaluation		Person(s)	75	69	68	
Percentage of employees receiving regular performance evaluation		%	100	100	100	
<b>Employee Satisfaction Score</b>						
Employee satisfaction score		Point(s)	68	64	65	
<b>Human Rights</b>						
Filed complaints	Number of human rights complaints	Case(s)	Case(s)	0	0	0
	Number of human rights complaints handled	Case(s)	Case(s)	0	0	0
Violations	Violations of Human rights laws and regulations	Number of violations	Case(s)	0	0	0
		Penalties	KRW million	0	0	0
		Fines	KRW million	0	0	0
<b>Information Protection</b>						
Data breach		Total	Case(s)	0	0	0

# ESG Data

## Social

SeAH Networks<sup>1)</sup>

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Total number of employees	Total	Person(s)	50	41	49	
	Gender	Male	Person(s)	44	36	41
		Female	Person(s)	6	5	8
	Age	Under 30	Person(s)	7	9	11
		Over 30 to under 50	Person(s)	29	22	28
		Over 50	Person(s)	14	10	10
	Employment type	Full-time	Person(s)	40	35	39
		Male	Person(s)	34	30	33
			Female	Person(s)	6	5
		Part-time	Person(s)	10	6	10
Female		Person(s)	10	6	8	
	Person(s)	0	0	2		
Job category	General	Person(s)	50	41	49	
	Technical	Person(s)	0	0	0	
General manager	Total	Person(s)	10	9	8	
	Gender	Male	Person(s)	10	9	8
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	5	4	3
		Over 50	Person(s)	5	5	5
Deputy manager	Total	Person(s)	1	3	6	
	Gender	Male	Person(s)	1	3	6
		Female	Person(s)	0	0	0
	Age	Under 30	Person(s)	0	0	6
		Over 30 to under 50	Person(s)	1	3	0
Over 50		Person(s)	0	0	0	
Manager	Total	Person(s)	16	11	8	
	Gender	Male	Person(s)	15	10	7
		Female	Person(s)	1	1	1
	Age	Under 30	Person(s)	0	0	0
		Over 30 to under 50	Person(s)	16	11	8
		Over 50	Person(s)	0	0	0

Category		Unit	2021	2022	2023	
<b>Employees</b>						
Assistant manager	Total	Person(s)	4	3	7	
	Gender	Male	Person(s)	3	3	6
		Female	Person(s)	1	0	1
	Age	Under 30	Person(s)	1	1	1
		Over 30 to under 50	Person(s)	3	2	6
		Over 50	Person(s)	0	0	0
Associate	Total	Person(s)	9	10	10	
	Gender	Male	Person(s)	5	6	6
		Female	Person(s)	4	4	4
	Age	Under 30	Person(s)	6	8	5
		Over 30 to under 50	Person(s)	3	2	5
		Over 50	Person(s)	0	0	0
Others	Total	Person(s)	10	5	10	
	Gender	Male	Person(s)	10	5	8
		Female	Person(s)	0	0	2
	Age	Under 30	Person(s)	0	0	5
		Over 30 to under 50	Person(s)	1	0	0
		Over 50	Person(s)	9	5	5
Contract workers						
<b>Average employment tenure</b>						
Average employment tenure	Total	Year(s)	3	3	3	
	Gender	Male	Year(s)	3	3	3
		Female	Year(s)	3	2	2
<b>New hires</b>						
New hires	Total	Person(s)	5	14	21	
	Gender	Male	Person(s)	4	9	17
		Female	Person(s)	1	5	4
	Age	Under 30	Person(s)	0	7	8
		Over 30 to under 50	Person(s)	4	7	12
		Over 50	Person(s)	1	0	1

1) In the case of SeAh Networks, environmental data is excluded from disclosure as the company does not own any production facilities (providing consulting, design, and construction services)

# ESG Data

## Social

SeAH Networks

Category		Unit	2021	2022	2023	
<b>Turnover and Retirement</b>						
Number of turnovers and retirees	Total	Person(s)	4	19	14	
	Gender	Male	Person(s)	4	16	12
		Female	Person(s)	0	3	2
	Age	Under 30	Person(s)	0	3	6
		Over 30 to under 50	Person(s)	3	11	7
		Over 50	Person(s)	1	5	1
	Type	Mandatory retirement	Person(s)	1	0	1
Voluntary resignations		Person(s)	3	19	13	
Voluntary resignation rate (turnover)		%	6.0	46.3	26.5	
<b>Pension Support</b>						
National pension plan (employer's contribution)		KRW million	90	97	99	
Retirement pension plan funding		KRW million	2,787	2,453	2,754	
Number of retirement pension plan subscriber		Person(s)	36	23	46	
<b>Parental Leave</b>						
Employees eligible for parental leave	Total	Person(s)	8	6	7	
	Gender	Male	Person(s)	7	5	6
		Female	Person(s)	1	1	1
Employees on parental leave	Total	Person(s)	0	0	1	
	Gender	Male	Person(s)	0	0	1
		Female	Person(s)	0	0	0
<b>Occupational Safety and Health</b>						
Number of injuries	Holding and affiliates (employees)	Person(s)	0	0	0	
	Partners/suppliers	Person(s)	0	1	1	
Injury rate	Holding and affiliates (employees)	%	0	0	0	
	Partners/suppliers	%	0	0.4	0.3	
Lost time injury frequency rate (LTIFR)	Holding and affiliates	Case(s)/one million hours	0	0	0	
	Partners/suppliers	Case(s)/one million hours	0	0	0	
Number of fatalities	Holding and affiliates	Person(s)	0	0	0	
	Partners/suppliers	Person(s)	0	0	0	
Fatality rate	Holding and affiliates	%	0	0	0	
	Partners/suppliers	%	0	0	0	

Category		Unit	2021	2022	2023		
<b>Employee Training</b>							
Training hours	Total	Hour(s)	N/A	10	531		
	Training on health and safety	Hour(s)	N/A	0	431		
	Training on ethics and anti-corruption	Hour(s)	N/A	10	100		
Number of participants	Total	Person(s)	N/A	10	53		
	Training on health and safety	Person(s)	N/A	0	51		
	Training on ethics and anti-corruption	Person(s)	N/A	10	53		
Per capita training hours		Hour(s)	N/A	1	10		
Total training costs		KRW million	N/A	0	3		
Average per capita training costs		KRW million	N/A	0	0.1		
<b>Diversity</b>							
Total number of managers		Person(s)	30	26	25		
Number of females in managerial positions and above	Total	Person(s)	1	1	1		
	Senior managers	Person(s)	0	0	0		
	Junior managers	Person(s)	1	1	1		
Percentage of female in managerial positions and above		%	3.3	3.8	4.0		
<b>Employee Remuneration</b>							
Total remuneration	Male	KRW million	1,639	2,783	3,064		
	Female	KRW million	530	617	678		
Average Wage	Male	KRW million	6.0	5.8	5.5		
	Female	KRW million	6.3	6.9	6.3		
Gender Pay Gap		%	105.0	119.0	114.5		
<b>Performance Evaluation</b>							
Number of employees eligible for performance evaluation		Person(s)	34	32	35		
Number of employees receiving regular performance evaluation		Person(s)	0	0	0		
Percentage of employees receiving regular performance evaluation		%	0	0	0		
<b>Employee Satisfaction Score</b>							
Employee satisfaction score		Point(s)	61.8	53.8	64.6		
<b>Human Rights</b>							
Filed complaints	Number of human rights complaints		Case(s)	0	0	0	
	Number of human rights complaints handled		Case(s)	0	0	0	
Violations	Violations of Human rights laws and regulations	Number of violations		Case(s)	0	0	0
		Penalties	KRW million	0	0	0	
			Fines	KRW million	0	0	0
<b>Information Protection</b>							
Data breach		Total	Case(s)	0	0	0	

# ESG Data

## Governance

SeAH Holdings

Category		Unit	2021	2022	2023
<b>Ethics Management</b>					
Handling of ethics reports	Total number of reports handled	Case(s)	0	0	0
	Number of reports investigated and audited	Case(s)	0	0	0
	Number of reports transferred to relevant teams	Case(s)	0	0	0
Ethics violations	Total number of violations	Case(s)	0	0	0
	Embezzlement & misappropriation	Case(s)	0	0	0
	Bribery	Case(s)	0	0	0
	Human rights infringement	Case(s)	0	0	0
	Employment solicitation	Case(s)	0	0	0
	Process violations	Case(s)	0	0	0
Actions taken on ethics violations	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
	Others	Case(s)	0	0	0
<b>Anti-corruption</b>					
Number of corruption cases	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
Number of disciplinary actions taken	Suspension	Case(s)	0	0	0
	Salary cut	Case(s)	0	0	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	0	0
	Total	Case(s)	0	0	0
<b>Violations</b>					
Number of violations	Total	Case(s)	0	0	0
	Violations of environmental laws and regulations	Case(s)	0	0	0
	Violations of anti-competitive laws and regulations	Case(s)	0	0	0
	Violations of occupational safety laws and regulations	Case(s)	0	0	0
Amount of fines	Total	KRW million	0	0	0
	Violations of environmental laws and regulations	KRW million	0	0	0
	Violations of anti-competitive laws and regulations	KRW million	0	0	0
	Violations of occupational safety laws and regulations	KRW million	0	0	0

Category		Unit	2021	2022	2023
<b>BOD Members</b>					
Executive directors		Person(s)	3	3	3
Independent directors		Person(s)	2	2	2
Other non-executive directors		Person(s)	1	1	1
Female director (registered female executives)		Person(s)	1	1	1
<b>BOD Operation</b>					
Number of BOD meetings held	Total meetings held	Case(s)	10	6	6
	Regular	Case(s)	4	4	4
	Special	Case(s)	6	2	2
Number of agenda items discussed	Total	Case(s)	23	19	11
	Rejected/modified	Case(s)	0	0	0
Average BOD Attendance	Attendance rate	%	95	94	100
	Executive directors	%	98	100	100
	Independent directors	%	90	83	100
Average tenure of board members		Year(s)	8	10	8
<b>Committees within the board</b>					
Independent Director Candidate Recommendation Committee	Number of meetings held	Case(s)	N/A	0	1
	Percentage of Independent directors	%	N/A	67	67
	Attendance rate of Independent directors	%	N/A	0	100

# ESG Data

## Governance

SeAH Besteel Holdings

	Category	Unit	2021	2022	2023
<b>Ethics Management</b>					
Ethics training	Number of participants <sup>1)</sup>	Person(s)	N/A	17	45
	Participation rate <sup>2)</sup>	%	N/A	100	85
Handling of ethics reports	Total number of reports handled	Case(s)	15	3	0
	Number of reports investigated and audited	Case(s)	15	3	0
	Number of reports transferred to relevant teams	Case(s)	0	0	0
	Total number of violations	Case(s)	15	3	0
Ethics violations	Embezzlement & misappropriation	Case(s)	0	0	0
	Bribery	Case(s)	0	0	0
	Human rights infringement	Case(s)	0	2	0
	Employment solicitation	Case(s)	0	0	0
	Process violations	Case(s)	15	1	0
	Total	Case(s)	15	3	0
Actions taken on ethics violations	Dismissal	Case(s)	3	1	0
	Suspension	Case(s)	2	1	0
	Salary cut	Case(s)	1	0	0
	Warning	Case(s)	6	0	0
	Others	Case(s)	3	1	0
<b>Anti-corruption</b>					
Number of corruption cases	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
Number of disciplinary actions taken	Suspension	Case(s)	0	0	0
	Salary cut	Case(s)	0	0	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	0	0

	Category	Unit	2021	2022	2023
<b>Violations</b>					
Number of violations	Total	Case(s)	0	0	0
	Violations of environmental laws and regulations	Case(s)	0	0	0
	Violations of anti-competitive laws and regulations	Case(s)	0	0	0
	Violations of occupational safety laws and regulations	Case(s)	0	0	0
Amount of fines	Total	KRW million	0	0	0
	Violations of environmental laws and regulations	KRW million	0	0	0
	Violations of anti-competitive laws and regulations	KRW million	0	0	0
	Violations of occupational safety laws and regulations	KRW million	0	0	0
<b>BOD Members</b>					
Executive directors		Person(s)	3	3	3
Independent directors		Person(s)	4	4	4
Other non-executive directors		Person(s)	0	0	0
Female director (registered female executives)		Person(s)	1	1	1
<b>BOD Operation</b>					
Number of BOD meetings held	Total meetings held	Case(s)	10	10	8
	Regular	Case(s)	4	4	4
	Special	Case(s)	6	6	4
Number of agenda items discussed	Total	Case(s)	22	29	20
	Rejected/modified	Case(s)	0	0	0
Average BOD Attendance	Attendance rate	%	100	97	100
	Executive directors	%	100	100	100
Average tenure of board members	Independent directors	%	100	95	100
		Year(s)	5	6	5
<b>Committees within the board</b>					
Independent Director Candidate Recommendation Committee	Number of meetings held	Case(s)	2	1	2
	Percentage of Independent directors	%	100	100	100
	Attendance rate of Independent directors	%	100	100	100

1) – 2) Management began after the split-off in 2022

# ESG Data

## Governance

SeAH Besteel

	Category	Unit	2021	2022	2023
<b>Ethics Management</b>					
Ethics training	Number of participants	Person(s)	1,547	1,517	1,529
	Participation rate	%	100	100	96
Handling of ethics reports	Total number of reports handled	Case(s)	3	8	12
	Number of reports investigated and audited	Case(s)	0	0	2
	Number of reports transferred to relevant teams	Case(s)	3	8	8
	Others	Case(s)	0	0	2
	Total number of violations	Case(s)	3	8	12
Ethics violations	Embezzlement & misappropriation	Case(s)	0	0	1
	Bribery	Case(s)	0	0	0
	Human rights infringement	Case(s)	0	0	0
	Employment solicitation	Case(s)	0	0	0
	Process violations	Case(s)	3	8	11
Actions taken on ethics violations	Total	Case(s)	3	8	12
	Dismissal	Case(s)	0	0	1
	Others	Case(s)	3	8	11
<b>Anti-corruption</b>					
Number of corruption cases		Case(s)	2	0	2
Number of disciplinary actions taken	Total	Case(s)	2	0	2
	Dismissal	Case(s)	1	0	0
	Suspension	Case(s)	0	0	1
	Salary cut	Case(s)	1	0	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	0	1

	Category	Unit	2021	2022	2023
<b>Violations</b>					
Number of violations	Total	Case(s)	0	2	5
	Violations of environmental laws and regulations	Case(s)	0	2	2
	Violations of anti-competitive laws and regulations	Case(s)	0	0	0
	Violations of occupational safety laws and regulations	Case(s)	0	0	3
Amount of fines	Total	KRW million	0	13	10
	Violations of environmental laws and regulations	KRW million	0	13	0
	Violations of anti-competitive laws and regulations	KRW million	0	0	0
	Violations of occupational safety laws and regulations	KRW million	0	0	10
<b>BOD Members</b>					
Executive directors		Person(s)	0	3	3
Independent directors		Person(s)	0	0	0
Other non-executive directors		Person(s)	0	0	1
Female director (registered female executives)		Person(s)	0	0	0
<b>BOD Operation</b>					
Number of BOD meetings held	Total meetings held	Case(s)	0	6	9
	Regular	Case(s)	0	1	4
	Special	Case(s)	0	5	5
Number of agenda items discussed	Total	Case(s)	0	7	21
	Rejected/modified	Case(s)	0	0	0
Average BOD Attendance	Attendance rate	%	0	100	97
	Executive directors	%	0	100	97
	Independent directors	%	0	0	0
Average tenure of board members		Year(s)	0	1	2
<b>Committees within the board</b>					
Independent Director Candidate Recommendation Committee	Number of meetings held	Case(s)	2	1	2
	Percentage of Independent directors	%	100	100	100
	Attendance rate of Independent directors	%	100	100	100

# ESG Data

## Governance

SeAH Changwon Special Steel

	Category	Unit	2021	2022	2023
<b>Ethics Management</b>					
Ethics training	Number of participants	Person(s)	1,208	1,209	1,229
	Participation rate	%	100	100	100
Handling of ethics reports	Total number of reports handled	Case(s)	2	3	5
	Number of reports investigated and audited	Case(s)	0	0	0
	Number of reports transferred to relevant teams	Case(s)	2	3	5
	Total number of violations	Case(s)	2	3	5
Ethics violations	Embezzlement & misappropriation	Case(s)	0	0	0
	Bribery	Case(s)	0	0	0
	Human rights infringement	Case(s)	0	0	0
	Employment solicitation	Case(s)	0	0	0
	Process violations	Case(s)	2	3	5
	Total	Case(s)	2	3	5
Actions taken on ethics violations	Dismissal	Case(s)	0	0	0
	Others	Case(s)	2	3	5
<b>Anti-corruption</b>					
Number of corruption cases		Case(s)	0	0	0
Number of disciplinary actions taken	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
	Suspension	Case(s)	0	0	0
	Salary cut	Case(s)	0	0	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	0	0

	Category	Unit	2021	2022	2023
<b>Violations</b>					
Number of violations	Total	Case(s)	2	0	2
	Violations of environmental laws and regulations	Case(s)	0	0	0
	Violations of anti-competitive laws and regulations	Case(s)	0	0	0
	Violations of occupational safety laws and regulations	Case(s)	2	0	2
Amount of fines	Total	KRW million	3	0	18
	Violations of environmental laws and regulations	KRW million	0	0	0
	Violations of anti-competitive laws and regulations	KRW million	0	0	0
	Violations of occupational safety laws and regulations	KRW million	3	0	18
<b>BOD Members</b>					
Executive directors		Person(s)	3	3	4
Independent directors		Person(s)	0	0	0
Other non-executive directors		Person(s)	0	0	0
Female director (registered female executives)		Person(s)	0	0	0
<b>BOD Operation</b>					
Number of BOD meetings held	Total meetings held	Case(s)	9	12	8
	Regular	Case(s)	0	0	0
	Special	Case(s)	9	12	8
Number of agenda items discussed	Total	Case(s)	16	19	24
	Rejected/modified	Case(s)	0	0	0
Average BOD Attendance	Attendance rate	%	100	100	100
	Executive directors	%	100	100	100
	Independent directors	%	0	0	0
Average tenure of board members		Year(s)	6	6	6

# ESG Data

## Governance

SeAH Aerospace &amp; Defense

	Category	Unit	2021	2022	2023
<b>Ethics Management</b>					
Ethics training	Number of participants	Person(s)	156	181	209
	Participation rate	%	96	91	87
Handling of ethics reports	Total number of reports handled	Case(s)	0	0	0
	Number of reports investigated and audited	Case(s)	0	0	0
	Number of reports transferred to relevant teams	Case(s)	0	0	0
	Total number of violations	Case(s)	0	0	0
Ethics violations	Embezzlement & misappropriation	Case(s)	0	0	0
	Bribery	Case(s)	0	0	0
	Human rights infringement	Case(s)	0	0	0
	Employment solicitation	Case(s)	0	0	0
	Process violations	Case(s)	0	0	0
Actions taken on ethics violations	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
	Others	Case(s)	0	0	0
<b>Anti-corruption</b>					
Number of corruption cases		Case(s)	0	0	0
Number of disciplinary actions taken	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
	Suspension	Case(s)	0	0	0
	Salary cut	Case(s)	0	0	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	0	0

	Category	Unit	2021	2022	2023
<b>Violations</b>					
Number of violations	Total	Case(s)	0	0	1
	Violations of environmental laws and regulations	Case(s)	0	0	1
	Violations of anti-competitive laws and regulations	Case(s)	0	0	0
	Violations of occupational safety laws and regulations	Case(s)	0	0	0
Amount of fines	Total	KRW million	0	0	2
	Violations of environmental laws and regulations	KRW million	0	0	2
	Violations of anti-competitive laws and regulations	KRW million	0	0	0
	Violations of occupational safety laws and regulations	KRW million	0	0	0
<b>BOD Members</b>					
Executive directors		Person(s)	1	1	1
Independent directors		Person(s)	0	0	0
Other non-executive directors		Person(s)	6	3	3
Female director (registered female executives)		Person(s)	0	0	0
<b>BOD Operation</b>					
Number of BOD meetings held	Total meetings held	Case(s)	7	8	7
	Regular	Case(s)	7	8	7
	Special	Case(s)	0	0	0
Number of agenda items discussed	Total	Case(s)	9	10	8
	Rejected/modified	Case(s)	0	0	0
Average BOD Attendance	Attendance rate	%	100	100	100
	Executive directors	%	100	100	100
	Independent directors	%	0	0	0
Average tenure of board members		Year(s)	12	13	14

# ESG Data

## Governance

SeAH Special Steel

Category		Unit	2021	2022	2023
<b>Ethics Management</b>					
Ethics training	Number of participants	Person(s)	308	359	161
	Participation rate	%	96	106	46
Handling of ethics reports	Total number of reports handled	Case(s)	0	3	2
	Number of reports investigated and audited	Case(s)	0	1	2
	Number of reports transferred to relevant teams	Case(s)	0	2	0
	Total number of violations	Case(s)	0	3	2
Ethics violations	Embezzlement & misappropriation	Case(s)	0	0	0
	Bribery	Case(s)	0	0	0
	Human rights infringement	Case(s)	0	0	0
	Employment solicitation	Case(s)	0	0	0
	Process violations	Case(s)	0	3	2
Actions taken on ethics violations	Total	Case(s)	0	3	2
	Dismissal	Case(s)	0	0	0
	Others	Case(s)	0	3	2
<b>Anti-corruption</b>					
Number of corruption cases		Case(s)	0	0	0
Number of disciplinary actions taken	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
	Suspension	Case(s)	0	0	0
	Salary cut	Case(s)	0	0	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	0	0

Category		Unit	2021	2022	2023
<b>Violations</b>					
Number of violations	Total	Case(s)	0	0	0
	Violations of environmental laws and regulations	Case(s)	0	0	0
	Violations of anti-competitive laws and regulations	Case(s)	0	0	0
	Violations of occupational safety laws and regulations	Case(s)	0	0	0
Amount of fines	Total	KRW million	0	0	0
	Violations of environmental laws and regulations	KRW million	0	0	0
	Violations of anti-competitive laws and regulations	KRW million	0	0	0
	Violations of occupational safety laws and regulations	KRW million	0	0	0
<b>BOD Members</b>					
Executive directors		Person(s)	2	2	2
Independent directors		Person(s)	1	1	1
Other non-executive directors		Person(s)	0	0	0
Female director (registered female executives)		Person(s)	0	0	0
<b>BOD Operation</b>					
Number of BOD meetings held	Total meetings held	Case(s)	25	16	13
	Regular	Case(s)	4	4	4
	Special	Case(s)	21	12	9
Number of agenda items discussed	Total	Case(s)	34	36	28
	Rejected/modified	Case(s)	0	0	0
Average BOD Attendance	Attendance rate	%	100	100	100
	Executive directors	%	100	100	100
	Independent directors	%	100	100	100
Average tenure of board members		Year(s)	2	3	4
<b>Committees within the board</b>					
Independent Director Candidate Recommendation Committee	Number of meetings held	Case(s)	1	0	0
	Percentage of Independent directors	%	50	50	50
	Attendance rate of Independent directors	%	100	0	0

# ESG Data

## Governance

SeAH Metal

	Category	Unit	2021	2022	2023
<b>Ethics Management</b>					
Ethics training	Number of participants	Person(s)	122	142	59
	Participation rate	%	95	100	58
Handling of ethics reports	Total number of reports handled	Case(s)	0	0	0
	Number of reports investigated and audited	Case(s)	0	0	0
	Number of reports transferred to relevant teams	Case(s)	0	0	0
	Total number of violations	Case(s)	0	0	0
Ethics violations	Embezzlement & misappropriation	Case(s)	0	0	0
	Bribery	Case(s)	0	0	0
	Human rights infringement	Case(s)	0	0	0
	Employment solicitation	Case(s)	0	0	0
	Process violations	Case(s)	0	0	0
Actions taken on ethics violations	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
	Others	Case(s)	0	0	0
<b>Anti-corruption</b>					
Number of corruption cases		Case(s)	0	0	0
Number of disciplinary actions taken	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
	Suspension	Case(s)	0	0	0
	Salary cut	Case(s)	0	0	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	0	0

	Category	Unit	2021	2022	2023
<b>Violations</b>					
Number of violations	Total	Case(s)	0	0	0
	Violations of environmental laws and regulations	Case(s)	0	0	0
	Violations of anti-competitive laws and regulations	Case(s)	0	0	0
	Violations of occupational safety laws and regulations	Case(s)	0	0	0
Amount of fines	Total	KRW million	0	0	0
	Violations of environmental laws and regulations	KRW million	0	0	0
	Violations of anti-competitive laws and regulations	KRW million	0	0	0
	Violations of occupational safety laws and regulations	KRW million	0	0	0
<b>BOD Members</b>					
Executive directors		Person(s)	2	2	2
Independent directors		Person(s)	0	0	0
Other non-executive directors		Person(s)	1	1	1
Female director (registered female executives)		Person(s)	0	0	0
<b>BOD Operation</b>					
Number of BOD meetings held	Total meetings held	Case(s)	16	14	9
	Regular	Case(s)	4	4	4
	Special	Case(s)	12	10	5
Number of agenda items discussed	Total	Case(s)	16	14	18
	Rejected/modified	Case(s)	0	0	0
Average BOD Attendance	Attendance rate	%	81	95	96
	Executive directors	%	81	95	96
	Independent directors	%	0	0	0
Average tenure of board members		Year(s)	7	6	7

# ESG Data

## Governance

SeAH M&amp;S

	Category	Unit	2021	2022	2023
<b>Ethics Management</b>					
Ethics training	Number of participants	Person(s)	80	84	90
	Participation rate	%	100	99	99
Handling of ethics reports	Total number of reports handled	Case(s)	0	1	0
	Number of reports investigated and audited	Case(s)	0	0	0
	Number of reports transferred to relevant teams	Case(s)	0	1	0
	Total number of violations	Case(s)	0	1	0
Ethics violations	Embezzlement & misappropriation	Case(s)	0	0	0
	Bribery	Case(s)	0	0	0
	Human rights infringement	Case(s)	0	1	0
	Employment solicitation	Case(s)	0	0	0
	Process violations	Case(s)	0	0	0
	Total	Case(s)	0	1	0
Actions taken on ethics violations	Dismissal	Case(s)	0	0	0
	Suspension	Case(s)	0	0	0
	Salary cut	Case(s)	0	0	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	1	0
<b>Anti-corruption</b>					
Number of corruption cases		Case(s)	0	0	0
	Total	Case(s)	0	0	0
Number of disciplinary actions taken	Dismissal	Case(s)	0	0	0
	Suspension	Case(s)	0	0	0
	Salary cut	Case(s)	0	0	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	0	0

	Category	Unit	2021	2022	2023
<b>Violations</b>					
Number of violations	Total	Case(s)	1	1	1
	Violations of environmental laws and regulations	Case(s)	1	1	1
	Violations of anti-competitive laws and regulations	Case(s)	0	0	0
	Violations of occupational safety laws and regulations	Case(s)	0	0	0
Amount of fines	Total	KRW million	1	2	2
	Violations of environmental laws and regulations	KRW million	1	2	2
	Violations of anti-competitive laws and regulations	KRW million	0	0	0
	Violations of occupational safety laws and regulations	KRW million	0	0	0
<b>BOD Members</b>					
Executive directors		Person(s)	2	2	2
Independent directors		Person(s)	0	0	0
Other non-executive directors		Person(s)	1	1	1
Female director (registered female executives)		Person(s)	0	0	0
<b>BOD Operation</b>					
Number of BOD meetings held	Total meetings held	Case(s)	21	16	22
	Regular	Case(s)	0	2	3
	Special	Case(s)	21	14	19
Number of agenda items discussed	Total	Case(s)	21	16	22
	Rejected/modified	Case(s)	0	0	0
Average BOD Attendance	Attendance rate	%	100	100	100
	Executive directors	%	100	100	100
Average tenure of board members	Independent directors	%	100	100	100
		Year(s)	11	7	8

# ESG Data

## Governance

SeAH L&amp;S

	Category	Unit	2021	2022	2023
<b>Ethics Management</b>					
Ethics training	Number of participants	Person(s)	131	117	110
	Participation rate	%	100	100	100
Handling of ethics reports	Total number of reports handled	Case(s)	0	0	1
	Number of reports investigated and audited	Case(s)	0	0	1
	Number of reports transferred to relevant teams	Case(s)	0	0	0
	Total number of violations	Case(s)	0	0	1
Ethics violations	Embezzlement & misappropriation	Case(s)	0	0	0
	Bribery	Case(s)	0	0	1
	Human rights infringement	Case(s)	0	0	0
	Employment solicitation	Case(s)	0	0	0
	Process violations	Case(s)	0	0	0
Actions taken on ethics violations	Total	Case(s)	0	0	1
	Dismissal	Case(s)	0	0	1
	Others	Case(s)	0	0	0
<b>Anti-corruption</b>					
Number of corruption cases	Total	Case(s)	0	1	1
	Dismissal	Case(s)	0	0	0
Number of disciplinary actions taken	Suspension	Case(s)	0	0	1
	Salary cut	Case(s)	0	1	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	0	0

	Category	Unit	2021	2022	2023
<b>Violations</b>					
Number of violations	Total	Case(s)	0	0	0
	Violations of environmental laws and regulations	Case(s)	0	0	0
	Violations of anti-competitive laws and regulations	Case(s)	0	0	0
	Violations of occupational safety laws and regulations	Case(s)	0	0	0
Amount of fines	Total	KRW million	0	0	0
	Violations of environmental laws and regulations	KRW million	0	0	0
	Violations of anti-competitive laws and regulations	KRW million	0	0	0
	Violations of occupational safety laws and regulations	KRW million	0	0	0
<b>BOD Members</b>					
Executive directors		Person(s)	3	3	3
Independent directors		Person(s)	0	0	0
Other non-executive directors		Person(s)	0	0	0
Female director (registered female executives)		Person(s)	0	0	0
<b>BOD Operation</b>					
Number of BOD meetings held	Total meetings held	Case(s)	27	27	23
	Regular	Case(s)	0	2	3
	Special	Case(s)	27	25	20
Number of agenda items discussed	Total	Case(s)	27	27	23
	Rejected/modified	Case(s)	0	0	0
Average BOD Attendance	Attendance rate	%	100	100	100
	Executive directors	%	100	100	100
Average tenure of board members	Independent directors	%	0	0	0
		Year(s)	5	4	2

# ESG Data

## Governance

SeAH Networks

	Category	Unit	2021	2022	2023
<b>Ethics Management</b>					
Ethics training	Number of participants	Person(s)	3	10	47
	Participation rate	%	6	24	96
Handling of ethics reports	Total number of reports handled	Case(s)	0	0	0
	Number of reports investigated and audited	Case(s)	0	0	0
	Number of reports transferred to relevant teams	Case(s)	0	0	0
	Total number of violations	Case(s)	0	0	0
Ethics violations	Embezzlement & misappropriation	Case(s)	0	0	0
	Bribery	Case(s)	0	0	0
	Human rights infringement	Case(s)	0	0	0
	Employment solicitation	Case(s)	0	0	0
	Process violations	Case(s)	0	0	0
Actions taken on ethics violations	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
	Others	Case(s)	0	0	0
<b>Anti-corruption</b>					
Number of corruption cases		Case(s)	0	0	0
Number of disciplinary actions taken	Total	Case(s)	0	0	0
	Dismissal	Case(s)	0	0	0
	Suspension	Case(s)	0	0	0
	Salary cut	Case(s)	0	0	0
	Warning	Case(s)	0	0	0
	Others	Case(s)	0	0	0

	Category	Unit	2021	2022	2023
<b>Violations</b>					
Number of violations	Total	Case(s)	0	0	0
	Violations of environmental laws and regulations	Case(s)	0	0	0
	Violations of anti-competitive laws and regulations	Case(s)	0	0	0
	Violations of occupational safety laws and regulations	Case(s)	0	0	0
Amount of fines	Total	KRW million	0	0	0
	Violations of environmental laws and regulations	KRW million	0	0	0
	Violations of anti-competitive laws and regulations	KRW million	0	0	0
	Violations of occupational safety laws and regulations	KRW million	0	0	0
<b>BOD Members</b>					
Executive directors		Person(s)	3	3	3
Independent directors		Person(s)	0	0	0
Other non-executive directors		Person(s)	0	0	0
Female director (registered female executives)		Person(s)	0	0	0
<b>BOD Operation</b>					
Number of BOD meetings held	Total meetings held	Case(s)	18	16	12
	Regular	Case(s)	18	16	12
	Special	Case(s)	0	0	0
Number of agenda items discussed	Total	Case(s)	18	16	12
	Rejected/modified	Case(s)	0	0	0
Average BOD Attendance	Attendance rate	%	100	100	100
	Executive directors	%	100	100	100
	Independent directors	%	0	0	0
Average tenure of board members		Year(s)	3	3	3

# ESG Policy Book

## Society — Human Rights Management Charter

SeAH Holdings

※ SeAH Group's policies are established by SeAH Holdings and applied to its affiliates.

As a global steel manufacturer, SeAH Group respects the human rights of all stakeholders including employees, partners, and customers across all business activities, with core value of honesty representing a top priority for the company. We aim to become a company that creates rich values together with stakeholders and makes the world more beautiful.

SeAH Group complies with the laws and regulations of each country and region where it operates, and upholds international human rights principles and norms, such as the Universal Declaration of Human Rights (UNHR), Guiding Principles on Business and Human Rights (UNGPs), OECD Guidelines for Multinational Enterprises, UN Convention on the Rights of the Child, and ILO Fundamental Conventions. To make this possible, we have established and operate a human rights management policy encompassing internal and external communication, grievance handling, and relief procedures.

This applies to all the domestic and foreign business sites of SeAH Group. For common understanding and company-wide practice, we declare the Human Rights Management Charter as follows:

### Article 1. Establishment of a Human Rights Management System

SeAH Group respects all employees and stakeholders as human beings, conducts regular human rights training to prevent any act that violates the human rights of individuals either mentally or physically, and implements monitoring and grievance-handling policies on human rights violations through the Ethics Management Office.

### Article 2. Prohibition of Discrimination in Employment

SeAH Group does not permit discrimination on the grounds of gender, nationality, religion, social status, race, age, academic background, disability, gender identity, etc., in the operation of personnel systems such as recruitment, promotion, compensation, and educational opportunities.

### Article 3. Guarantee of Freedom of Association and Collective Bargaining

SeAH Group encourages free communication between the company and its employees to foster a sound organizational atmosphere, guarantees labor union membership and collective bargaining, and does not create disadvantages for labor union activities.

### Article 4. Prohibition of Forced Labor

SeAH Group does not force workers to work against their free will by unreasonably restricting mental or physical freedoms through acts such as assault, intimidation, and confinement. Also, it does not demand the transfer of ID cards or other important personal information as a condition of employment.

### Article 5. Prohibition of Child Labor

SeAH Group complies with the minimum employment age standards stipulated by national and regional laws, and does not expose minors to harmful and dangerous working environments.

### Article 6. Guarantee of Industrial Safety

SeAH Group regularly checks facilities, equipment, and tools at business sites to ensure safe work environments for employees, and thoroughly complies with the health and safety standards required by national and regional laws. We also raise employees' safety awareness through regular training that reflects established legal requirements.

### Article 7. Responsible Supply Chain Management

SeAH Group shall strive to share the values and principles of the Human Rights Management Charter with partners and subcontractors, and may take necessary measures such as suspension of transactions in case of violation thereof.

### Article 8. Protection of the Human Rights of Local Residents

SeAH Group manages changes in the local community resulting from potential social and environmental impacts of its local business site, and protects the human rights of the local community members. We raise concerns about potential impacts on the neighborhood and residents located near the business site, listen to the opinions of the local community, and try to reflect them in our business activities to solve the relevant problems.

### Article 9. Protection of Environmental Rights

SeAH Group continues to develop and encourage environmental conservation activities not only in Korea but also concerning overseas businesses, partners, and local communities.

### Article 10. Protection of Customer Human Rights

All employees of SeAH Group prioritize the protection of customers' lives, health, and property when providing products and services. We take the best measures to protect personal information collected through management activities.

### Article 11. Prevention of Workplace Bullying and Abuse of Power

Employees of SeAH Group do not engage in bullying or aggressive behavior that could disrupt the work of their colleagues. Similarly, they must not assign unfair tasks to fellow employees that are unrelated to their roles or violate applicable laws, company regulations, and processes.

### Article 12. Protection of Personal Information

SeAH Group protects the personal information of stakeholders, including customers, in accordance with national and regional laws and regulations, and does not use the information without prior approval from the party concerned or for other purposes. We provide accurate information and refrain from disseminating false information.

### Article 13. Compliance with Legal Work Hours and Working Conditions

SeAH Group strictly complies with work hours specified in national and regional laws, guarantees minimum wages, and observes labor-related laws, such as subscribing to social insurance and providing break times and vacations.

 Human Rights Management Charter

# ESG Policy Book

## Society — Safety and Health Policy

### SeAH L&S

SeAH L&S establishes a company-wide safety and health management system and conducts quarterly and semi-annual inspections to promote systematic and consistent safety and health activities.

We aim to achieve zero industrial accidents by intensively managing risk factors in transportation, shipping operations, logistics, steel distribution sectors, and steel processing sites.

### Safety and Health Management Policy

01. We operate a safety and health management system with safety and health as the top priority in corporate management activities.
02. We establish and implement programs according to the safety and health management system promotion plan to achieve these objectives.
03. We thoroughly comply with and implement the Occupational Safety and Health Act and other related laws and regulations.
04. We create a culture where all executives and employees participate in identifying hazardous and risk factors at the workplace.
05. We allocate a sufficient budget to prevent safety accidents and ensure its appropriate execution.
06. We ensure that executives and employees understand safety and health goals, and that all faithfully fulfill their responsibilities and obligations in safety and health activities.
07. We disclose our safety and health management policy to stakeholders.

### Safety and Health Management Policy

### SeAH Networks

SeAH Networks considers safety as its top priority. We put the safety of stakeholders such as employees, customers, and partners first and foremost and do our best to raise safety awareness. In order to promote continuous safety and health prevention activities to create a pleasant and safe work environment, we have established and are operating the following safety and health management policy.

### Safety and Health Management Policy

01. We practice safety and health as the top priorities in our management activities.
02. We set safety and health goals and practice continuous improvement activities in accordance with the management policy on safety and health.
03. We encourage our employees and all partners who perform work on our behalf to actively participate so that they are familiar with and can practice the safety and health policy.
04. We evaluate risks in advance and devise and practice appropriate measures to reduce them.
05. The safety management manager of each business unit or construction site conducts safety and health activities appropriate to the on-site situation.

### Safety and Health Management Policy

# ESG Policy Book

## Society — Third-party Code of Conduct

SeAH Holdings

This Third-Party Code of Conduct is founded on ethical principles and reflects the firm commitment of SeAH Holdings and its Affiliates (hereinafter referred to as “SeAH”) to grow and develop alongside various stakeholders, including customers, employees, partners, and shareholders, by working in an eco-friendly and safe work environment, respecting the human rights of all members, fulfilling their corporate social responsibilities, and upholding the free market economic order.

SeAH aims to become a “company that makes the world beautiful” by adhering to this Code of Conduct in collaboration with various third-party partners, including employees, suppliers (including sub-supply chains), contractual partners, and business associates. This Code of Conduct was created with reference to the RBA (Responsible Business Alliance) Code of Conduct. In cases where conflicts arise between this Code of Conduct and local laws and regulations, the stricter standard shall prevail.

### 1. Labor Human Rights

Third-party partners must protect and respect the human rights of all individuals. This applies to all types of workers, including temporary workers, migrant workers, trainees, and dispatched workers, who must be guaranteed legal work and rights in accordance with local laws and regulations.

### 2. Safety and Health

Third-party partners must recognize that worker safety and health are fundamental in all activities related to the company’s business. They must strive to provide workers with a safe and clean working environment in accordance with local laws and regulations.

### 3. Environment

Third-party partners must manage greenhouse gases, air pollutants, waste, recycling, industrial water reuse, and chemicals in compliance with environmental protection laws and regulations. They must also identify environmental impacts during the manufacturing process and minimize negative effects on local communities, the environment, and natural resources to protect public safety and health.

### 4. Ethics and Fair Trade

Third-party partners must comply with all local laws and regulations pertaining to social responsibility and sustainable coexistence, and must endeavor to improve their ethical standards.

### 5. Management System

Third-party partners must establish and continuously improve a management system to ensure compliance with laws and regulations related to this Code of Conduct, meet customer requirements, adhere to this Code of Conduct, and identify risks and opportunities associated with it.

 Third-party Code of Conduct

# ESG Policy Book

## Governance — Information Protection Regulations

SeAH Holdings

### Chapter 1: General Provisions

#### Article 1: Information Protection Principles

SeAH Holdings Co., Ltd. (hereinafter referred to as the “Company”) shall comply with international information protection standards, as well as domestic and foreign related laws and regulations. The Company is committed to protecting information assets, such as core technologies, and will do its utmost to secure and maintain global competitiveness. To achieve this, the Company shall establish fair and reasonable policies and standards for information protection. All employees and external stakeholders are expected to exercise due diligence in their daily information protection practices to ensure the highest level of information security.

#### Article 2: Information Protection Policy Operation System

The Company shall establish and implement information protection regulations and guidelines based on the information protection principles. These regulations and guidelines shall be reviewed and revised annually to reflect the latest laws, systems, and internal and external environments. When establishing, revising, or abolishing regulations and guidelines, the Chief Information Security Officer (hereinafter referred to as the “CISO”) reviews them, reports to top management, and obtains approval for finalization. Once approved, they will be made available to all employees. The information protection policy system consists of three levels: principles, regulations, and guidelines. If necessary, operating standards may be specified under the information protection guidelines and managed by the executing department. The operating standards include process procedures.

#### Article 3: Scope of Application

This regulation applies to all information assets held by the company and includes all employees and external company employees engaged in the company’s business.

#### Article 4: Information Protection Target

1. The target of information protection is the Company’s information assets. These assets are categorized into information and information systems, as well as related assets required for their operation.
2. Information includes intellectual assets, such as data recorded on computers or storage media, and various printed materials created or acquired by the Company’s employees in relation to business activities.
3. Information systems encompass all hardware, software, networks, and other related systems used or managed by the Company.
4. Information assets include all tangible and intangible materials necessary for conducting business, such as information, devices, or facilities that create, store, and transmit that information, as well as records, printed materials, drawings, and information systems.

#### Article 5: Responsibilities and Roles

1. Information produced, stored, transmitted, and processed through the information system, and the information services provided through it, are crucial assets of the Company.
2. Employees and external contractors are responsible for protecting the Company’s information assets by understanding and complying with these regulations.
3. Employees and external contractors must protect information assets from natural disasters, system and network failures, and various accidental or intentional threats from internal or external sources.

#### Article 6: Information Protection Requirements

The company’s information assets must meet the following requirements:

- ① Access to information assets must be restricted to authorized persons only.
- ② The accuracy and completeness of information and processing methods within information assets must be protected.
- ③ Authorized users must be ensured access to information assets and related information when necessary.

### Chapter 2: Information Protection Regulations

#### Article 7: Establishment and Publication of Information Protection Regulations

1. The CISO must establish and operate information protection regulations that include basic information protection policies that all employees must comply with as well as detailed guidelines for specific implementation.
2. The information protection officer must publicize the approved information protection regulations and guidelines by circulating, posting, or using other appropriate methods to ensure all employees and related personnel are aware of them.
3. Information protection regulations and guidelines documents must specify principles, scope of application, roles and responsibilities, operating systems, etc., and must include a revision history.

#### Article 8. (Compliance with Information Protection Regulations)

1. All employees and external personnel must comply with the company’s information protection regulations, guidelines, and operating standards related to information protection.
2. If an employee violates the Company’s information protection regulations and detailed guidelines, causing financial loss to the Company or damaging its image, the employee may be subject to disciplinary action in accordance with internal regulations.
3. If a third party in a contractual relationship with the Company violates the Company’s information protection regulations and guidelines or if a security incident occurs, the Company will cooperate with relevant authorities to identify the cause and take action in accordance with relevant laws.

#### Article 9: Management of Information Protection Regulations

To ensure the appropriateness and compliance of the information protection management system, the CISO shall review and update the information protection regulations and detailed guidelines at least once a year, reflecting the following:

- ① Significant changes in the information protection environment.
- ② Emergence of new threats or vulnerabilities.
- ③ Major changes in the organization, mission, etc.
- ④ Changes affecting the risk assessment process for assets.
- ⑤ Occurrence of a major breach.
- ⑥ Significant defects in the information protection management system.
- ⑦ Major changes to the Company’s business environment.
- ⑧ Effectiveness and consistency of information protection regulations and detailed guidelines.
- ⑨ Other cases deemed necessary by management.

#### Article 10: Establishment and Revision of Information Protection Regulations

1. If the review results indicate a need for establishment or revision of the information protection regulations and guidelines, the information protection manager shall follow the procedures below and record and manage the history of the review results, establishment and revision, distribution, disposal, etc.:
  - ① Analysis of the necessity for enactment and revision by the Information Protection Committee members.
  - ② Review by the information protection officer and relevant practitioners.
  - ③ Preparation of a revision plan, reviewed by the CISO or information protection officer.
  - ④ Approval by the individual with decision-making authority regarding information protection-related procedures.
  - ⑤ Announcement and education of revised regulations, guidelines, and operating standards.
  - ⑥ Application and compliance with revised regulations, guidelines, and operating standards.
2. The CISO shall maintain and store records of compliance with all obligations related to information protection regulations and guidelines, as well as records of reviews, revisions, and abolitions.
3. Top management shall confirm and give final approval to the relevant regulations, guidelines, and operating standards.

[Information Protection Regulations](#)

# ESG Policy Book

## Governance — Personal Information Protection Guidelines

SeAH Holdings

### 1. General Provisions

#### Article 1: Purpose

The purpose of these guidelines is to ensure continuous personal information protection activities and guarantee users' rights by regulating the security measures that must be observed during tasks such as collecting, storing, and using personal information processed by SeAH Holdings Co., Ltd. (hereinafter referred to as the "Company").

#### Article 2: Scope of Application

These guidelines apply to the entire life cycle of personal information that is collected, stored, used, transmitted, and destroyed through information and communication networks, as well as through other means outside these networks, and are intended for executives, employees, and outsourced personnel who handle such personal information.

### 2. Roles and Responsibilities

#### Article 4: Personal Information Protection Organization

- The personal information protection organization is responsible for the following tasks:
  - Overall operation, management, and supervision of personal information protection-related work.
  - Organization and operation of personal information protection-related departments.
  - Updating internal regulations related to personal information protection in accordance with changes in government policy or security technology.
  - Providing comprehensive training for personal information handlers and ensuring compliance with internal regulations related to personal information protection.
  - Managing and supervising the receipt and processing of complaints related to personal information processing.
  - Improving other management and operational issues related to personal information protection.

#### Article 5: Chief Privacy Officer

- The Chief Privacy Officer (hereinafter referred to as the "CPO") is an executive responsible for overseeing personal information protection and is appointed by the CEO.
- The CPO has the following roles and responsibilities:
  - Establishment and implementation of a personal information protection plan.
  - General management and supervision of personal information protection work and related organizational functions.
  - Establishment of personal information protection policies and guidelines, including approval, management, and oversight of related procedures.
  - Development of a plan to secure the human and material resources necessary for personal information protection.
  - Integration and execution of matters related to items ③ and ④ within the management plan.
  - The CPO may delegate personal information protection-related tasks, including items ② through ④, to the personal information protection officer.
- When designating or changing the CPO, the designation or change, along with the name, department, and contact information such as phone number, must be disclosed in the personal information processing policy on the Company's website.

#### Article 6: Personal Information Protection Officer

- The Personal Information Protection Officer is appointed by the CPO.
- The Personal Information Protection Officer has the following roles and responsibilities within the scope of duties delegated by the CPO:
  - Execution of all tasks related to personal information protection.
  - Conducting analysis of personal information handling practices and risk assessments.
  - Documentation of personal information protection guidelines and management of records related to changes.
  - Establishment and revision of internal management plans for personal information protection, including education and internal and external change management.
  - Inspection of the personal information protection and management status.
  - Management and supervision of the personal information management practices of outsourced companies.
  - Development and implementation of education and training plans for personal information handlers.
  - Management and supervision of personal information processing systems.

#### Article 7: Personal Information Handler

- A personal information handler refers to a person who has been granted access to a personal information processing system or is responsible for processing personal information.
- A personal information handler has the following roles and responsibilities:
  - Handles users' personal information legally to ensure its protection.
  - Complies with these guidelines when processing personal information.
  - Engages in activities to prevent security accidents.
  - Cooperates with the personal information protection organization in implementing and inspecting personal information protection measures.
  - Reports and inspects access to the personal information processing system.
  - Implements personal information protection measures, including planning, function development, logging access and use of the personal information processing system, and controlling access.

### 3. Protection of Personal Information

#### Article 8: Principles of Personal Information Protection

- The company shall clearly state the purpose of processing users' personal information and legally collect only the minimum amount necessary for that purpose.
- The Company shall use users' personal information within the scope necessary for the processing purpose and shall prohibit its use for other purposes or its provision to third parties.
- The Company must ensure that users' personal information is accurate, complete, and up-to-date.
- The Company must comply with and fulfill the responsibilities and obligations stipulated in relevant laws and regulations to safely process users' personal information.

#### Article 9: Personal Information Protection Activities

- The Company must always maintain the confidentiality, availability, and integrity of personal information and personal information assets.

- The Company must identify, classify, and manage personal information and personal information assets to be protected and ensure that only authorized personal information handlers have access to the personal information processing system.
- The Company must ensure that employees clearly understand their roles and responsibilities when engaging in personal information protection activities.
- The Company may discipline employees who violate these guidelines and cause damage to the Company or its reputation, in accordance with Company regulations.
- Personal information handlers must legally process users' personal information in accordance with relevant laws and regulations.
- The personal information protection manager must manage and supervise personal information handlers to ensure the safe processing of users' personal information and conduct regular on-site inspections at least once a year.
- The personal information protection officer must manage personal information to prevent unauthorized collection, use, or access beyond the intended purposes without the user's consent.

#### Article 10: Establishment and Disclosure of Personal Information Processing Policy

- The personal information protection officer shall establish a personal information processing policy that includes the following items and disclose it on the Company's website so that users can always access and review these details:
  - Contact information, including the department, name, position, and phone number of the personal information protection officer and the personal information protection manager.
  - Purpose of collecting and using personal information.
  - Items of personal information collected and the method of collection.
  - Retention and usage period of collected personal information.
  - Procedures and methods for destroying personal information.
  - Provision and sharing of personal information.
  - Entrustment of personal information processing (only if applicable).
  - Information on the provision of personal information to third parties (only if applicable).
  - Technical and administrative measures for personal information protection.
  - Rights of users and legal representatives and the methods for exercising those rights.
- When posting the personal information processing policy on an Internet website, it must be displayed prominently on the home screen (or on a screen linked from the home screen) using an appropriate font size, color, etc., to ensure it is easily noticeable and accessible.
- If the personal information processing policy is updated, the changes must be promptly disclosed on the Internet website.
- In cases where personal information is collected or provided without the user's consent, the reasons for such exceptions, including the relevant laws and provisions that serve as the basis, must be clearly stated in the personal information processing policy.

# ESG Policy Book

## Governance — Corporate Governance Policy

SeAH Holdings

### 1. Corporate Governance Principles and Policies

SeAH is committed to establishing a sound governance structure to enhance shareholder value and protect shareholder rights. We aim to secure management transparency, soundness, checks and balances, and stability within our governance framework. To promote a transparent governance structure, we disclose information related to our Articles of Incorporation, the Board of Directors, and the committees within the Board of Directors on our website (<https://www.seah.co.kr>). Additionally, we provide information on the general shareholders' meeting, the governance charter, and the implementation status of ESG model regulations to help stakeholders better understand our governance practices.

Our Board of Directors is composed of members who contribute to the Company's growth and enhance shareholder value. We ensure that independent directors constitute at least 25% of the board (two out of six directors as of the report submission date), as required by the Commercial Act, to effectively supervise and monitor management. Our independent directors include experts in management and law, who use their expertise to thoroughly review agenda items presented to the Board and effectively oversee the management's performance of duties.

As of the date of this document, SeAH operates the Independent Director Nomination Committee and the Governance Committee as part of the Board's structure. The Independent Director Nomination Committee evaluates and verifies whether candidates meet the qualifications and have the expertise necessary to contribute significantly as directors. The Governance Committee continuously discusses, deliberates, and decides on matters related to the management principles of the Company and its affiliates, ethical management practices, and other measures to improve our governance structure. We are committed to ensuring that shareholders have the fundamental rights and responsibilities as owners of the Company and are treated fairly. We have established the systems and mechanisms necessary for the Board of Directors to independently and transparently perform management decision-making and supervisory functions.

We appoint a full-time auditor with the necessary expertise and independence to diligently perform audit duties, ensuring their activities are guaranteed and actively supported by laws and regulations, so that the audit organization can effectively supervise and promote the management's compliance and transparent management. In addition, to establish a foundation for the Company's sustainable management and increase mid- to long-term value, we actively comply with the provisions of the core principles, guidelines, and best practices of corporate governance. We are committed to continuously inspecting and improving our governance structure to ensure management transparency, soundness, and stability.

### 2. Characteristics of the Governance Structure

The Board of Directors is the highest decision-making body of the Company, holding the authority to appoint the CEO and operating primarily with independent directors. These independent directors possess expertise and extensive experience in various fields and are recommended by the Independent Director Nomination Committee or through shareholder proposals. They are appointed by a resolution at the general shareholders' meeting. Currently, out of the six members on the Board of Directors, two are independent directors, satisfying the Commercial Act's requirement that at least 25% of the board be composed of independent directors. This enhances the independence of the Board and enables it to effectively perform its oversight functions over management.

Through these systems and mechanisms, SeAH has established a governance structure in which the Board of Directors, management, and independent directors can provide checks and balances on each other and engage in professional management. As of the date of this report, SeAH has established and is operating two committees within the Board of Directors. In the case of the Independent Director Nomination Committee, two of the three members are independent directors, satisfying the majority requirement under the Commercial Act. This committee is responsible for verifying the independence of independent director candidates concerning the Company and the largest shareholder, as well as assessing the professional capabilities required by global companies. Additionally, the Governance Committee, as of the report date, is composed of two executive directors and one independent director; however, an additional independent director was appointed as a committee member at the board meeting held on March 28, 2023.

This adjustment reflects the Company's efforts to secure independence from management in major decision-making by ensuring that independent directors constitute the majority of the committee members. The Company holds a board meeting once each quarter on a regular basis, with extraordinary board meetings convened as necessary. The board meetings are generally convened by the CEO, but any director may request the CEO to convene a board meeting by stating the agenda and reason for the request if deemed necessary for their duties.

If the representative director, who is the convener, refuses to convene the board meeting without justifiable reason, another director or auditor may convene it. The board may allow all or some of the directors to participate in resolutions via communication methods that enable all directors to simultaneously transmit and receive voices without attending the meeting in person. In such cases, these directors are considered to have attended the board meeting in person. This approach is designed to ensure director attendance at board meetings, facilitate engagement in deliberations, and promote efficient board operations. Through these systems and mechanisms, the Company has established a governance structure that allows the Board of Directors, management, and independent directors to mutually

check and balance each other and conduct professional management. Matters related to the corporate governance structure are disclosed through regular reports on the Electronic Disclosure System (<http://dart.fss.or.kr>).

# ESG Policy Book

## Governance — Stakeholder Participation Policy

SeAH Holdings

\* The policy of the SeAH Group is stipulated by SeAH Holdings and applied to its affiliates.

### 1. Overview

SeAH Group forms and maintains mutually beneficial relationships with stakeholders. SeAH believes that such relationships are important and valuable assets for business success, and strives to reflect the values and demands pursued by stakeholders in the internal decision-making process.

### 2. Purpose

SeAH Group aims to faithfully implement its stakeholder policy to gain the trust and respect of stakeholders, thereby creating mutual benefits and long-term value between SeAH Group and stakeholders.

### 3. Scope

SeAH Group's stakeholder policy applies to the operations of all domestic and overseas business sites.

### 4. Definition of Stakeholders

SeAH Group defines stakeholders as "individuals or groups that influence the achievement of SeAH Group's financial and non-financial goals or are affected by the achievement of those goals".

### 5. Criteria for Stakeholder Selection

SeAH Group defines and classifies stakeholders according to their function, size, importance, influence, relevance, etc. (Stakeholder Mapping).

### 6. Selection of Key Stakeholders

- ① Customers: SeAH is committed to continuous customer satisfaction, builds trust, and grows together with customers.
- ② Employees: SeAH enables its employees to feel rewarded and grow through their work, contributing to SeAH's development.
- ③ Partners and Competitors: SeAH collaborates with business partners for the benefit of customers.

- ④ Government and Local Community: SeAH contributes to economic development and grows together with society by creating social value.
- ⑤ Shareholders and Investors: SeAH increases corporate value to continuously enhance shareholder value.

### 7. Stakeholder Communication Channels

Target	Communication Channels	Participation Activities
Customers	<ul style="list-style-type: none"> <li>▪ Website</li> <li>▪ Customer Service Center</li> <li>▪ Social Media (Blogs)</li> </ul>	Inquiries, suggestions, and feedback regarding products and services
Employees	<ul style="list-style-type: none"> <li>▪ Intranet</li> <li>▪ Labor Union</li> <li>▪ Employee Surveys</li> </ul>	HR-related issues, such as changes in management environment and wage negotiations
Competitors and Partners	<ul style="list-style-type: none"> <li>▪ Mutual Growth Programs</li> </ul>	Issues related to fair contracts, unfair transactions, and collaborative growth
Government and Local Community	<ul style="list-style-type: none"> <li>▪ Public Hearings on Government Policies</li> <li>▪ Roundtable Discussions</li> </ul>	Involvement in national projects, government regulatory policies, local environmental protection, and community engagement activities
Shareholders and Investors	<ul style="list-style-type: none"> <li>▪ General Shareholder Meetings</li> <li>▪ Investor Relations Disclosures</li> </ul>	Issues related to stock price and dividend changes, management environment and performance, general shareholder meetings

 Stakeholder Participation Policy

# ESG Guidelines

## UN SDGS

SeAH Holdings is carrying out various activities to achieve the UN SDGs (Sustainable Development Goals) as follows. We will continue to improve the efficiency of support activities by establishing goal-specific promotion tasks and implementation plans.

UN SDGs	Main Activity	Report Page
<b>1</b> End poverty in all its forms everywhere	<ul style="list-style-type: none"> <li>Community contribution activities</li> </ul>	<ul style="list-style-type: none"> <li>Scholarship and emergency relief support fund</li> </ul> 44
<b>3</b> Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> <li>Industrial safety and health promotion</li> </ul>	<ul style="list-style-type: none"> <li>Earthquake damage support</li> </ul> 29, 44
<b>4</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> <li>Strengthening employee capabilities</li> <li>Training process experts</li> </ul>	<ul style="list-style-type: none"> <li>Vocational training support for the disabled</li> </ul> 32, 44
<b>5</b> Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> <li>Creating a non-discriminatory hiring environment</li> <li>Parental leave</li> </ul>	<ul style="list-style-type: none"> <li>Diversity of executives and employees</li> <li>Diversity of board of directors</li> </ul> 31, 34-36, 49
<b>6</b> Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none"> <li>Wastewater reuse</li> </ul>	<ul style="list-style-type: none"> <li>Water recycling</li> </ul> 24-25
<b>7</b> Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> <li>Introducing an energy management system</li> </ul>	<ul style="list-style-type: none"> <li>Introduction of renewable energy</li> </ul> 20
<b>8</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> <li>Creating a non-discriminatory hiring environment</li> <li>Establishing a culture of shared growth</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of labor-management committee</li> </ul> 31, 33
<b>9</b> Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	<ul style="list-style-type: none"> <li>R&amp;D activities focused on technologies that make processing environmentally friendly</li> </ul>	<ul style="list-style-type: none"> <li>Low-carbon steel development</li> </ul> 20
<b>10</b> Reduce inequality within and among countries	<ul style="list-style-type: none"> <li>Establishing human rights management policies</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder human rights promotion activities</li> </ul> 36-39
<b>11</b> Make cities and human settlements inclusive, safe, resilient and sustainable	<ul style="list-style-type: none"> <li>Community contribution activities</li> </ul>	<ul style="list-style-type: none"> <li>Emergency relief support fund for earthquake damage</li> </ul> 44
<b>12</b> Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> <li>Establishing internal standards for discovering eco-friendly products</li> <li>Developing eco-friendly products</li> </ul>	<ul style="list-style-type: none"> <li>Recycling of by-products</li> <li>Establishment of resource circulation process</li> </ul> 22-24
<b>13</b> Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"> <li>Establishing a carbon neutral strategy</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of climate change risk management process</li> </ul> 18-19
<b>14</b> Conserve and sustainably use the oceans, seas and marine resources for sustainable development	<ul style="list-style-type: none"> <li>Beach environmental cleanup activities</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul> 44
<b>15</b> Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	<ul style="list-style-type: none"> <li>Environmental protection activities for tourist destinations</li> </ul>	<ul style="list-style-type: none"> <li>Re:Bag, Beautiful Campaign activities</li> </ul> 44
<b>16</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	<ul style="list-style-type: none"> <li>Operating an ethics management office</li> <li>Self-inspection of ethics management practices</li> </ul>	<ul style="list-style-type: none"> <li>Fair trade self-inspection</li> </ul> 46-47

# ESG Guidelines

## GRI

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	2-3	Reporting period, frequency and contact point	2	
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	2-14	Role of the highest governance body in sustainability reporting	11	
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	306-4	Waste diverted from disposal	58-64
	306-5	Waste directed to disposal	57-64
Supplier environmental assessment	308-2	Negative environmental impacts in the supply chain and actions taken	70, 72

TOPIC STANDARDS			
Classification	Disclosure	Indicators	Report Page
<b>Social Performance(GRI 400)</b>			
Employment	401-1	New employee hires and employee turnover	65, 67, 70-71, 73, 75, 77, 79, 81, 83
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	34-36
	401-3	Parental leave	66, 68-71, 73, 76, 78, 80-81, 84
	403-1	Occupational health and safety management system	28
	403-2	Hazard identification, risk assessment, and incident investigation	29
Occupational health and safety <sup>6)</sup>	403-3	Occupational health services	29-30
	403-4	Worker participation, consultation, and communication on occupational health and safety	30
	403-5	Worker training on occupational health and safety	34-36
	403-6	Promotion of worker health	34-36
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	29
	403-8	Workers covered by an occupational health and safety management system	28, 76, 78, 80-81, 84
	403-9	Work-related injuries	70-71, 76, 78, 80-81, 84
Training and education	404-1	Average hours of training per year per employee	66, 68-69, 72, 74, 76, 78, 80, 84
	404-2	Programs for upgrading employee skills and transition assistance programs	32, 34-36
	404-3	Percentage of employees receiving regular performance and career development reviews	66, 68-69, 72, 74, 76, 78, 80, 84
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	65, 67, 69, 71, 73, 75, 77, 79, 81, 83, 85-94
	405-2	Ratio of remuneration between women and men	66, 68, 70, 72, 74, 76, 78, 80, 84
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	43-44
Supplier social assessment	414-2	Negative social impacts in the supply chain and actions taken	70, 72
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	66, 68, 70, 72, 74, 76, 78, 80, 82, 84

1) Confidentiality constraints

2) – 6) Major Subject

# ESG Guidelines

## SASB

To effectively communicate the financial impact of sustainable management practices to investors and customers, SeAH Holdings is currently reporting select indicators in accordance with the steel industry accounting standards set by the Sustainability Accounting Standards Board (SASB) of the United States. The Company also plans to expand the scope of these disclosures in the future.

Topic	Code	Metric	Report Page	Note
Greenhouse Gas Emissions	EM-IS-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	57-59, 61-64	
	EM-IS-110a.2	Discussion of long-term strategy or plans to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	18-20	
Air Emissions	EM-IS-120a.1	(1) Air emissions with specified pollutants	58-63	
Energy Management	EM-IS-130a.1	Total Energy consumed, percentage grid electricity, percentage renewable	57-64	
	EM-IS-130a.2	Total fuel consumed, percentage coal, percentage natural gas, percentage renewable	57-64	
Water Management	EM-IS-140a.1	Total fresh water withdrawn, percentage recycled, percentage in regions with high or extremely high baseline water stress	57-64	
Waste Management	EM-IS-150a.1	Amount of waste generated, percentage hazardous, percentage recycled	57-64	

# Associations and Awards

## Group Membership Status

### Membership Associations

Category	Association Name
1	Korea Iron & Steel Association
2	World Steel Association (WSA)
3	International Stainless Steel Forum (ISSF)
4	Korea Hydrogen Industry Association
5	Korea Automobile & Mobility Association
6	Korea Machine Tool Manufacturers' Association
7	Korea Construction Equipment Manufacturers Association
8	Korea Fire Safety Institute
9	Korea Mechanical Construction Contractors Association
10	Korea Industrial Safety Association
11	Korea International Trade Association
12	Korea Listed Companies Association
13	Korea Federation of Fastener Industrial Cooperative
14	Korea Standards Association
15	Korea Chamber of Commerce and Industry
16	Korea Customs Logistics Association
17	Korea Management Association
18	Korea Council of Chief Information Security Officers
19	Information Systems Audit and Control Association Korea
20	Korea Personnel Improvement Association

## Awards

### Awards

Date	Company	Institution	Award Details
Mar 15, 2023	SeAH Changwon Special Steel	Korea Chamber of Commerce and Industry	The Tin Tower Order of Industrial Service Merit
Jun 9, 2023	SeAH Changwon Special Steel	Korea Iron & Steel Association	2023 Steel Day Meritorious Service Award SeAH Changwon Special Steel, Lee Sun-kook Principal Researcher: Commendation from the Minster of Trade, Industry and Energy
Aug 17, 2023	SeAH Aerospace & Defense	Ministry of Employment and Labor	Best Labor-Management Culture Enterprise in 2023
Dec 22, 2023	SeAH Changwon Special Steel	Korea Industrial Complex Corporation	Commendation from the Gyeongnam Regional SMEs and Startups Office Director
Mar 25, 2024	SeAH Holdings	Global Leader Ethisphere	Selected as the Most Ethical Company in the World in 2024

# Third-party Assurance Statement

## To Management and Stakeholders of SeAH Holdings

NICE Information Service (hereinafter referred to as the “Assurer”) was commissioned by SeAH Holdings to provide independent verification of the “SeAH Holdings Sustainability Report 2024” (hereinafter referred to as the “Report”). SeAH Holdings is responsible for all information and claims included in the Report, and the independent verification opinion was prepared based on the verification results and information disclosed by SeAH Holdings in the Report.

## Assurance Criteria and Scope

Our assurance engagement was conducted at a moderate level according to international verification standards, specifically AA1000AS v3 (Type 2). Additionally, our review included an assessment according to the GRI (Global Reporting Initiatives) Standards 2021.

- Review of AA1000AP (2018) principles of Inclusivity, Materiality, Responsiveness, and Impact.
- Review of the reliability of the reported data and performance indicators.
- Review of the GRI Standards 2021 reporting principles.
- Review of compliance with the GRI Standards 2021.

We confirmed and verified that the topic-specific Standards of the GRI Standards 2021, linked to the significant topics derived through the materiality assessment, are as follows:

No.	Key Topics	Topic-specific Standard	
		Disclosure Indicators	Reporting Indicators
1	Climate Change Response	201-2, 302, 305	302-1, 302-3~302-4, 305-1~305-2, 305-4~305-5, 305-7
2	Creating a Safe Workplace	403	403
3	Promoting Ethical/Compliance Management	205, 206	205, 206

## Assurance target and approach

The Assurer undertook the following activities using the standards outlined above:

- Reviewed the quality of the contents in the Report.
- Reviewed the selection of material topics through the double materiality assessment methodology and the assessment report.
- Reviewed the reliability of reported data and performance indicators of material topics.
- Interviewed personnel responsible for sustainable aspects such as strategies, commitments, and plans included in the Report.
- Reviewed disclosure materials (business reports, website, etc.) to confirm the credibility of information in the Report.
- Reviewed the internal management system, including data generation, management, and reporting processes, for reported performance (using sampling methods).
- Conducted due diligence on-site to confirm the suitability of evidence for key data and information (visited SeAH Holdings HQ).

## Limitations

The Assurer confirmed the information described in the Report in accordance with the aforementioned verification standards and scope. Some of the reported data were confirmed through external disclosure sources such as business reports and electronic disclosure systems; however, externally published data were not included in the verification scope. The Assurer did not conduct separate interviews with external stakeholders during the verification activities and performed ground verification and interviews with each performance manager during the on-site verification. Data verification was conducted within a limited scope under the assumption that the management processes and data provided by SeAH Holdings were accurate. Data and information related to partners, contractors, or third parties outside the reporting boundary specified in the report are not included in the verification scope.

## Assurance results and opinion

Based on the document reviews and interviews, we did not find any inappropriate parts in the information and data in the Report based on methods for assurance standards, scope, and targets. Here are our opinions according to each principle.

### • Inclusivity

SeAH Holdings identifies main stakeholders who influence the business activities as Shareholders and Investors, Customers, Employees, Local Communities, Partners, and Government. SeAH Holdings operates engagement processes tailored to the characteristics of these groups. We confirmed that the company identifies and listens to stakeholders' opinions in order to reflect them in business decision-making.

### • Materiality

SeAH Holdings has conducted a double materiality assessment to select material topics. We confirmed that the company selects major issues by analyzing their social and environmental significance through an ESG issue pool, media analysis, benchmarking, and stakeholder surveys, along with financial importance analysis through quantification of ESG strategy linkages and stakeholder requirements analysis. We have identified that three material issues derived from the double materiality assessment were reflected in the Report without omission.

### • Responsiveness

We have confirmed that SeAH Holdings shares and discusses ESG-related agenda items through the operation of the Group's CEO Meeting, which is a consultative body of CEOs of affiliates, and proposes and decides on agenda items related to ESG management activities through the operation of the Board of Directors. Additionally, in order to reflect the interests and expectations of stakeholders, SeAH Holdings is actively managing the opinions collected by operating internal and external communication channels such as customer service operations, employee communication channels (including the company intranet and surveys), and partner growth programs.

### • Impact

SeAH Holdings is setting quantitative indicators and monitoring them to identify and manage the direct and indirect impacts of material topics. We have confirmed that the company measures the impacts of how its activities affect stakeholders in terms of sustainability. It also analyzes values affecting stakeholders from both mid- and long-term perspectives and considers their impacts.

## Third-party Assurance Statement

- Reliability of Performance Information

Upon verifying the reliability of the performance information through data sampling and reviewing relevant documents concerning SeAH Holdings' material issues, we did not find any intentional errors or misstatements. SeAH Holdings has been disclosing information on sustainable performance for the past three years, enabling time-series comparisons. We confirmed that certain errors identified during the assurance process were corrected before the publication of the Sustainability Report.

### Recommendation

The Assurer believes that SeAH Holdings excels in actively responding to internal and external ESG-related laws and regulations through participation in the Group's CEO meetings. In particular, the Assurer highly values the fact that SeAH Holdings was listed as the World's Most Ethical Company by Ethisphere in 2024, becoming the first domestic company to achieve this recognition, through continuous management of the ESG performance of its affiliates and the establishment and operation of a transparent ethics management system.

The Assurer recommends the following for the future improvement of SeAH Holdings' sustainability performance.

1. To enhance ESG performance management, it is recommended that management scope and criteria for each issue be clearly defined, and that the measured performance be continuously managed.
2. Since the management of material issues identified through the materiality assessment is crucial for responsiveness to changes in the corporate environment and risk management, it is recommended to set key KPIs for each identified material issue and to continuously manage their performance.

### Competencies and Independence

NICE Information Service, which is commissioned by SeAH Holdings to conduct assurance, is an independent assurance provider and an officially licensed provider of AA1000, certified by the UK-based AccountAbility. The assurance was conducted by a team with adequate ESG knowledge and expertise in assurance. We did not participate in filling out the report, and we do not have any interests that could undermine our independence.

NICE 평가정보(주)   AA1000  
Licensed Report  
000-984/V3-PDYTI

2024. 06. NICE Information Service CEO

이희범

**SēAH** Holdings