

The Green Way to a Beautiful Tomorrow

SeAH Besteel Holdings 2025 Sustainability Report



About This Report

This report is the third sustainability report published by SeAH Besteel Holdings, prepared to transparently disclose our ESG management strategies, policies, and key performance, including financial outcomes. SeAH Besteel Holdings will continue to publish sustainability reports on an annual basis to actively engage with investors and stakeholders, thereby strengthening our commitment to and the impact of our ESG management.

Reporting Period

The reporting period for both financial and non-financial performance presented in this report is from January 1, 2024 to December 31, 2024. For quantitative data requiring trend analysis, performance data from 2022 to 2024 is disclosed. Additionally, certain indicators include information from the first half of 2025.

Reporting Standards

This report adheres to the requirements of the GRI (Global Reporting Initiative) 2021 Standards, the international guidelines for sustainability reporting. In addition, to reflect key issues relevant to industry characteristics, it also complies with the standards of the SASB (Sustainability Accounting Standards Board) and the TCFD (Task Force on Climate-related Financial Disclosures).

Report Assurance

To enhance the reliability of this report, third-party assurance was conducted by an independent external organization, and the results of the verification are included in the assurance section.

Contact for Inquiries about the Report

For more detailed information regarding the sustainability activities and performance of SeAH Besteel Holdings presented in this report, please contact us using the information below.

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Reporting Scope and Boundary

The reporting scope of this report includes financial performance based on consolidated subsidiaries in accordance with K-IFRS. Non-financial performance is reported based on domestic business sites of SeAH Besteel Holdings, SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense. Certain indicators from business sites with physical limitations in data collection have been excluded from the reporting scope. Any discrepancies from the stated scope are separately indicated in the footnotes.

Interactive Guide

The 2025 Sustainability Report of SeAH Besteel Holdings has been published as an interactive PDF that includes navigation functionality to related pages within the report.

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CEO Message

'Beyond change and challenges, we will create greater value through sustainable management.'

To Our Valued Stakeholders

The year 2024 was marked by heightened volatility in the external environment, including a global economic slowdown and uncertainty in raw material prices. Despite these challenges, SeAH Besteel Holdings has laid the foundation for sustainable growth. We responded to these challenges by expanding our portfolio of high-value products, strategically diversifying our business, and exploring new overseas markets.

This year, in particular, marked the beginning of embedding ESG management into our core operations, establishing ESG not merely as a compliance measure but as a central pillar of our corporate strategy. To strengthen the sustainability of our supply chain, we initiated full-scale ESG assessments and on-site due diligence for our partners. Additionally, we expanded the disclosure scope of Scope 3 emissions, enabling more sophisticated management of climate risks across the entire value chain.

In addition, we are proactively responding to global clients' demands for carbon neutrality by developing and advancing a range of customized ESG solutions. Through initiatives such as promoting the transition to eco-friendly energy, expanding the use of low-carbon raw materials, and providing product carbon footprint (PCF) data, we are striving to go beyond simply supplying products and become a genuine partner in supporting our customers' sustainable management.

At the same time, SeAH Besteel Holdings actively incorporates the standards of domestic and international ESG rating agencies such as KCGS and CDP. In preparation for the mandatory disclosure of non-financial information based on KSSB standards, we are establishing internal processes to manage these disclosures. We are strengthening ESG training and awareness programs for all employees, and fulfilling our social responsibilities as a sustainable company by pursuing zero serious

accidents, enhancing our ethics and compliance management system, and promoting transparent communication with stakeholders.

In 2024, we declared our ESG vision slogan: "The Green Way to a Beautiful Tomorrow." This represents SeAH Besteel Holdings' commitment to fulfilling our environmental responsibilities, upholding key social values in the steel industry, and building a sustainable future together.

Going forward, SeAH Besteel Holdings will continue to pursue strategic ESG-driven management and technological innovation, striving to become a trusted sustainable partner to customers and society, as well as a global steel leader that grows alongside future generations.

We extend our deepest gratitude to all of you for your unwavering trust and support, and we kindly ask for your continued interest and partnership in the journey ahead.

Thank you.

CEO Suho Kim





Introduction

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SeAH Besteel Holdings

Company Overview and Business Strategy

Company Overview

SeAH Besteel Holdings serves as the holding company of SeAH Besteel, SeAH CSS, SeAH Aerospace & Defense, and its overseas subsidiaries, playing a strategic role in establishing specialized management strategies and identifying future growth drivers for its affiliates. In response to the evolving global business environment, the company aligns its business portfolio while enhancing non-financial capabilities to increase corporate value and generate integrated synergies.

CEO

Taesung Lee, Suho Kim

Founded

Founded in 1955

Headquarters

SeAH Tower, 45 Yanghwa-ro,
Mapo-gu, Seoul, Korea

Major Shareholder(Ownership)

SeAH Holdings Corp. (61.7%)

Main Business Areas

Holding Company Business

- + Holds 15 subsidiaries (as of the end of 2024)
- + Expands influence of existing businesses through management of subsidiary portfolio
- + Drives overall group growth by identifying new growth engines

Steel Manufacturing Business

- + Manufacturing, processing, and sales of carbon/alloy steel, stainless steel, and high-strength aluminum alloys

SeAH Besteel
: The leading company in domestic market share for carbon/alloy steel
SeAH CSS
: The only producer of stainless steel wire rods and bars in Korea
SeAH Aerospace & Defense
: A producer of high-strength aluminum alloys for aerospace and defense applications

Business Strategy

To achieve our vision of becoming a "Global Material Leading Company," we have established four strategic pillars: Business Portfolio Enhancement, Global Expansion, ESG Management, and E&C Management. These strategies guide our four core businesses, which collectively operate in 11 distinct areas.

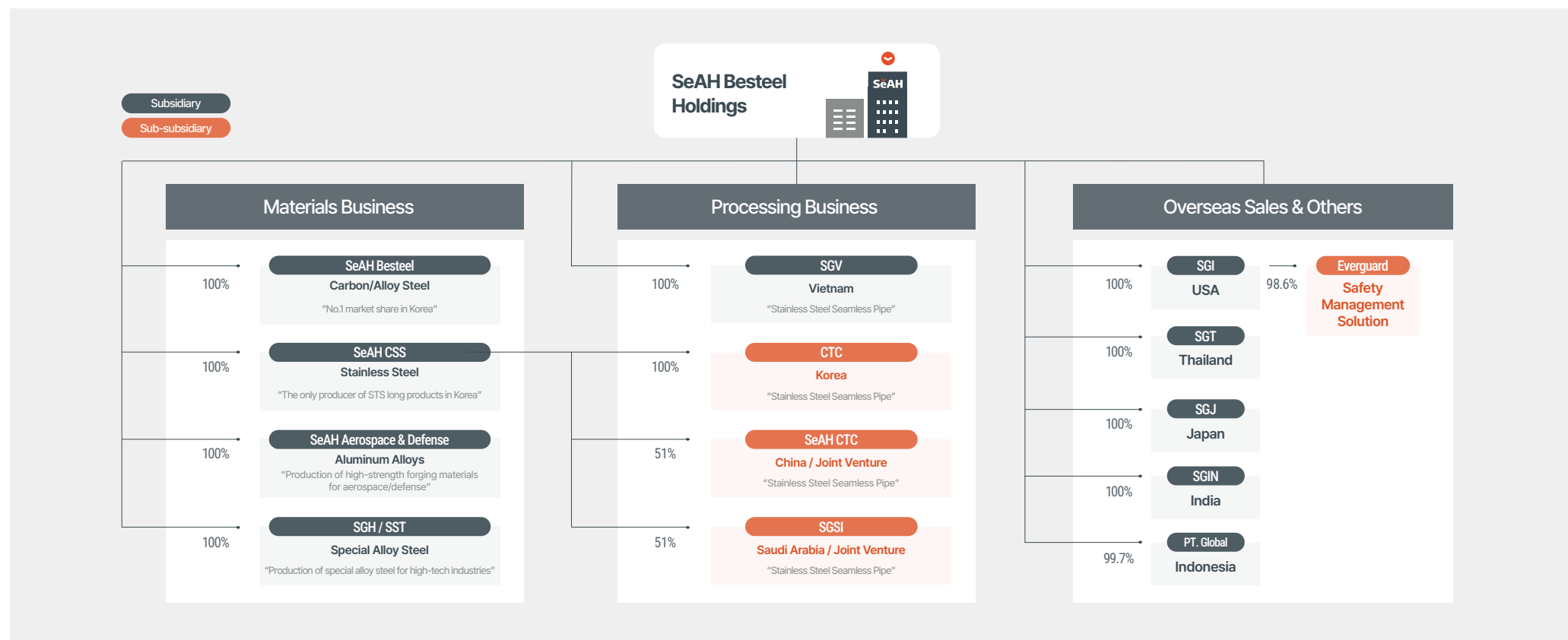
Business Strategy



SeAH Besteel Holdings

BUSINESS PORTFOLIO

SeAH Besteel Holdings made the decision to transition into a holding company to strengthen its future drivers of sustainable growth. This transition begins with reinforcing the ESG management system through a governance structure centered on the Board of Directors. Moving forward, SeAH Besteel Holdings will restructure the business portfolios of its subsidiaries and allocate strategic resources efficiently to create synergies, while fostering collaboration and harmony among subsidiaries to achieve sustainable growth.



Business Portfolio

SeAH Besteel



SeAH Besteel specializes in the production of special steel, a core material used in automobiles, industrial machinery, and construction equipment. With an integrated production line covering steelmaking, rolling, and refining, along with state-of-the-art automation systems, the company possesses the largest special steel production capacity in Korea. Through dedicated research and development led by its technology research center, SeAH Besteel has established itself as the nation's top-tier special steel manufacturer. In particular, the company supplies proprietary special steel materials for automotive applications to both domestic and global car manufacturers through advanced research and technological innovation. It is also expanding into the renewable energy sector by offering special steel materials used in components such as gearboxes for wind turbines and offshore wind power generators.

General Information

2024

Revenue

(Unit: KRW 100 million)

20,249

Operating Profit

(Unit: KRW 100 million)

344

+ No.1 special steel (carbon/alloy steel) manufacturer in Korea

Key Products

Special Steel, Heavy Forgings,
Nuclear Power Products

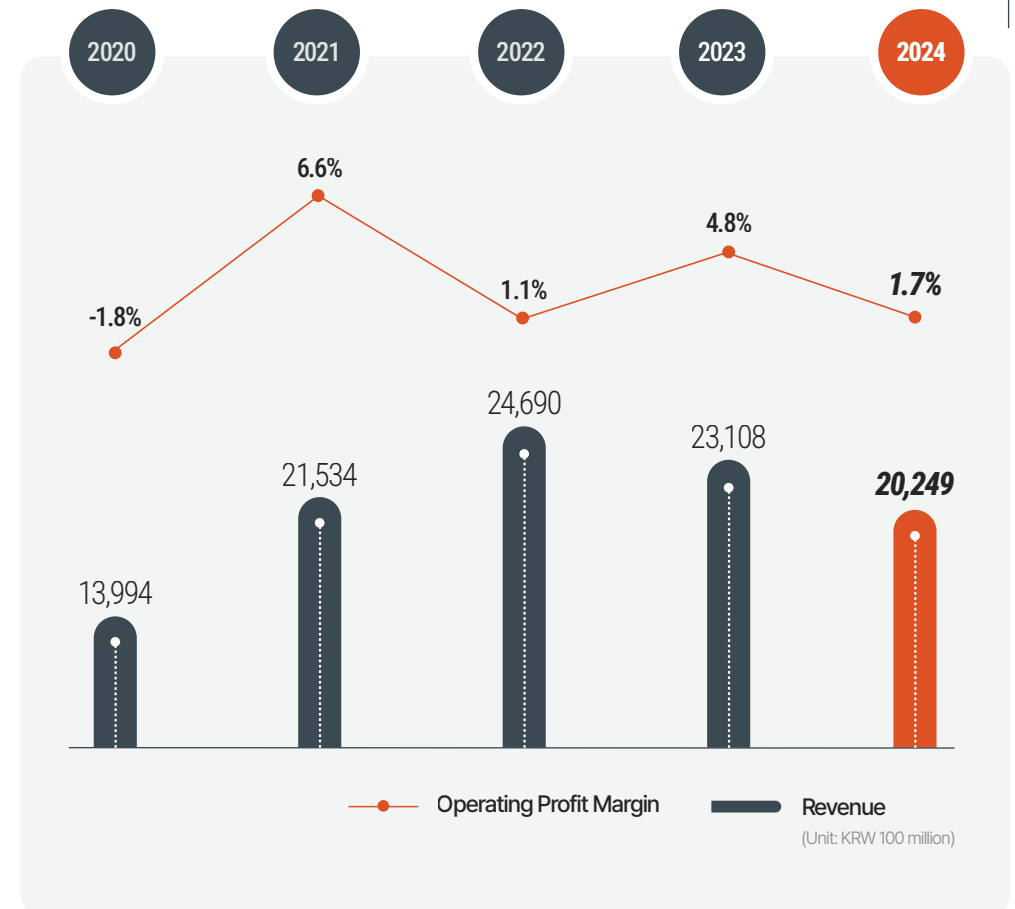
Production Plants

Gunsan: 260,000 pyeong
Changnyeong: 60,000 pyeong

Production Capa

Steelmaking: 2.1 million tons / Finished
Products: 1.88 million tons

Key Management Performance



Business Portfolio

SeAH CSS



SeAH CSS is the only company in Korea with an integrated production system for stainless steel long products, and it has established a strong presence in the high-grade special steel market through unrivaled expertise and differentiation. Its products serve as essential base materials across a wide range of industries, including industrial machinery, plants, automotives, shipbuilding, oil & gas, energy, semiconductors, aerospace, and the defense industry. SeAH CSS continues to strengthen its market competitiveness by offering stainless steel wire rods, bars, seamless pipes, as well as tool steel, mold steel, and special alloys.

General Information

2024

Revenue

(Unit: KRW 100 million)

14,372

Operating Profit

(Unit: KRW 100 million)

61

+ The only company in Korea producing stainless steel wire rods, bars, and seamless pipes

Key Products

STS wire rods/bars/seamless pipes, tool & mold steel, special alloys & open-die forgings

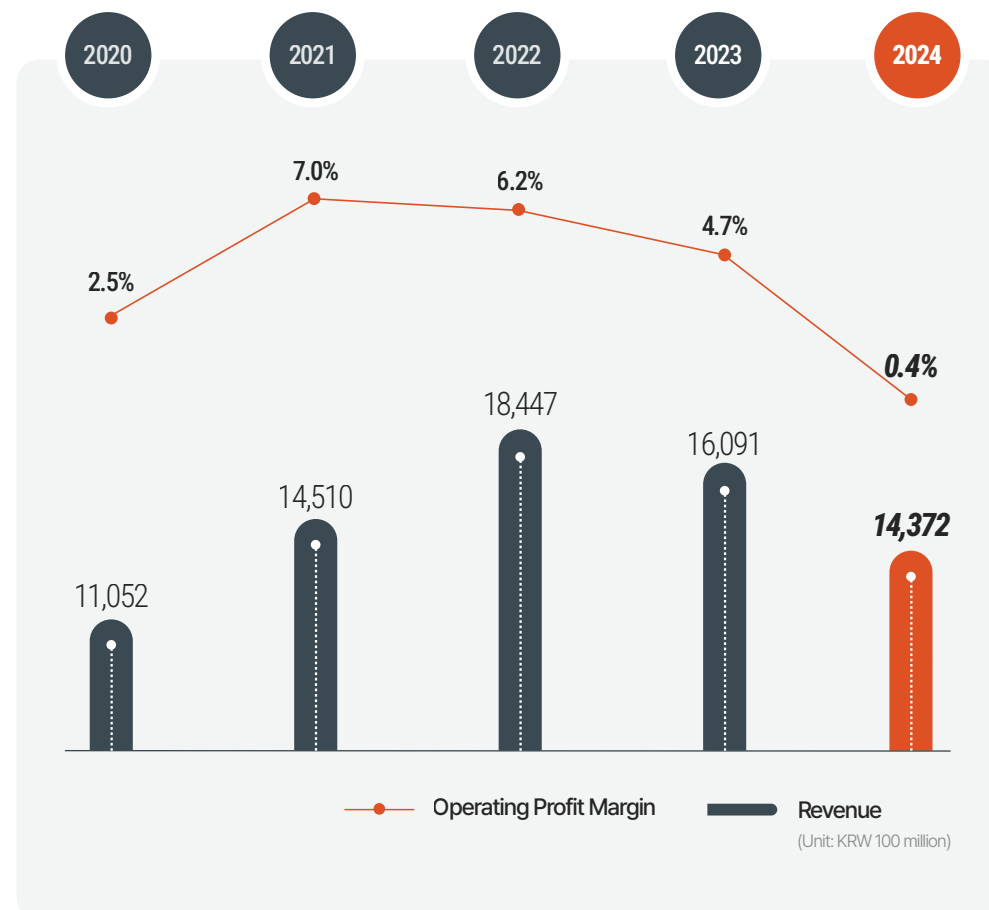
Production Plant

Changwon: 190,000 pyeong

Production Capa

Steelmaking: 1.2 million tons / Finished Products: 1 million tons

Key Management Performance



Business Portfolio

SeAH Aerospace & Defense



SeAH Aerospace & Defense produces high-strength aluminum extrusion products used in the aerospace and defense industries, backed by over 60 years of product development experience and specialized manufacturing expertise. Leveraging domestic technical know-how, the company provides integrated solutions for aluminum extrusion products, securing world-class production capacity and quality competitiveness in aluminum alloys. Furthermore, SeAH Aerospace & Defense has set industry standards in Korea with its manufacturing tolerances and quality characteristics, which are applied across a wide range of advanced technologies and industries.

General Information

2024

Revenue

(Unit: KRW 100 million)

1,055

Operating Profit

(Unit: KRW 100 million)

177

+ Manufacturer of high-strength aluminum alloys for aerospace and defense applications (formerly Alcoa Korea; incorporated into SeAH in 2020)

+ Synergies anticipated in the non-ferrous metals sector through inter-affiliate collaboration

Key Products

Aluminum Extrusions, Aerospace Materials, Seamless Tubes, Materials for Machined Components

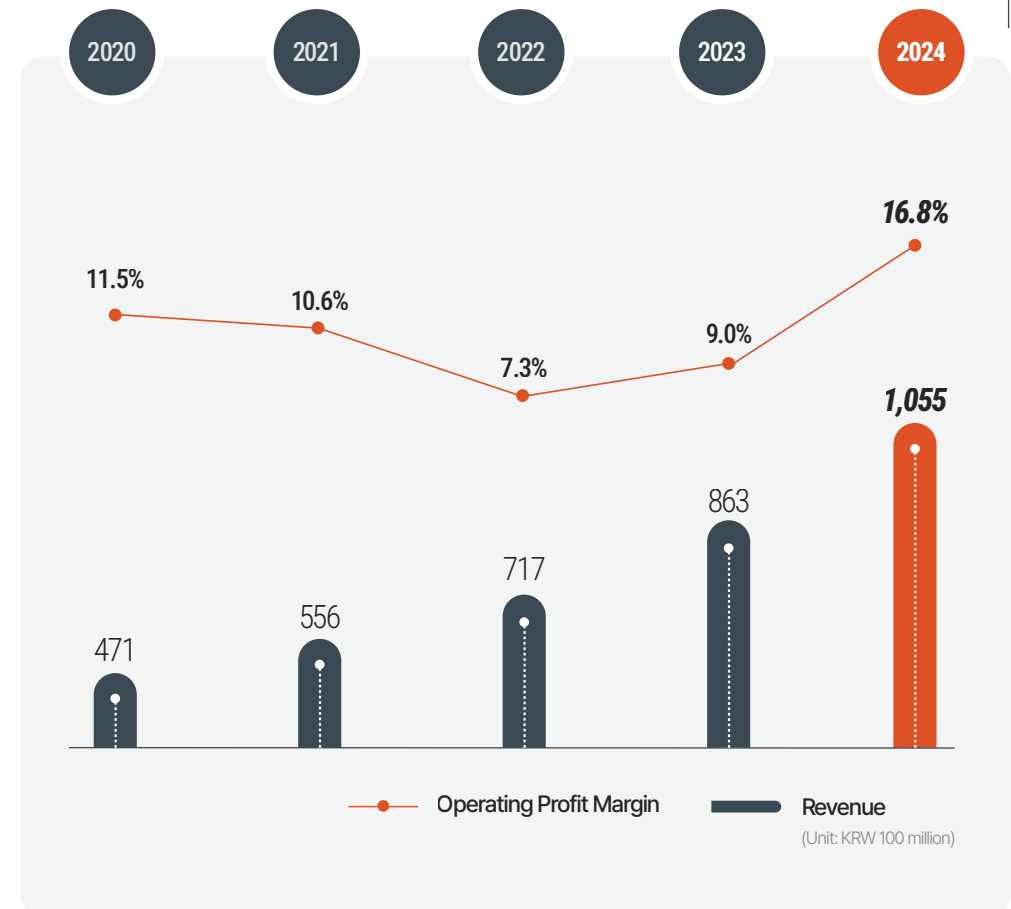
Production Plant

Changwon: 12,000 pyeong

Production Capa

Casting: 10,000 tons

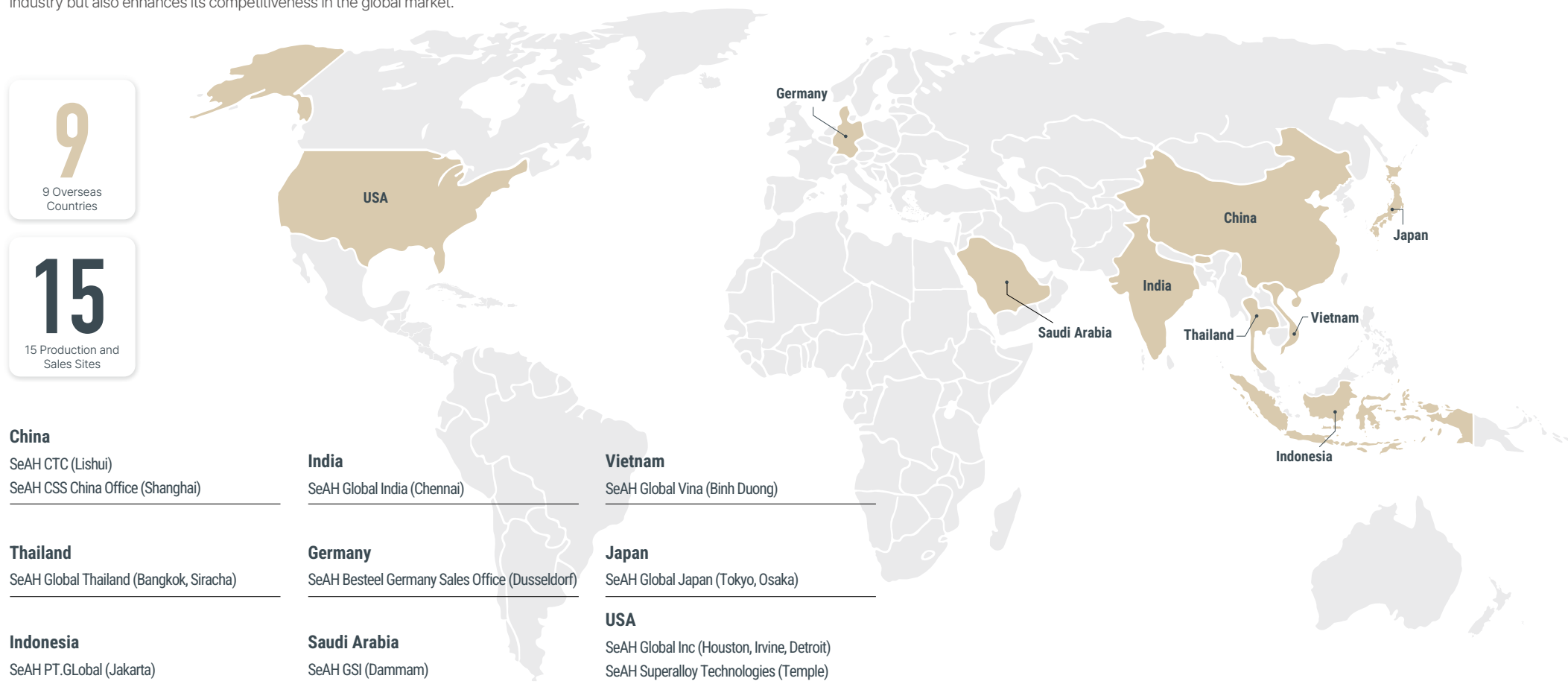
Key Management Performance



Global Network

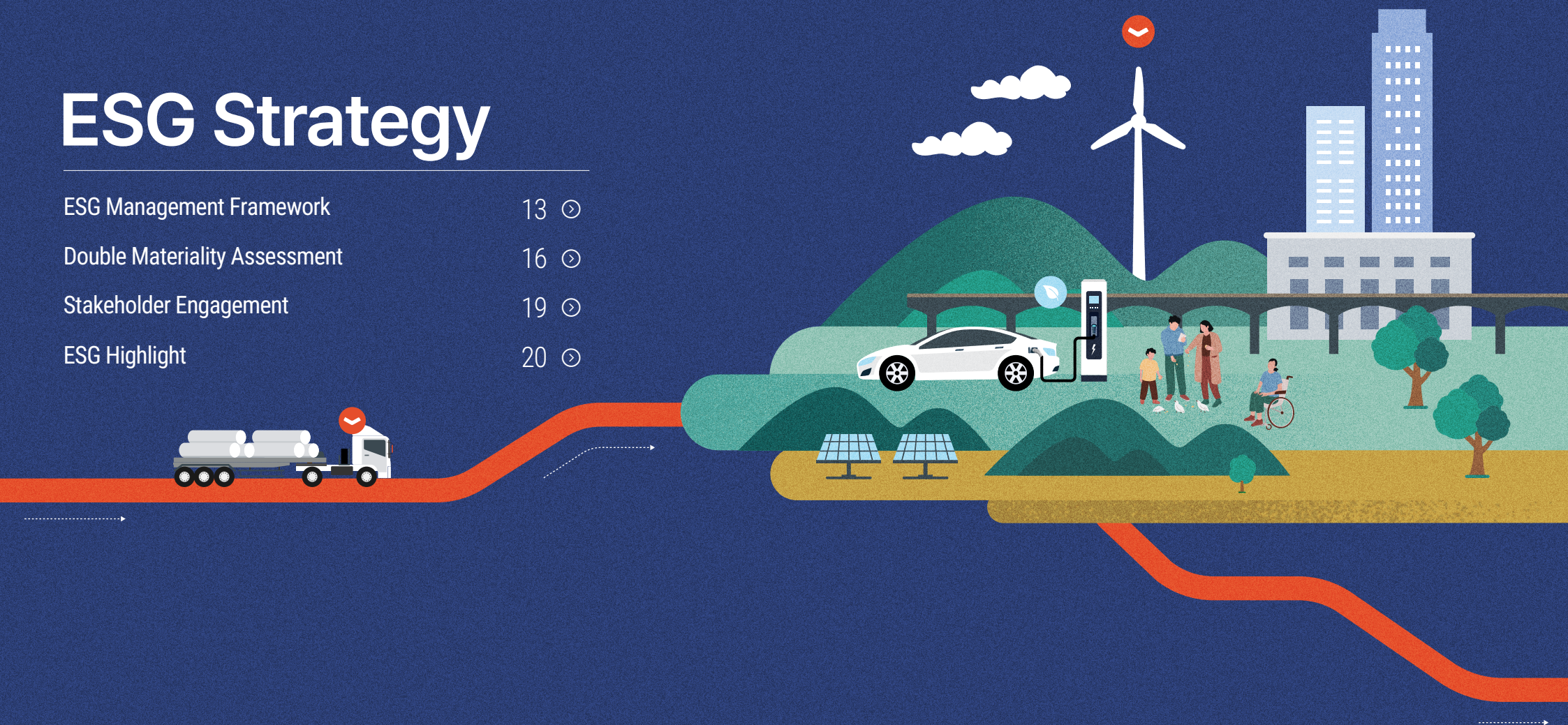
Global Network Status

SeAH Besteel Holdings has established an extensive global network across key countries, including Korea, China, Germany, Japan, the United States, Vietnam, Thailand, India, Indonesia, and Saudi Arabia. Through this network, the company not only strengthens its position as a leader in the domestic industry but also enhances its competitiveness in the global market.



ESG Strategy

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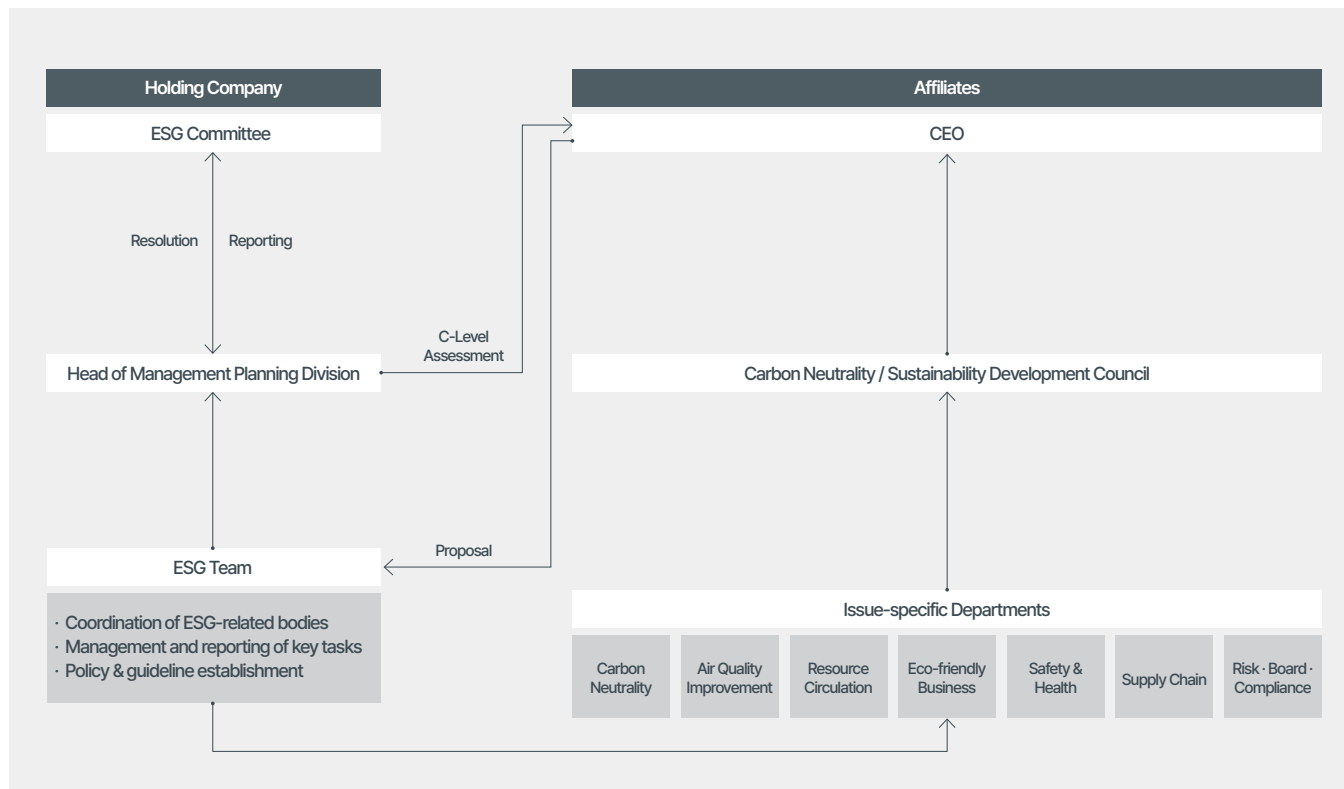


ESG Management Framework

ESG Governance

SeAH Besteel Holdings has established a company-wide governance system to implement efficient ESG management based on its “GREEN” strategy. The ESG Committee, the highest decision-making body, and the Carbon Neutrality/Sustainable Development Council—comprised of departments overseeing each subsidiary—are operated quarterly. These bodies are responsible for setting ESG strategic direction, monitoring performance and risks, and making key decisions. The ESG Team works in collaboration with subsidiaries to manage performance, establish company-wide ESG strategies and targets, build roadmaps, and oversee both internal and external communications. In addition to incorporating ESG performance into the CEO SPS (SeAH Performance Session), SeAH Besteel Holdings and its subsidiaries expanded the ESG performance management system in 2024 to include executive KPIs and team KPIs, thereby accelerating the internalization of sustainable management.

Organization Chart



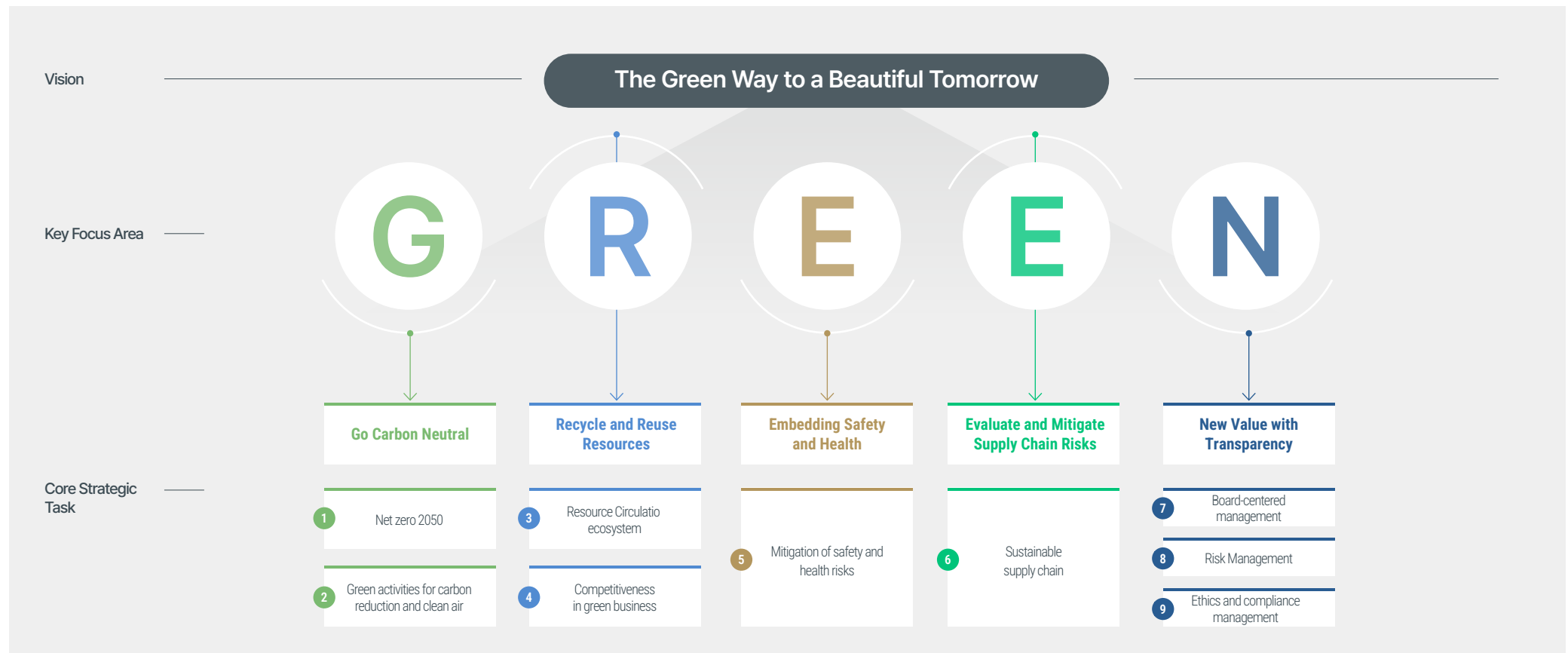
Organizational Roles

Category	Role	
ESG Committee (Quarterly)	• Deliberation and resolution on ESG management strategy and policies - Deliberation on mid- to long-term ESG strategies and major Board agenda items	
ESG Team	• ESG strategy development, monitoring, and communication - Establishment of ESG strategy, targets, and implementation plans - Monitoring of affiliate ESG strategy implementation and issue review/ reporting - Internal and external communication and response to evaluations	
Carbon Neutrality / Sustainability Development Council	Performance Monitoring	• Performance monitoring and reporting by task through meetings with responsible and related departments
	Task Management	• Confirmation of milestone achievement status by task and identification of causes for underperformance
	Issue Identification and Countermeasure Development	• In case of issues during implementation, derive countermeasures jointly with the responsible department

ESG Management Framework

GREEN Strategy

SeAH Besteel Holdings' "GREEN" Strategy drives our sustainable growth and ESG performance. It is built on five key focus areas and nine core initiatives that integrate technological innovation with social responsibility. By executing this strategy, we will meet stakeholder expectations, protect the environment, and deliver strong economic results, solidifying our position as a leading sustainable corporation.



ESG Management Framework

GREEN Strategy

Key Focus Areas of the GREEN Strategy

Category	Core Strategic Task	Medium- to long-term goals	Affiliate	2024 Target	2024 Achievement
Go Carbon Neutral	Net Zero 2050	Reduce carbon emissions by 12% by 2030 compared to 2018	SeAH Besteel	Carbon intensity reduced by 3.1% (based on 2023)	Carbon intensity reduced by 2.9%
			SeAH CSS	Carbon intensity reduced by 1.8% (based on 2023)	Carbon intensity increased by 3.6%
	Green activities for carbon reduction and clean air	Reduce Nox intensity by 10% by 2030 compared to 2023	SeAH Besteel	539 tons	432.6 tons
			SeAH CSS	317.8 tons	265.5 tons
Recycle and Reuse Resources	Resource Circulation ecosystem	Achieve a 99% recycling rate by 2030	SeAH Besteel	Recycling rate: 99.2%	Recycling rate : 99.6%
			SeAH CSS	Recycling rate: 92.0%	Recycling rate : 92.1%
	Competitiveness in green business	Establish a Green Steel production system to respond to strengthened environmental regulations by 2030	SeAH Besteel	Eco-friendly product certifications and expert training: 2 cases Eco-friendly product development: 6 cases	Eco-friendly product certifications and expert training: 2 cases Eco-friendly product development: 6 cases
			SeAH CSS	Eco-friendly product certifications and expert training: 1 case Eco-friendly product development: 2 cases	Eco-friendly product certifications and expert training: 1 case Eco-friendly product development: 2 cases
Embedding Safety and Health	Mitigation of safety and health risks	Reduce LTIFR by 10% annually until 2030 compared to 2022 (Employee)	SeAH Besteel	5.05	6.21
			SeAH CSS	0.83	1.69
		Reduce LTIFR by 10% annually until 2030 compared to 2022 (Partner)	SeAH Besteel	1.60	1.58
			SeAH CSS	0.37	0.46
Evaluate and Mitigate Supply Chain Risks	Sustainable supply chain	Establish an ESG-based supply chain by 2030	SeAH Besteel	175 written assessments conducted 10 on-site due diligence conducted	175 written assessments conducted 10 on-site due diligence conducted
			SeAH CSS	180 written assessments conducted 10 on-site due diligence conducted	184 written assessments conducted 10 on-site due diligence conducted
New Value with Transparency	Board-centered management	Enhance evaluation and training to strengthen the function and expertise of the expert committee	SeAH Besteel / SeAH CSS	Activation of ESG Working-level Council	Separate Operation of Carbon Neutrality/Sustainable Development Council
	Risk Management	Establishment and 100% Completion of Human Rights Management Risk System and Assessment for Major Affiliates by 2030	SeAH Besteel	Task Review and Follow-up Plan (PDCA)	Task Review and Follow-up Plan (PDCA)
			SeAH CSS	Human Rights Impact Assessment and Task Identification	Human Rights Impact Assessment and Task Identification
	Ethics and compliance management	Advance the operation of the Compliance Management System (CMS) by 2030	SeAH Besteel	Conduct/Evidence Excellent Rating in Evaluation	Conduct-Excellent/ Evidence-Average
			SeAH CSS	Conduct/Evidence Excellent Rating in Evaluation	Conduct-Excellent / Evidence-Outstanding

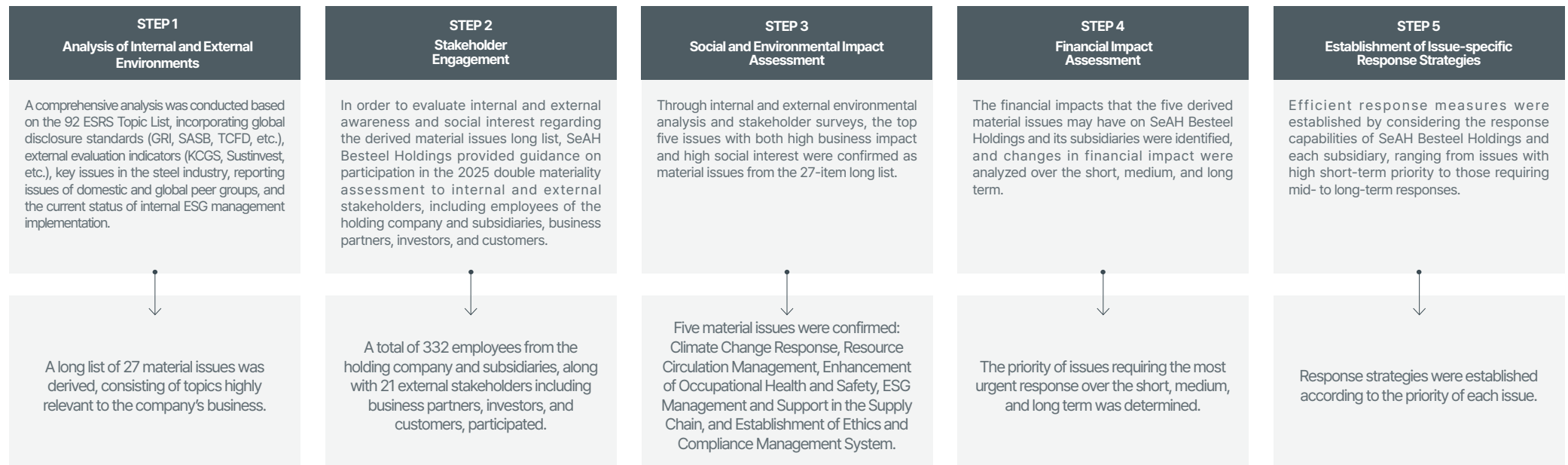
Double Materiality Assessment

Overview of Double Materiality Assessment

SeAH Besteel Holdings conducted a materiality assessment to identify key sustainability management issues affecting its business activities and to prioritize these issues. The company's materiality assessment was carried out as a double materiality assessment in accordance with the Materiality Assessment Implementation Guidance proposed by the European Financial Reporting Advisory Group (EFRAG). The double materiality assessment is a methodology that evaluates, with equal importance, both the impact of the company's business activities on society and the environment, and the financial impact of external factors related to the identified issues on the company. This approach is used to select topics that must be critically considered in implementing sustainability management.

Assessment Process

SeAH Besteel Holdings derived a total of 27 material issues as a long list through an analysis of internal and external environments and confirmed five material issues through social and environmental impact assessments and financial impact assessments. In addition, the company established the priority of response strategies by analyzing changes in the financial impact of risk and opportunity factors for each material issue over the short, medium, and long term.



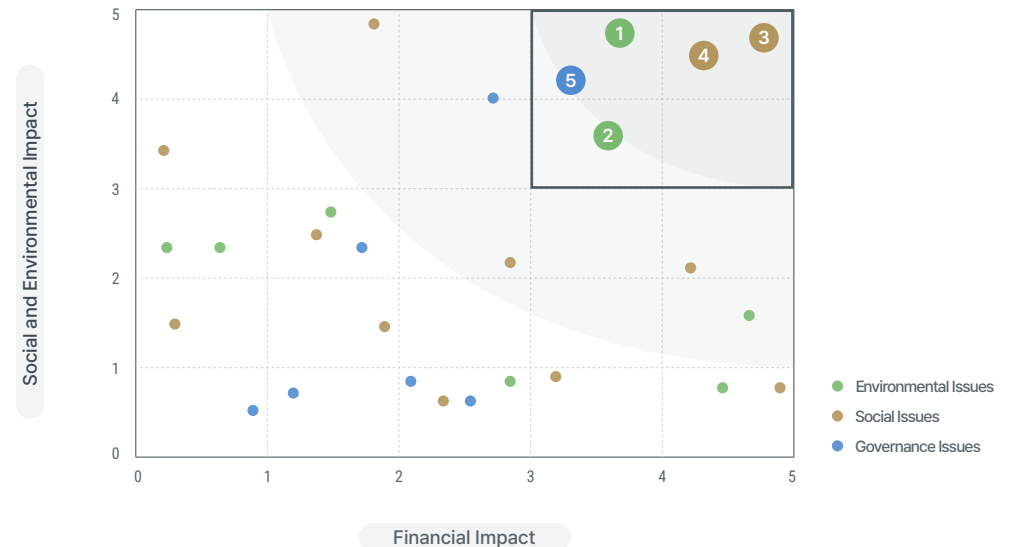
Double Materiality Assessment

Assessment Results

As a result of the double materiality assessment, five issues were identified as material issues: Climate Change Response, Resource Circulation Management, Enhancement of Occupational Health and Safety, ESG Management and Support in the Supply Chain, and Establishment of Ethics and Compliance Management System. Each issue is closely linked to social and environmental impacts such as accelerated climate change, resource depletion, industrial accidents, supply chain risks, and fair trade and transparent management. Financially, these issues are expected to act as key risk and opportunity factors, including increased carbon regulation and emission allowance costs, rising raw material and by-product disposal costs, and improved investment and financing conditions.

Material Issues Identified through the Double Materiality Assessment

Areas	No.	Issue Title
Environmental	1	Climate Change Response
	2	Resource Circulation Management
Social	3	Enhancement of Occupational Health and Safety
	4	ESG Management and Support in the Supply Chain
Governance	5	Establishment of Ethics and Compliance Management System



Key Social and Environmental Impacts and Financial Impacts by Issue

No.	Issue Title	Major Social and Environmental Impacts	Major Financial Impacts	Risk and Opportunity Classification	Period
1	Climate Change Response	- Accelerated climate change leads to an increase in abnormal weather events such as heat waves and floods, causing damage to local ecosystems	- Stricter global carbon regulations, such as CBAM, - increase export costs for high-carbon steel products - and pose a risk of reduced transactions with key - customers - An increase in burdens such as emission allowance purchase costs or penalties may negatively affect cash flow	Risk	Short-term, Medium-term, Long-term
2	Resource Circulation Management	- Increased landfilling and incineration of steel production by-products and waste scrap exacerbate soil and water pollution and accelerate resource depletion	- Rising by-product disposal costs and waste charges - increase production costs - Failure to secure recycled raw materials may lead to - higher raw material procurement costs	Risk	Short-term
3	Enhancement of Occupational Health and Safety	- Steelmaking processes involving high-temperature operations and heavy equipment use pose a high risk of serious industrial accidents and occupational diseases, making the enhancement of occupational health and safety directly linked to workers' lives and health	- In the event of a serious industrial accident, direct losses may occur due to factory shutdowns and production disruptions - Additional costs may arise from industrial accident - compensation and fines	Risk	Short-term
4	ESG Management and Support in the Supply Chain	- Child labor, human rights violations, and environmental pollution occurring during raw material mining and processing in the supply chain may lead to increased social criticism and undermine the overall sustainability of the industry	- Failure in supply chain management may result in reduced transactions or contract terminations with major global customers	Risk	Medium-term, Long-term
5	Establishment of Ethics and Compliance Management System	- Establishing fair trade and transparent decision-making enhances corporate credibility and improves communication with stakeholders	- Securing trust from key customers and investors - and expanding opportunities for participation in - new businesses - Improved financing conditions strengthen financial - soundness	Opportunity	Medium-term, Long-term

Double Materiality Assessment

Response Strategies by Material Issue

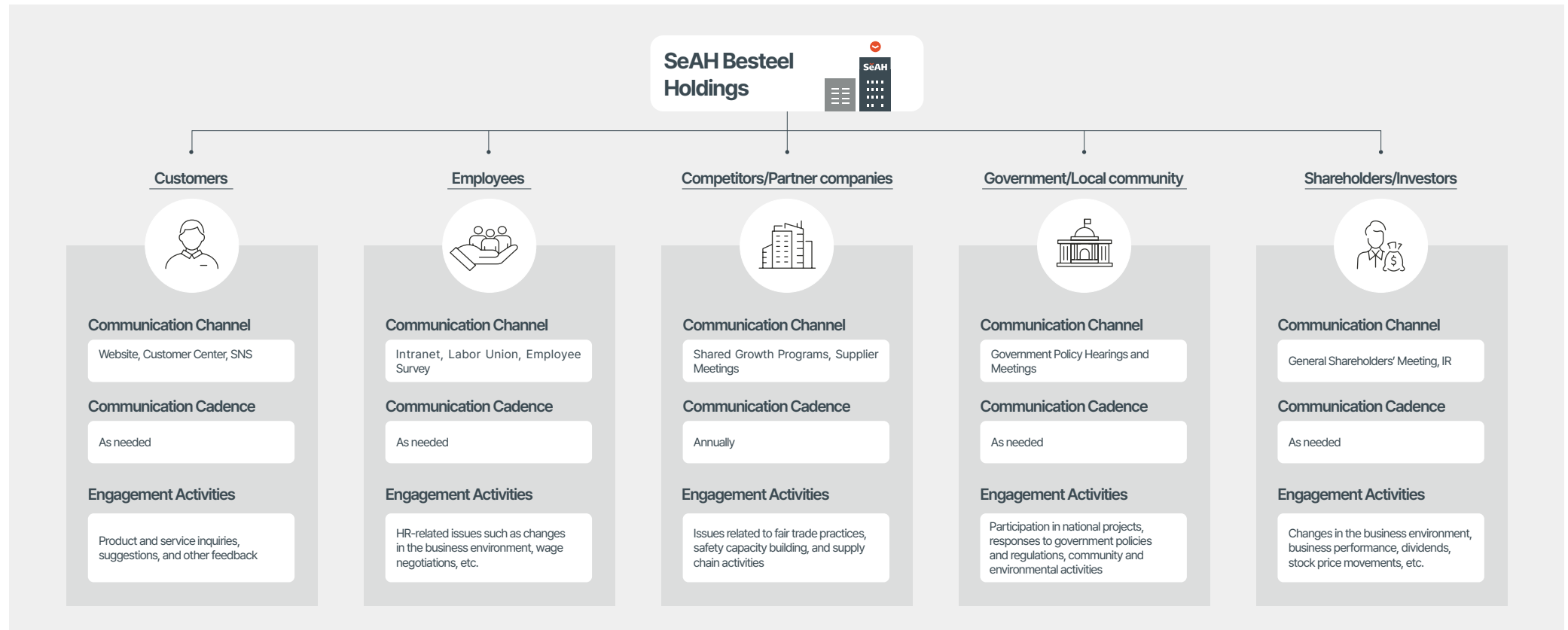
Issue Title	Performance	Indicators	GRI Index	Location
Climate Change Response	• Scope 3 Calculation • Introduction of PCF Calculation System • Expansion of Eco-friendly Product Lines • Promotion of Slag Recycling	• Greenhouse Gas Emissions (Scope 1, 2) and - Greenhouse Gas Intensity	302, 305	22-33
Resource Circulation Management	• Promotion of Technology Development and Certification for the Utilization of Slag and Waste Refractories • Improvement of Recycling Rate • Linkage with Eco-label Certification	• Resource Recycling Rate	306	34-37
Enhancement of Occupational Health and Safety	• Establishment of SHE System • Operation of TBM (Tool Box Meeting) • Operation of Safety Programs for Business Partners • Theme-based Risk Improvement Campaigns	• Lost Time Injury Frequency Rate (LTIFR)	403	38-43
ESG Management and Support in the Supply Chain	• Written Evaluation and On-site Audits of - Suppliers/Business Partners • Derivation of Improvement Plans • Refinement of Evaluation Criteria and Support - for Capacity Building	• Implementation Rate of Written Assessments in the - Supply Chain • Implementation Rate of On-site Audits	308, 414	44-49
Establishment of Ethics and Compliance Management System	• Human Rights Management Based on Zero - Tolerance Principle • Workplace Harassment Prevention Training • Internalization of Ethical Awareness	• CMS (Compliance Management System) - Conduct/Evidence Evaluation Grade	2	50-54

Stakeholder Engagement

Stakeholder Classification and Communication

SeAH Besteel Holdings identifies key issues and concerns through communication with a wide range of stakeholders, including customers, employees, competitors and partners, government and local communities, and shareholders and investors. Insights gained through this communication are actively reflected in core business operations, ESG management activities, and decision-making processes.

Stakeholder-Specific Communication Activities



ESG Highlight

 Slag and Refractory Resource Recovery and Expanded Recycling Promoting the commercialization of resource circulation products such as spent refractory-based slag conditioners and concrete aggregates, along with progressing through environmental certification procedures	 ESG-Based Supply Chain Assessment and Due Diligence Completed ESG document-based assessments for 389 suppliers/partners; on-site due diligence and capacity-building initiatives underway for those with lower ratings	 Regular Operation of the Carbon Neutrality/ Sustainable Development Council Quarterly operation of the council, designation of lead departments for each strategic initiative, and advancement of performance monitoring systems	 Strengthening Community Engagement and Social Contribution Implemented resource-circulating donations by collecting waste electronic products across all subsidiaries(SeAH Besteel Holdings: 716kg, SeAH Besteel: 2,012kg, SeAH CSS: 841kg, SeAH Aerospace & Defense: 688kg) Received the Minister of Environment Award as an exemplary contributor
	 Scope 3 emissions calculation and PCF management system establishment Establishment of Scope 3 emissions calculation system, Advancement of product-level carbon emissions calculation system and enhancement of customer-tailored response	 Establishment of safety management and joint response system for partner companies Operation of safety management app for partner companies, Implementation of win-win safety program (targeting 10 companies) and theme-based risk improvement campaigns	 Establishment of ESG data verification system Establishment of quantitative indicator standards and interdepartmental collaboration procedures, Implementation of third-party verification and establishment of reporting system
 CDP Received a Grade B in the Climate Change Response sector of the CDP (Carbon Disclosure Project) 	 Strengthened workplace bullying prevention and human rights education Promotion of mandatory human rights and ethics training, Company-wide training and grievance procedures established to eradicate abuse of power	 KCGS Received an overall Grade A in the 2024 evaluation by the Korea ESG Standards Institute (KCGS) 	 Enhanced expertise and transparency of the highest decision-making body Promotion of ESG key achievements and risk issues reporting to the Board of Directors, Board evaluation and competency enhancement



ESG Focus

Go Carbon Neutral	22	➤
Recycle and Reuse Resources	34	➤
Embedding Safety and Health	38	➤
Evaluate and Mitigate Supply Chain Risks	44	➤
New Value with Transparency	50	➤

Go Carbon Neutral

Governance

Responsible Organization

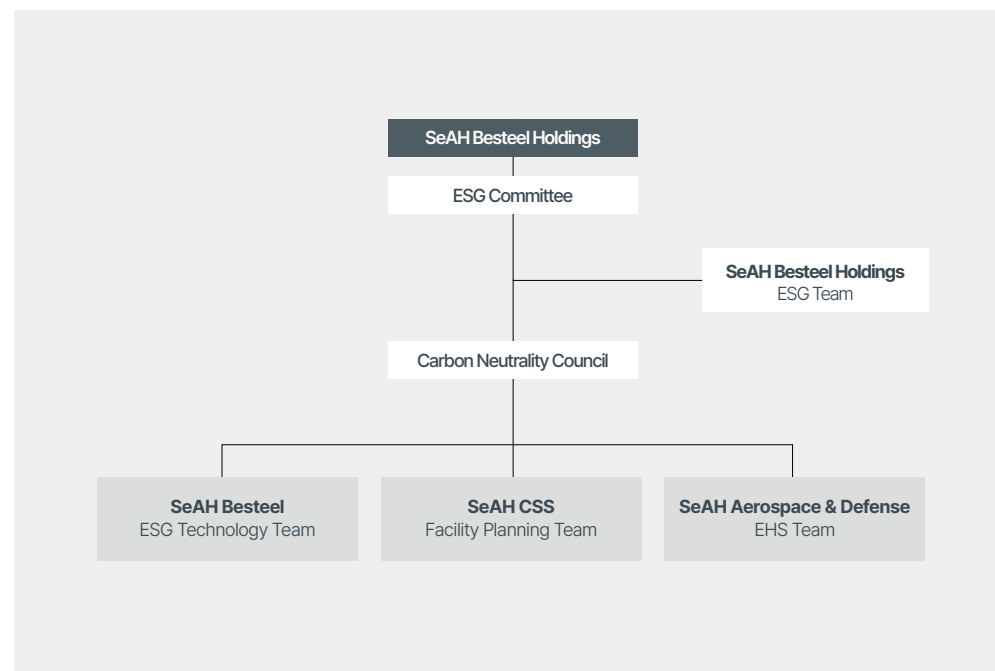
In response to climate change, SeAH Besteel Holdings has established a four-tier ESG governance system consisting of the ESG Committee, Management, the ESG Team at the holding company, and working-level departments at each subsidiary. This structure enables an integrated approach from strategy development to execution and performance evaluation. The ESG Committee, established in 2022 as a sub-organization under the Board of Directors, comprises one internal director and four independent directors. The Committee is responsible for developing company-wide climate strategies and monitoring their implementation. Supporting the Paris Agreement and the 2050 carbon neutrality goal, it plays a key decision-making role in promoting climate action across all subsidiaries and fostering close collaboration to strengthen ESG execution capabilities.

The executive management, particularly the CEO, holds final decision-making authority over company-wide climate change response activities as a member of the ESG Committee. Through a shared accountability framework at the C-level, climate-related issues are addressed with a balanced distribution of strategic execution responsibilities between the Board of Directors and executive management.

The ESG Team of SeAH Besteel Holdings oversees the Group's sustainability management strategies and guidelines, identifies and evaluates climate change-related risks and opportunities of its subsidiaries, selects key response issues, and analyzes their financial impacts, thereby contributing to risk management and strategy development at the Group level.

The ESG working-level departments of each affiliate serve as the core execution bodies responsible for implementing and evaluating the outcomes of climate change response strategies through mechanisms such as the Carbon Neutrality Council. In particular, starting in 2025, the Council will take a central role in systematically addressing climate change by reviewing the progress of strategic initiatives, monitoring potential issues, and reflecting them in the following year's plans to enhance execution effectiveness.

Organization Chart



Go Carbon Neutral

Governance

Key Climate Change Response Activities of the ESG Committee

SeAH Besteel Holdings operates a Carbon Neutrality Council with its subsidiaries on a quarterly basis and held a total of four meetings in 2024 to discuss climate change issues. Matters discussed in these meetings are reported to the CEOs of the subsidiaries and then submitted to the ESG Committee of the holding company for decision-making. The ESG Committee convened five times in 2024 and addressed three key climate-related agenda items, including the company's response to CDP Climate Change and the establishment of a PCF calculation system. The outcomes of these discussions are regularly reported to the Board of Directors and reflected in the company's climate change response strategies and activities.

Establishment Date	May 2022	
Composition	Inside Director (1)	Suho Kim
	Outside Directors (4)	Yoon Yeosun, Kim Jihong, Oh Wonseok, Lee Hwayong
Purpose of Establishment	Resolution and review of key matters related to environment, social, and governance within the authority delegated by the Board of Directors	
Activities	May 2024	· Report on CDP Climate Change assessment response
	August 2024	· Report on establishment of PCF (Product Carbon Footprint) calculation system
	November 2024	· Report on CDP assessment and improvement actions

Enhancing Climate Change Expertise Among Executives and Employees

SeAH Besteel Holdings provides professional training annually to strengthen the understanding of climate change issues among its executives and employees. In 2024, a total of three training sessions were conducted for the executives of SeAH Besteel Holdings and its subsidiaries, with 26 participants completing 12 hours of training. For all employees, 15 training sessions totaling 176 hours were held. The training programs covered practical topics such as LCA, Scope 3, and the greenhouse gas emissions trading scheme, thereby enhancing the company's capacity to respond effectively to climate change.

Training Details for Executives and Employees

Company Name	Training Target	Training Date	Topic	Number of Participants	Hours (hr/person)
CTC	Executives	April 25, 2024	ESG and Carbon Neutrality (CTC)	2	5
Be/CSS	Executives	June 13, 2024	Importance of Carbon Neutrality	22	2
AD	Executives	July 17, 2024	Importance of ESG and Carbon Neutrality (SeAH Aerospace & Defense)	2	5
Be/CSS	Employees	March 11–14, 2024	LCA Life Cycle Assessment Training – Steel Sector	3	32
Be/CSS	Employees	March 20, 2024	Energy and Environment Exchange Seminar	17	8
Be	Employees	April 09, 2024	Trends in Low-Carbon Products and Global Regulations (Seoul)	15	3
CTC	Employees	April 24, 2024	Importance of ESG and Carbon Neutrality (CTC)	9	5
Be	Employees	April 25, 2024	Trends in Low-Carbon Products and Global Regulations (Busan)	20	3
Be/CSS	Employees	June 04, 2024	Scope 3 Calculation Training	2	8
Be/CSS	Employees	June 26, 2024	International EPD and LCA Seminar	8	4
Holdings	Employees	July 2–4, 2024	2024 CDP Climate Change Training	2	24
AD	Employees	July 16, 2024	Importance of ESG and Carbon Neutrality (SeAH Aerospace & Defense)	40	5
Be/CSS	Employees	September 11–12, 2024	LCA Life Cycle Assessment Practical Training	4	16
Be/CSS	Employees	November 06, 2024	Energy and Environment Exchange Seminar	17	8
Be/CSS	Employees	November 11–12, 2024	LCA Life Cycle Assessment Training	2	16
Be/CSS	Employees	November 26, 2024	Emission Trading Scheme Issues and CDP/SBTi Training	5	8
Be/CSS	Employees	December 2–5, 2024	LCA Life Cycle Assessment – Steel Sector Training	2	32
Be/CSS	Employees	January 13, 2025	4th Planning Period Emissions Trading Scheme Response Training	20	4

* Holdings: SeAH Besteel Holdings, Be: SeAH Besteel, CSS: SeAH CSS, AD: SeAH Aerospace & Defense)

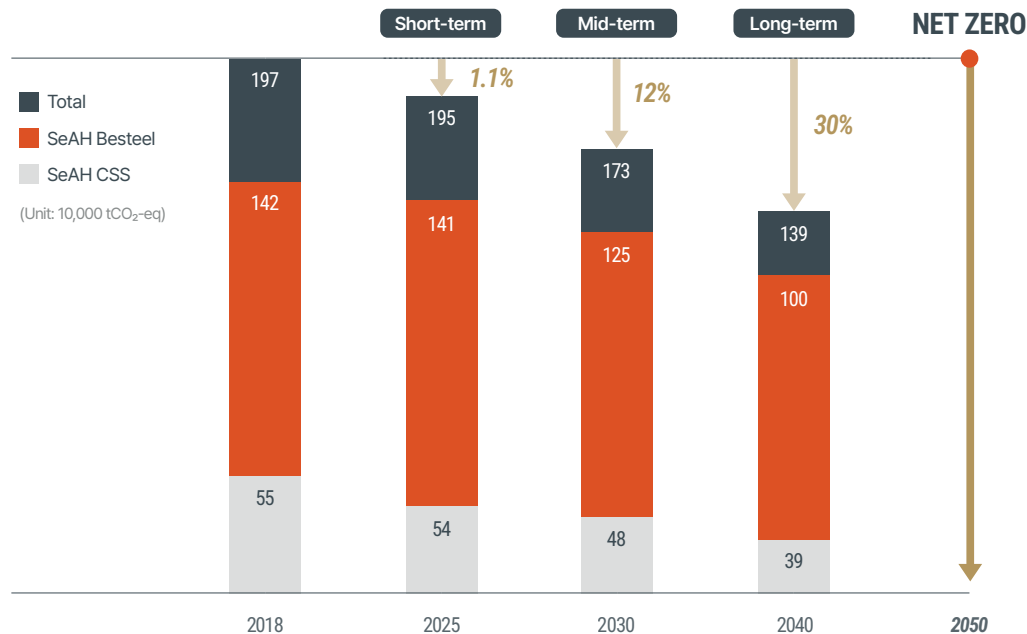
Go Carbon Neutral

Strategy

2050 Carbon Neutrality Roadmap

SeAH Besteel Holdings has established a goal to achieve Net Zero by 2050 in response to the climate crisis. This target aligns with the Paris Agreement and Korea's Nationally Determined Contributions (NDC), and the company aims to realize carbon neutrality by 2050 through active adoption of renewable energy and reduction of greenhouse gas emissions from production processes. To ensure systematic goal management, progress and performance are reported to SeAH Besteel Holdings, the management of each subsidiary, and the ESG Committee, enabling company-wide monitoring. SeAH Besteel Holdings will continue to pursue a wide range of reduction initiatives to achieve its Net Zero target.

2050 Carbon Neutrality Roadmap



Carbon Neutrality Strategic Tasks by Short-/Mid-/Long-Term Periods

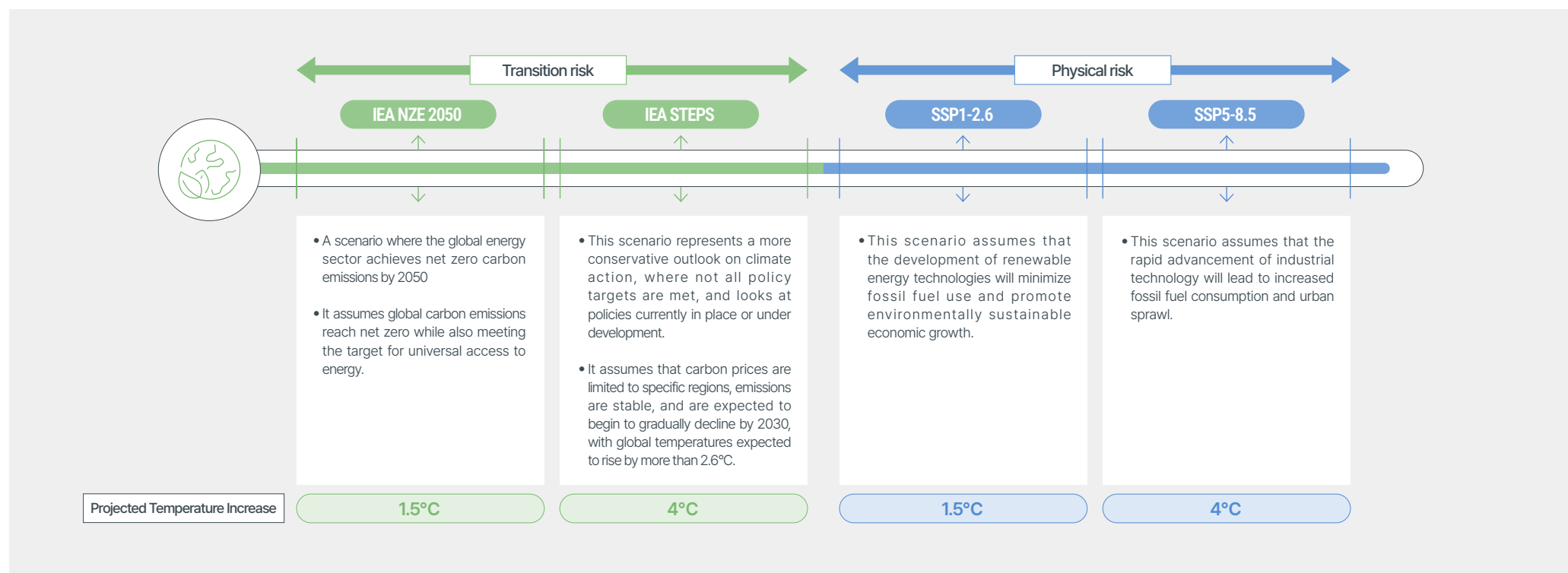
Periods	Short-term 2018~2025	Mid-term 2026~2030	Long-term 2031~2050
Detailed Implementation Tasks	- Establishment of Carbon Neutrality Roadmap - Inclusion of climate change response in CEO and key executives' KPIs - Securing renewable energy sources - International EPD certification - Establishment of Scope 3 emissions calculation system - Establishment of PCF (Product Carbon Footprint) calculation system	- Application of low-carbon raw material technologies and improvement of facility efficiency - Securing renewable energy sources (100MW) - Strengthening low-carbon steel strategy to enhance competitiveness in the green steel market - Reducing emissions by improving our Scope 3 calculation methods	- Reducing Scope 1 emissions by innovating our internal processes - Establishment of future energy supply chains including wind power, SMR, and hydrogen fuel - Leading the low-carbon special steel brand initiative

Go Carbon Neutral

Strategy

2050 Carbon Neutrality Roadmap

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Go Carbon Neutral

Strategy

Materiality Assessment of Climate-Related Risks and Opportunities

Based on the identified risks and opportunities, SeAH Besteel Holdings conducted a materiality assessment of climate-related issues. Among the transition risks, the most significant factors affecting the businesses of SeAH Besteel Holdings and its subsidiaries were identified as: rising electricity costs, an increased proportion of paid allocation under the emissions trading scheme, growing market demand for low-carbon steel, and the strengthening of carbon regulations including the implementation of the carbon border adjustment mechanism. Conversely, the ability to respond proactively to the market's demand for low-carbon steel was assessed as the greatest opportunity factor.

Climate Risk Pool

Transition risk

Policy and legislation	R1 GHG Emissions Trading System	Technology	R7 Low-carbon technology investment and uncertainty
	R2 Carbon Border Adjustment Mechanism		
	R3 Stricter carbon regulations	Market	R8 Low-carbon steel
	R4 Life Cycle Assessment (LCA)		
	R5 Electricity rates	Reputation	R9 Social responsibility
	R6 Renewable energy		

Physical risk

Acute	P1 Floods, Cold Waves	Chronic	P2 Heatwaves, Heat Strokes, Water Shortages
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Opportunities

Resource Efficiency	01 Raw Materials & Recycling
	02 By-products
Energy Resources	03 Low-carbon Energy Technologies
Goods and Services	04 Low-carbon Steel
	05 Downstream Industries
Market	06 Disclosure Transparency

Impact Assessment Results



Go Carbon Neutral

Strategy

Climate Change Scenario Analysis Results

Short-term: 2018~2025 / Mid-term: 2026~2030 / Long-term: 2031~2050

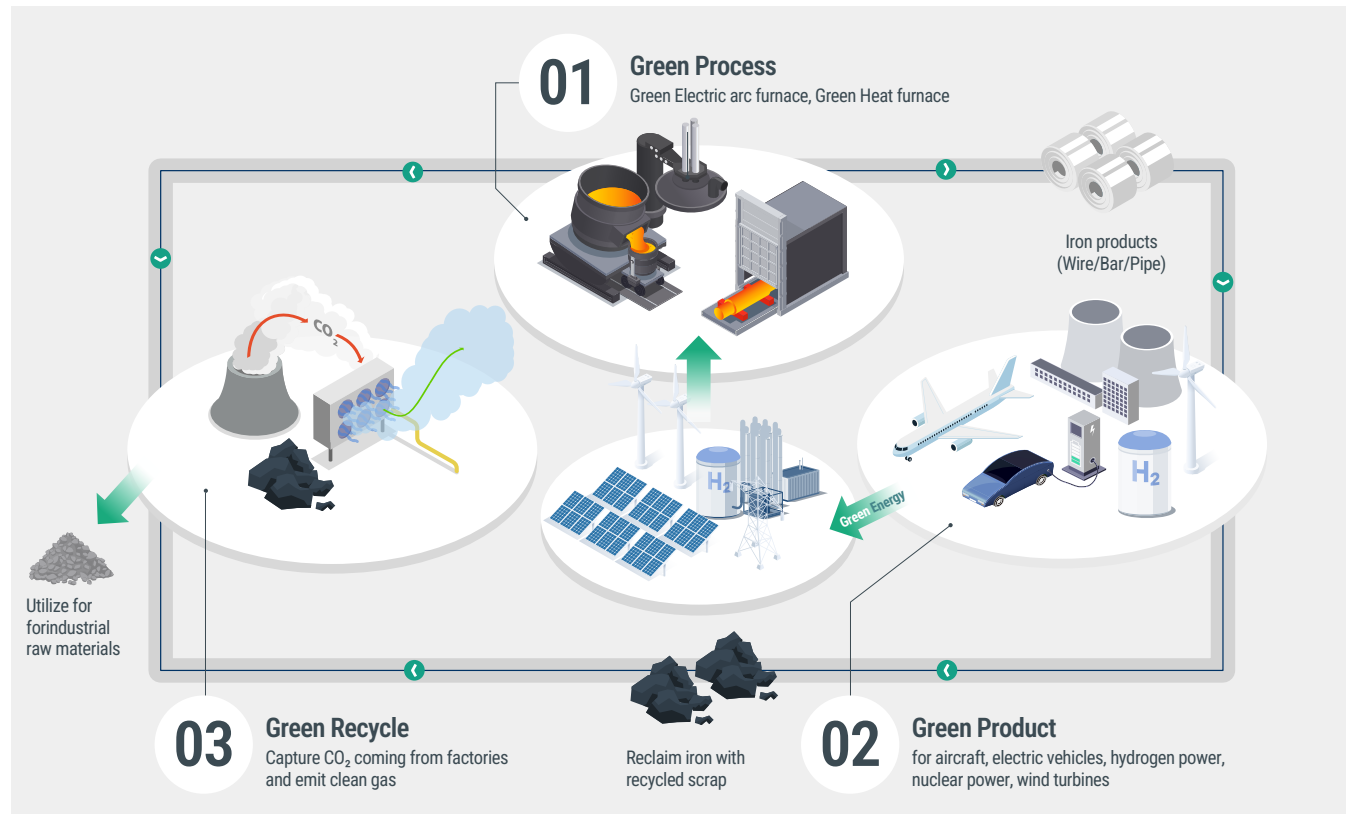
Category			Factors	Short-term	Mid-term	Long-term	Impact Level	Financial Impact	Countermeasures
Risk	Transition	Policy and Legal	Emissions Trading Scheme (ETS)		✓	✓	High	- Potential negative impact on performance due to increased costs from reduced free allocation under the Emissions Trading Scheme	- Internal process improvement activities and facility upgrade investments; establishment of high-efficiency and eco-friendly electric arc furnaces and steelmaking equipment
			Carbon Border Adjustment Mechanism (CBAM)		✓	✓	High	- Weakened international industrial competitiveness due to rising global tariff rates	- Accurate measurement of product carbon footprints and verification of PCF calculation logic; exploration of PCF reduction measures
			Stricter Carbon Regulations	✓	✓	✓	High	- Increased costs due to strengthened domestic and international carbon regulations	- Strengthened monitoring of country-specific carbon regulations
			Life Cycle Assessment (LCA)	✓	✓	✓	Medium	- Rising demand for EPD (Environmental Product Declaration) certification	- Development of carbon emissions data measurement and management system by steel grade and training of LCA experts
			Electricity Tariffs		✓	✓	High	- Increase in electricity rates	- Long-term power purchase agreements (REC, PPA), etc.
			Renewable Energy	✓	✓	✓	Medium	- Growing demand for transition to renewable energy	- Investment in and commercialization of high-efficiency carbon reduction technologies
		Technology	Low-Carbon Technology Investment and Uncertainty		✓	✓	Low	- Heightened uncertainty surrounding the execution of the carbon neutrality roadmap and new reduction technologies such as CCUS and hydrogen fuel cells	- Enhancement of competitiveness through the development of low-carbon products
		Market	Low-Carbon Reduction		✓	✓	High	- Increased demand for the development of low-carbon steel products due to changing consumer preferences and requirements for eco-friendly products	- Execution of carbon neutrality roadmap tasks and capability building to meet stakeholder requirements
		Reputation	Social Responsibility		✓		Medium	- Reputation risk exposure due to failure to meet carbon neutrality targets and growing concerns from customers and investors	- Strengthened facility inspections and disaster insurance coverage - Enhancement of site emergency response manuals and training - Adoption of energy-saving heating and cooling systems - Expansion of wastewater recycling facilities
	Physical	Acute	Floods, Cold Waves	✓			Low	- Increased operational recovery costs due to disruptions in supply, transportation, and production caused by greater exposure to natural disasters	
		Chronic	Heatwaves, Heatstroke, Water Shortage		✓	✓	Low	- Rising costs to prevent physical risks caused by abnormal weather such as cold spells and heavy rainfall	
Opportunity	Resource Efficiency	Raw Materials & Recycling	Raw Materials & Recycling	✓	✓	✓	Medium	- Securing cost and product competitiveness through the development of low-carbon innovative technologies and high-efficiency steel processes	- Development of recycling technologies for household by-products such as waste plastics and biomass - Reduction of carbon emissions through the application of pure oxygen combustion technology - Reduction in carbon emissions compared to conventional processes by increasing the use of stainless steel scrap and reducing the use of ferroalloys - Resource recovery of waste and by-products through the establishment of a by-product resource system
			By-products	✓	✓	✓	Medium	- Business diversification and revenue stream expansion through the development of high-value by-product utilization technologies	- Development of recycling technologies for nickel (Ni) by-products from EV batteries and by-products containing valuable metals - Expansion of slag utilization through supply as cement raw materials and acquisition of Environmental Product Declaration (EPD) certification
	Energy Resources	Low-carbon Energy Technologies	Low-carbon Energy Technologies	✓	✓	✓	Medium	- Strengthening competitiveness by reducing carbon emissions through proactive energy-saving activities	- Establishment of a pre-reduction system utilizing electric arc furnace waste heat in the steelmaking process - Production of low-carbon steel products and acquisition of low-carbon steel certification through wind and solar energy procurement - Implementation of power efficiency improvement projects through the introduction of ESS
	Goods and Services	Low-carbon Steel	Low-carbon Steel	✓	✓	✓	High	- Increased sales driven by growing consumer preference for eco-friendly products	- Production of eco-friendly products using low-carbon raw materials such as steel scrap
			Downstream Industries		✓	✓	Medium	- Expanding demand based on associations with various downstream industries	- Development of products related to renewable energy infrastructure industries such as automotive, machinery, hydrogen, and wind power
	Market	Disclosure Transparency	Disclosure Transparency		✓	✓	Medium	- Reduction of investment uncertainty through the expansion of disclosure scope and establishment of a transparent reporting system	- Collection of information by attending national/institutional briefings and training sessions related to disclosure
	Resilience	Expansion of Renewable Energy Procurement	Expansion of Renewable Energy Procurement	✓	✓	✓	Medium	- Mitigation of sharp cost fluctuation risks by procuring renewable energy-based power through long-term REC and PPA contracts	- Establishment of mid- to long-term renewable energy procurement plans and economic feasibility analysis by contract

Go Carbon Neutral

Strategy

Green Eco-System

SeAH Besteel Holdings is committed to reducing carbon emissions by building a Green Eco-System centered on “Green Process,” “Green Product,” and “Green Recycle” across the entire value chain to ensure a sustainable future. In particular, the company is advancing low-carbon process technologies and optimizing carbon material usage through its Green Process initiative, while contributing to carbon neutrality by focusing on the development of new materials for renewable energy under its Green Product strategy.



— Green Process

“Green Process” is a strategic initiative to integrate Green Electric Arc Furnaces (EAFs) and Green Reheating Furnaces into the steelmaking and rolling processes. Steelmaking refers to the process of producing molten steel by feeding scrap into an EAF. In this stage, SeAH Besteel Holdings aims to melt scrap with minimal electricity input while simultaneously investing in the development of various low-carbon heat sources, exploring diversification of raw materials, and advancing Smart control technologies. Rolling is the process of heating semi-finished materials and forming them into round bars, square bars, and other shapes. During this stage, the company is developing technologies to replace natural gas fuel with hydrogen and plans to reduce greenhouse gas emissions by optimizing energy use throughout the process.

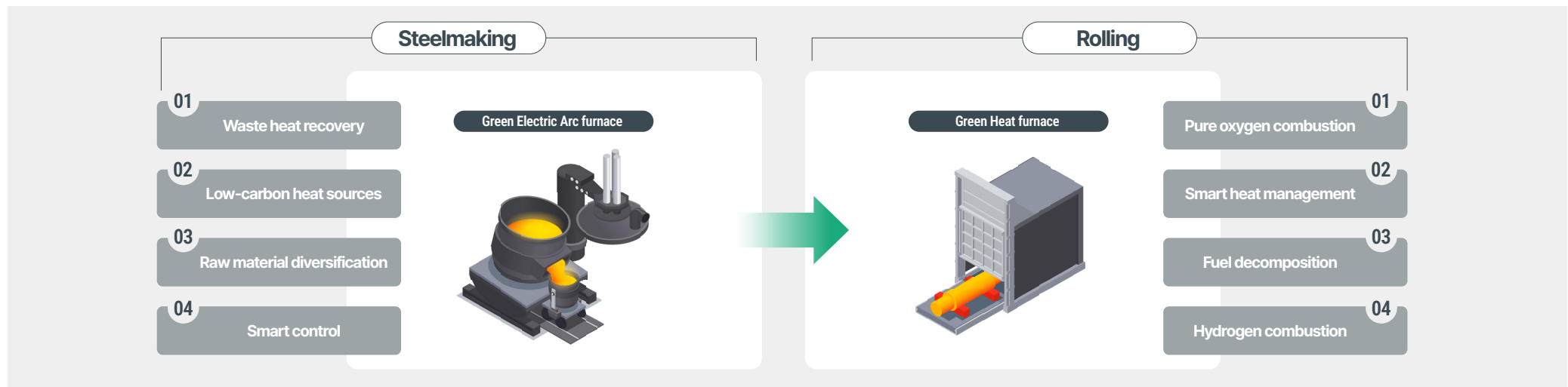
— Green Product

“Green Product” encompasses not only the production of low-carbon steel using renewable energy but also the development and manufacturing of new steel materials essential for achieving carbon neutrality. To this end, SeAH Besteel Holdings continues to develop proprietary specialized steel that enables customers to skip or shorten certain production processes. The company is also actively developing materials for the hydrogen economy, lightweight ultra-alloy steel for electric vehicles, and products for eco-friendly industries such as wind power generation.

Go Carbon Neutral

Strategy

Green Process



— Low-Carbon Heat Source

SeAH Besteel has developed a bituminous coal alternative using spent coffee grounds and eco-friendly binders, which is expected to reduce greenhouse gas emissions by approximately 2,100 tons annually. The company plans to increase the substitution rate to over 20% by 2025. In addition, SeAH Besteel is developing a low-carbon carburizing agent to replace anthracite-based briquettes. This new material has shown the potential to reduce greenhouse gas emissions by more than 80% compared to conventional alternatives.

— Raw Material Diversification

SeAH CSS is working to reduce greenhouse gas emissions in the steelmaking process by decreasing the use of ferroalloys and increasing the utilization of scrap. Through efforts such as minimizing oxidation reactions, recycling slag, and improving oxygen injection efficiency, the company raised its scrap input ratio to 89.5% in 2024 and aims to reach 90% by 2025 through continued technological development.

— Smart Heat Management

SeAH Besteel is working to reduce greenhouse gas emissions in the rolling process by optimizing energy use and introducing eco-friendly energy sources. In particular, the company has developed a technology to reduce energy loss in reheating furnaces by improving the positioning of descaler nozzles, which is expected to lower heat loss by approximately 100°C.

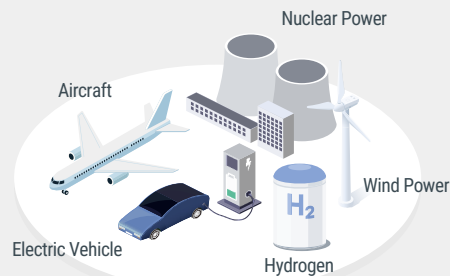
— Oxy-Fuel Combustion

SeAH CSS has developed oxy-fuel combustion technology that improves combustion efficiency by over 30% and is expected to reduce greenhouse gas emissions by more than 30%. Additionally, the company is modernizing aging heat treatment furnaces to enhance insulation performance and is undertaking improvements to reduce LNG fuel consumption by approximately 20%.

Go Carbon Neutral

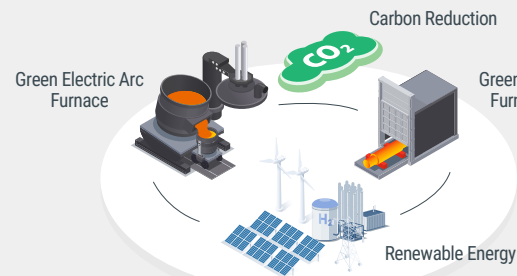
Strategy

Green Product



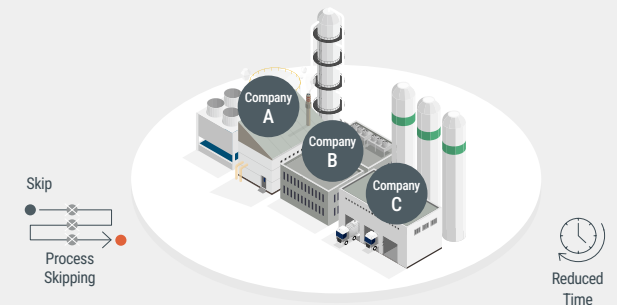
— Development of Eco-friendly Industrial Products

SeAH Besteel is accelerating the development of high-strength materials specialized for offshore wind power and the hydrogen industry, aiming for clean energy transition and carbon neutrality. In the offshore wind sector, the company has developed high-strength bolt steel with enhanced seawater resistance and hydrogen embrittlement resistance that meets the international standard (ISO 898-1), aiming to improve both performance and expected service life. This advancement is expected to contribute to national greenhouse gas reduction goals by enhancing the stability and efficiency of wind power systems. Simultaneously SeAH Besteel is promoting the development of solid hydrogen storage alloys, which offer 1,000 times the storage efficiency of gaseous hydrogen and high stability, along with related steel materials, with the support of the Ministry of Trade, Industry and Energy, in preparation for the expansion of the hydrogen economy. The solid storage method offers 1,000 times the storage efficiency of gaseous storage along with high stability. Once development is complete, these materials are anticipated to play a pivotal role in expanding hydrogen-based clean energy infrastructure across various applications, including residential hydrogen delivery systems, PEM fuel cells, and hydrogen mobility.



— Development of Low-Carbon Steel Products

SeAH Besteel Holdings and its subsidiaries are striving to transition the energy used for product manufacturing and business operations to renewable sources. Through direct Power Purchase Agreements (PPAs) and Renewable Energy Certificate (REC) purchases, the company is securing stable and cost-effective renewable energy supplies over the long term. In 2024, SeAH Besteel further expanded its renewable energy capacity by concluding direct PPA contracts, bringing its total secured generation capacity to 32 MW to date. The company plans to reach a total of 100 MW of renewable energy by 2030.



— Products that enable shortening of customer processes

As the nation and industry accelerate the transition to an electric vehicle (EV) ecosystem to meet greenhouse gas reduction targets, SeAH Besteel supports this shift toward a clean economy through the development of high-strength steel for wheel bearings and manufacturing technologies that utilize dissimilar materials. Wheel bearings are critical components connecting the vehicle's wheels to the chassis, requiring high-strength steel to withstand the friction and mechanical resistance that occur instantaneously when the wheels start to rotate. This demand is particularly high for EVs, which can accelerate almost instantaneously compared to internal combustion engine vehicles.

In response, SeAH Besteel has developed an AI-integrated composite forging technology that monitors and optimizes variables such as temperature, pressure, and time in real-time during the processing of dissimilar materials. This innovation aims to minimize energy consumption while producing stronger and lighter products. As a result, the technology not only reduces greenhouse gas emissions during manufacturing but also lowers the carbon footprint of finished vehicles and improves chassis lightweighting, contributing further to emissions reductions during vehicle operation.

Go Carbon Neutral

Strategy

Climate Change Response Activities

— Establishment of Product Carbon Footprint (PCF) Calculation Framework

With the implementation of the EU Carbon Border Adjustment Mechanism becoming imminent, the calculation and verification of Product Carbon Footprint (PCF) have become mandatory requirements for entering the European steel market. In response, SeAH Besteel Holdings is establishing a Group-wide PCF calculation system to meet customer demands for PCF information and comply with market regulations. In 2024, the company completed third-party validation of the PCF calculation solution's suitability to ensure objectivity and reliability of the results for its major subsidiaries, SeAH Besteel and SeAH CSS.



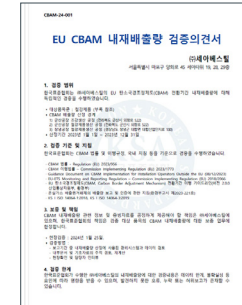
SeAH Besteel and SeAH CSS PCF Calculation Solution Suitability Verification Award Ceremony

— Establishment of Scope 3 Emissions Calculation System

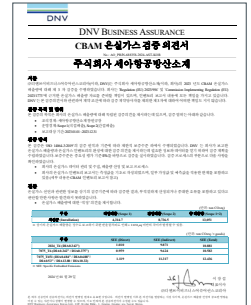
In 2024, SeAH Besteel and SeAH CSS, the major affiliates, conducted calculations for Scope 3 Categories 1, 3, 4, and 5, and completed emissions verification through a third-party verification agency. Starting in 2025, the calculation scope will be gradually expanded, with plans to analyze key emission sources and establish corresponding reduction plans.

— EU Carbon Border Adjustment Mechanism (CBAM) Response Activities

SeAH Besteel and SeAH Aerospace & Defense have completed third-party verification to ensure data reliability in preparation for the EU's Carbon Border Adjustment Mechanism (CBAM). This enhances the consistency of carbon emissions data and lays the foundation for securing export competitiveness following the implementation of CBAM.



SeAH Besteel CBAM Greenhouse Gas Verification Statement



SeAH Aerospace & Defense CBAM Greenhouse Gas Verification Statement

— CDP Climate Change

The CDP (Carbon Disclosure Project) is a global non-profit organization that evaluates companies and institutions worldwide on their climate change response, greenhouse gas management, and environmental transparency. SeAH Besteel and SeAH CSS received a Grade B in the CDP Climate Change Response category, demonstrating excellence in both response systems and disclosure levels. This recognition reflects their continuous reduction efforts and systematic approach despite the inherently high carbon emissions characteristic of the steel industry.

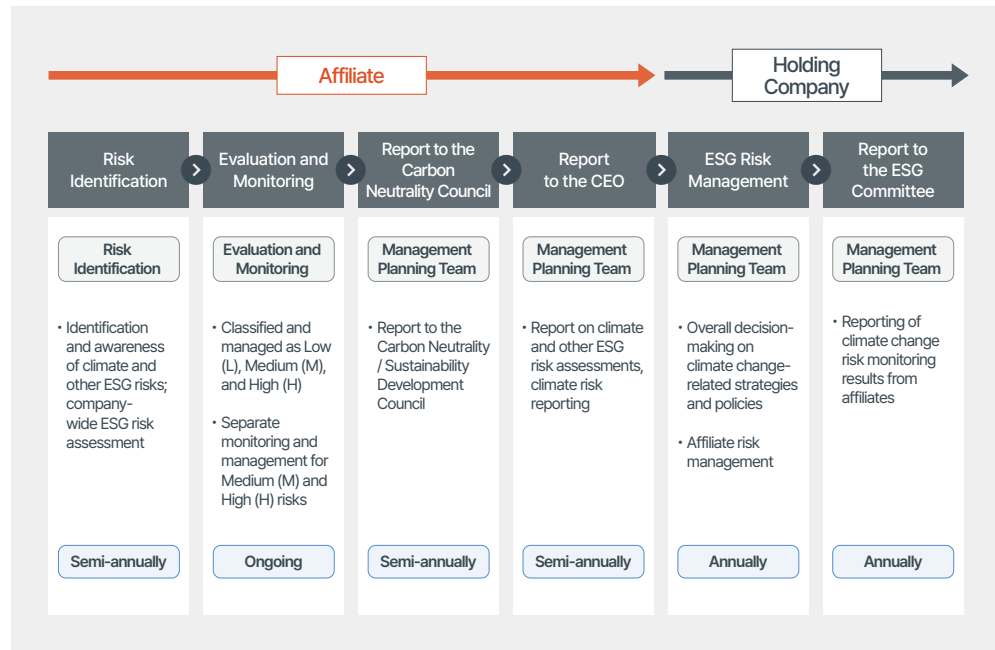
Go Carbon Neutral

Risk Management

Risk Identification and Assessment Process

SeAH Besteel Holdings has established a climate change risk identification and management process based on the TCFD recommendations. Additionally, this process has been integrated into the company-wide risk management system to identify and monitor climate risks across all business operations. SeAH Besteel Holdings qualitatively evaluates the likelihood and impact of climate risks, classifying those assessed as "Medium/High risk" or above as key climate risk factors for active management. Through this approach, the company identifies potential risks and opportunities arising from climate change and formulates strategic response measures accordingly.

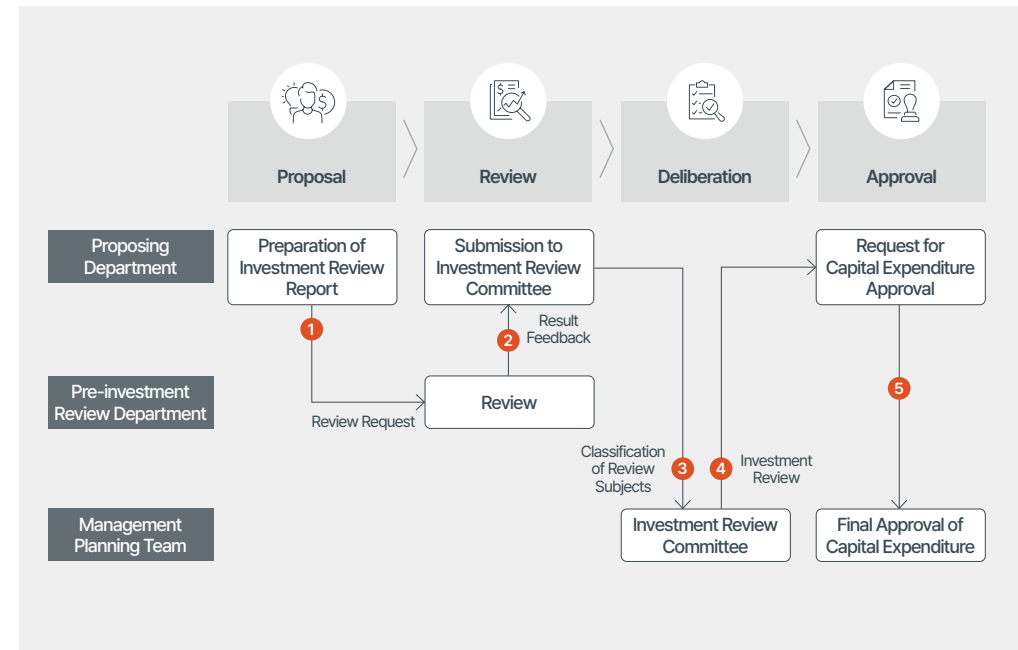
▼ Risk Management Process



Investment Review Process

SeAH Besteel Holdings strategically responds to climate change-related issues arising during management by identifying and reviewing climate-related risks and opportunities from the business investment stage. When preparing investment proposals, the initiating department is required to obtain a preliminary climate risk assessment from a dedicated review team. Following an investment, the company conducts quarterly performance reviews to monitor changes in greenhouse gas emissions and ensure that annual reduction targets are being met.

▼ Investment Review Process



Go Carbon Neutral

Metrics and Targets

SeAH Besteel

Category	Item	Unit	2022	2023	2024	2024 Target Achievement Rate
Greenhouse Gas	Total Emissions	tCO ₂ eq	1,237,482	1,182,414	1,155,808	106.0%
	Scope 1	tCO ₂ eq	524,596	503,697	473,995	
	Scope 2	tCO ₂ eq	712,886	678,717	681,813	
	GHG Intensity	tCO ₂ eq/ton	0.7	0.7	0.7	
Energy	Total Energy Consumption	GJ	19,352,464	18,542,629	18,419,749	
	Direct Energy Consumption	GJ	4,608,061	4,502,224	4,326,169	
	Indirect Energy Consumption	GJ	14,744,403	14,040,405	14,093,580	
	Energy Intensity	GJ/톤	10.1	10.7	10.6	

* Intensity: Based on steelmaking volume

SeAH CSS

Category	Item	Unit	2022	2023	2024	2024 Target Achievement Rate
Greenhouse Gas	Total Emissions	tCO ₂ eq	496,863	454,796	436,153	123.6%
	Scope 1	tCO ₂ eq	202,411	183,445	177,157	
	Scope 2	tCO ₂ eq	294,452	271,351	258,996	
	GHG Intensity	tCO ₂ eq/ton	0.8	0.8	0.9	
Energy	Total Energy Consumption	GJ	9,012,724	8,347,540	7,915,409	
	Direct Energy Consumption	GJ	2,859,721	2,677,302	2,503,331	
	Indirect Energy Consumption	GJ	6,153,003	5,670,238	5,412,078	
	Energy Intensity	GJ/톤	14.6	15.4	15.9	

* Intensity: Based on steelmaking volume

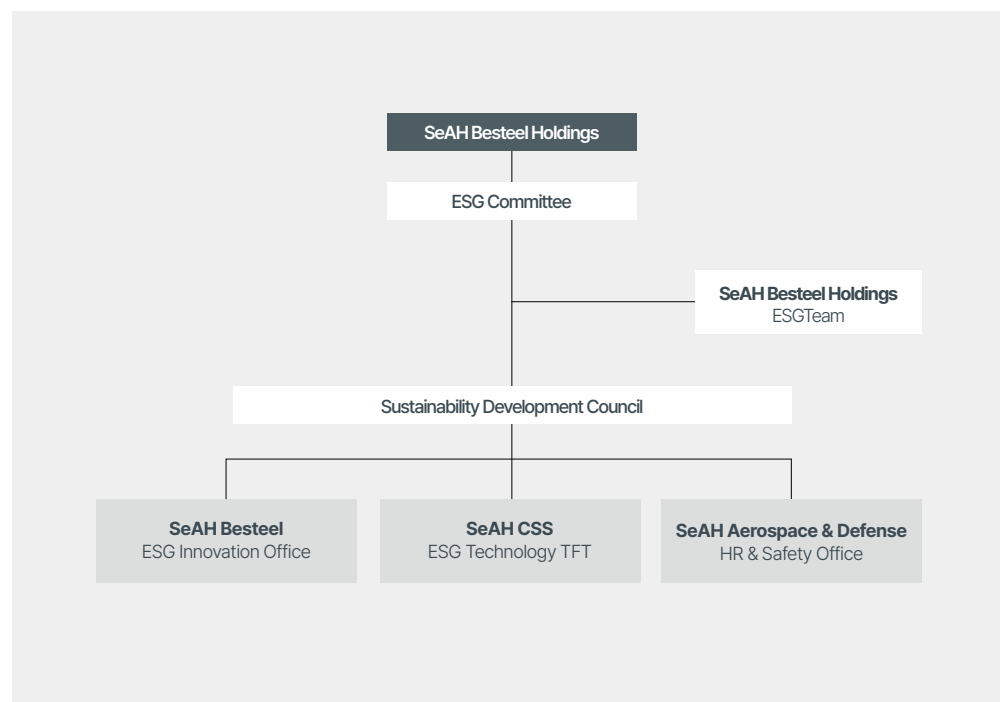
Recycle and Reuse Resources

Governance

Responsible Organization

SeAH Besteel Holdings and its affiliates operate dedicated organizations within each subsidiary to recycle the large volumes of by-products generated during production processes, aiming to reduce waste and minimize environmental pollution. In particular, these dedicated teams engage in continuous technical discussions and research and development related to by-product recycling and slag resource circulation, thereby carrying out ongoing resource recycling activities.

Organization Chart



— Strengthening Resource Circulation Activities

SeAH Besteel Holdings has established a target to achieve a 99% resource circulation rate across its affiliates by 2030 and is advancing detailed action plans accordingly. These plans are categorized into short-, mid-, and long-term tasks to enable systematic management and execution. The Sustainability Development Council continuously monitors the progress of these initiatives and regularly reports to the ESG Committee, providing support for improvement activities to address any existing constraints during task implementation.

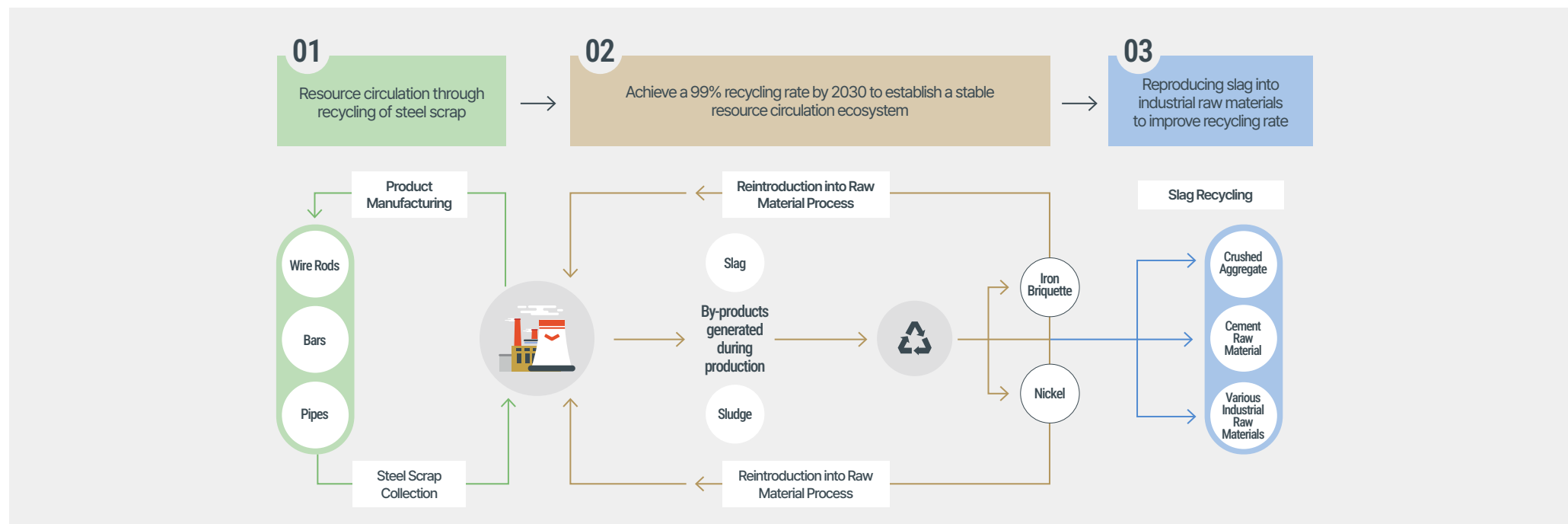
Recycle and Reuse Resources

Strategy

Establishment of Resource Circulation Ecosystem Process

SeAH Besteel Holdings and its affiliates have been continuously developing technologies to establish a resource circulation process that recycles by-products generated during product manufacturing into new steel products. SeAH Besteel has formulated strategic tasks for the resource circulation of electric arc furnace slag and refining slag and is currently conducting mass production and testing on some items. In 2024, with the partial completion of recycling applications for electric arc furnace slag and refining slag, a new slag supply process was established, and the overall workflow related to these operations was redefined. To stabilize the slag supply process in the future, further discussions are planned regarding detailed operation plans for slag aging facilities and quality assurance measures for refining slag. The company will continue efforts to develop new items and demand sources while stabilizing the slag supply process. SeAH CSS has implemented strategic tasks to recover valuable metals such as nickel and zinc generated during the steelmaking process, aiming to reduce waste disposal costs and lessen environmental impact.

Resource Recycling Process



Recycle and Reuse Resources

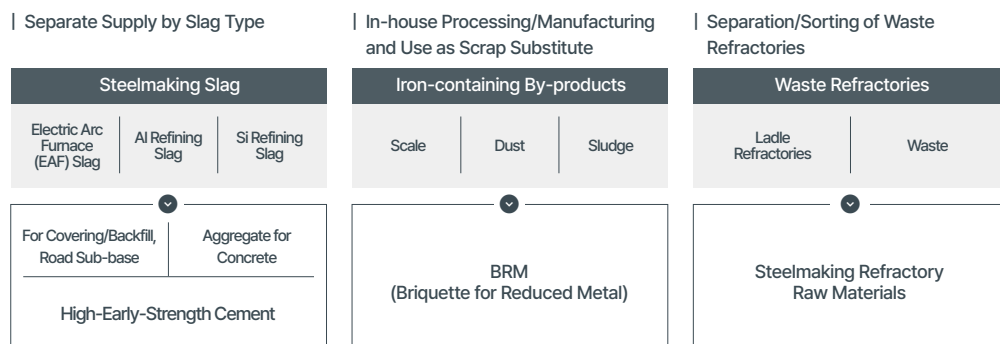
Strategy

Strategy Implementation Performance

— By-product Resource Utilization Activities

SeAH Besteel established a By-product Resource Utilization Center to enhance waste recycling rates, establish a virtuous resource circulation system, and reduce greenhouse gas emissions. Through diverse technological developments, the company is expanding recycling applications for each type of by-product.

▼ SeAH Besteel Key Byproduct Resource Utilization Strategies



— Refining Slag Recycling

SeAH Besteel developing various applications for refining slag recycling, including ultra-rapid hardening cement, slag-based admixtures, and repair mortar. In 2024, the company conducted construction tests of ultra-rapid hardening cement in collaboration with customers. The results demonstrated that SeAH Besteel's products outperformed competitors' aluminum deoxidation slag in terms of workability and rapid hardening. Consequently, full-scale supply is planned to commence in 2025. Moving forward, SeAH Besteel aims to strengthen the by-product recycling and resource circulation system by establishing product quality assurance processes and stabilizing supply processes to increase the recycling rate of refining slag.

— Electric Arc Furnace Slag Recycling

SeAH Besteel aims to reduce greenhouse gas emissions and environmental damage caused by natural aggregate mining by recycling electric arc furnace slag as aggregate for asphalt concrete. To this end, the company completed slag quality testing, secured supply contracts with demand sources, and expanded some facilities. Starting in 2025, approximately 100,000 tons of slag will be supplied annually for eco-friendly asphalt concrete production, strengthening the company's leading position in steel by-product utilization.

— Nickel By-product Resource Utilization

SeAH CSS leads eco-friendly management by innovatively recycling waste acid generated during stainless steel wire rod production. Beyond simple treatment, the company has successfully established a resource circulation process that recovers nickel (Ni) from waste acid and recycles it as steelmaking raw material. As a result, SeAH CSS recovered approximately 33.6 tons of nickel in 2024 for reuse in steelmaking. This not only effectively reduces waste (wastewater sludge) but also reinforces an upcycling system that extracts high-value resources from discarded waste. SeAH CSS is now exploring additional facility investments for pellet manufacturing to increase the amount of recovered nickel by-products used in the steelmaking process. Through these efforts, the company continues to fulfill its environmental responsibilities and strengthen its eco-friendly production system for a sustainable future.

Recycle and Reuse Resources

Risk Management

Risk Identification and Assessment

SeAH Besteel and SeAH CSS conduct an annual or more frequent assessment of potential resource circulation risks across their business by analyzing internal and external issues and stakeholders. Using this analysis, they evaluate the likelihood and severity of risks to prioritize them and establish and implement corresponding management measures. In addition, each department conducts its own environmental risk assessments to proactively identify and address operational risk factors.

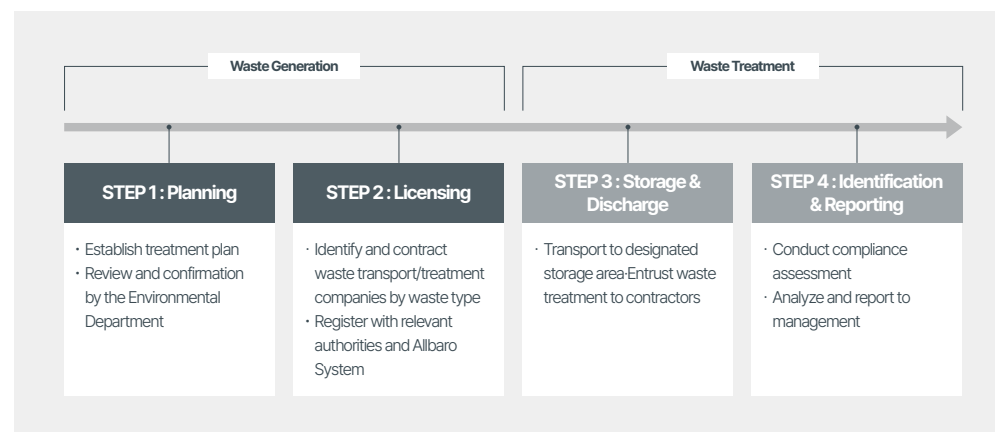
▼ Risk Identification Process

	Stage	Description
1	Identification of Issues and Stakeholders	Company-wide analysis of internal and external issues and stakeholders at least once a year
2	Assessment of Potential Risks	Assessment of risk likelihood and severity
3	Determination of Risk Priorities	Prioritization based on comprehensive evaluation
4	Development and Implementation of Management Plans	Development and implementation of management plans according to priority
5	Departmental Risk Assessment	Self-assessment and response to environmental risks by each department

Waste Management Process

SeAH Besteel and SeAH CSS have established end-to-end waste management processes, covering everything from waste generation to disposal, to enhance efficiency and transparency in waste management.

▼ Resource Circulation Risk Management System



SeAH Besteel and SeAH CSS identify the types and volumes of waste generated and, after review and confirmation by the environmental department, establish waste disposal plans. When new waste is generated, they request the environmental team to select legally compliant disposal methods and proceed with contracts with transportation and disposal vendors as well as notifications for permit modifications. Subsequently, waste management is conducted in accordance with internal standards for storage and discharge, and all relevant information is registered in the government's environmental management system, the "Allbaro System." Additionally, through the development of an integrated SHE system, the companies have established waste disposal information transparency and factory-specific unit management processes.

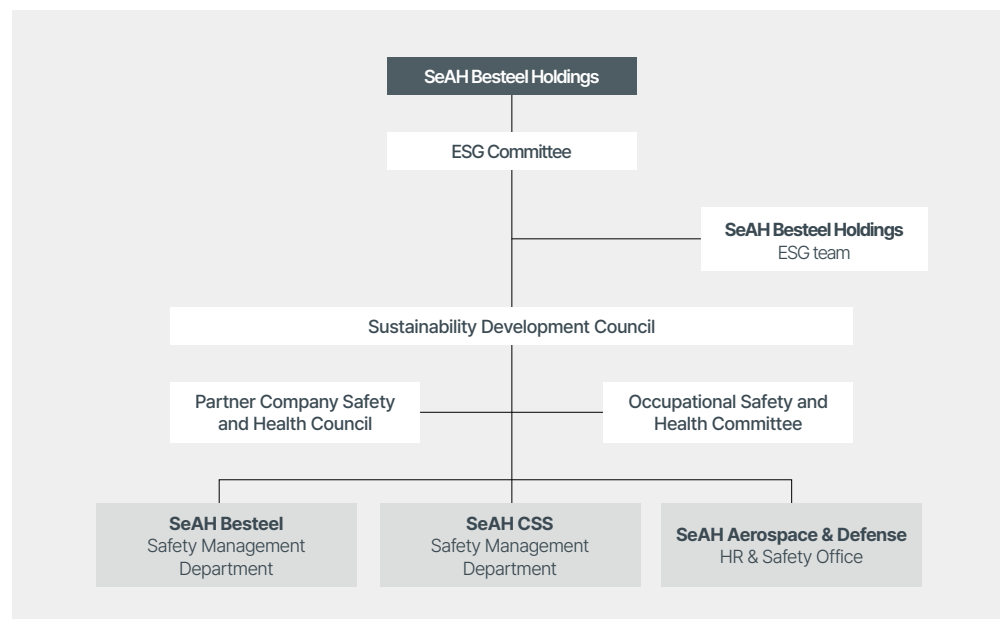
Embedding Safety and Health

Governance

Responsible Organization

SeAH Besteel Holdings places the safety and health of its executives and employees as the highest priority, applying a comprehensive occupational health and safety system across all sites. To ensure systematic safety and health governance, key occupational health and safety matters are deliberated and approved by the ESG Committee. Additionally, each affiliate has established dedicated safety and health management organizations and departments to clarify responsibilities and roles. The company effectively manages safety and health issues at business sites and among partner companies through the Group Safety & Environment Integrated Council and the Partner Company Safety & Health Council.

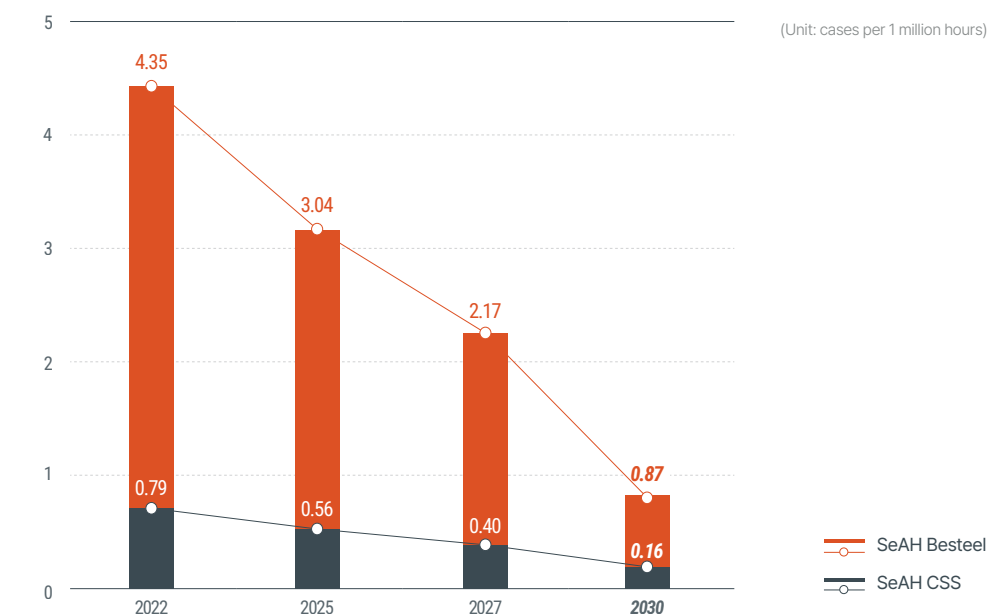
Organization Chart



Occupational Health and Safety Mid- to Long-Term Goals

SeAH Besteel and SeAH CSS plan to reduce the lost-time injury frequency rate by 10% annually from 2022 through 2030 to create a healthy and safe workplace.

Occupational Health and Safety Mid- to Long-Term Goals (LTIFR)



Category	2025	2027	2030
SeAH Besteel	3.04	2.17	0.87
SeAH CSS	0.56	0.40	0.16

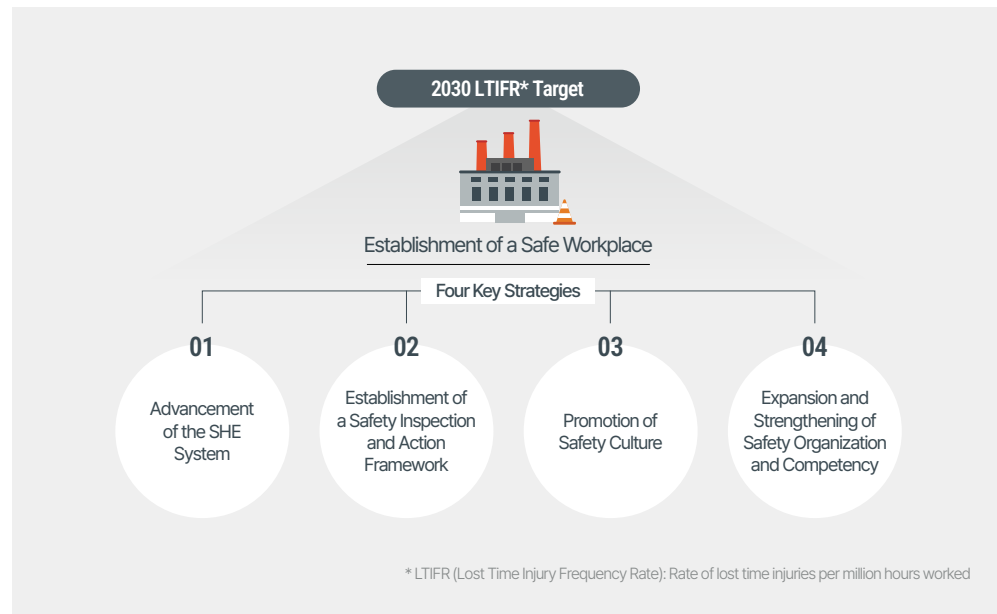
Embedding Safety and Health

Strategy

Occupational Health and Safety Strategy

SeAH Besteel Holdings has established an occupational health and safety management policy that includes all stakeholders, such as executives, employees, and partner companies, to create a safe and healthy workplace. Additionally, by incorporating the opinions of its members, the company has developed a safety and health roadmap, continuously striving to achieve zero serious accidents.

— Occupational Health and Safety Strategy



Occupational Health and Safety Policy

SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense prioritize occupational health and safety in their corporate activities. They diligently comply with domestic and international requirements, including safety and health laws and international conventions, while establishing strict internal management standards to proactively address regulations. Furthermore, as part of a communication system to provide information among workers, detailed guidance on the "Safety Commitment Statement and Safety Rules" is provided. Moving forward, SeAH Besteel Holdings and all affiliates will continue to familiarize themselves with the occupational health and safety management policy and strive to maintain an optimal safety and health management system through ongoing participation in safety activities and proactive improvement efforts.

[SeAH Besteel Occupational Health and Safety Management Policy](#)

[SeAH CSS Occupational Health and Safety Management Policy](#)

[SeAH Aerospace & Defense Occupational Health and Safety Management Policy](#)

— ISO 45001 (Occupational Health and Safety Management System) Certification

SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense have obtained ISO 45001 certification and are strengthening their safety management systems through continuous effectiveness reviews. In particular, SeAH Besteel and SeAH CSS are committed to establishing safety management systems that include partner companies, supporting the acquisition of KOSHA-MS certification for 11 partner companies and ISO 45001 certification for 16 companies, respectively.



SeAH Besteel and SeAH CSS Occupational Health and Safety Management System Certification

Embedding Safety and Health

Strategy

Strategy Implementation Performance

— Expansion and Operation of Smart Safety Management System “Everguard”

SeAH Besteel and SeAH CSS have introduced the smart safety management technology “Everguard” across all business sites to prevent safety accidents. Everguard uses smart tags and alert devices* to deliver immediate alarms to workers in hazardous areas, preventing unsafe behaviors and reducing the likelihood of accidents. Since its introduction, Everguard has progressed from trial in 2022 to the completion of the first infrastructure phase in 2023, with ongoing expansion of newly developed use cases*. Currently, four existing Everguard use cases** are being provided.

* Changwon Plant, 44 Zones (128 cameras, 162 anchors)

** Safety equipment (PPE) compliance, violation detection of hazardous areas (Geofence), emergency detection of falls, SOS signal response



New Smart TAG Testing in Progress



Stage 1 Forging Forklift Flow Geofence Test



Application of Small Rolling Cobble Algorithm



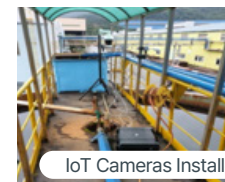
PLC Integration with Three Processing Geofences

— Implementation of Mobile Safety Systems “SeAH WeHan” and “Safety Keeper E”

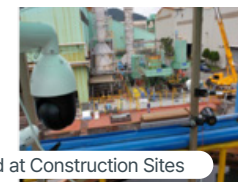
SeAH Besteel and SeAH CSS have introduced safety mobile systems, such as “SeAH WeHan” and “Safety Keeper E,” for effective safety management and improved work efficiency. These systems provide functions including QR code recognition, safety inspections, real-time monitoring, and training record management, ensuring data accuracy and reliability. Currently, they are utilized for safety inspections and training, with plans to expand their use to construction progress management and safety work permits. SeAH Aerospace & Defense has established a mobile QR code-based smart safety system to strengthen risk assessments, support managers’ legal compliance, and prevent accidents by sharing risk factors in real time.

— Improvement through Mobile IoT Camera Operation

SeAH Besteel and SeAH CSS have installed mobile IoT cameras at high-risk construction sites to monitor work conditions in real time via PC and smartphones. This system enables immediate detection of safety violations or procedural non-compliance, and risk factors are swiftly shared through the safety community for prompt response.



IoT Cameras Installed at Construction Sites



Work Monitoring via Monitor & Smartphone

Confirmed risk factors are promptly communicated through the safety community

Embedding Safety and Health

Strategy

Strategy Implementation Performance

— Occupational Health and Safety Education

SeAH Besteel and SeAH CSS provide a systematic health and safety education program with two main tracks: statutory and competency training. Statutory training includes regular safety and health education, work change training, and supervisory training, all of which have been diligently fulfilled. Competency enhancement training covers the identification of high-risk hazardous tasks and training for workers engaged in high-risk operations. Furthermore, hands-on practical training has been conducted using the safety experience center, including ladder safety, opening safety, sling (crane) safety, forklift safety, and LOTO (Lockout-Tagout) procedures, to enhance the effectiveness of safety education at work sites.

SeAH Besteel & SeAH CSS Occupational Health and Safety Training Details

Category	Training Contents
Regular Training	Training on regulatory requirements such as risk assessment and MSDS under industrial safety laws -Target: All employees
Training for Work Process Changes	Identification of risk factors and countermeasures related to changes in work methods or environments -Target: Employees undergoing departmental reassignment
Identification of High-Risk and Hazardous Tasks	Establishment of recurrence prevention measures and improvement recommendations for industrial accident prevention -Target: All high-risk and hazardous work processes at the plant
Special Training (for Workers Performing High-Risk Tasks*)	Theoretical and on-site training (combined with OJT) for high-risk tasks *Designated 39 high-risk task types under the [Occupational Safety and Health Act] with a high incidence of accidents -Target: Workers performing high-risk tasks
Training for Supervisors	From 2024, training includes internal regulations and safety culture topics -Target: Supervisors (in a self-directed format / lectures and hands-on sessions)
Additional Non-statutory Training	Practical training on 10 topics including ladder safety using the safety experience center, pilot training for managers, and company-wide implementation

— Serious Accident Prevention Training

In 2024, SeAH Besteel established a safety experience center at its Gunsan Plant and is conducting practical, experience-based training. Established with an investment of approximately KRW 1.8 billion, the center features educational content reflecting 10 major types of industrial accidents, including falls, entrapment, and fires. Through hands-on practice such as CPR and confined space rescue, it strengthens accident response capabilities. Regular training sessions are conducted for executives, employees, and partner companies, contributing to the spread of safety awareness focused on the field.

— Integrated Emergency Control System

SeAH Besteel has established a proactive emergency response system through an advanced Integrated Disaster Prevention Center and real-time monitoring system. In the event of an accident, the emergency response organization is specified according to the primary roles, clearly identifying the authority and control of the responsible entity in accident response.

— Emergency Response

SeAH Besteel and SeAH CSS conducted emergency training evaluations in the second half of 2024. The evaluations were based on procedures for identifying and improving hazardous risk factors, gathering worker feedback, preparation and response to serious accidents, compliance with administrative orders, and management of occupational health and safety-related laws. Key areas requiring improvement were identified for each evaluation factor, and emergency response measures are being systematically managed accordingly.



SeAH CSS 2024 Emergency Response Training
(Production Building, August 2024)

Embedding Safety and Health

Strategy

Strategy Implementation Performance

— Operation of Safety Communication Channels

Each affiliate of SeAH Besteel Holdings values smooth communication with workers and partner companies and continuously strives to achieve shared occupational health and safety goals. To actively gather workers' opinions on safety and health, various initiatives are being implemented. The company operates a company-wide Safety Management Exchange Forum and the Safety & Environment Integrated Council to listen to workers' concerns and collaboratively seek improvement measures.

Category	Frequency	Target	Details
Safety & Environment Integration Council / Company-wide Safety Meetings	Monthly	Company-wide	Sharing of safety and health management status
			Updates on safety and health policies, introduction of new technologies and systems
Partner Company Safety and Health Council	Monthly	Partner companies at business sites	Review of monthly safety and health status; collection and reflection of feedback from the Safety and Health Council
SeAH Group Exchange Meeting for Safety Management	Quarterly	Safety management departments of SeAH Group	Sharing and benchmarking of safety and health management systems across affiliates
			Comparative review of compliance with legal obligations
Occupational Safety and Health Committee	Quarterly	Labor and Management	Proposal and deliberation of improvement measures for securing on-site safety and health management

— Support for Enhancing Partner Companies' Safety Capabilities

SeAH Besteel supports partner companies in preventing safety accidents and improving productivity through certification acquisition assistance. In 2024, 12 out of 32 partner companies (40%) obtained certifications, and collaboration with partners has been strengthened through risk assessments and the establishment of autonomous safety management systems. SeAH Aerospace & Defense conducts biannual specialized training to enhance the leadership and response capabilities of on-site supervisors. This training focuses on identifying process-specific improvement tasks and developing implementation plans. Through these efforts, the company systematizes supervisors' job competencies and supports the enhancement of practical skills to proactively respond to changing manufacturing environments.

— Support for Partner Companies' ISO 45001 Certification Acquisition

In 2024, SeAH CSS produced and distributed a compilation of external accident case studies and ISO 45001 guidance materials, sharing them with 16 partner companies. The booklet includes accident cases and prevention measures from other companies. It also summarizes the requirements and usage guidelines of the ISO 45001 occupational health and safety management system and was distributed to partner companies. Going forward, SeAH CSS will continue to strengthen the safety of partner company employees and prevent accidents to improve overall business performance. Additionally, to enhance occupational health and safety capabilities, training has been expanded to include team and section leaders as supervisors within subcontractors. The company also conducted certification training for construction site supervisors, preliminary safety training for construction workers, and safety training for transportation dispatch staff.

📌 Partner Company Safety and Health Training Overview

Conducted Training	Performance
Certification Training for Supervisors of Subcontractors	16 sessions (138 participants in H1 / 185 participants in H2)
Preliminary Safety Orientation for Subcontractor Workers	Conducted daily from 8:00 to 8:30, Monday to Saturday
Safety Training for Dispatch Staff of Transport Operators	May (2 sessions, 19 participants)



Publication of Casebook on Accidents at Other Companies – 1H 2024 (SeAH CSS)



Guidebook on Accident Type-specific Prevention Measures (1H 2024) and ISO 45001 Requirements and User Guidelines

Embedding Safety and Health

Risk Management

Company-wide Risk Factor Monitoring and Management Process

— Identification and Improvement of Hazardous Risk Factors

SeAH Besteel and SeAH CSS are enhancing safety management levels through a systematic process of identifying and improving hazardous risk factors in advance. In 2024, SeAH Besteel identified a total of 11,135 hazardous risk factors across its own operations and partner companies. Among these, 8,037 cases (75%) at SeAH Besteel and 1,122 cases (83%) at partner companies were addressed. The process involved identifying potential risks and utilizing measures such as risk assessments, safety inspections, and operation of safety councils. Progress on improvements was reviewed semi-annually with internal departments and partner companies. Additionally, data management systems such as ASP* and ERP have been actively utilized to enhance management efficiency.

*ASP: Application Service Provider, an IT service that delivers information technology solutions via network infrastructure



Risk Assessment

SeAH Besteel has identified three core initiatives for risk assessment: 1) expanding worker participation, 2) detailed analysis of hazardous situations, and 3) strengthening risk management. The focus is on actively engaging all workers in identifying hazardous risk factors and developing risk mitigation measures. Based on risk assessment results, improvement plans are formulated and implemented, with progress reported semi-annually to management. SeAH CSS conducts comprehensive risk assessments that include its own operations, partner companies, and indirect production departments. Additionally, in line with its serious accident reduction roadmap, the company encourages active worker participation in risk assessments at worksites and systematically operates Tool Box Meetings (TBMs) to further enhance safety management levels.

Risk Assessment Results and Actions

— Company Risk Assessment Results and Actions

In 2024, SeAH Besteel and SeAH CSS conducted risk assessments involving all workers across all processes. This process identified numerous hazardous risk factors from unsafe behaviors and non-standard operations, and risk management measures were established to address abnormal situations and human errors. SeAH CSS identified a total of 443 potential risks through the risk assessment conducted in July 2024. Departments developed plans and implemented follow-up actions to address and improve these issues. SeAH Aerospace & Defense identified 127 risk factors across major processes and has completed improvements on 113 of these (89%).

— Partner Companies' Risk Assessment Results and Actions

SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense conducted on-site application evaluations in June 2024 targeting partner companies, subcontractors, and construction contractors to foster a company-wide safety culture through guidance and advice on occupational health and safety activities. The evaluations also aimed to mitigate legal risks by checking compliance with the Serious Accident Punishment Act and the Occupational Safety and Health Act. Based on these evaluations, the companies reviewed risk assessment results and corrective actions for partner companies, including first and second half safety activity implementation ratings, Serious Accident Punishment Act compliance checks and assessments, and safety budget (safety management expenses) execution audits. Detailed corrective measures were shared to ensure systematic management.

📌 2024 Risk Assessment for Partner Companies

SeAH Besteel	Content	- Implementation of Safety Activity Execution Status Grading Assessment - H1 2024 Evaluation Feature: Upgraded Criteria for Each Grade Level
	Target	- Comprehensive evaluation of all 32 partner companies, including Gunsan and Changnyeong Plants - Collection of safety and health-related requests and feedback from safety and health officers and supervisors
SeAH CSS	Content	Identification of hazardous factors through risk assessment documentation and provision of improvement support
	Target	20 Resident Subcontractors

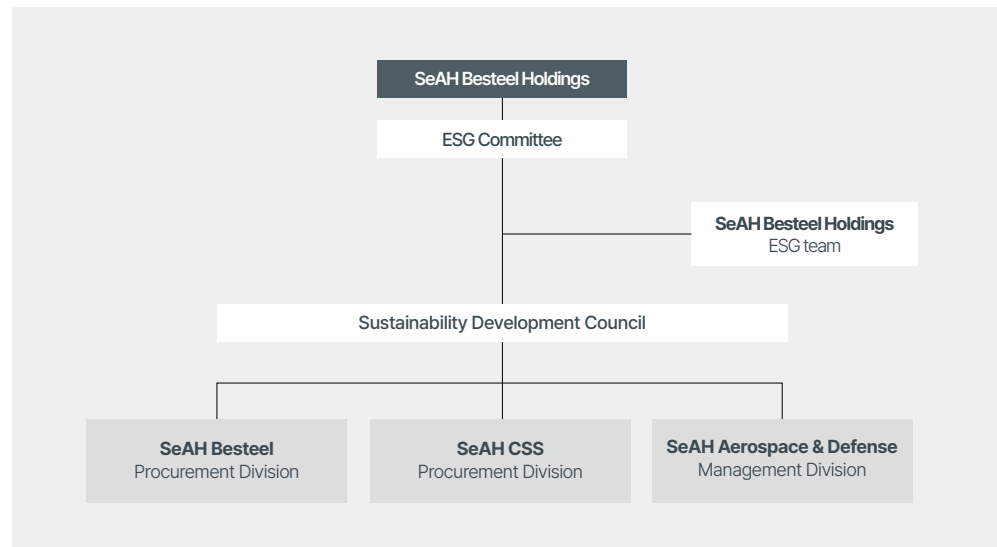
Evaluate and Mitigate Supply Chain Risks

Governance

Responsible Organization

In 2025, SeAH Besteel Holdings is enhancing its supply chain ESG management system to respond to strengthened global supply chain regulations and stakeholder demands. Reflecting domestic and international regulations, including the EU Supply Chain Due Diligence Directive effective from 2024, the company submitted a proposal to establish a sustainable and responsible supply chain management system to the ESG Committee under the Board of Directors to fulfill its ethical and social corporate responsibilities. Based on this, ESG elements have been incorporated into the KPIs of the CEO, executives, and supply chain management organization, linking them to compensation to ensure systematic management. Specifically, the purchasing teams of each affiliate evaluate partner companies, while the holding company comprehensively monitors supply chain ESG risks. Continuous efforts are underway to assess and support improvements to enhance the sustainability of partner companies.

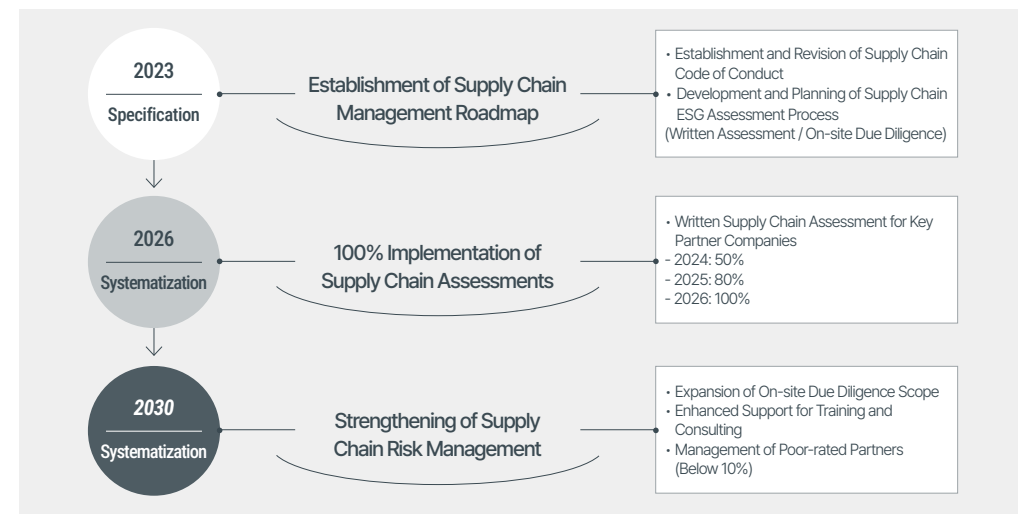
Organization Chart



Mid- to Long-Term Goals

In 2023, SeAH Besteel Holdings established a systematic framework for supply chain management by developing a strategic roadmap, revising its Code of Conduct, and implementing a comprehensive ESG evaluation process. Building on this foundation in 2024, SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense are strengthening supply chain sustainability by conducting preliminary assessments and on-site audits of suppliers. The company is progressively expanding supply chain document-based assessments for key suppliers, aiming to complete evaluations for 50% in 2024, 80% in 2025, and 100% in 2026. By 2030, the company plans to further enhance supply chain risk management by expanding the scope of on-site audits and strengthening education and consulting support to drive continuous improvement. In particular, a separate management system is being established for partner companies rated Poor (below 10%) in evaluations, focusing on improving overall supply chain stability and sustainability.

Supply Chain Management Mid- to Long-Term Roadmap



Evaluate and Mitigate Supply Chain Risks

Strategy

Supply Chain Management Policy

— Third-Party Code of Conduct

[SeAH Group Third-Party Code of Conduct](#) 

In April 2024, SeAH Besteel Holdings revised its Third-Party Code of Conduct to reflect the Responsible Business Alliance (RBA) standards. The revised code establishes clear expectations across critical areas, including labor rights, health and safety, environmental protection, and ethical business practices. It is applied not only to executives and employees but also to partner companies and all third-party contractors, thereby strengthening social responsibility within the supply chain and realizing sustainable value.

— Partner Company Code of Conduct Pledge

SeAH Besteel Holdings has introduced an electronic pledge system to establish an ethical and transparent management environment across the entire supply chain. This initiative expands existing supply chain management to comprehensively include ethics and strengthens continuous monitoring and inspection to ensure that subsidiaries and partner companies adhere to ethical management principles. Furthermore, based on the Third-Party Code of Conduct, the company emphasizes the ethical responsibilities of all stakeholders within the supply chain and secures pledges of compliance from its partner companies.

— Establishment and Revision of Eco-friendly Product Procurement Policy

SeAH Besteel Holdings promotes a green procurement policy to practice ESG management. The company classifies purchased products by grade to establish a systematic green procurement strategy and operates an eco-friendly procurement system. Through this, it actively implements eco-friendly purchasing aimed at reducing greenhouse gas emissions and conserving resources. All affiliates implement policies to expand eco-friendly product procurement among partner companies to build a sustainable green supply chain. They share environmental responsibility by managing procurement performance focused on EP-grade products. These activities contribute to proactively identifying and addressing risks throughout the supply chain while building trust with partners and securing long-term sustainability.

— Responsible Minerals

SeAH Besteel and SeAH CSS prohibit the use of industrial minerals sourced from conflict-affected areas and use only responsible minerals in all their products. Through this policy, they prevent the financing of conflicts and uphold ethical procurement principles that respect human rights.

— Responsible Minerals Management Process

SeAH Besteel and SeAH CSS recognize the serious human rights violations and environmental destruction caused by minerals mined in conflict-affected areas. Accordingly, they strictly comply with relevant responsible minerals regulations and systematically operate processes from policy establishment, risk assessment, and implementation of corrective actions to due diligence of partner companies. Furthermore, through continuous monitoring and improvement, they strengthen the responsible minerals management system. They also reinforce this system by encouraging all executives, employees, partner companies, and their subcontractors to comply with the Third-Party Code of Conduct.

🔍 Scope and Management Measures of Responsible Minerals Management

Management Areas	Detailed Activities
Incorporation into Purchasing Policies and Contracts	• Inclusion of a clause prohibiting the use of illegally mined raw materials in the purchasing policy and Partner Code of Conduct • Receipt of Non-use Confirmation for Conflict Minerals
Responsible Mineral Management and Due Diligence Implementation	• Participation in CFSI (Conflict-Free Sourcing Initiative) • Operation of Due Diligence Process and Establishment of Reporting System • Smelter Consultation and Verification
Continuous Improvement	• Compliance with Regulations Related to Responsible Minerals • Continuous Improvement of Management Processes

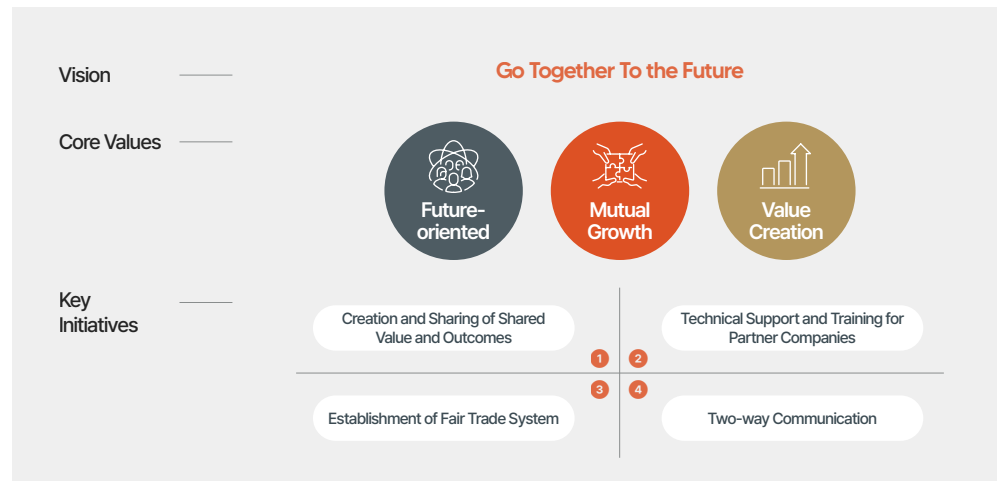
Evaluate and Mitigate Supply Chain Risks

Strategy

Shared Growth Policy

— Strategic Framework

SeAH Besteel and SeAH CSS are promoting a shared growth strategy to establish sustainable partnerships with partner companies. Through strengthening expertise, providing technical and financial support, they enhance the competitiveness of partners and reinforce partnerships based on fair trade practices.



— Six Strategic Tasks

SeAH Besteel and its affiliates focus on supply chain management aimed at shared growth and mutual prosperity with partner companies, executing six key supply chain management strategies to achieve this goal.

- 01 Supply Chain Management for Mutual Growth
- 02 Pro-social Purchasing Policy
- 03 Pursuit of Ethical Management and Fair Trade
- 04 Reinforcement of Core Purchasing Competitiveness
- 05 Ensuring Supply Chain Stability
- 06 Agile Organizational Operations and Flexible Response

— Establishment of Shared Growth Culture

SeAH Besteel enhances liquidity with partner companies by paying subcontracting fees in full cash and operates a loan program to support partners' financial management. Additionally, the company actively promotes shared growth by providing performance-sharing incentives to partner company employees. SeAH CSS also supports partners' financing by paying subcontracting fees in full cash on the 15th of each month and offers early payment options during specific periods such as holidays. Alongside this, performance bonuses are provided to boost the morale of partner company employees. SeAH Aerospace & Defense fosters shared growth with partners through business alliance agreements. The company continues cooperative development of processes that support mutual growth and assists with quality and technology development through production technology support agreements.

Encouragement Bonus

Performance-sharing bonuses paid to in-house partner companies

Evaluation Incentives

Incentives granted to top-performing partner companies based on evaluations, along with recognition of outstanding partners

Financial Support

Support to ensure stable and smooth financial operations for partner companies

Evaluate and Mitigate Supply Chain Risks

Strategy

Strategy Implementation Performance

— Creating Shared Value and Sharing Results

SeAH Besteel Holdings operates various programs to strengthen mutually beneficial cooperation with partner companies by sharing performance outcomes. In the first half of 2024, SeAH Besteel provided performance-sharing support funds totaling KRW 760 million to subcontracting partners. This amount was set at approximately 110% of the company's own performance bonuses, serving as a substantial incentive. SeAH CSS has also actively supported the enhancement of partner companies' safety capabilities by conducting safety and health seminars, installing forklift safety devices and oxygen concentration monitors, supporting rest facilities, and funding first aid and statutory training expenses. These initiatives contribute to advancing safety culture on-site and improving working conditions.



Hierarchy-specific safety culture training to enhance on-site safety culture



Support for refresher training for construction equipment operators of partner companies

— Establishment of Fair Trade System

SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense have focused on building a "Fair Trade System" to prevent supply chain risks, strengthening systematic training and internal control programs at the Group level. SeAH CSS regularly conducts advanced training for practitioners centered on the internal transaction justification system and the mandatory Contact Report procedure required during competitor interactions, proactively preventing potential violations of the Fair Trade Act. SeAH Aerospace & Defense provides mandatory online "Fair Trade Level-Up" training for all office staff to enhance legal understanding of key issues such as internal transactions, unfair profit appropriation, and unfair trade practices. By managing completion rates, the company promotes the internalization of a compliance culture. This fair trade system establishes a transparent and fair trading foundation with partner companies and contributes to strengthening ESG risk response capabilities.

— Strengthening Communication with Partner Companies

SeAH Besteel and SeAH CSS operate various channels to ensure transparent and smooth communication with partner companies. They have established a Partner Proposal Center within the E-Procurement system to serve as a window for handling complaints and grievances, and have implemented a system to reflect partners' improvement suggestions. Additionally, since 2022, SeAH CSS has held monthly partner councils and regular meetings to discuss partner requests and derive solutions, thereby strengthening a foundation for mutual cooperation through continuous communication.

SeAH Besteel Partner Communication Channels

Factor	Communication Channel	2024 Progress
Partner Company CEOs	New Year's Meeting with Partner Company CEOs	Once
	Partners Day with Partner Company CEOs	
Working-level Group	Working-level Council with Partner Companies	Monthly
Safety	Partner Company Working-level Workshop	Once
Partner Company	Partner Company Tool Box Meeting Contest	Once
Partner Company	Partner Company Safety Manager Council	Once



2024 CEO Roundtable Meeting

Evaluate and Mitigate Supply Chain Risks

Risk Management

Supply Chain Risk Management

In 2023, SeAH Besteel and SeAH CSS, the major affiliates, conducted a supply chain ESG pilot document-based assessment targeting key partner companies. In 2024, based on previous ESG evaluation results, the difficulty level of assessment items was adjusted to set more realistic and achievable standards. Evaluation target companies were selected based on the document assessment results and business impact, and on-site audits for selected companies were systematically expanded. When necessary, training and consulting support were provided to strengthen partner companies' ESG compliance capabilities. Concurrently, SeAH Aerospace & Defense launched its own systematic supply chain management roadmap in 2024. This initiative includes comprehensive ESG evaluations and on-site audits to verify compliance in ethics, environment, and labor rights, with clear action plans for improvement where necessary.

Supply Chain ESG Management Process



Evaluate and Mitigate Supply Chain Risks

Risk Management

Supply Chain ESG Evaluation Results

In 2024, SeAH Besteel Holdings conducted document-based evaluations targeting partner companies of SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense for systematic management. SeAH Besteel evaluated 175 partners, SeAH CSS 184 partners, and SeAH Aerospace & Defense 30 partners, totaling 389 companies. These evaluations assessed ESG risks across four categories: ethics, environment, labor and human rights, and occupational health and safety. Additionally, on-site audits were completed for partner companies identified with high ESG risks based on the document evaluations.

Category	No. of Key Partner Companies	Written Assessment Implementation Rate	On-site Due Diligence Targets	Poor	Fair	Good**
SeAH Besteel	350 companies	50% (175 companies)	10 companies selected	86 companies	50 companies	39 companies
SeAH CSS	350 companies	52% (184 companies)	Bottom 10 companies selected	39 companies	48 companies	97 companies
SeAH Aerospace & Defense	41 companies	73% (30 companies)	3 companies selected	8 companies	9 companies	13 companies

* The 10 companies selected for on-site due diligence by SeAH Besteel and SeAH CSS were primarily chosen from among Tier 1–3 partners with high ESG risk and significant business impact based on transaction value.

* For SeAH Aerospace & Defense, the 3 companies selected for on-site due diligence were prioritized based on greater annual revenue (transaction scale) among those with identical scores in the written assessment.

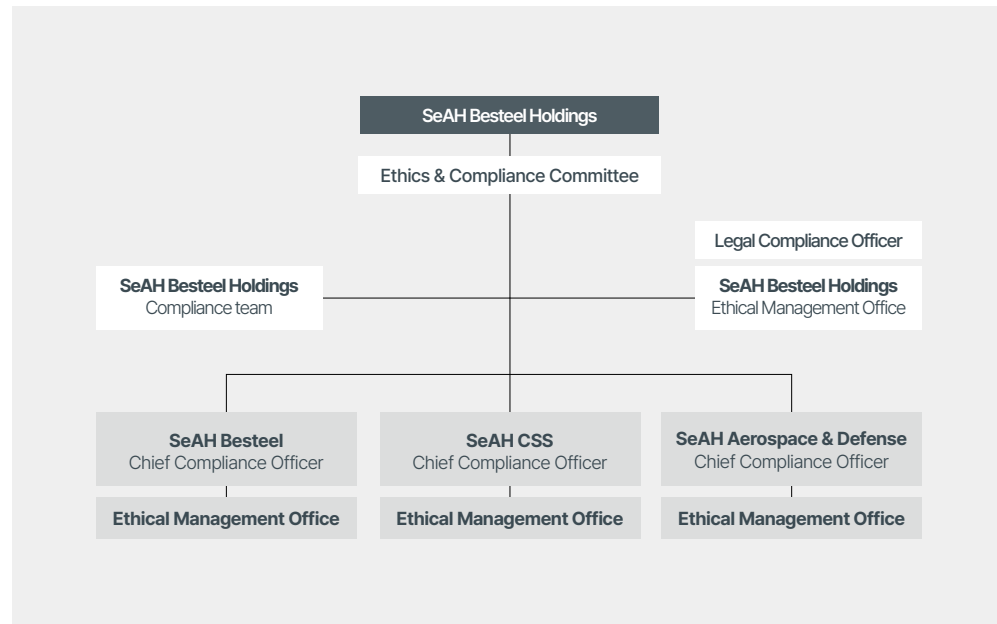
New Value with Transparency

Governance

Responsible Organization

SeAH Besteel Holdings has established an Ethics & Compliance (“E&C”) Committee under the Board of Directors and, directly under the CEO, set up a Compliance Team and an Ethics Management Office to manage ethics and compliance issues at both the board and executive levels. The Compliance Team supports the formulation of the annual E&C management plan for SeAH Besteel Holdings and its affiliates, regularly reporting on ethics management activities and incidents of unethical behavior along with corresponding actions to the E&C Committee. The Ethics Management Office conducts regular ethics training, campaigns, and ethics management evaluations for all employees. The Internal Control Team, a department under the Audit Committee of the Board of Directors, supports lawful Audit Committee activities in accordance with the Commercial Act and the External Audit Act, and functions as the internal accounting control evaluation organization. It also performs comprehensive internal control duties, including special process audits, to manage company risks. In 2024, following the introduction of new ERP systems in affiliates, SeAH Besteel Holdings revised its internal accounting control system and established a continuous monitoring system.

Organization Chart



* Compliance Officer: A system that grants an executive-level officer the responsibility for ethics and compliance management of their subordinate organization

E&C Committee Activities

The E&C Committee within the Board of Directors was established to systematically manage corporate ethics and compliance and to proactively prevent risks. The committee's primary goals include strengthening internal controls for sustainable corporate growth, such as compliance with the Fair Trade Act, and fostering a culture of ethical and compliant management.

2025 E&C Committee Activity Highlights

Category	Key Details
Advancement of the Compliance System	Strengthening the Role of the Chief Compliance Officer and Advancing the Compliance KPI Framework
	Operation of ISO 37301 at SeAH Besteel Holdings and Management of the E&C Working-level Council
Fostering a Culture of Ethical Management	Planning and Execution of Company-wide Ethics Awareness Survey; Development and Implementation of Online Training Content for All Employees

2024 Legal Compliance Officer Activity Highlights

Category	Key Details
Contact Report Review	Monitoring of Contact Reports on Competitor Engagement
Analysis of Policy Utilization	Comparison of Fair Trade Policy Compliance by Division and Encouragement of Improvement in Underperforming Areas
Initiation of System Operation	Completion of Group-wide Fair Trade Monitoring System (January 2024), Establishment of Integrated Management Foundation
Operation of KPI Evaluation Framework	Implementation of Fair Trade-related KPIs for Executives and Performance-based Evaluation by Division

New Value with Transparency

Strategy

Policies and Guidelines

— Code of Ethics Implementation Guidelines

[View Full Text of SeAH Group Code of Ethics Guidelines](#)

SeAH Besteel Holdings strives to foster an ethical corporate culture based on SeAH Group's management philosophy, "Making the World Beautiful." To this end, the company has established and strictly adheres to the Code of Ethics Implementation Guidelines. These guidelines clarify ethical decision-making standards for executives and employees, ensure fair and transparent corporate operations, and strictly prohibit the following unethical behaviors.

▼ Contents of the Code of Ethics Implementation Guidelines

Item	Content
Acceptance of Bribes (e.g., Cash or Gifts) from Stakeholders	Prohibition of receiving money, entertainment, hospitality, convenience, or requesting unfair loans or guarantees
Unjust Equity Participation in Partner Companies	Prohibition of unfair joint investments or equity acquisition with partner companies
Lack of Transparency in the Selection of Partner Companies	Prohibition of unfair transactions, preferential treatment to specific vendors, and disclosure of confidential information
Illegal or Improper Use of Company Assets	Prohibition of embezzlement, misappropriation of assets, misuse of company funds, and personal use
Falsification or Misreporting of Documents and Data	Prohibition of fraudulent acts through falsified documentation and reporting
Negligence of Duty and Conduct Damaging Professional Integrity	Strict prohibition of negligence and all actions that violate ethical standards

— Compliance Management Charter

[View Full Text of SeAH Group Compliance Management Charter](#)

SeAH Besteel Holdings has established a Compliance Management Charter to ensure fair and transparent corporate operations, requiring all executives and employees to use it as a basis for decision-making in their duties. This charter serves as the highest standard governing compliance with domestic and international laws and corporate ethics. It mandates that employees perform their duties with honesty and fairness and prohibits receiving or demanding improper benefits from stakeholders. Additionally, it emphasizes the protection of intellectual property, adherence to fair competition, transparent business conduct, and fulfillment of environmental and safety obligations to support sustainable corporate growth.

— Acquisition of ISO 37301 (Compliance Management System) International Certification

SeAH Besteel Holdings, led by the Compliance Team, has established a Compliance Management System manual and developed systematic management measures, including identifying compliance obligations and assessing individual risks. By applying control measures aligned with international standards to strengthen compliance activities, the company successfully passed the ISO 37301 surveillance audit in September 2024. Moving forward, SeAH Besteel Holdings plans to conduct internalization training for all executives and employees to establish a compliance culture and effectively operate ISO 37301.



— Compliance KPI Evaluation

SeAH Besteel Holdings and its affiliates have established compliance KPIs at the group level to build a systematic compliance management system and promote a culture of compliance. Furthermore, the evaluation results are linked to the performance assessments of each company's CEO, aiming to foster a unified compliance culture across the group.

New Value with Transparency

Strategy

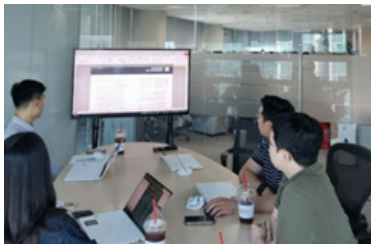
Strategy Implementation Performance

— Ethical Management Training

SeAH Besteel Holdings conducts ethical management training under the leadership of the Ethical Management Office and provides education on the Code of Ethics Guidelines. In particular, by having each department head lead the ethical management training directly, the company effectively supports the completion of training by all employees and actively promotes the internalization of ethical management.

— Ethical Management Campaign

SeAH Besteel Holdings emphasizes the importance of ethical and compliance management through the E&C Campaign. With the goal of becoming “The Most Ethical Company,” the company promotes the spread of an ethical management culture based on the Code of Ethics Guidelines and the Compliance Management Charter. In addition, various activities, including campaigns that encourage company-wide participation, help raise employees’ awareness of ethics.



Ethical Management Training Session by the ESG Team



2024 E&C Campaign

— Fair Trade Training

SeAH Besteel Holdings conducted company-wide fair trade training to enhance employees’ compliance awareness and reinforce adherence to the Fair Trade Act. The training improved understanding of key topics such as an overview of the Fair Trade Act, unfair support practices, unfair collaborative acts, and the Subcontracting Act. Through these efforts, the company strives to prevent any violations of the law.



Online Fair Trade Training

— Employee Ethics Pledge

SeAH Besteel Holdings collects annual ethics pledge forms from all employees to strengthen adherence to the Code of Ethics Guidelines. In addition, to prevent the three major zero-tolerance violations*, the company has established six behavioral principles for employees at the department head level and above. Based on these principles, a management-level pledge is implemented to further reinforce ethical management practices.

*Three Major Zero-Tolerance Violations: Workplace bullying, sexual harassment, and violence among employees.

2024 Ethical Management Initiatives and Achievements

Submission of Ethics Pledge Forms

*51 employees of SeAH Besteel Holdings, 1,426 employees of SeAH Besteel, 374 employees of SeAH Changwon Special Steel, and 225 employees of SeAH Aerospace & Defense



Employees **2,076** in total

New Value with Transparency

Risk Management

Risk Management Process

— Compliance Risk Assessment System

SeAH Besteel Holdings has established a systematic risk assessment process based on the ISO 37301 Compliance Management System to foster a transparent corporate culture. Risks are scored by multiplying the likelihood of occurrence (1–5 points) by the severity of impact (1–5 points) for each business area and are managed in three levels: High, Medium, and Low. The higher the risk level, the more control measures are implemented to reduce the risk. To address risks, the company applies a range of control measures, including financial controls, training programs, monitoring, leadership commitment, and operation of regulations and systems. The effectiveness of each control measure is assessed to determine the residual risk. For high-potential risk areas such as zero-tolerance principle violations, fair trade monitoring, and compliance risk identification and management, SeAH Besteel Holdings conducts enhanced control activities through individualized management.

— Compliance Risk Assessment Results

Based on the results of the risk assessment conducted across all departments, 9 High Risks, 104 Medium Risks, and 151 Low Risks were identified according to inherent risk criteria. Effective control measures were applied for each risk to implement mitigation actions.

*Chief Compliance Officer : A system that assigns executives the responsibility for overseeing ethics and compliance management within their respective organizations.

Risk Management Activities

— E&C Self-Assessment

SeAH Besteel Holdings and its affiliates conduct annual E&C self-assessments to identify and improve department-level E&C risks. Each self-assessment is led by the respective department head, with compliance officers in each business unit supporting and managing the process to ensure smooth implementation. Through the self-assessment, the company identifies ethics (Ethics) and compliance (Compliance) risks, such as those related to the SeAH Group Code of Ethics Guidelines and the Fair Trade Act. In 2024, efforts have been made to further refine the guidelines to enhance the effectiveness of the assessment process and improve the company's ability to proactively address risks.

Key Initiatives	
Policy Enhancement	Improvement of Fair Trade and Internal Transaction Guidelines
Employee Learning Support	Expansion of Training and Policy Guidance for Employees
Risk Prevention Measures	Strengthening of Preemptive Risk Management System

— Business Due Diligence Survey

SeAH Besteel Holdings conducts business due diligence surveys to ensure transparency in business operations and transactions, and to assess compliance and ethical risks in advance. Through this process, the company thoroughly examines stakeholders' legal compliance, potential conflicts of interest, relationships with public officials, and corruption risks. In particular, when high risks are identified, additional due diligence is carried out to establish a stable business environment that supports sustainable management.

Category	Verification Items	Action When Necessary
Business Relations and External Stakeholders	- Legal compliance status of the business partner - Potential conflicts of interest	- Review of checklist - Comparative review with internal policies
Anti-corruption and Ethical Management	- Involvement in bribery or solicitation - Relationships with public officials	- Use of internal reporting system - Conduct additional due diligence
Legal Compliance and Risk Management	- Involvement in bribery or solicitation - Relationships with public officials	- Implement internal audits and training - Seek review by external legal experts

New Value with Transparency

Risk Management

Risk Management Activities

— Contact Report Monitoring

SeAH Besteel Holdings continuously operates a Contact Report monitoring system to maintain a fair competitive environment and prevent risks related to the Fair Trade Act. While contact with competitors is strictly prohibited by SeAH Besteel Holdings and its affiliates, in unavoidable cases, a pre-/post-contact report must be submitted to ensure that no sensitive information is exchanged. If any irregularities occur during such contact, the matter is reported to the Board of Directors for review.

Category	Key Initiatives
Strengthening Contact Report	Preparation of pre- and post-contact reports upon competitor engagement, reviewed by the Compliance Team and Legal Team
Enhancing Monitoring System	Quarterly monitoring and reporting of key risk items to the Board of Directors, followed by in-depth analysis and response
Pre-reporting and Exception Management	Clarification of exceptions for pre-reports on semi-finished product transactions and review of all contacts

— Internal Transaction Guidelines

SeAH Besteel Holdings has established internal transaction guidelines to ensure transparency and fairness in transactions between affiliates. Prior to any transaction, a statement of reason for the internal transaction is prepared to review and validate the legitimacy of the transaction.

— Operation of the Ethical Management Proposal Center

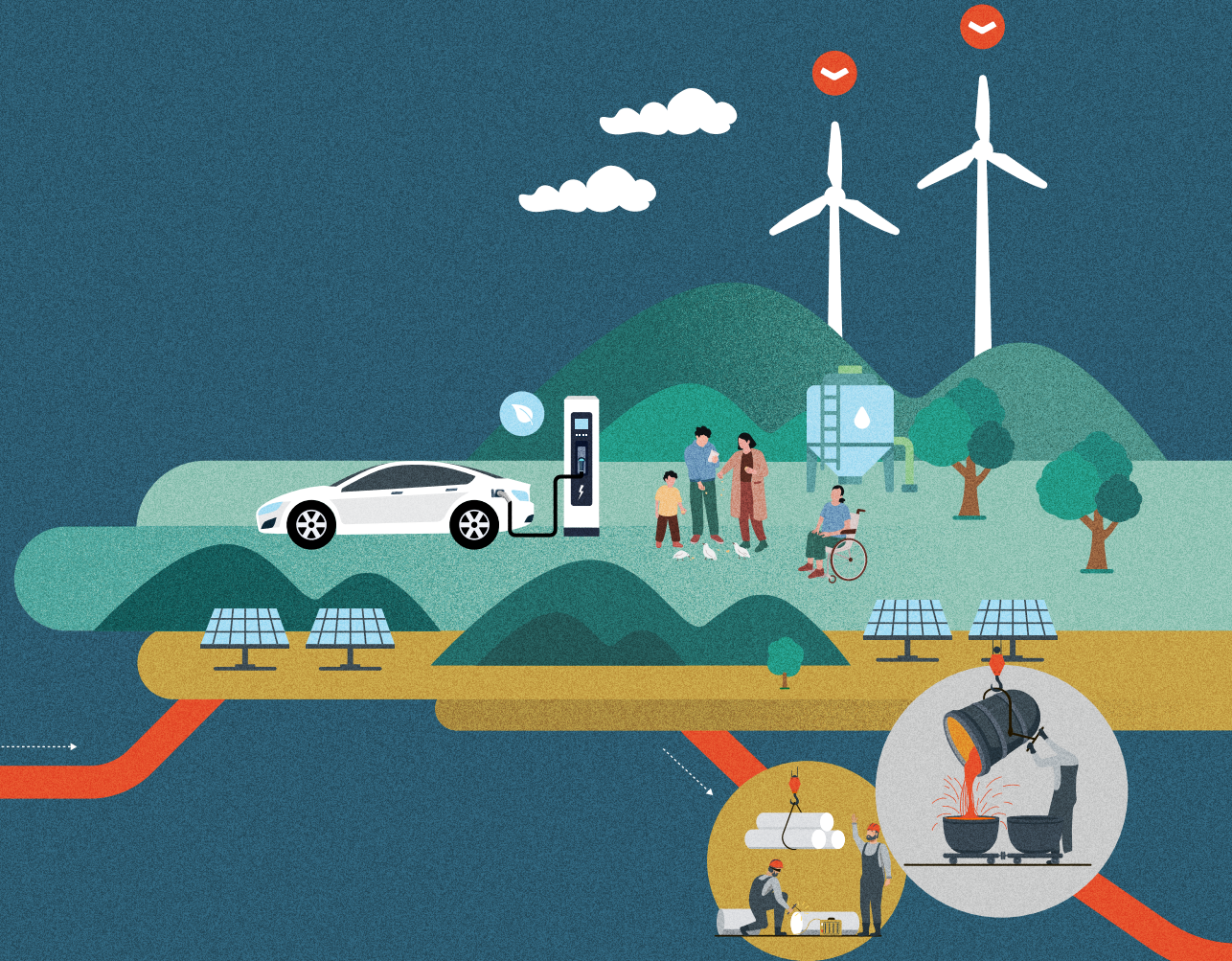
SeAH Besteel Holdings operates the Ethical Management Proposal Center to establish an ethical corporate culture. All stakeholders, including partners and customers, may report unethical conduct by employees either anonymously or with identification. Submitted reports are handled promptly through a fair process. In particular, reports concerning the three major zero-tolerance violations are addressed with heightened severity to reinforce ethical management practices. The company strictly upholds the principles of reporter anonymity and confidentiality, continuously fostering a transparent corporate culture.

● Ethical Management Reporting Process



ESG Management

Environmental	56	🔍
Social	62	🔍
Governance	76	🔍



Environmental

Environmental Management	57	➤
Air Pollution	60	➤
Water Resources	61	➤
Hazardous Materials Management	61	➤

Environmental

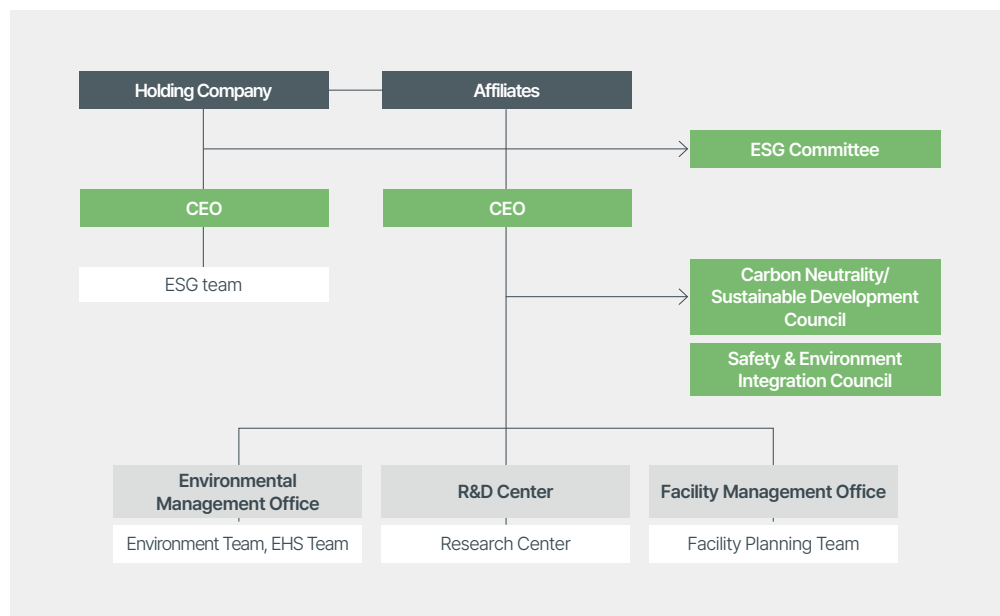
Environmental Management

Approach

— Environmental Management Organization

SeAH Besteel Holdings operates an environmental management structure designed to maintain consistent strategic direction while actively incorporating input from each affiliate to ensure effective implementation across the Group. The Safety & Environment Council, composed of the Strategic Planning Teams and relevant departments from each affiliate, discusses the current status and agenda items of each company. Decisions made by the Council are reported through the ESG Team of the holding company to the management and the ESG Committee within the Board of Directors, establishing key environmental management strategies and directions at the group level.

📌 Organization Chart



[View Full Text of SeAH Besteel Environmental Management Policy](#)

[View Full Text of SeAH CSS Environmental Management Policy](#)

— Environmental Policies

SeAH Besteel and SeAH Changwon Special Steel have each established their own environmental management policies to clarify the principles for practicing environmental management across their business operations. SeAH Besteel has set forth nine key principles, including carbon neutrality, compliance with environmental regulations, minimization of environmental pollutants, and waste management and recycling. SeAH Changwon Special Steel has established five core principles, such as the development and faithful implementation of environmental management processes, minimization of negative environmental impacts, and efficient use of resources and energy. Going forward, SeAH Besteel Holdings will support affiliates that have yet to establish environmental policies, helping them present a unified group-wide direction and minimize the negative environmental impacts from their business activities.

— Compliance with Environmental Regulations

To ensure thorough compliance with environmental laws such as the Waste Control Act and the Chemicals Control Act, SeAH Besteel Holdings maintains a detailed list of legal requirements mandated by each regulation and establishes corresponding response strategies. The implementation status of these strategies is regularly monitored. In cases where non-compliance or unmet requirements are identified, appropriate corrective actions are taken, and the completion of these actions is closely verified.

📌 Response Strategies for Environmental Regulatory Requirements at Business Sites

Legal Title	Requirements	Response Strategy
Air Quality Conservation Act	- Compliance with permissible emission standards for air pollutants such as NOx and SOx - Registration of air pollutant sources and emission outlets - Installation and operation of air pollution prevention facilities	Investment in optimal prevention facilities and introduction of pollutant management systems to reduce NOx emissions
Water Environment Conservation Act	- Compliance with permissible discharge standards for water pollutants such as BOD and COD - Registration of water pollutant outlets and pollution sources - Installation and operation of water pollution prevention facilities	Reduction of pollutant discharge through wastewater recycling
Wastes Control Act	- Reporting of waste generation and recordkeeping on transport, disposal, and recycling - Establishment of waste treatment plans - Selection of waste transporters and promotion of recycling and resource recovery	Continuous improvement of treatment methods and identification of vendors to increase recycling rates
Chemical Substances Control Act	- Registration and safety management of chemical substances - Management of hazardous chemicals - Conduct of risk assessments and development of accident prevention plans	Integrated management of chemical substances through the establishment of a SHE integrated system

Environmental

Environmental Management

Performance

— Establishment of an Integrated Safety, Health, and Environmental (SHE) Management System

SeAH Besteel and SeAH CSS have established an integrated SHE (Safety, Health, and Environment) management system to support employees and partner company workers in performing and managing tasks related to safety, health, environment, and fire safety. Within the SHE system, daily records of air and water operation logs are registered, enabling real-time monitoring of emissions, operating hours, and electricity usage by discharge facility. The system also links with waste-related weighing data, allowing for comprehensive management of waste generation status, discharge status, and treatment costs by waste type. Additionally, when requesting new material purchases, the system allows for prior verification of whether the material is subject to MSDS requirements, enabling systematic management of hazardous substances. The system strengthens periodic implementation and follow-up management of environmental, safety, and health tasks. It is especially utilized to identify and improve risk factors for preventing environmental accidents, ensure compliance with regulatory requirements, and respond to audits and inspections by relevant authorities, thereby enhancing the overall environmental risk management system. SeAH CSS, in particular, has reinforced its environmental management framework by linking air, water, and chemical monitoring devices across the entire plant with in-factory CCTV systems. This integration enables real-time monitoring and management of pollutant discharge facilities at each location. In 2024, the company plans to implement a circulating cooling water monitoring system at the slag crushing site to prevent overflows and other environmental accidents. Additionally, by relocating CCTV previously installed in the waste storage area to the wheel washing facility, the company aims to collect and analyze monitoring footage for use as on-site improvement data. These efforts are expected to strengthen the company's ability to respond to dust emissions, one of the major external complaints.

— Provision of Environmental Information and Facility Management via EHS System

SeAH Aerospace & Defense provides employees with environmental management information and operational procedures for various facilities necessary for their duties through its EHS system. Since most of the company's facilities are subject to environmental permits, any changes such as disposal, structural modifications, or new installations must be immediately reported to the EHS Team and carried out only after receiving approval. This process ensures strict compliance with the Act on Integrated Control of Polluting Facilities and other EHS-related regulations.



G SeAH CSS CCTV-Integrated Environmental Monitoring System

Environmental

Environmental Management

Performance

— Environmental Training

SeAH Besteel Holdings and its affiliates regularly conduct environmental training programs to enhance environmental awareness among all employees. To ensure effective implementation and improve participation rates, various online and offline channels are utilized. Training sessions cover a wide range of topics—such as water quality, air, and waste management—tailored to the characteristics of each business site and the target audience.

In 2024, SeAH Besteel expanded the scope of its environmental training beyond internal environmental personnel to include employees from various departments and subcontractors. This initiative aimed to enhance environmental awareness and management capabilities across the supply chain. Over a 12-month period, environmental training sessions were held monthly, with environmental personnel from 17 departments participating. Additionally, representatives and managers from in-house subcontractors attended training sessions once in the first half and once in the second half of the year, receiving instruction on the operation of environmental protection facilities and emergency response manuals for environmental accidents.

SeAH CSS provides environmental training more than three times a year not only to new technical and office employees but also to interns. In addition to legally mandated training on the handling of hazardous chemicals, the company offers various programs essential for the thorough management of such substances, including training on handling transport containers and compliance requirements during chemical injection.

— Employee-Participated Environmental Protection Activities

SeAH Besteel has continued annual environmental cleanup activities involving employees to improve the local environment in Gunsan, where its business site is located, and to raise environmental awareness among its workforce. In 2024, a total of four cleanup events were held. Notably, in September, the company conducted a plogging activity at an eco-tourism site in Gunsan as part of a public-private joint initiative in collaboration with the Environmental Policy Division of Gunsan City Hall. Alongside SeAH CSS Clean Ocean Volunteer Divers' underwater cleanup activities, a family volunteer group of over 50 participants joined efforts to collect marine debris around Sokuri Island. Together, they removed a total of 1.2 tons of waste, which was handed over to the Jinhae District Office for proper disposal.



Environmental Cleanup Activities in
SeAH Besteel Business Site Areas



SeAH CSS Clean Ocean Volunteer Group Activities

Environmental

Air Pollution

Approach

— Air Pollutant and Fine Dust Reduction Strategy

SeAH Besteel Holdings and its affiliates strictly manage the concentration and volume of air pollutants emitted during production processes, including nitrogen oxides (NOx) and fine dust. In 2024, the Group enhanced its management system by enabling the creation and review of legally mandated air emission logs within the shared integrated SHE (Safety, Health, and Environment) system. This allows for real-time monitoring of facility operating hours, pollutant emission levels, and self-measurement results, establishing a group-wide framework for managing air emissions.

Performance

— Efforts to Reduce Nitrogen Oxide (NOx) Emissions

In 2024, SeAH Besteel invested KRW 240 million to install 13 gas heat pump (GHP) reduction units to reduce pollutants (NOx, CO, THC) emitted from heating and cooling systems. Additionally, to further reduce nitrogen oxide (NOx) emissions, the company invested KRW 970 million to install two FGR (Flue Gas Recirculation) systems in the forging process and replaced the heat exchanger in the secondary heat treatment furnace. In 2025, SeAH Besteel plans to invest KRW 3.4 billion to install a new bag filter system in the steelmaking input process to reduce dust emissions.

— Efforts to Reduce Fine Dust Emissions

SeAH Besteel has established a detailed mitigation plan to reduce fugitive dust emissions generated within its business sites. To control dust generated during scrap storage, additional dust barriers were installed along the site boundaries surrounding the storage facilities.

Since signing a voluntary fine dust reduction agreement in 2019, SeAH CSS has implemented annual reduction plans for both dust and nitrogen oxides through 2024. Under the agreement, SeAH CSS committed to reducing 160 kg of dust and nitrogen oxides over a five-year period and has invested approximately KRW 1.1 billion to achieve this goal. To meet its reduction targets, the company has taken various measures, including implementing an alternate vehicle operation system for employee commuting operating road-cleaning vehicles within the plant, managing wheel-washing facilities, using in-house CCTV systems for air monitoring, and reviewing fuel conversion for heat treatment furnaces.

SeAH Aerospace & Defense continuously invests in dust collection systems to reduce air pollutant emissions, comply with the Act on Integrated Control of Polluting Facilities, and minimize impacts on air quality. In December 2024, the company began construction on a new casting dust collector facility with a budget of KRW 130 million, aiming for completion in January 2025. This project is intended to significantly improve the performance of aging pollution control equipment.

Environmental

Water Resources

Approach

SeAH Besteel Holdings and its affiliates' business sites are subject to regulations such as the Water Environment Conservation Act, the Act on Promotion and Support of Water Reuse, the Water Supply and Waterworks Installation Act, and the Sewerage Act. In response, SeAH Besteel Holdings proactively complies with regional regulations and manages water resources according to standards that are stricter than regulatory requirements. SeAH Besteel has established wastewater treatment facilities to manage effluent generated from manufacturing processes and vehicle washing areas, ensuring strict control over the discharge of water pollutants. The company also minimizes unnecessary water use and actively promotes water reuse, continuously increasing its water reuse rate.

Performance

— Establishment of Treated Effluent Management System

SeAH Besteel Holdings and its affiliates install and operate wastewater discharge facilities at each business site to systematically manage water quality. These facilities treat wastewater containing pollutants generated during production processes before discharging it appropriately. In particular, SeAH CSS utilizes an environmental monitoring system to enhance the efficiency of water quality management and ensure optimal control of water pollutants. At the group level, SeAH has set a target to manage the discharge levels of major water pollutants—such as TOC, BOD, and SS—at less than 30% of the legal limits and continues to work toward achieving this goal each year.

Hazardous Substance Management

Approach

— Chemical Management Policy

SeAH Besteel Holdings and its affiliates operate a chemical management system to efficiently manage the entire lifecycle of hazardous substances—from acquisition to storage and disposal—in compliance with chemical-related regulations and the company's environmental policies. All chemical substances used by the company are systematically managed through Material Safety Data Sheets (MSDS). Whenever a new substance is registered, or when there is a change in concentration or supplier, the relevant department reviews and approves the update before the MSDS is revised.

Each substance is inspected at least once a year using a chemical inspection checklist, and the updated MSDS information is communicated to all employees through training. Additionally, regular training and drills are conducted on the hazards, properties, and handling methods of these substances to prevent chemical leakage accidents. In the event of an accident, response processes are differentiated according to the severity, aiming to minimize human and material damage by taking prompt containment measures.

Performance

— Training and Achievements in Hazardous Chemical Management

SeAH Besteel provided comprehensive training to all employees and partner companies through various formats such as in-person sessions and online programs. The training covered the risks associated with hazardous chemicals, response measures in the event of an accident, and the proper use of personal protective equipment and containment tools. A total of 2,499 participants (1,347 employees and 1,102 partner company workers) completed the training, achieving a 100% completion rate. SeAH CSS conducts monthly safety training for personnel who handle or are exposed to hazardous chemicals. In addition to legally required training, the company offers a wide range of programs, including in-house inspection training, instruction on completing legal chemical logs within the integrated safety, health, and environment (SHE) system, and education on compliance requirements during chemical injection. These initiatives aim to ensure strict on-site management and prevent accidents related to hazardous substances. Furthermore, SeAH CSS participated in the "VALPS+ Chemical Safety Campaign" organized by the Nakdong River Basin Environmental Office under the Ministry of Environment, demonstrating a voluntary commitment to preventing chemical accidents. In the 2024 Valps Plus Campaign, SeAH Besteel was recognized and selected as an excellent workplace for establishing the "Safety Shoes and Chemical Substances Experience Center," where workers could directly experience disaster prevention and safety equipment in their daily routine, and was awarded the Minister of Environment Award.



SeAH CSS Recognized as an Outstanding Workplace in the VALPS+ Campaign

Social

Human Rights	63	➤
Human Resources Management	66	➤
Community Engagement	70	➤
Information Security	73	➤
Customer Satisfaction Management	75	➤

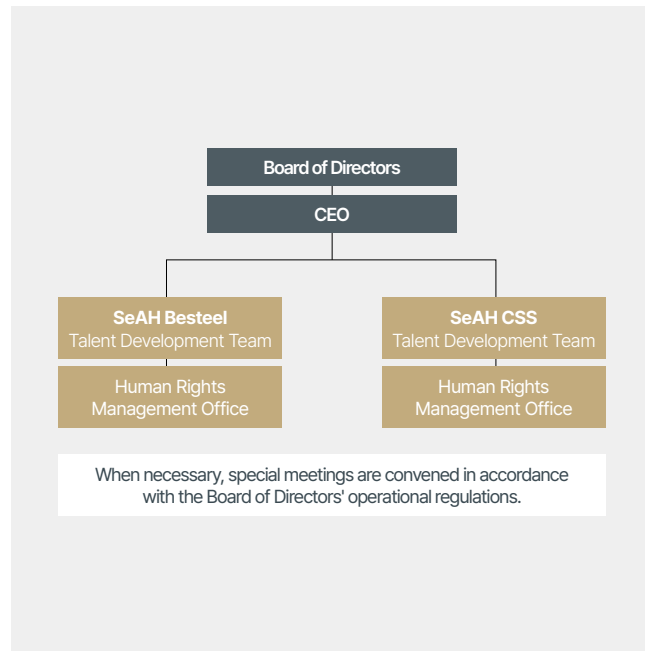
Social

Human Rights

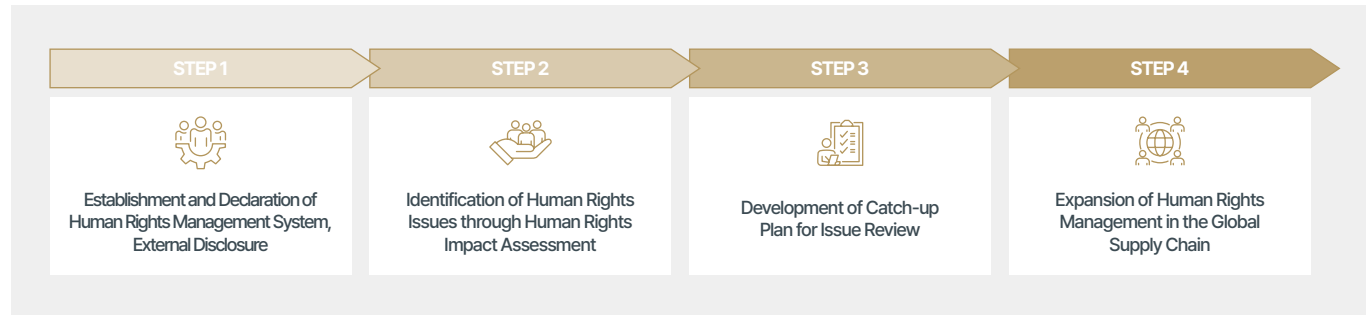
Approach

— Human Rights Management Organization

SeAH Besteel and SeAH CSS officially declared their commitment to human rights management through Board of Directors resolutions in 2023 and 2024, respectively. In 2024, a Human Rights Management Office was newly established to oversee activities such as operating reporting channels, supporting compliance management, providing grievance procedures, and promoting awareness among stakeholders.



— Human Rights Management Roadmap



— Human Rights Management Charter

SeAH Group has publicly announced its Human Rights Management Charter at the group level to uphold the human rights of all stakeholders—including employees, partners, and customers—throughout its business operations. The charter has been published on the official websites of SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense. Based on the core values of integrity, respect, and responsibility, the group actively promotes a range of initiatives including fair recruitment practices, creation of a safe working environment, responsible supply chain management, protection of human rights in local communities, and respect for customer rights.

[View Full Text of SeAH Besteel Human Rights Management Charter](#)

[View Full Text of SeAH CSS Human Rights Management Charter](#)

[View Full Text of SeAH Aerospace & Defense Human Rights Management Charter](#)

SeAH Group Human Rights Management Charter



Human Rights Management Charter

As a global steel manufacturing company, SeAH Besteel Holdings upholds "integrity" as its core value and is committed to respecting the human rights of all stakeholders—employees, partners, and customers—across all business operations. The company strives to create shared value and become a business that makes the world a better place.

SeAH Besteel Holdings complies with the laws and regulations of each country and region and supports international human rights principles and standards, including the Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, UN Convention on the Rights of the Child, and the ILO Core Conventions. To uphold these principles, the company has established and operates a human rights management policy that includes internal and external communication, grievance handling, and remediation procedures.

This policy applies to all domestic and overseas business sites of SeAH Besteel Holdings, and to ensure shared understanding and company-wide implementation, the following Human Rights Management Charter is hereby declared.

Social

Human Rights

Approach

— Operation of the Zero-Tolerance Policy

SeAH Besteel Holdings and its affiliates have established and operate a “Zero-Tolerance Policy” that strictly prohibits three major violations: workplace bullying, sexual harassment, and violence. This policy imposes strict sanctions on perpetrators of these acts. The Zero-Tolerance Policy is uniformly applied across all SeAH Group affiliates, and SeAH Besteel Holdings and its subsidiaries respond firmly to any occurrence of the three defined violations based on this policy. Key elements of the policy include: clear definitions and classifications of the three violations, a nine-step procedure for prevention and response, a dual reporting channel system (in-house and group-level), mandatory periodic reporting by affiliates, and strict disciplinary actions ranging from a minimum of three months' suspension to dismissal. The Zero-Tolerance Policy serves as a safeguard for all employees and is continuously reviewed and refined to strengthen its effectiveness.

Types of the Three Major Violations under the Zero-Tolerance Policy

1 Workplace Bullying

Acts that cause physical or mental distress to another employee or deteriorate their working environment by abusing a position of superiority in terms of workplace status or relationships, beyond what is appropriate for business purposes.

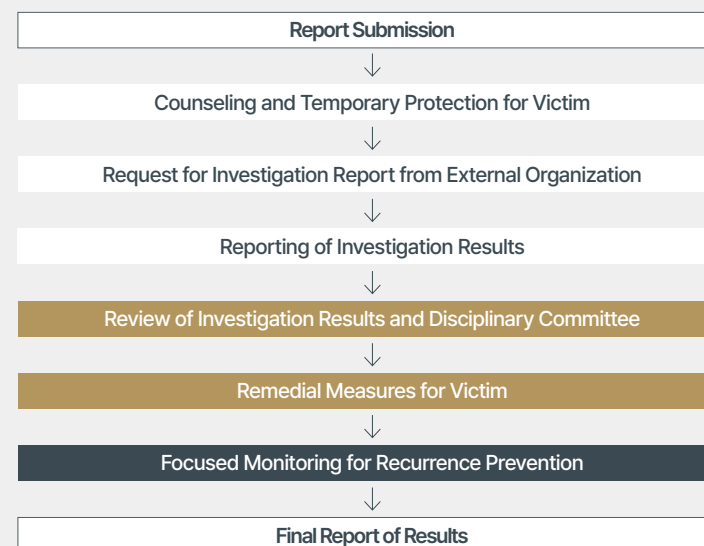
2 Workplace Sexual Harassment

Acts that cause sexual humiliation or discomfort to another person through sexually suggestive behavior or remarks by abusing one's position in the workplace or in connection with work-related activities, or other acts of disadvantaging workers in terms of working conditions and employment for refusing to comply with demands

3 Workplace Violence

Any act by an employee that exerts physical force on, causes harm to, or poses a threat of harm to the body of another person (excluding third parties unrelated to the company or its business). This does not necessarily require physical contact.

SeAH Group Response System for the Three Major Zero-Tolerance Violations



Social

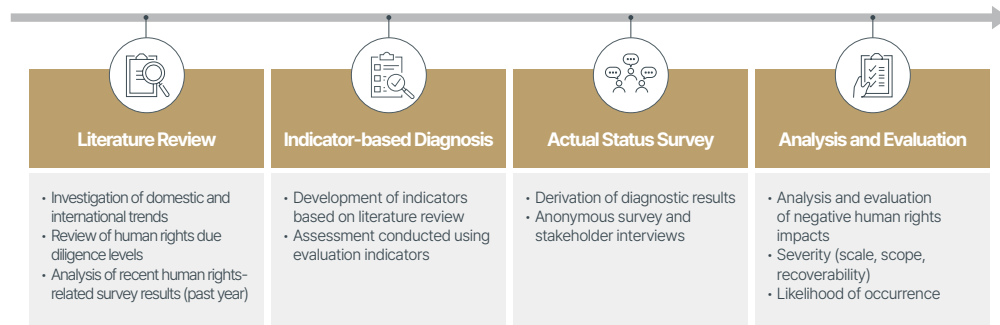
Human Rights

Performance

— Human Rights Impact Assessment

SeAH Besteel and SeAH CSS conducted human rights impact assessments to identify and improve potential negative human rights impacts related to overall business operations. The assessment placed particular focus on evaluating human rights due diligence systems and practices within the supply chain, enabling the identification of human rights risks among partner companies and the development of corresponding improvement measures.

▼ Human Rights Impact Assessment Process



— Grievance Handling Process

To prevent workplace bullying and sexual harassment, SeAH Besteel Holdings operates an active grievance counseling channel. In cases where employees require consultation or wish to file a report related to their working environment, they can contact a designated grievance officer through an established process. The scope of consultation includes not only harassment and sexual harassment but also personal and workplace-related grievances. Through this process, the company implements measures to prevent further harm (such as prohibiting contact and separating spaces), supports recovery for victims (including psychological support, legal consultation, and coping guidance), and seeks resolution of incidents (through mediation, review and disciplinary action, or alternative resolution methods). It also works to improve the perpetrator's awareness and prevent recurrence.

— Employee Assistance Program (EAP) Operation

SeAH Besteel Holdings has expanded its psychological counseling program to include not only employees but also their family members (such as children and spouses), providing broader support for various personal difficulties. The program is conducted on an individual basis through steps such as application, appointment, counseling sessions, and evaluation. By offering personal counseling for employees, the program promotes mental well-being and enhances work focus, contributing to the development of a healthy organizational culture.

▼ Employee Psychological Counseling Program (EAP)

Service Type	Detailed Content
Psychological Counseling	Organizational Domain: Job stress, work maladjustment, etc. Personal Domain: Depression, anxiety, PTSD, panic disorder, etc. Family Domain: Marital conflict, child-rearing, etc.
Psychological Assessment	Depression Assessment (CES-D) Emotional Labor Assessment (K-ELS) Insomnia Self-diagnosis Test (ICL)

▼ Employee Psychological Counseling Program Performance

Psychological Counseling	10 cases
Psychological Assessment	2 cases
Number of Sessions	21 cases
Type of Counseling	In-person / Remote

— Human Rights Training

To promote human rights management, SeAH Besteel Holdings strengthens human rights training for employees each year. In 2024, the company provided training for all employees on key labor rights topics, including sexual harassment prevention, workplace bullying prevention, and disability awareness. Moving forward, SeAH Besteel Holdings plans to further enhance its human rights education to foster greater awareness and protection of human rights within the organization.

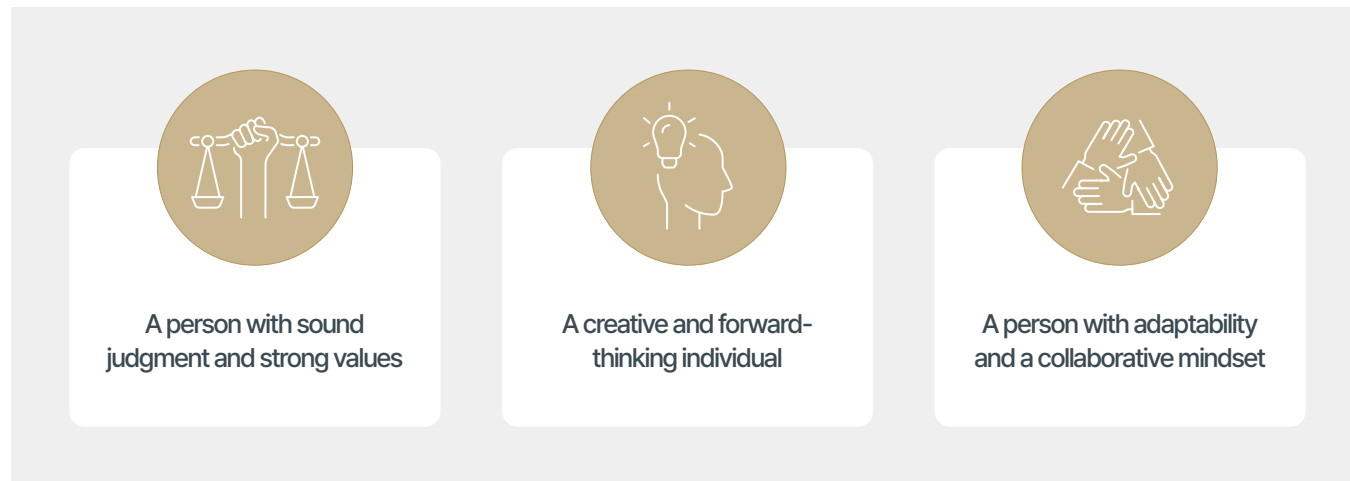
Social

Human Resource Management

Approach

— Talent Philosophy

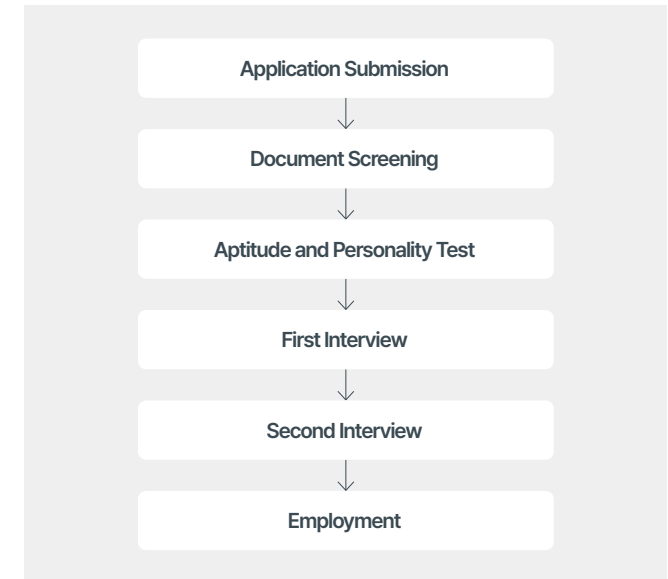
SeAH Besteel Holdings strives to build a sustainable society by embracing diverse ways of thinking and individuality among its members, creating the beautiful values of SeAH filled with dreams and passion. Through this, the company is committed to nurturing creative and innovative talent who will serve as the foundation for both corporate management and the advancement of Korea's industrial sector.



— Talent Recruitment

SeAH Besteel Holdings pursues the value of making the world a better place through outstanding quality and technology. All employees of the company embody the core values of integrity, passion, and competence, fostering a culture of mutual collaboration. To support this, SeAH Besteel Holdings conducts both regular and occasional recruitment based on a fair evaluation process to identify and attract individuals with strong capabilities and growth potential.

— Recruitment Process



— Creating a Non-Discriminatory Recruitment Environment

SeAH Besteel Holdings is committed to establishing a fair recruitment environment free from discrimination based on race, gender, disability, region of origin, or age. The company prioritizes the recruitment of women, veterans, and persons with disabilities, and the acceptance rates for these groups continue to rise. Furthermore, SeAH Besteel Holdings aims to exceed the statutory employment rate of 3.1% for persons with disabilities and provides additional evaluation points for veterans to ensure equal opportunity for all applicants.

Social

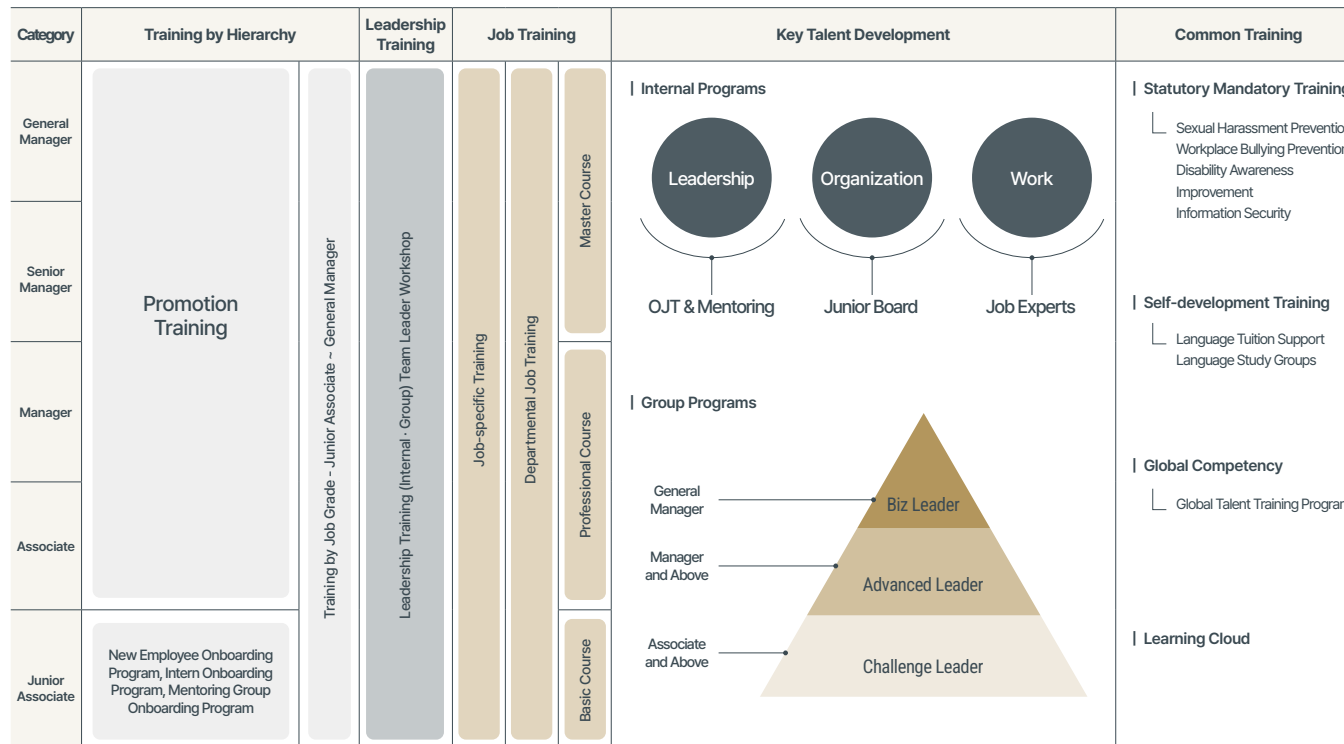
Human Resource Management

Approach

— Employee Competency Development Framework

SeAH Besteel Holdings operates leadership- and role-based training programs to enhance the expertise and capabilities of all employees. Depending on position and experience level, the company provides a variety of programs—such as strength-based workshops, problem-solving training, feedback coaching, and reskilling initiatives—enabling employees to adapt effectively to change.

— Training System



— Performance Evaluation Framework

SeAH Besteel Holdings systematically manages individual goals and key results through its performance evaluation framework. These goals and outcomes are set to align with each employee's career stage, role, and performance expectations. Regular and ongoing feedback is actively exchanged between leaders and team members throughout the evaluation period. The progress and outcomes of goal achievement are continuously reviewed, with final performance ratings determined at the end of the year. Evaluation results are reflected in employee development, compensation, and promotion decisions to ensure fair recognition of individual performance. The evaluation process is finalized through participation by the HR committee of each division and the headquarters, followed by approval from the CEO, thereby ensuring a transparent and equitable performance appraisal across the organization.

Social

Human Resource Management

Performance

— Ensuring Work-Life Balance

SeAH Besteel Holdings and its affiliates operate a variety of work systems and welfare programs to support employees' work-life balance. Each month, a "Leader's Day" is designated to encourage department heads to take time off, while also developing the competencies of next-in-line leaders. Flexible vacation use is supported through a half-day leave system. To promote employee rejuvenation, the company offers a refresh leave program that includes sabbatical leave after 10 and 20 years of service and five consecutive days of paid leave. In addition, autonomous work environments are being established through the implementation of remote work, early departure options, and flexible working hours. Life-cycle-based welfare programs, such as child education subsidies and the senior reemployment system, also support the balance between work and family life.

— Strengthening Job Competencies

SeAH Besteel Holdings implements specialized training programs by job function to enhance employees' professional capabilities and acquire relevant expertise. A structured onboarding program is provided for new hires to build essential core competencies, while position-specific and promotion-related training ensures that employees develop the skills required for their respective career stages in a timely manner.

📌 Job Competency Training Overview

Company Name	Key Programs	Training Participants	Notable Features and Achievements
SeAH Besteel Holdings	Support for Job Training and External Specialized Education	All Office Employees	Development of department-level plans and external training based on job expertise
SeAH Besteel	First Cohort Development of Job Experts	Manager to General Manager Level	Internal instructor training and development of curriculum and teaching materials
SeAH CSS	Support for Certification Acquisition, e-Learning, and Book-based Learning	All Employees	Introduction of new support programs for language and certification acquisition, with annual targets set
SeAH Aerospace & Defense	Leadership Training for On-site Supervisors (2 sessions)	32 On-site Managers	Derivation of process improvement action plans, with an average satisfaction score of 4.4

— Leadership Training

SeAH Besteel Holdings operates a structured, position-specific leadership training program to strengthen leadership competencies across all levels. In 2024, the company introduced a new four-day integrated leadership course for newly appointed executives, covering topics such as business strategy, change management, negotiation, and motivation. For team leaders, semiannual training sessions focused on performance management, fair evaluation practices, and feedback skills.

📌 Leadership Development Training Overview

Category	Key Details	Training Objectives and Outcomes
Executive	Change Management, Strategy & Marketing, Finance, People Leadership, Negotiation, etc. (4-day IGM Program)	Facilitate Role Transition for Executives, Strengthen Strategic Thinking and Organizational Leadership
Senior Executive Vice President	Performance Review System, Performance Coaching, Leadership Assessment, Policy Improvement Discussions (H1 & H2 Workshops)	Enhance Practical Organizational Management Skills and Policy Execution Capabilities

— Support for Self-Development

SeAH Besteel Holdings actively supports the growth of junior talent and the self-development of all employees. The company provides structured programs to enhance organizational understanding, healthy work practices, intergenerational collaboration, and communication skills. These programs are recognized for their practical relevance and engaging, participatory content. In addition, SeAH Besteel offers in-house language courses to strengthen employees' global competencies. These courses follow a structured curriculum and performance-based evaluation system to ensure measurable improvement in language proficiency.

📌 Junior Employee Self-Development Training Overview

Company Name	Key Training Topics	Key Features and Outcomes
New Employee Training	Introduction to SeAH Group, Business Understanding, Communication, Work Engagement, OA Skills, Followership	Improved Job Adaptability, Understanding of Organizational Culture, Competency-based Growth
Position-based Training	Work-Life Balance, Culture of Respect, Teamwork, Intergenerational Communication, Understanding Organizational Culture	Enhanced Leadership and Self-management Skills, Strengthened Teamwork
Practical Competency Enhancement	Data Analysis, Presentation and Verbal Reporting, Time Management	Increased Productivity, Strengthened Personal Management Skills

Social

Human Resource Management

Performance

— Organizational Culture Enhancement

Junior Board & Step-Up

The Junior Board and Step-Up programs at SeAH Besteel and SeAH CSS are key employee-participatory initiatives aimed at improving organizational culture and fostering next-generation leaders. The 1st Junior Board carried out tangible improvement activities such as establishing ground rules, enhancing welfare programs, streamlining workflows, and proposing ESG-related ideas. Additionally, the team gained institutional improvement insights through a global training program in Shenzhen, China. The subsequent 1st Step-Up program identified key themes for organizational culture enhancement based on a company-wide survey and a training session in Japan. The team implemented practical initiatives such as workshops, internal newsletters, and the creation of the SeAH Tower contact network, contributing to the company-wide spread of a positive corporate culture.

Town Hall Meetings

SeAH Besteel Holdings fosters a culture of transparency and mutual respect through quarterly town hall meetings attended by the CEO and all employees. These meetings provide a platform for open dialogue, allowing employees to freely share their thoughts and questions regarding company operations, strategy, and organizational culture, and to engage directly with executive leadership.

We are SeAH Program & Overseas Subsidiary/Office Strengths Workshop

The We are SeAH Program is designed to invite Global Staff (locally hired employees) from SeAH's overseas subsidiaries and offices to the headquarters, aiming to strengthen their sense of belonging and pride, enhance their competencies, and share and internalize SeAH's vision and culture. In 2024, 16 Global Staff members from seven overseas subsidiaries and offices—including Thailand, Vietnam, Japan, China, the United States, and Saudi Arabia—visited the headquarters and domestic plants, participating in various exchange activities with local employees. To further strengthen collaboration and engagement within overseas organizations, a strengths-based diagnostic and workshop was conducted, focusing on perspective-shifting, mutual understanding, and motivation. The program is planned to expand in 2025 to include other overseas subsidiaries and offices located in countries such as China, Thailand, and Germany.



We are SeAH Program



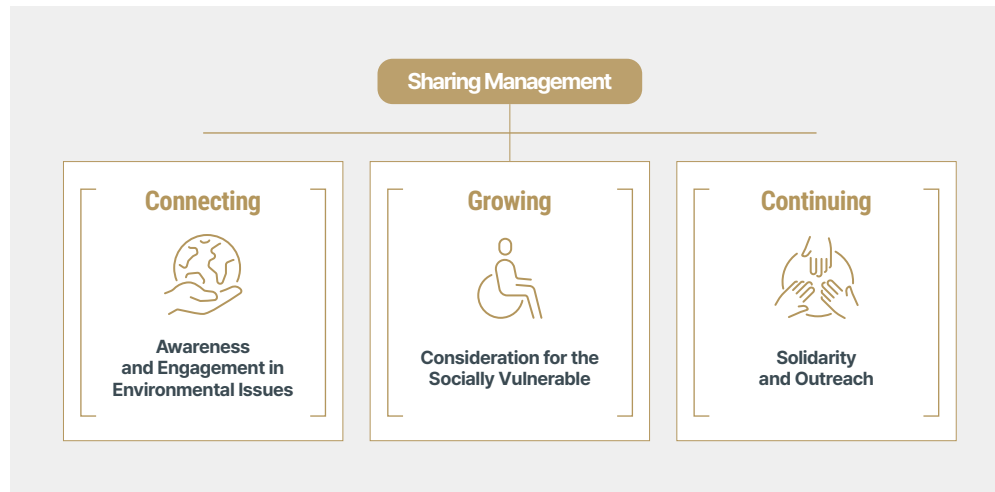
SeAH CTC Strengths Workshop

Social

Community Engagement

Approach

— Sharing Management (Social Contribution) Framework

[SeAH Besteel Community Engagement Policy](#)

— Goal to Expand Community Support Initiatives

Since 2024, SeAH Besteel Holdings has been advancing its community support initiatives under the core value of "Sharing Management," and will further strengthen these efforts in 2025 through a more structured approach to social contribution. The three strategic pillars introduced in 2024—Connecting, Growing, and Continuing—will be further developed to promote awareness of environmental issues, deliver tailored support for socially vulnerable groups, and build a sustainable social contribution model through solidarity and expansion. Building on the achievements of 2024, the company will focus on actively incorporating diverse perspectives from local communities in 2025 to drive meaningful change. It also plans to expand its support programs for underprivileged groups, ensuring that more members of vulnerable populations can benefit from these initiatives.

Performance

— Hope Sharing Local Welfare

Since 2012, SeAH Besteel has been implementing various social contribution initiatives under the corporate philosophy of "Making the World Beautiful" through its Hope Sharing Local Welfare agreement. These ongoing efforts to support marginalized individuals and welfare institutions reflect SeAH's strong commitment to mutual growth with the local community.

SeAH Besteel Hope Sharing Local Welfare Activities Overview

Activity Name	Key Details
Lunar New Year and Chuseok White Rice Donation	Employee donations collected through monthly voluntary fundraising are used to donate white rice to low-income and near-poverty households during holidays such as Lunar New Year and Chuseok
Support Program for Crime Victims	Financial support is provided to crime victims and socially vulnerable individuals, contributing to the establishment of a social safety net
Sponsorship for Animal Shelters	Support is offered to animal rescue organizations in Gunsan for purchasing pet food, enhancing the diversity of social contribution activities
Local Welfare Agreement Ceremony and Summer Relief Donation	Agreements are signed with local welfare institutions, and summer essentials are provided to basic livelihood recipients and near-poverty groups to improve welfare for vulnerable populations
Prize Sponsorship for Gunsan Citizens' Day	In partnership with Gunsan City, SeAH Besteel donates home appliances and cooling supplies such as washing machines to underprivileged groups, contributing to local welfare under the theme "A Day Like a Gift, People Like a Gift"
Support for Fire Victims	Support funds are donated for the restoration of homes damaged by residential fires among vulnerable groups in Jeollabuk-do
Donation for Neighbors in Need	As a leading company that grows alongside the local community, SeAH Besteel promotes a culture of sharing and supports the purchase of winter supplies for low-income groups during the year-end
Donation Ceremony for Crime Victim Families and Vulnerable Groups	In collaboration with Gunsan Police Station and the Jeonbuk Community Chest of Korea, SeAH Besteel provides tailored support to victims of relational crimes such as domestic violence and other vulnerable groups using employee donations and payroll rounding
Donation for Neighbors in Need and Winter Relief	Support is provided for the purchase of winter supplies for low-income households in the region

Social

Community Engagement

Performance

— Community Donation Activities

SeAH Besteel donated KRW 10 million to the “119 Happy House Fund” operated by the Jeonbuk Social Welfare Community Chest to support vulnerable households affected by fire damage. This fund is used to construct or repair homes for basic livelihood security recipients and has supported a total of 12 households to date. The donation was made under the slogan “Innovate Together, Succeed Together, New Jeonbuk,” reflecting SeAH Besteel’s ongoing commitment to fostering a culture of sharing and mutual growth with the local community.



Participation in Donations for Fire-Affected Residents

— SeAH Love House

SeAH Besteel, in partnership with Gunsan City Hall, is dedicated to improving the living conditions of local residents. Through practical repair work such as wallpapering, flooring, and furniture replacement in aging homes, the company helps enhance daily living environments. Additionally, the company supports the “My Dream Study Room” project for children and youth from low-income families, providing a stable space where they can pursue their dreams.

— Scholarship and Christmas Gift Donations

SeAH Besteel provides scholarships to 30 high school students from 12 schools in Gunsan and one school in Changnyeong, contributing to the development of local talent. In addition, during Christmas, the company practices sharing by personally visiting facilities for underprivileged infants, youth, and people with disabilities in the Gunsan area to deliver heartfelt gifts.

— Oxfam Trailwalker Donation Project

SeAH Besteel participates annually in the Oxfam Trailwalker, a global fundraising event hosted by the international relief and development organization Oxfam. This challenge-based donation project raises funds that are used to support local communities in urgent need through Oxfam’s key humanitarian programs.



Oxfam Trailwalker



Social

Community Engagement

Performance

— DIY Volunteer Activities

SeAH CSS provides various volunteer activity items—such as medicine kits, braille books, and environmental pop-up books—in the form of DIY kits. Each month, kits are offered under a different theme, encouraging participation from employees and their families. Completed kits are delivered to low-income households and seniors living alone, fostering a culture of sharing. Additionally, kits are donated to local residents, offering them an opportunity to participate directly and further promoting a culture of volunteerism.

— Anniversary Volunteer Activities

Each year, in celebration of its founding anniversary, SeAH CSS organizes meaningful volunteer activities involving all employees. These include in-house blood donation drives to promote the gift of life, as well as the distribution of customized volunteer kits—such as fire safety kits and nutritious meal kits—for low-income families, delivering tangible support to local communities.



SeAH CSS Anniversary Volunteer Activities

— Monthly Themed Volunteer Activities

SeAH CSS systematically operates monthly themed volunteer activities across various areas, including environmental cleanup, senior welfare, and child education. Backed by the active participation of employees, these initiatives deliver practical support to local communities. Moving forward, the company aims to encourage broader employee involvement to enhance the continuity and impact of its social contribution efforts.

— Coexisting with the Local Community through Support for Foreign Residents

As part of its community engagement efforts, SeAH Aerospace & Defense donated KRW 3 million to the Gyeongnam Migrant Center, continuing its support for foreign residents. Since 2023, SeAH Besteel has been actively participating in various cultural events to promote multicultural understanding and harmony within the local community. In 2024, the company expanded these initiatives by establishing a regular sponsorship system and strengthening in-house programs to encourage voluntary employee participation in community service. Notably, the year-end donation in December marked the culmination of SeAH's ongoing social contribution activities in 2024, demonstrating the company's commitment to sustained involvement rather than one-time giving—an aspect acknowledged by Lee Cheol-seung, Director of the Gyeongnam Migrant Center, in his expression of gratitude.



Donation Ceremony by SeAH Aerospace & Defense Materials

— Volunteering on World Day for Cultural Diversity to Promote Diversity and Inclusion

To foster harmony with foreign residents, SeAH Aerospace & Defense participated in volunteer activities for the World Day for Cultural Diversity. At the event held on May 19, 2024, a total of 23 volunteers and 5 event staff members supported the commemorative ceremony and distributed lunch boxes to participants from various countries. Later in October, the company also took part in the MAMF (Migrants' Arirang Multicultural Festival), assisting with the cultural diversity parade featuring participants from 18 countries. These activities provided meaningful opportunities to engage with community members from diverse cultural backgrounds and deepen mutual understanding.



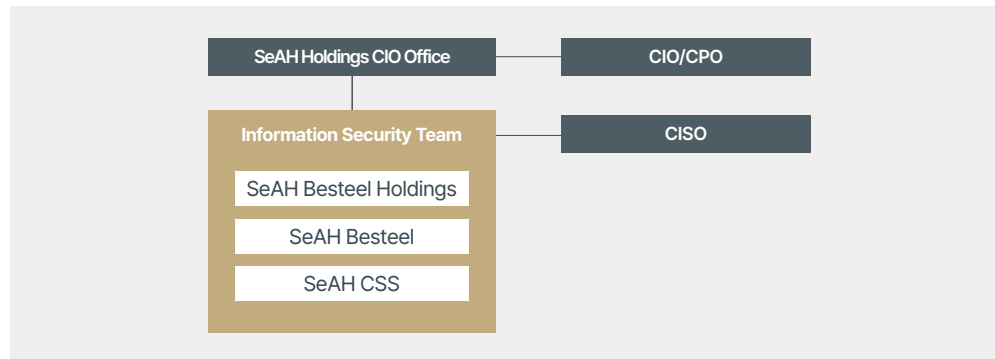
SeAH Aerospace & Defense' Participation in the World Day for Cultural Diversity Event

Social

Information Security

Approach

Organization Chart



Information Protection Policy

All affiliates within the SeAH Group have issued a group-level Information Protection Policy, which includes detailed regulations and guidelines such as: Information Protection Regulations, Information Protection Organization Management Guidelines, Personal Information Protection Guidelines, Personnel Security Guidelines, Information Asset Management Guidelines, Physical Security Guidelines, IT Infrastructure Security Guidelines, Mobile Device Security Guidelines, Risk Assessment Guidelines, Security Incident Response Guidelines, Security Inspection and Audit Guidelines, and Business Continuity Guidelines.

Performance

Information Security Level Assessment

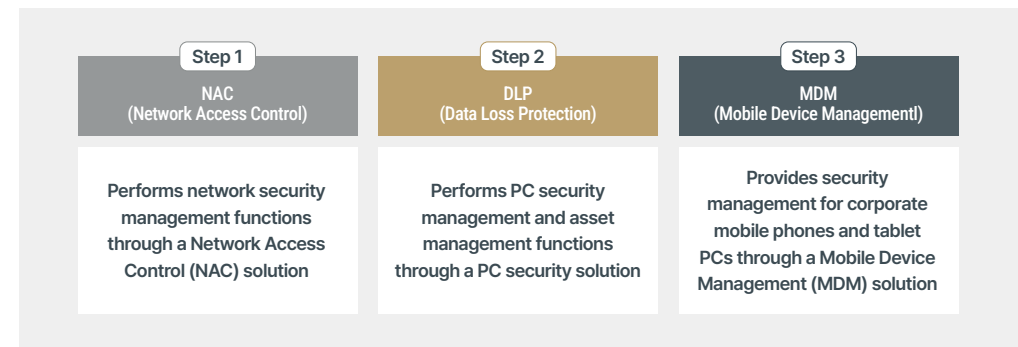
To maintain a secure IT environment and prevent security incidents, SeAH Besteel Holdings carried out an Information Security Level Assessment project. In addition, the company conducts regular assessments from various perspectives—including system vulnerability assessments and simulated penetration testing—to continuously address identified issues and strengthen its security posture on an ongoing basis.

Information Security Maturity Assessment	2024. 11. 05
Conduct of Penetration Testing	2024. 11. 05

Implementation of PC Security (DLP) and Network Security (NAC)

SeAH Besteel Holdings has implemented information security solutions to establish a framework for preventing information leakage. The adoption of a DLP (Data Loss Prevention) solution enhanced personal information protection by detecting and encrypting sensitive data—such as personal information and company confidential documents—stored on PCs. In addition, the company implemented a control and management system to block unauthorized programs and external media, thereby reinforcing its overall security framework.

Phased Network Security System for Information Protection Solutions



Social

Information Security

Performance

— Operation of IT Information Security Council

To respond to digital transformation and rising cyber threats, the SeAH Group regularly operates an Information Security Council led by the SeAH Holdings CIO Office and Information Security Team, with the participation of IT and information security personnel from all affiliates. Through quarterly meetings, monthly working-level sessions, and the publication of newsletters, the group establishes and implements information security strategies at the group level while facilitating close coordination of on-site issues and technical challenges across its affiliates.

Item	Content
Operating Body	SeAH Holdings CIO Office, Information Security Team, IT Service Planning Team
Participating Members	IT and Information Security Practitioners from Each Affiliate
Operating Method	Monthly working-level meetings, quarterly regular meetings, newsletter publication
Key Agenda	MFA, SSL VPN account cleanup, Windows 11 migration, malicious site blocking, AI security policies, etc.
Major Activities	IT training, AI workshops, Clean Desk campaign, internal system control checks, chatbot development, etc.
Information Sharing Method	Google Spaces, Council Newsletters, Offline Meetings

— Information Security Training

In accordance with the Personal Information Protection Act, SeAH Besteel Holdings has established an internal management plan and conducts regular information security training. In the second half of 2024, the company provided targeted training for the HR, Finance, and General Affairs departments, focusing on full-cycle personal information management, encryption, contractor management, and data breach response. This training will be expanded to all affiliates to support the internalization of information security capabilities across the group.



Information Security Training

— Clean Desk Campaign

To prevent the theft or leakage of sensitive information and to raise employee awareness of information security, SeAH Besteel Holdings is implementing a Clean Desk Campaign.

Social

Customer Satisfaction Management

Approach

— Customer Satisfaction Management System

SeAH Besteel Holdings and its affiliates have established a systematic management system aimed at enhancing product quality and service through close communication with customers. Customer satisfaction management is driven by three key pillars: Voice of Customer (VoC) collection, quality improvement activities, and customer satisfaction measurement. VoC is gathered through regular technical exchange meetings, CQI/CSI surveys, and customer complaint channels. The collected feedback is promptly shared with relevant departments and linked to improvement activities. In particular, quality-related issues are systematically managed through the QA/QC system, with major issues addressed by the Quality Improvement Committee. Customer satisfaction is quantitatively measured through quarterly CQI and annual CSI surveys, and customer loyalty is assessed using the Net Promoter Score (NPS). The results are reported in management meetings and managed as key performance indicators (KPIs), thereby strengthening a sustainable customer satisfaction management system.

Performance

— Customer Satisfaction Management Performance

In 2024, SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense held a total of 30 technical exchange meetings to address customer concerns related to quality and provide technical support, resulting in tangible collaboration outcomes such as the resolution of internal defects in SUM43 rolled billets. SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense all recorded an increase in customer satisfaction (or Customer Quality Satisfaction Index) scores compared to the previous year. The companies are currently focusing on improving surface quality while also working to enhance delivery timelines and communication systems.

▼ Customer Satisfaction Enhancement Activities by Affiliate



Governance

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Governance

Board of Directors Operations

Approach

— Composition of the Board of Directors

The Board of Directors at SeAH Besteel Holdings consists of three internal directors and four external directors. To enhance operational efficiency, one secretary is appointed, and this role is carried out by the team leader responsible for managing the board. The chairperson is a director designated in advance by the board. In the absence of the chairperson, the role is assumed in the following order: CEO, Chair of the ESG Committee, and Chair of the Audit Committee. The appointment of directors is conducted transparently in strict accordance with the Articles of Incorporation and relevant regulations.

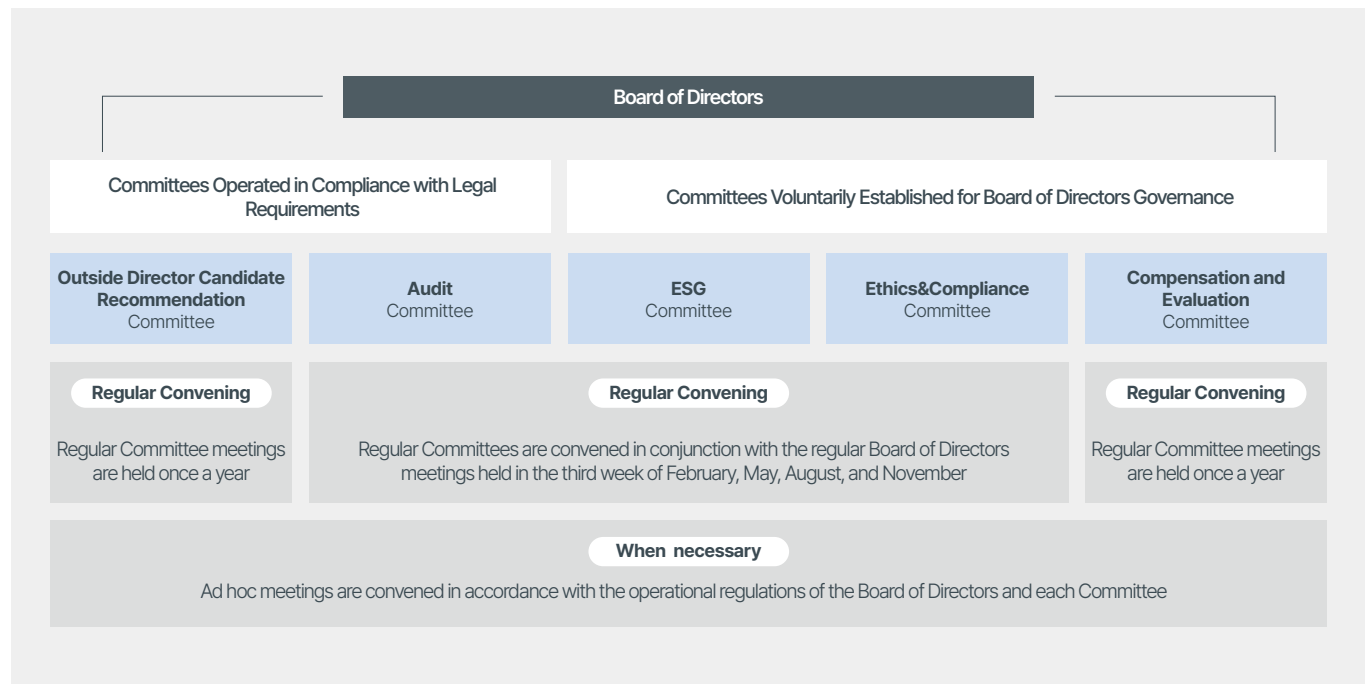
— Roles and Significance of the Board of Directors

SeAH Besteel Holdings practices sustainable management based on a solid governance structure, with the Board of Directors representing the interests of shareholders and stakeholders by overseeing major corporate decisions and management activities. Through regular and extraordinary board meetings, the board deliberates and resolves key agenda items. It also operates various committees, including the ESG Committee, to enhance professionalism and efficiency. Furthermore, board activities are carried out in compliance with the Articles of Incorporation and internal regulations, reinforcing transparency and accountability, while pursuing continuous improvement through internal and external evaluations.

— Structure of the Board of Directors and Committees

In addition to the legally mandated Board of Directors, Outside Director Candidate Recommendation Committee, and Audit Committee, SeAH Besteel Holdings voluntarily operates three specialized committees—ESG Committee, Ethics & Compliance Committee, and Compensation Evaluation Committee—to further reinforce board-centered management.

📌 Organizational Structure of the Board of Directors and Committees



Governance

Board of Directors Operations

Approach

— Board Composition

SeAH Besteel Holdings' Board of Directors consists of seven members, including three internal directors and four external directors, with external directors accounting for 57.1% of the board. This composition is in full compliance with Articles 383 and 545-8 of the Korean Commercial Act. The external directors bring extensive experience and expertise from diverse sectors such as industry, academia, and accounting, and play a key role in supporting rational decision-making by management without being influenced by specific interests. In addition, to strengthen capabilities in addressing ESG-related trends and issues both domestically and internationally, the company has conducted carbon neutrality training through external institutions, continuing its efforts to enhance sustainable management.

📌 Current Composition of the Board of Directors

* As of May 31, 2025

Category	Name	Gender	Key Career Highlights	Initial Appointment Dates	End of Term
Outside Director (Chairman of the Board of Directors)	Yuhsun Yoon	Female	Current) Outside Director, SeAH Besteel Holdings; Chair of the Board of Directors; Chair of the ESG Committee Current) Dean, KAIST College of Business Current) Professor of Marketing, KAIST College of Business	2020.03.20	2026.03.25
Inside Director (CEO)	Taesung Lee	Male	Current) CEO and Inside Director, SeAH Besteel Holdings; Chair of the Compensation Evaluation Committee Current) CEO, SeAH Holdings Former) Head of Business Planning Division, SeAH Besteel Holdings	2016.03.18	2027.03.29
Inside Director (CEO)	Suho Kim	Male	Current) CEO and Inside Director, SeAH Besteel Holdings Current) CEO of SeAH Holdings Former) Head of Future Strategy Division / Executive Director, Hyundai Capital Former) Partner, Financial and Digital Division, McKinsey & Company	2023.03.29	2027.03.29
Inside Director	Sungjun Park	Male	Current) Head of Management / Inside Director, SeAH Besteel Holdings Current) Head of Management, SeAH Holdings Former) Head of Innovation Center Team, SeAH Holdings Former) Head of Performance Management Team, SeAH Holdings Former) Director, Deal Division, Samil PwC	2022.03.25	2026.03.25
Outside Director	Jihong Kim	Male	Current) Chair, Department of Business Administration, State University of New York, Korea Former) Non-executive Auditor, General Insurance Association of Korea Former) Professor, School of Business, Yonsei University	2020.03.20	2026.03.25
Outside Director	Sangchan Park	Male	Former) Outside Director, Noroo Paint Co., Ltd. Current) Associate Professor, KAIST College of Business / Department of Management Engineering Current) Editor-in-Chief, Korean Journal of Human Resource and Organizational Behavior, Korean Academy of HRM and OB Former) Visiting Professor, Scheller College of Business, Georgia Institute of Technology Former) Assistant Professor, School of Business, Ewha Womans University Former) Assistant Professor, NUS Business School, National University of Singapore	2025.03.26	2027.03.26
Outside Director	Hwayong Lee	Male	Current) Managing Partner, LKB & Partners Current) Member, Disciplinary Committee, Korea Exchange	2023.03.29	2027.03.29

— Board Independence

To ensure the independence of the Board and maintain sound governance, SeAH Besteel Holdings appoints a majority of its directors as external directors (as of 2024). Since March 2019, the roles of the Board Chair and the CEO have been separated to establish an effective system of checks and balances. Furthermore, starting in March 2021, the position of Board Chair has been held by an external director, further reinforcing board independence. During the appointment process, the Outside Director Candidate Recommendation Committee thoroughly reviews each candidate's independence, qualifications, and expertise, while rigorously checking for any potential conflicts of interest with the company. Additionally, any director with a possible conflict of interest is restricted from exercising voting rights on related agenda items, thereby enhancing fairness and transparency.

Governance

Board of Directors Operations

Approach

— Appointment of Directors

In accordance with Article 382 of the Korean Commercial Act and Article 27 of the Articles of Incorporation, SeAH Besteel Holdings appoints directors at the General Meeting of Shareholders from a pool of candidates with no disqualifying factors. In the case of external directors, appointments are made from among the candidates recommended by the Outside Director Candidate Recommendation Committee, as stipulated in Article 542-8 of the Korean Commercial Act and Article 27, Paragraph 2 of the Articles of Incorporation. When the appointment of directors is included as an agenda item for the General Meeting of Shareholders, shareholders are provided with sufficient time to review the matter. Information on candidates who have been verified and recommended by the committee is clearly communicated through the meeting notice.

— Board Evaluation

To enhance long-term corporate value and ensure the accountability of directors, SeAH Besteel Holdings has conducted an annual board evaluation since 2023. The evaluation covers the entire board structure, including the Board of Directors and its internal committees. Assessment criteria are structured around five categories: director responsibility, board operation, expertise, problem-solving capability, and overall effectiveness. In accordance with Article 388 of the Korean Commercial Act and Article 36 of the Articles of Incorporation, the company sets the remuneration limit for directors, including external directors, through a resolution at the General Meeting of Shareholders and provides compensation based on internal remuneration policies. The remuneration for external directors is determined in consideration of their legal responsibilities and the company's size and is adjusted to align with compensation levels in comparable industries.

Performance

— Operational Status

The Board of Directors at SeAH Besteel Holdings operates under clearly defined regulations that specify its authority, responsibilities, and procedures. The board is categorized into regular and extraordinary meetings, with regular meetings held quarterly, four times a year. Extraordinary meetings are convened as needed to enable prompt decision-making on urgent matters. The Board Chair is responsible for convening meetings, and any director may request a meeting if necessary. If a director is unable to attend in person, participation via video conference is permitted and recognized as attendance. The annual board schedule is set in advance during the preceding year, ensuring sufficient time for preparation and notification. In 2024, a total of eight board meetings were held, and the average attendance rate of directors was recorded at 99%.

📌 Board Operations Status

Category		Unit	2022	2023	2024
Board Operations Status	Number of Board of Directors Meetings Held	Case(s)	10	8	8
	Regular	Case(s)	4	4	4
	Special	Case(s)	6	4	4
	Total Number of Agenda Items Discussed	Case(s)	29	20	17
	Number of Rejected or Amended Agenda Items	Case(s)	-	-	-
	Average Attendance Rate of the Board of Directors	%	97	100	99
	Attendance Rate of Inside Directors	%	100	100	100
	Attendance Rate of Outside Directors	%	95	100	99
	Ratio of CEO Compensation to Median Employee Compensation	Times	3.0	2.1	1.9
	Average Tenure of Board Members	Year(s)	6	5	4

Governance

Board of Directors Operations

Performance

— Efforts to Ensure Diversity and Expertise

To enhance the professionalism and objectivity of management decision-making, SeAH Besteel Holdings appoints external directors with diverse backgrounds and expertise. The current board includes individuals with extensive experience in various specialized fields such as engineering, business management, and the steel industry. A female external director also serves on the board to strengthen gender diversity. The board actively avoids discrimination based on gender, age, nationality, race, religion, region of origin, educational background, or disability, and is committed to fostering an inclusive and equitable decision-making environment.

▼ Board Competency Matrix

Board Skills Matrix						
Director	Steel Industry Knowledge	Financial Expertise	Strategy Thinking and Action	Global Business Experience	Digital Transformation	Leadership Skills
Yoon Yeosun		•	•	•	•	•
Lee Taesung	•	•	•	•		•
Suho Kim	•	•	•	•		•
Park Sungjun	•	•	•	•		•
Kim Jihong		•	•	•		•
Lee Hwayong	•			•	•	•

* Director Park Sangchan, appointed in March 2025, will be included in the following year's report.

— Committee Activities

SeAH Besteel Holdings operates five specialized committees under its Board of Directors: the ESG Committee, Ethics & Compliance Committee, Audit Committee, Outside Director Candidate Recommendation Committee, and Compensation Evaluation Committee. In particular, the Audit Committee is composed entirely of four external directors to ensure independent oversight, with one member possessing expertise in accounting and finance. Additionally, an Internal Control Team is established under the Audit Committee to provide independent support for its auditing functions.

	Operational Overview	Participation Rate
ESG Committee	- Establishment of ESG strategies and performance monitoring to strengthen ESG management - Pre- and post-inspection of ESG risks and ESG-informed business decision-making - Deliberation of other key ESG-related agenda items	100%
Ethics & Compliance Committee	- Establishment of Ethics and Compliance (E&C) policies - Monitoring implementation of E&C policies across affiliates - Providing advice and support for ethics and compliance management - Appointment of Chief Compliance Officer - Enactment and revision of ethics and compliance regulations; handling of violations	100%
Audit Committee	- Supervision of directors and executive management - Deliberation of matters related to audit as stipulated by the Articles of Incorporation or internal regulations - Selection of external auditors and approval of other major agenda items	99%
Outside Director Candidate Recommendation Committee	- Recommendation and qualification review of outside director candidates - Deliberation of matters necessary for recommending outside director candidates	100%
Compensation Evaluation Committee	- Determination of executive compensation and benefits - Proposal of CEO appointment or dismissal - Deliberation of compensation limit for registered executive directors	100%

Governance

Board of Directors Operations

Performance

— Audit Committee

The Audit Committee at SeAH Besteel Holdings is responsible for key audit functions, including assessing and improving the adequacy of the internal control system and approving the appointment and dismissal of the head of the audit-related department. In 2024, in accordance with the Audit Committee Regulations and best practice standards, the committee reviewed and approved the appointment of the head of the internal audit organization, the Internal Control Team. The candidate's experience in finance and accounting, along with certification as a Certified Internal Auditor (CIA), were considered in evaluating eligibility. This decision strengthened the independence and expertise of the audit function and contributed to improving audit quality and realizing transparent management.

Key Functions of the Audit Committee	Key Actions in 2024	Outcomes
- Evaluation and improvement of the internal control system - Consent to the appointment and dismissal of the head of the Internal Control Team - Performance evaluation of audit-related activities	- Approval of appointment and dismissal of the Head of the Internal Control Team - Eligibility review (14 years of experience in finance/accounting, 4 years in internal audit, CIA certification)	- Enhanced independence of the audit body - Strengthened expertise in internal audit - Advanced transparency in corporate governance system

— Compensation Evaluation Committee

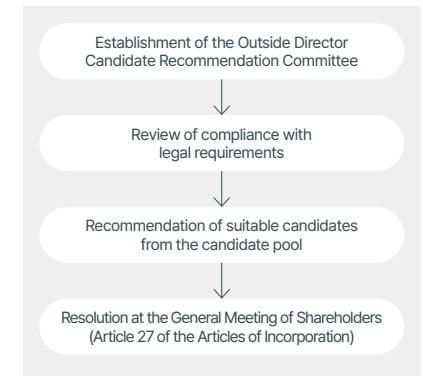
To ensure transparency and fairness in executive compensation, SeAH Besteel Holdings has established and operates a Compensation Evaluation Committee. Decisions are made with a majority of incumbent members present and in agreement. At the committee meeting held on February 6, 2024, members reviewed and reported on the proposed total compensation limit for registered executives. All members were in full attendance and participated in the discussion. In accordance with internal regulations, the committee holds regular meetings once a year, with additional meetings convened as necessary. The committee regularly reviews the executive compensation structure and its linkage to performance, continuously working to maintain a fair and reasonable compensation system.

Key Agenda Item in 2024	Resolution Method	Key Procedures
Proposal on the Total Compensation Limit for Registered Executive Directors	- Majority attendance of incumbent committee members - Majority approval of attending members	- Deliberation on the executive compensation limit - Review of performance-linked compensation structure, etc.

— Outside Director Candidate Recommendation

To ensure the independence and expertise of its directors, SeAH Besteel Holdings has established and operates an Outside Director Candidate Recommendation Committee. The committee fairly reviews and recommends candidates who meet the qualifications prescribed by applicable laws. The specific standards and procedures for recommendation and qualification review are governed by the committee's internal regulations. In accordance with Article 27-2 of the Articles of Incorporation, the company does not adopt a cumulative voting system. Candidates for external directorship are independently reviewed and then appointed through resolutions at the General Meeting of Shareholders. This process helps ensure diversity and transparency within the board while strengthening the soundness of the governance structure.

✔ Structure of Outside Director Candidate Recommendation Process



Governance

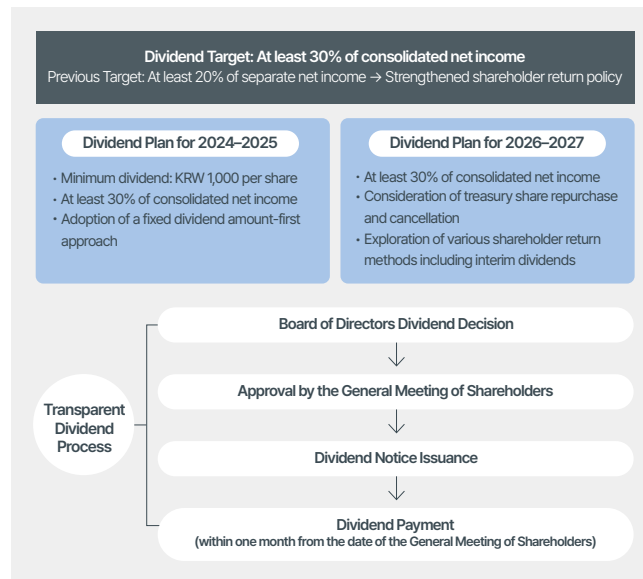
Shareholder-Friendly Management

Approach

— Dividend Policy

To enhance shareholder value, SeAH Besteel Holdings has set a dividend target of "30% or more of consolidated net income" from 2024 to 2027. For 2024–2025, a minimum dividend of KRW 1,000 per share is planned, and for 2026–2027, various shareholder return measures such as share repurchases and cancellations, as well as interim dividends, will be considered. To ensure transparency, the company has adopted a "dividend amount first, record date later" approach. All dividend-related information is disclosed annually on the official website.

📌 Dividend Procedure



Performance

— Shareholder Communication

To strengthen trust with shareholders and ensure transparent management, SeAH Besteel Holdings has established and implemented a multifaceted shareholder communication strategy. Through IR activities, enhanced disclosures, and improvements in the operation of general meetings of shareholders, the company aims to improve information accessibility for investors and shareholders while maintaining effective communication.

📌 Shareholder Communication Activities

	Category	Key Details
1	IR Activities	- Over 113 IR meetings in 2023 and more than 110 scheduled for 2024 - Quarterly earnings releases (fair disclosure) and NDRs conducted - Various IR events including Corporate Days and site visits - Consideration of hosting Analyst Day and management briefings
2	Enhanced Disclosure	- Disclosure of Corporate Governance and Sustainability Reports in 2024 - Annual disclosure of progress on corporate value enhancement plans - Key information concurrently disclosed via DART and the company website
3	Improved Operation of the General Meeting of Shareholders	- Introduction of a pre-determined record date for dividends starting in 2025 - Continued operation of electronic voting and e-proxy systems - Participation in the autonomous compliance program for dispersed shareholder meetings and convening notices 4 weeks prior to the AGM (ensuring shareholder rights)
4	Strengthened Shareholder Communication	- Enhanced communication with the market, transparent information disclosure, and improved shareholder convenience - Protection of shareholder rights and achievement of key corporate value enhancement goals

— Shareholder Right

SeAH Besteel Holdings is committed to encouraging active participation in general meetings of shareholders by avoiding peak dates and scheduling meetings accordingly. Beginning with the 67th Annual General Meeting, the company introduced an electronic voting system to enable shareholders to conveniently exercise their voting rights. In parallel, proxy solicitation efforts have been implemented to further promote shareholder engagement. Starting from the 68th Annual General Meeting, the company also adopted an electronic proxy system to support all shareholders—including minority shareholders—in actively exercising their rights. In the 69th Annual General Meeting held in 2024, SeAH Besteel Holdings continued operating both the electronic voting and proxy systems, while expanding information disclosures through online notices and the company website to facilitate smoother shareholder participation. Through these measures, the company continues to safeguard shareholder rights and reinforce management transparency.

Governance

Risk Management

Approach

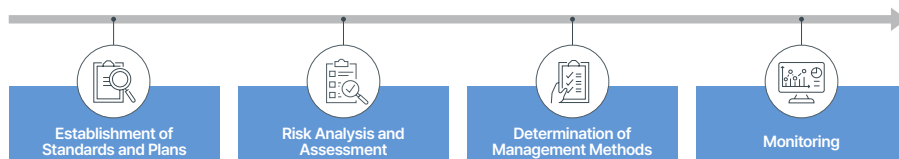
— Risk Management System

SeAH Besteel Holdings recognizes the importance of risk management across various domains to ensure sustainable management and has established a company-wide risk management framework. The Risk Management Department is responsible for setting the standards and plans for risk management, while each functional department identifies and assesses risks based on these guidelines. A segmented risk management approach is applied by area—such as strategy, organization, and finance—and the company strengthens its risk response capabilities through regular analysis, assessment, and monitoring.



— Risk Management Process

The Risk Management Department establishes risk management standards and plans, and reviews risks identified by each department. Through this framework, identified risks undergo a comprehensive analysis that considers impact, likelihood of occurrence, issue severity, and the expectations of relevant stakeholders. For issues designated as key risks, appropriate response measures—such as process management—are implemented. Regular monitoring is conducted to prevent recurrence and ensure ongoing risk mitigation.



Performance

— Advancement of Risk Management

SeAH Besteel Holdings effectively manages a wide range of risks, not only financial risks but also those related to Environment (E), Social (S), and Governance (G). In 2024, SeAH Besteel and SeAH CSS identified and managed a total of 65 key tasks across various areas, including strategy, organization, finance, human resources, procurement, manufacturing, facilities, quality, research and development, sales, safety, and environment. In the environmental sector, the companies established a carbon neutrality roadmap in response to strengthened global carbon neutrality regulations and are promoting initiatives to guide domestic and international producers in securing and certifying carbon emissions data, in line with carbon emissions and CBAM regulations. In the safety sector, they emphasize compliance with safety standards and employee training to manage the risk of serious industrial accidents, while seeking measures to ensure safe working environments. In the supply chain sector, efforts are being made to prevent the weakening of business continuity caused by inadequate labor rights and occupational health and safety management systems among suppliers. To this end, written evaluations and on-site inspections for partners will be strengthened in 2024.

Appendix

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ESG Data

Economic Performance

SeAH Besteel Holdings

Category			Unit	2022	2023	2024	Remark
Distribution of Economic Value	Revenue		KRW million	4,386,333	4,083,481	3,636,063	Consolidated Basis
	Employees			1,577	5,340	6,228	
	Shareholders and Creditors			48,665	38,541	38,541	
	Share Buybacks			0	0	0	

Governance

Category			Unit	2022	2023	2024	Remark
Board Composition	Executive Directors		persons	3	3	3	
	Independent Directors			4	4	4	
	Other Non-executive Directors			0	0	0	
	Female Directors (Female Registered Executives)			1	1	1	
	Board Independence	Proportion of Independent Directors	%	57	57	57	
	Board Diversity	Proportion of Female Directors		14	14	14	
Board Operations	Number of Meetings Held	Total Number of cases	cases	10	8	8	
		- Regular		4	4	4	
		- Extraordinary		6	4	4	
		Number of ESG Committee Meetings		3	5	5	
		Number of Environmental-Related Reports to the Board		2	4	4	
		Number of Environmental-Related Resolutions by the Board		2	4	0	
	Number of Agenda Items Discussed	Total Number of cases		29	20	17	
		- Number of Opposed or Amended Items		0	0	0	
	Average Board Attendance Rate	Overall Attendance Rate	%	97	100	99	
		- Attendance Rate of Executive Directors		100	100	100	
		- Attendance Rate of Independent Directors		95	100	99	
	Average Director Tenure		year	6	5	4	

ESG Data

Governance

SeAH Besteel Holdings

Category		Unit	2022	2023	2024	Remark
CEO-to-Median Employee Pay Ratio		times	N/A	2.0	2.0	Data correction for 2023
Board Committees	Audit Committee	Number of Committee Meetings Held	times	6	6	7
		Proportion of Accounting or Financial Experts on the Board	%	25	25	25
		Proportion of Independent Directors		100	100	100
		Participation Rate of Independent Directors		100	100	99
		Approval of Non-Audit Service Contracts by Audit Committee	cases	0	0	3
	Independent Director Nomination Committee	Number of Committee Meetings Held	cases	1	2	1
		Proportion of Independent Directors	%	100	100	100
		Participation Rate of Independent Directors		100	100	100
	Compensation Committee	Number of Committee Meetings Held	cases	1	1	1
		Proportion of Independent Directors	%	50	50	50
		Participation Rate of Independent Directors		100	100	100
	ESG Committee	Number of Committee Meetings Held	cases	4	5	5
		Proportion of Independent Directors	%	80	80	80
		Participation Rate of Independent Directors		100	100	100
	Ethics & Compliance Committee	Number of Committee Meetings Held	cases	4	4	4
		Proportion of Independent Directors	%	67	67	67
		Participation Rate of Independent Directors		100	100	100

ESG Data

Governance

SeAH Besteel Holdings

Category			Unit	2022	2023	2024	Remark
Ethical Management	Ethics Training	Ethics Training Participants	persons	17	53	55	Data correction for 2023
		Ethics Training Hours	hour	12	122	227	
		Ethics Training Completion Rate	%	100	100	100	
	Number of Ethics Reports		cases	0	0	0	
	Number of Ethics Reports Resolved	Total Number of cases		0	0	0	
		- Investigations and Audits		0	0	0	
		- Referred to Relevant Departments		0	0	0	
		- Others		0	0	0	
	Ethics Report Resolution Rate		%	N/A	N/A	N/A	
	Status of Ethical Management Violations	Total Number of Violations	cases	0	0	0	
	Outcomes of Ethical Management Violations	Total Number of Disciplinary Measures		0	0	0	
	Audit	Audit Plan Review Status	Reviewed / Not Reviewed	Reviewed	Reviewed	Reviewed	
		Audit-Related Training Conducted	cases	1	2	1	
		Ratio of Non-audit Fees to Audit Fees	%	0	0	10	
Anti-Corruption	Number of Corruption Incidents		cases	0	0	0	
	Number of Disciplinary Actions			0	0	0	
Assessment of Corruption Risks	Total Number of Sites		cases	1	1	1	
	Number of Sites Assessed for Corruption Risk			0	1	1	
	Proportion of Sites Assessed for Corruption Risk		%	0	100	100	

ESG Data

Governance

SeAH Besteel Holdings

Category			Unit	2022	2023	2024	Remark
Legal Violations	Number of Legal Violations	Total Number of cases	cases	0	0	0	
		- Environmental Law Violations		0	0	0	
		- Anti-competitive Law Violations		0	0	0	
		- Occupational Safety Law Violations		0	0	0	
	Amount of Fines Imposed	Total Amount	KRW million	0	0	0	
		- Environmental Law Violations		0	0	0	
		- Anti-competitive Law Violations		0	0	0	
		- Occupational Safety Law Violations		0	0	0	
Shareholders	Shareholder Composition	Treasury Share Ratio	%	0	0	0	
		Shareholding of Controlling Shareholders and Their Relatives		62.7	62.7	62.7	
		Shareholding of Registered Executives Excluding Controlling Shareholders and Relatives		0	0	0	
		Total Shareholding Ratio of Affiliates in the Company		61.7	61.7	61.7	
	General Shareholders' Meeting	Written Voting System	Implemented / Not Implemented	Not Implemented	Not Implemented	Not Implemented	
		Electronic Voting System		Implemented	Implemented	Implemented	
		Solicitation of Proxy Voting from All Shareholders		Implemented	Implemented	Implemented	
		Implementation of Interim /Quarterly Dividends		Not Implemented	Not Implemented	Not Implemented	
		Days Between Notice and Date of General Shareholders' Meeting	day	29	29	29	
		Disclosure of Number of Voting Rights Exercised at AGM	Disclosed / Not Disclosed	Disclosed	Disclosed	Disclosed	
		Disclosure of Approval/Opposition Ratio by Agenda Item at AGM		Disclosed	Disclosed	Disclosed	
		Disclosure of Attendance Rate of Largest Shareholder and Related Parties at Most Recent AGM		Not Disclosed	Not Disclosed	Not Disclosed	

ESG Data

Environmental Performance

SeAH Besteel Holdings

Category			Unit	2022	2023	2024	Remark
GHG Emissions	Direct and Indirect Emissions (Scope 1&2)	Total Emissions	tCO ₂ eq	472	467	485	
		- Scope 1		44	54	69	
		- Scope 2		429	413	416	
		Emission Reduction Target		N/A	N/A	N/A	
		Performance Against Target	%	N/A	N/A	N/A	
Energy	Energy Consumption	Total Energy Consumption	GJ	9,733	9,581	9,898	
		Energy Consumption Reduction Target		N/A	N/A	N/A	
		Performance Against Target	%	N/A	N/A	N/A	
	Direct Energy	Total Direct Energy Consumption	GJ	775	954	1,207	
		- LNG (City Gas)		509	592	718	
		- LPG		0	0	0	
		- Diesel		0	0	0	
		- Gasoline		266	362	489	
	Indirect Energy	Total Indirect Energy Consumption		8,958	8,627	8,691	
		- Electricity		8,958	8,627	8,691	
		- Steam		0	0	0	
	Proportion of Fossil Fuels in Total Energy Consumption		%	2.7	3.8	4.9	
	Proportion of Natural Gas in Total Energy Consumption			5.2	6.2	7.3	
Water	Water Withdrawal	Total Water Withdrawal (Industrial Water + Tap Water)	thousand m³	0.3	0.5	0.9	
		- Industrial Water Withdrawal		0	0	0	
		- Tap Water Withdrawal		0.3	0.5	0.9	
	Water Reuse Rate		%	0	0	0	
Waste	Total Waste Generation		ton	0.2	1.7	5.6	Data correction for 2023
	General Waste	Total Waste Generated		0.2	1.7	5.6	
		- Landfilled		0.2	1.7	5.6	
		- Incinerated		0	0	0	
		- Recycled		0	0	0	
		- Others		0	0	0	

ESG Data

Social Performance

SeAH Besteel Holdings

Category			Unit	2022	2023	2024	Remark
Employee Overview	Total Employees			17	53	55	
	Gender	Male		11	32	33	
		Female		6	21	22	
Detailed Employee Status	By Age Group	Under 30	persons	1	8	5	
		30–49		15	41	44	
		50 and Over		1	4	6	
	By Employment Type	Regular Employees		17	53	55	
		- Male		11	32	33	
		- Female		6	21	22	
		Non-regular Employees		0	0	0	
		- Male		0	0	0	
		- Female		0	0	0	
	By Job Category	Office Workers		17	53	55	
		Technical Workers		0	0	0	
	Diversity	Diverse Employment		1	2	3	
		- Persons with Disabilities		0	0	0	
		- Foreign Nationals		1	2	3	
		- National Veterans		0	0	0	
		- Interns		0	0	0	
		- Employment Rate of Persons with Disabilities	%	0	0	0	
	Female Workforce Overview	Total Managers	persons	28	31	38	
		Female Managers		3	8	12	
		- Senior Managers		2	1	2	
		- Middle Managers		1	7	10	
		Proportion of Female Managers	%	10.7	25.8	31.6	

ESG Data

Social Performance

SeAH Besteel Holdings

Category			Unit	2022	2023	2024	Remark
Average Length of Service	Total Employees		year	4	7.5	8.6	
	- Gender	Male		4	8.9	10	
		Female		4	5.3	5.8	
New Hires	Total New Hires		persons	21	38	12	
	- Gender	Male		14	23	10	
		Female		7	15	2	
	- By Age Group	Under 30		1	8	0	
		30-49		19	26	11	
		50 and Over		1	4	1	
Turnover and Resignations	Total Number of Turnovers and Resignations		persons	4	2	9	
	- Gender	Male		3	2	8	
		Female		1	0	1	
	- By Age Group	Under 30		0	0	1	
		30-49		4	1	7	
		50 and Over		0	1	1	
	- By Employment Type	Retirement at Mandatory Age		0	0	0	
		Voluntary Resignation		4	2	9	
	Voluntary Resignation Rate		%	100	100	100	
Pension Support	Retirement Pension Assets	Total Amount	KRW million	1,900	4,194	6,174	
		- DC (Defined Contribution)		0	0	0	
		- DB (Defined Benefit)		1,900	4,194	6,174	Data correction for 2023
	Number of Retirement Pension Subscribers	Total Employees	persons	19	43	72	
		- DC (Defined Contribution)		0	1	0	
		- DB (Defined Benefit)		19	42	72	

ESG Data

Social Performance

SeAH Besteel Holdings

Category			Unit	2022	2023	2024	Remark
Parental Leave	Total Number of Employees Eligible for Parental Leave		persons	-	12	15	Data for 2022 unavailable
	- Gender	Male		-	9	12	
		Female		-	3	3	
	Number of Parental Leave Users			-	2	0	
	- Gender	Male		-	2	0	
		Female		-	0	0	
	Parental Leave Utilization Rate		%	-	0	0	
	- Gender	Male		-	0	0	
		Female		-	0	0	
	Number of Employees Returned from Parental Leave		persons	-	1	0	
	- Gender	Male		-	1	0	
		Female		-	0	0	
	Return-to-Work Rate After Parental Leave		%	-	100	0	
	- Gender	Male		-	100	0	
		Female		-	0	0	
	Number of Employees Retained for 12 Months After Returning from Parental Leave		persons	-	0	0	
	- Gender	Male		-	0	0	
		Female		-	0	0	

ESG Data

Social Performance

[SeAH Besteel Holdings](#)

Category			Unit	2022	2023	2024	Remark
Occupational Health and Safety	Number of Injuries	Employees	persons	0	0	0	
		Suppliers		0	0	0	
	Injury Rate	Employees	%	0	0	0	
		Suppliers		0	0	0	
	Lost Time Injury Frequency Rate (LTIFR)	Target	cases per 1 Million Hours	N/A	N/A	N/A	
		Employees		N/A	N/A	N/A	
		Suppliers		N/A	N/A	N/A	
	Number of Fatalities	Employees	persons	0	0	0	
		Suppliers		0	0	0	
	Fatality Rate	Employees	%	0	0	0	
		Suppliers		0	0	0	
	Scope of Occupational Health and Safety Management System (ISO 45001) Certification	Total Number of Sites	cases	1	1	1	
		Number of Certified Sites		0	0	0	
		Scope of Certification	%	0	0	0	

ESG Data

Social Performance

SeAH Besteel Holdings

Category			Unit	2022	2023	2024	Remark
Training Expenses per Employee	Training Hours	Total Hours	hour	429	1,528	544	Duplicate count included
		- Job Competency Training Hours		356	992	112	
		- Fair Trade Training Hours		12	122	227	
		- Human Rights Training Hours		0	159	196	
		- ESG Mindset Training Hours		0	90	9	
	Training Hours per Employee		hour	25	29	10	
	Total Training Expenses		KRW million	26	211	116	
	Training Expenses per Employee			1.5	4.0	2.1	
Community Engagement	Number of Volunteers		persons	0	0	21	
	Total Volunteer Hours		hour	0	0	332	
	Volunteer Hours per Employee			0	0	16	
	Social Contribution Expenses		KRW million	0	200	43.7	
Fair Compensation	Average Wage	Male	KRW million	80	105	113	Data correction for 2022 and 2023
		Female		112	94	110	
	Gender Pay Ratio (Female to Male)		%	100	100	100	
Performance Evaluation	Number of Employees Subject to Performance Evaluation		persons	17	53	69	
	Number of Employees Who Received Regular Performance Evaluation			17	53	69	
	Proportion of Employees Receiving Regular Performance Evaluation		%	100	100	100	
Employee Satisfaction			points	79	77	74	
Human Rights	Case Handling	Number of Reports	cases	0	0	0	
		Number of cases Handled		0	0	0	
				0	0	0	
	Violations of Human Rights-Related Laws and Regulations	Number of Violations	KRW million	0	0	0	
		Administrative Fines		0	0	0	
Penalties			0	0	0		

ESG Data

Economic Performance

SeAH Besteel

Category			Unit	2022	2023	2024	Remark
Distribution of Economic Value	Revenue		KRW million	1,839,349	2,310,759	2,024,923	Separate Basis
	Employees			103,600	138,851	141,149	
	Partner Companies			1,087,119	1,285,401	1,049,377	
	Shareholders and Creditors			N/A	34,000	30,000	

Governance

Category			Unit	2022	2023	2024	Remark
Board Composition	Executive Directors		persons	3	3	3	
	Independent Directors			0	0	0	
	Other Non-executive Directors			0	1	1	
	Female Directors (Female Registered Executives)			0	0	0	
	Board Independence	Proportion of Independent Directors	%	0	0	0	
	Board Diversity	Proportion of Female Directors		0	0	0	
Board Operations	Number of Meetings Held	Total Number of cases	cases	6	9	9	
		- Regular		1	4	2	
		- Extraordinary		5	5	7	
	Number of Agenda Items Discussed	Total Number of cases		7	21	19	
		- Number of Opposed or Amended Items		0	0	0	
	Average Board Attendance Rate	Overall Attendance Rate	%	100	97	100	
		- Attendance Rate of Executive Directors		100	97	100	
		- Attendance Rate of Independent Directors		N/A	N/A	N/A	
	Average Director Tenure		year	1	2	1	
CEO-to-Median Employee Pay Ratio			times	2.1	1.8	2.0	

ESG Data

거버넌스 성과

SeAH Besteel

Category			Unit	2022	2023	2024	Remark
Ethical Management	Ethics Training	Ethics Training Participants	persons	1,517	1,529	1,544	Data correction for 2023
		Ethics Training Hours	hour	650	862	1,065	Since 2024, the method of calculating training hours has been changed.
		Ethics Training Completion Rate	%	100	100	100	
	Number of Ethics Reports		cases	8	12	0	
	Number of Ethics Reports Resolved	Total Number of cases		8	12	0	
		- Investigations and Audits		0	2	0	
		- Referred to Relevant Departments		8	8	0	
		- Others		0	2	0	
	Ethics Report Resolution Rate		%	100	100	100	
	Status of Ethical Management Violations	Total Number of Violations	cases	8	12	0	
	Outcomes of Ethical Management Violations	Total Number of Disciplinary Measures		8	12	0	
	Audit	Audit Plan Review Status	Reviewed / Not Reviewed	Reviewed	Reviewed	Reviewed	
		Audit-Related Training Conducted	cases	0	0	0	
		Ratio of Non-audit Fees to Audit Fees	%	16	39	22	
Anti-Corruption	Number of Corruption Incidents		cases	0	2	0	
	Number of Disciplinary Actions			0	2	0	
Assessment of Corruption Risks	Total Number of Sites		cases	4	4	4	
	Number of Sites Assessed for Corruption Risk			0	0	4	
	Proportion of Sites Assessed for Corruption Risk		%	0	0	100	
Legal Violations	Number of Legal Violations	Total Number of cases	cases	2	5	4	
		- Environmental Law Violations		2	2	1	
		- Anti-competitive Law Violations		0	0	0	
		- Occupational Safety Law Violations		0	3	3	
	Amount of Fines Imposed	Total Amount	KRW million	13	10	136	
		- Environmental Law Violations		13	0	2	
		- Anti-competitive Law Violations		0	0	0	
		- Occupational Safety Law Violations		0	10	134	

ESG Data

Environmental Performance

*Environmental performance indicators, excluding GHG and energy, were calculated based on the Gunsan and Changnyeong Plants (excluding SeAH Tower and the Busan Sales Office).

SeAH Besteel

Category			Unit	2022	2023	2024	Remark
Crude Steel Production			ton	1,912,632	1,739,990	1,742,989	
GHG Emissions	Direct and Indirect Emissions (Scope 1&2)	Total Emissions	tCO ₂ eq	1,237,482	1,182,414	1,155,808	
		- Scope 1		524,596	503,697	473,995	
		- Scope 2		712,886	678,717	681,813	
		GHG Emissions Intensity	tCO ₂ eq/ton	0.65	0.68	0.66	Emissions per Crude Steel Production
		Emission Reduction Target	tCO ₂ eq	1,244,349	1,260,479	1,224,591	
		Performance Against Target	%	101	107	106	
	Other Indirect Emissions (Scope 3)	Scope3	tCO ₂ eq	N/A	1,100,245	567,235	- From 2023, Scope 3 emissions calculated - Emissions decreased compared to previous year due to enhanced methodology and emission factors
		- 1. Purchased Goods and Services		N/A	591,279	358,213	Calculated based on key materials directly affecting steel production among purchased products
		- 3. Fuel- and Energy-Related Activities		N/A	330,255	123,206	- Reflects upstream impact of electricity and purchased fuel (excluding steam)
		- 4. Upstream Transportation and Distribution		N/A	174,975	82,360	Calculated based on the transportation volume of purchased goods and services assessed under Category 1 and entities providing transportation services for sold products
		- 5. Waste Generated in Operations		N/A	3,736	3,456	Reflects treatment method impact of consigned waste generated at domestic sites (excluding sales offices)
Energy Intensity	Energy Consumption	Total Energy Consumption	GJ	19,352,464	18,542,629	18,419,749	
		Energy Consumption Reduction Target		19,711,705	19,450,056	19,077,015	
		Performance Against Target	%	101.9	104.9	103.6	
	Direct Energy	Total Direct Energy Consumption	GJ	4,608,061	4,502,224	4,326,169	
		- LNG(City Gas)		3,601,752	3,969,653	3,957,312	
		- LPG		926,510	451,812	253,201	
		- Diesel		78,618	79,475	114,059	
		- Gasoline		1,181	1,284	1,597	
	Indirect Energy	Total Indirect Energy Consumption	GJ	14,744,403	14,040,405	14,093,580	
		- Electricity		14,347,036	13,668,335	13,737,792	
		- Steam		397,367	372,070	355,788	
	Proportion of Fossil Fuels in Total Energy Consumption		%	5.2	2.9	2.0	
	Proportion of Natural Gas in Total Energy Consumption			18.6	21.4	21.5	
	Renewable Energy Consumption		GJ	0	0	51,679	
	Energy Intensity		GJ/ton	10.1	10.7	10.6	Usage per Crude Steel Production

ESG Data

Environmental Performance

*Environmental performance indicators, excluding GHG and energy, were calculated based on the Gunsan and Changnyeong Plants (excluding SeAH Tower and the Busan Sales Office).

SeAH Besteel

Category			Unit	2022	2023	2024	Remark
Air Pollutants	Air Pollutant Emissions	Total Volume	ton	691.0	693.2	532.5	
		- Particulate Matter (PM)		49	52.3	12.1	
		- NOx		537	546	432.6	
		- SOx		105.0	94.9	87.8	
	Air Pollutant Intensity	Total Volume	tons per ton	0.0003613	0.0003984	0.0003055	Emissions per Crude Steel Production
		- Particulate Matter (PM)		0.000026	0.000030	0.000007	
		- NOx		0.000281	0.000314	0.000248	
		- SOx		0.000055	0.000055	0.000050	
Raw Materials		Scrap	ton	2,019,655	1,839,381	1,837,117	
		Recycled Scrap		2,019,655	1,839,381	1,837,117	
		Recycled Scrap Input Ratio	%	100	100	100	
Water	Target	Water Usage Reduction Target	thousand m³	4,487	4,474	4,460	
		- Change Rate Compared to Reduction Target	%	-4.8	-4.9	-8.0	
	Amount Used	Water Use Intensity	thousand m³ per ton	0.0022	0.0024	0.0024	Usage per Crude Steel Production
		- Year-over-Year Change Rate	%	-1.5	9.5	-3.8	
		Total Water Withdrawal (Industrial Water + Tap Water)	thousand m³	4,272	4,255	4,102	Data correction for 2022 and 2023
		- Industrial Water Withdrawal		3,668	3,626	3,495	
		- Tap Water Withdrawal		604	629	607	
	Wastewater	Total Water Discharge	thousand m³	2,905	2,963	1,890	
		- Discharged		2,240	2,260	1,850	
		- Reused		665	703	40	
	Water Reuse Rate		%	15.6	16.5	1.0	
Water Pollutants	Water Pollutant Emissions	Total Emissions	ton	43	63	19	Data correction for 2022 and 2023
		- Suspended Solids (SS)		14	20	6.4	
		- Chemical Oxygen Demand (COD)		12	21	N/A	
		- Biological Oxygen Demand (BOD)		2	6	1.8	
		- Total Organic Carbon (TOC)		9	11	6.0	
		- Total Nitrogen (T-N)		6.9	5.1	5.0	
		- Total Phosphorus (T-P)		0	0.1	0.065	
	Water Pollutant Intensity		tons per ton	0.000022	0.000036	0.000011	Emissions per Crude Steel Production

ESG Data

Environmental Performance

*Environmental performance indicators, excluding GHG and energy, were calculated based on the Gunsan and Changnyeong Plants (excluding SeAH Tower and the Busan Sales Office).

SeAH Besteel

Category			Unit	2022	2023	2024	Remark
Waste	Target	Waste Reduction Target	ton	275,318	273,941	272,565	
		- Change Rate Compared to Reduction Target	%	-1.6	22.5	1.7	
	Generation	Waste Intensity	tons per ton	0.15	0.20	0.16	Generation per Crude Steel Production
		Total Waste Generation	ton	270,808	335,630	277,171	Data correction for 2022 and 2023
	Total Waste Generated	229,899		297,412	237,672		
	- Landfilled	470		2,857	143		
	- Incinerated	783		289	0		
	- Recycled	228,548		294,069	237,528		
	- Others	98		198	0		
	Designated Waste	Total Waste Generated		40,909	38,217	39,499	
		- Landfilled		7	0	0	
		- Incinerated		606	815	1,056	
		- Recycled		40,296	37,356	38,443	
		- Others		0	47	0	
		- Proportion of Designated Waste	%	15.1	11.4	14.3	
Waste Recycling	Amount Recycled	ton	268,941	331,425	275,971		
	Recycling Rate	%	99.3	98.7	99.6		
Hazardous Chemicals		Amount Used	ton	34.0	26.3	26.5	Data correction for 2022 and 2023
		Emissions		1.4	0.03	5.20	
Certifications	Energy Management System Certification (ISO 50001)	Acquisition Rate	%	100	100	100	
		Number of Certified Sites	cases	2	2	2	
		Total Number of Sites	cases	2	2	2	
	Environmental Management System Certification (ISO 14001)	Acquisition Rate	%	100	100	100	Data correction for 2023
		Number of Certified Sites	cases	2	2	2	
		Total Number of Sites	cases	2	2	2	
Environmental Expenditures		Environmental Investment	KRW million	10,348	6,017	15,909	
Eco-friendly Products		Number of New Certifications	cases	0	0	0	
		Amount of Eco-friendly Product Purchases	KRW million	5,511	6,329	6,515	
		Amount of Eco-friendly Product Sales		0	0	4,171	Steel products with 100% renewable energy application

ESG Data

Social Performance

SeAH Besteel

Category			Unit	2022	2023	2024	Remark	
Employee Overview	Total Employees		persons	1,517	1,592	1,544		
	Gender	Male		1,465	1,540	1,497		
		Female		52	52	47		
Detailed Employee Status	By Age Group	Under 30	persons	117	155	132		
		30–49		647	636	664		
		50 and Over		753	801	748		
	By Employment Type	Regular Employees		1,495	1,571	1,535		
		- Male		1,447	1,519	1,488		
		- Female		48	52	47		
		Non-regular Employees		22	21	9		
		- Male		18	21	9		
		- Female		4	0	0		
		By Job Category		Office Workers	420	453	427	
	Technical Workers			1,097	1,139	1,117		
	Diversity	Diverse Employment		93	85	97		
		- Persons with Disabilities		58	52	56		
		- Foreign Nationals		2	1	1		
		- National Veterans		33	32	32		
		- Interns		38	77	7		
		- Employment Rate of Persons with Disabilities		%	3.8	3.3	3.6	
	Female Workforce Overview	Total Managers		persons	242	245	232	
		Female Managers			10	7	6	
		- Senior Managers			0	0	0	
		- Middle Managers			10	7	6	
		Proportion of Female Managers		%	4.1	2.9	2.6	
	Average Length of Service	Total Employees		year	19.6	18.6	18.6	Data correction for 2022 and 2023
		- Male			20.0	18.9	18.9	
		- Female			8.0	9.0	9.3	
Non-affiliated Workers		Total Employees	persons	1,262	1,306	1,301		

ESG Data

Social Performance

SeAH Besteel

Category			Unit	2022	2023	2024	Remark
New Hires	Total New Hires		persons	59	163	56	Data correction for 2022 and 2023
	- Gender	Male		52	153	56	
		Female		7	10	0	
	- By Age Group	Under 30		32	121	36	
		30-49		15	39	18	
		50 and Over		5	3	2	
Turnover and Resignations	Total Number of Turnovers and Resignations		persons	106	97	80	Data correction for 2022 and 2023
	- Gender	Male		94	91	76	
		Female		12	6	4	
	- By Age Group	Under 30		19	9	6	
		30-49		35	25	21	
		50 and Over		52	63	53	
	- By Employment Type	Retirement at Mandatory Age		33	51	41	Ratio of Non-Regular Retirements among Total Leavers
		Voluntary Resignation		73	48	39	
	Voluntary Resignation Rate		%	68.9	49.5	48.8	
Pension Support	Retirement Pension Assets	Total Amount	KRW million	157,420	207,067	191,355	
		- DC (Defined Contribution)		0	37,313	23,908	
		- DB (Defined Benefit)		157,697	170,048	167,710	
	Number of Retirement Pension Subscribers	Total Employees	persons	1,471	1,298	1482	
		- DC (Defined Contribution)		0	176	211	
		- DB (Defined Benefit)		0	1,122	1277	

ESG Data

Social Performance

SeAH Besteel

Category			Unit	2022	2023	2024	Remark
Parental Leave	Total Number of Employees Eligible for Parental Leave		persons	29	26	20	Based on number of requests for family events (childbirth gifts)
	- Gender	Male		26	25	17	
		Female		3	1	3	
	Number of Parental Leave Users			4	7	6	Number of users exceeds number of eligible employees in 2023 due to some employees taking parental leave without applying for childbirth gifts
	- Gender	Male		2	4	3	
		Female		2	3	3	
	Parental Leave Utilization Rate		%	13.8	26.9	30.0	
	- Gender	Male		7.7	16.0	17.6	
		Female		66.7	300.0	100.0	
	Number of Employees Returned from Parental Leave		persons	6	4	9	
	- Gender	Male		3	3	5	
		Female		3	1	4	
	Return-to-Work Rate After Parental Leave		%	83	100	100	
	- Gender	Male		67	100	100	
		Female		100	100	100	
	Number of Employees Retained for 12 Months After Returning from Parental Leave		persons	5	5	4	
	- Gender	Male		2	2	3	
		Female		3	3	1	

ESG Data

Social Performance

SeAH Besteel

Category			Unit	2022	2023	2024	Remark
Occupational Health and Safety	Number of Injuries	Employees	persons	23	40	17	From 2024, LTIFR recalculated to include occupational illness, resulting in changes to 2022 and 2023 data
		Suppliers		6	12	5	
	Injury Rate	Employees	%	1.2	2.2	1.2	
		Suppliers		0.5	0.9	0.4	
	Lost Time Injury Frequency Rate (LTIFR)	Target	cases per 1 Million Hours	3.5	3.1	3.5	
		Employees		6.3	10.5	6.2	
		Suppliers		2.0	3.8	1.6	
	Number of Fatalities	Employees	persons	1	2	0	
		Suppliers		1	0	1	
	Fatality Rate	Employees	%	0.1	0.1	0	
		Suppliers		0.1	0	0.1	
	Scope of Occupational Health and Safety Management System (ISO 45001) Certification	Total Number of Sites	cases	2	2	2	
		Number of Certified Sites		2	2	2	
Collective Bargaining Agreements	Number of Employees Eligible for Labor Union Membership		persons	1,097	1,120	1,109	Based on Technical Workers
	Number of Labor Union Members			1,097	1,120	1,109	
	Labor Union Membership Rate		%	100	100	100	
Employee Training	Training Hours	Total Hours	hour	15,884	20,736	23,988	
		- Job Competency Training Hours		14,811	19,402	22,013	
		- Fair Trade Training Hours		650	862	1,516	
		- Human Rights Training Hours		423	453	429	
		- ESG Mindset Training Hours		0	19	30	
	Training Hours per Employee		hour	10.5	13.0	16	Data correction for 2022 and 2023
	Total Training Expenses		KRW million	601	601	744	
	Training Expenses per Employee			0.4	0.4	0.5	

ESG Data

Social Performance

SeAH Besteel

Category			Unit	2022	2023	2024	Remark
Community Engagement	Number of Volunteers		persons	0	0	0	
	Total Volunteer Hours		hour	0	0	0	
	Volunteer Hours per Employee			0	0	0	
	Social Contribution Expenses		KRW million	195.1	207.1	196.6	Data correction for 2023
	Amount Invested in Local Infrastructure and Services Abroad			0	0	0	
Shared Growth	Number of Suppliers		cases	727	704	614	Due to change in supplier count criteria, 2022 and 2023 data revised (from 2024 based on MRO criteria)
	Purchasing Amount from Suppliers		KRW million	1,087,119	1,285,401	1,049,377	
	Total Supplier Support Performance	Financial Support		2,590	28,400	27,170	
		Training Support	persons	2,479	2,460	2,702	
		Technology Development Support	cases	0	8	2	
Supply Chain Management	ESG Assessment	Number of Suppliers Assessed	cases	-	41	175	
		- New		-	-	-	
		- Existing		-	41	175	
		Assessment Coverage Rate for Suppliers	%	-	5.8	28.5	
Fair Compensation	Average Wage	Male	KRW million	-	88	92	2Data correction for 2022 and 2023
		Female		-	55	62	
	Gender Pay Ratio (Female to Male)		%	100	100	100	
Performance Evaluation	Number of Employees Subject to Performance Evaluation		persons	423	393	393	
	Number of Employees Who Received Regular Performance Evaluation			423	393	393	
	Proportion of Employees Receiving Regular Performance Evaluation		%	100	100	100	
Employee Satisfaction			points	67	69	71	
Human Rights	Case Handling	Number of Reports	cases	-	8	7	
		Number of cases Handled		-	8	7	
	Violations of Human Rights-Related Laws and Regulations	Number of Violations		-	-	-	
		Administrative Fines	KRW million	-	-	-	
		Penalties		-	-	-	
Customer Satisfaction	Scope of Quality Management System (ISO 9001) Certification		%	100	100.0	100	
	Customer Satisfaction		points	73	8.5	8.6	From 2023, evaluation conducted using CQI score

ESG Data

Economic Performance

SeAH CSS

Category			Unit	2022	2023	2024	Remark
Distribution of Economic Value	Revenue		KRW million	1,847,743	1,609,114	1,437,174	Separate Basis
	Employees			104,621	109,278	103,980	
	Partner Companies			1,452,400	1,233,000	917,100	
	Shareholders and Creditors			61,115	41,343	105,801	

Governance

Category			Unit	2022	2023	2024	Remark
Board Composition	Executive Directors		persons	3	3	2	Data Correction for 2023
	Independent Directors			0	0	0	
	Other Non-executive Directors			0	1	1	Data Correction for 2023
	Female Directors (Female Registered Executives)			0	0	0	
	Board Independence	Proportion of Independent Directors	%	0	0	0	
	Board Diversity	Proportion of Female Directors		0	0	0	
Board Operations	Number of Meetings Held	Total Number of cases	cases	12	8	14	
		- Regular		0	0	0	
		- Extraordinary		12	8	14	
	Number of Agenda Items Discussed	Total Number of cases		19	24	22	
		- Number of Opposed or Amended Items		0	1	0	Data Correction for 2023
	Average Board Attendance Rate	Overall Attendance Rate		%	100	100	100
		- Attendance Rate of Executive Directors	100		100	100	
		- Attendance Rate of Independent Directors	N/A		N/A	N/A	
	Average Director Tenure		year	7	6	5	
	CEO-to-Median Employee Pay Ratio		times	2.0	1.9	2.1	Median employee compensation is based on office workers; CEO compensation is based on average entry-level salary per company

ESG Data

Governance

SeAH CSS

Category			Unit	2022	2023	2024	Remark
Ethical Management	Ethics Training	Ethics Training Participants	persons	1,211	1,229	1,230	Data Correction for 2023
		Ethics Training Hours	hour	534	732	1,348	Since 2024, the method of calculating training hours has been changed.
		Ethics Training Completion Rate	%	100	100	100	
	Number of Ethics Reports		cases	3	5	0	
	Number of Ethics Reports Resolved	Total Number of cases		3	5	0	
		- Investigations and Audits		0	0	0	
		- Referred to Relevant Departments		3	5	0	
		- Others		0	0	0	
	Ethics Report Resolution Rate		%	100	100	100	
	Status of Ethical Management Violations	Total Number of Violations	cases	3	5	0	
	Outcomes of Ethical Management Violations	Total Number of Disciplinary Measures		3	5	0	
	Audit	Audit Plan Review Status	Reviewed / Not Reviewed	Reviewed	Reviewed	Reviewed	
		Audit-Related Training Conducted	cases	0	0	0	
		Ratio of Non-audit Fees to Audit Fees	%	3.3	3.0	3.0	
Anti-Corruption	Number of Corruption Incidents		cases	0	0	0	
	Number of Disciplinary Actions			0	0	0	
Assessment of Corruption Risks	Total Number of Sites		cases	3	3	3	
	Number of Sites Assessed for Corruption Risk			0	0	0	
	Proportion of Sites Assessed for Corruption Risk		%	0	0	0	
Legal Violations	Number of Legal Violations	Total Number of cases	cases	0	3	2	
		- Environmental Law Violations		0	0	1	
		- Anti-competitive Law Violations		0	1	1	
		- Occupational Safety Law Violations		0	2	0	
	Amount of Fines Imposed	Total Amount	KRW million	0	18	518	
		- Environmental Law Violations		0	0	2	
		- Anti-competitive Law Violations		0	0	516	
		- Occupational Safety Law Violations		0	18	0	

ESG Data

Environmental Performance

*All environmental performance indicators were calculated based on the Changwon Plant (excluding SeAH Tower and the Busan Sales Office).

SeAH CSS

Category			Unit	2022	2023	2024	Remark
Crude Steel Production			ton	618,685	543,114	499,277	
GHG Emissions	Direct and Indirect Emissions (Scope 1&2)	Total Emissions	tCO ₂ eq	496,863	454,796	436,153	
		- Scope 1		202,411	183,445	177,157	
		- Scope 2		294,452	271,351	258,996	
		GHG Emissions Intensity	tCO ₂ eq/ton	0.80	0.84	0.87	Emissions/Crude Steel Production
		Emission Reduction Target	tCO ₂ eq	544,077	544,077	538,981	
		Performance Against Target	%	110	120	124	
	Other Indirect Emissions (Scope 3)	Scope 3	tCO ₂ eq	N/A	591,738	471,810	- From 2023, Scope 3 Emissions calculated - Emissions decreased compared to previous year due to improved methodology and emission factors
		- 1. Purchased Goods and Services		N/A	392,258	382,102	Calculated based on key materials that directly impact steel production among purchased products
		- 3. Fuel- and Energy-Related Activities		N/A	143,160	54,831	Impact of upstream processes for electricity and purchased fuel (excluding steam)
		- 4. Upstream Transportation and Distribution		N/A	52,426	30,533	Calculated based on transportation volume of purchased goods and services assessed under Category 1 and entities providing transportation services for sold products
		- 5. Waste Generated in Operations		N/A	3,894	4,344	Impact by treatment method of consigned waste generated at domestic sites (excluding sales offices)
Energy	Energy Consumption	Total Energy Consumption	GJ	9,012,724	8,347,540	7,915,000	
		Energy Consumption Reduction Target		9,891,440	9,427,867	7,903,806	
		Performance Against Target	%	110	113	100	
	Direct Energy	Total Direct Energy Consumption	GJ	2,859,721	2,677,302	2,114,757	
		- LNG (City Gas)		1,732,663	1,609,395	1,479,159	
		- LPG		1,096,388	1,003,889	568,342	
		- Diesel		30,305	63,474	66,726	
		- Gasoline		365	544	530	
	Indirect Energy	Total Indirect Energy Consumption	GJ	6,153,003	5,670,238	5,412,078	
		- Electricity		6,153,003	5,670,238	5,412,078	
		- Steam		0	0	0	
	Proportion of Fossil Fuels in Total Energy Consumption		%	12.5	12.8	8.0	
	Proportion of Natural Gas in Total Energy Consumption			19.2	19.3	18.7	
	Energy Intensity		GJ/ton	14.6	15.4	15.9	Amount Used/Crude Steel Production

ESG Data

Environmental Performance

*All environmental performance indicators were calculated based on the Changwon Plant (excluding SeAH Tower and the Busan Sales Office).

SeAH CSS

Category			Unit	2022	2023	2024	Remark
Air Pollutants	Air Pollutant Emissions	Total Volume	ton	375	372	311	Emissions/Crude Steel Production
		- Particulate Matter (PM)		35	36	25	
		- NOx		327	321	265	
		- SOx		13	15	21	
	Air Pollutant Intensity	Total Volume		tons per ton	0.000601	0.000502	
		- Particulate Matter (PM)		0.000056	0.000066	0.000049	
		- NOx			0.000591	0.000531	
		- SOx			0.000028	0.000042	
Raw Materials		Scrap	ton	620,955	553,351	441,932	
		Recycled Scrap		620,955	553,351	441,932	
				Recycled Scrap Input Ratio	%	100	100
Water	Target	Water Usage Reduction Target	thousand m³	2,178	2,171	2,165	
		- Change Rate Compared to Reduction Target	%	12.3	-1.5	-8.5	
	Amount Used	Water Use Intensity	thousand m³ per ton	0.0040	0.0039	0.0040	Amount Used/Crude Steel Production
		- Year-over-Year Change Rate	%	-18.6	0.4	0.7	
		Total Water Withdrawal (Industrial Water + Tap Water)	thousand m³	2,446	2,139	1,980	
		- Industrial Water Withdrawal		0	0	0	
		- Tap Water Withdrawal		2,446	2,139	1,980	
	Wastewater	Total Water Discharge		thousand m³	971	875	945
		- Discharged	916		831	915	
		- Reused	55		44	30	
	Water Reuse Rate		%		2.2	2.1	1.5
Water Pollutants	Water Pollutant Emissions	Total Emissions	ton	23	23	23	
		- Suspended Solids (SS)		5.2	8.1	10.0	
		- Chemical Oxygen Demand (COD)		4.4	N/A	N/A	
		- Biological Oxygen Demand (BOD)		2.2	3.1	2.0	
		- Total Organic Carbon (TOC)		3.8	4.9	3.0	
		- Total Nitrogen (T-N)		6.9	6.9	8.0	
		- Total Phosphorus (T-P)		0.1	0	0	
		Water Pollutant Intensity		tons per ton	0.000037	0.000042	

ESG Data

Environmental Performance

*All environmental performance indicators were calculated based on the Changwon Plant (excluding SeAH Tower and the Busan Sales Office).

SeAH CSS

Category			Unit	2022	2023	2024	Remark
Waste	Target	Waste Reduction Target	ton	155,000	154,225	153,450	Data Correction for 2022 and 2023
		- Change Rate Compared to Reduction Target	%	1.0	-5.3	-9.8	
	Generation	Waste Intensity	tons per ton	0.3	0.3	0.3	Generation/Crude Steel Production
		Total Waste Generation	ton	156,596	146,056	138,365	
	Total Waste Generated	144,256		133,272	125,898		
	- Landfilled	23,698		9,302	7,396		
	- Incinerated	746		748	612		
	- Recycled	119,808		123,220	117,890		
	- Others	5		2	0		
	Designated Waste	Total Waste Generated		12,340	12,784	12,466	
		- Landfilled		1,112	2,363	2,421	
		- Incinerated		95	182	270	
		- Recycled		10,927	9,814	9,546	
		- Others		207	425	229	
		Proportion of Designated Waste	%	7.9	8.8	9.0	
Waste Recycling	Amount Recycled	ton	130,735	133,034	127,437		
	Recycling Rate	%	83.5	91.1	92.1		
Hazardous Chemicals		Amount Used	ton	9,076.2	7,129.6	8344.5	
		Emissions		10.0	10.6	9.8	
Certifications		Energy Management System Certification (ISO 50001)	Acquisition Rate (%)	0	0	0	
			Number of Certified Sites (units)	0	0	0	
			Total Number of Sites (units)	1	1	1	
		Environmental Management System Certification (ISO 14001)	Acquisition Rate (%)	100	100	100	
			Number of Certified Sites (units)	1	1	1	
			Total Number of Sites (units)	1	1	1	
Environmental Expenditures		Environmental Investment	KRW million	9,201	13,292	31,708	
Eco-friendly Products		Number of New Certifications	cases	0	21	42	
		Amount of Eco-friendly Product Purchases	KRW million	2,058	1,978	747	
		Amount of Eco-friendly Product Sales		KRW million	14	0	

ESG Data

Social Performance

SeAH CSS

Category			Unit	2022	2023	2024	Remark	
Employee Overview	Total Employees		persons	1,205	1,229	1,230		
	Gende	Male		1,157	1,177	1,178		
		Female		48	52	52		
Detailed Employee Status	By Age Group	Under 30	persons	85	108	129		
		30–49		648	697	692		
		50 and Over		472	424	409		
	By Employment Type	Regular Employees		1,167	1,149	1,163		
		- Male		1,119	1,097	1,111		
		- Female		48	52	52		
		Non-regular Employees		38	80	67		
		- Male		38	80	67		
		- Female		0	0	0		
		By Job Category		Office Workers	347	363	364	
	Technical Workers			858	866	866		
	Diversity	Diverse Employment		64	60	57		
		- Persons with Disabilities		22	21	20		
		- Foreign Nationals		3	3	2		
		- National Veterans		39	36	35		
		- Interns		0	0	0		
		- Employment Rate of Persons with Disabilities		%	1.8	1.7	1.6	
	Female Workforce Overview	Total Managers		persons	186	186	196	
		Female Managers			17	19	23	
		- Senior Managers			0	1	1	
		- Middle Managers			17	18	22	
		Proportion of Female Managers		%	9.1	9.7	11.2	
	Average Length of Service	Total Employees		year	16	14	14	
		- Male				14	14	
		- Female			12	11	11	
Non-affiliated Workers		Total Employees	persons	895	878	927		

ESG Data

Social Performance

SeAH CSS

Category			Unit	2022	2023	2024	Remark
New Hires	Total New Hires		persons	55	148	72	
	- Gender	Male		51	137	71	
		Female		4	11	1	
	- By Age Group	Under 30		34	88	48	
		30-49		17	59	23	
		50 and Over		5	1	1	
Turnover and Resignations	Total Number of Turnovers and Resignations			106	96	103	
	- Gender	Male		101	93	102	
		Female		5	3	1	
	- By Age Group	Under 30		14	15	5	
		30-49		18	14	7	
		50 and Over		74	67	91	
	- By Employment Type	Retirement at Mandatory Age		46	57	49	
		Voluntary Resignation		60	39	54	
	Voluntary Resignation Rate			57	41	52	
Pension Support	Retirement Pension Assets	Total Amount	%	66,159	111,074	106,023	
		- DC (Defined Contribution)		KRW million	37,544	35,405	
		- DB (Defined Benefit)		66,159	73,530	70,618	
	Number of Retirement Pension Subscribers	Total Employees		689	1,084	1,222	
		- DC (Defined Contribution)		persons	344	354	
		- DB (Defined Benefit)			740	868	

ESG Data

Social Performance

SeAH CSS

Category			Unit	2022	2023	2024	Remark
Parental Leave	Total Number of Employees Eligible for Parental Leave		persons	42	15	35	- Based on number of applications for family events (childbirth gifts) - Data Correction for 2022 and 2023
	- Gender	Male		38	14	33	
		Female		4	1	2	
	Number of Parental Leave Users			6	5	3	
	- Gender	Male		1	4	1	
		Female		4	1	2	
	Parental Leave Utilization Rate		%	14.3	33.3	8.6	
	- Gender	Male		2.6	28.6	3.0	
		Female		100	100	100	
	Number of Employees Returned from Parental Leave		persons	6	6	2	
	- Gender	Male		3	1	0	
		Female		3	5	2	
	Return-to-Work Rate After Parental Leave		%	100	100	100	
	- Gender	Male		100	100	100	
		Female		100	100	100	
	Number of Employees Retained for 12 Months After Returning from Parental Leave		persons	6	6	7	
	- Gender	Male			3	1	
		Female		3	3	6	

ESG Data

Social Performance

SeAH CSS

Category			Unit	2022	2023	2024	Remark
Occupational Health and Safety	Number of Injuries	Employees	persons	3	5	5	From 2024, LTIFR recalculated to include occupational illness, resulting in changes to 2022 and 2023 data
		Suppliers		1	0	1	
	Injury Rate	Employees	%	0.3	0.2	0.6	
		Suppliers		0.1	0.0	0.1	
	Lost Time Injury Frequency Rate (LTIFR)	Target	cases per 1 Million Hours	0.8	0.7	0.6	
		Employees		1.0	1.7	1.7	
		Suppliers		0.5	0.0	0.5	
	Number of Fatalities	Employees	persons	0	1	0	
		Suppliers		0	0	0	
	Fatality Rate	Employees	%	0.0	0.1	0.0	
		Suppliers		0	0	0	
	Scope of Occupational Health and Safety Management System (ISO 45001) Certification	Total Number of Sites	cases	1	1	1	
		Number of Certified Sites		1	1	1	
Collective Bargaining Agreements	Number of Employees Eligible for Labor Union Membership		persons	996	986	1003	Based on Technical Workers
	Number of Labor Union Members			951	968	956	
	Labor Union Membership Rate		%	96	98	95	
Employee Training	Training Hours	Total Hours	hour	17,846	20,379	21,330	Data Correction for 2022 and 2023
		- Job Competency Training Hours		16,966	19,303	19,607	
		- Fair Trade Training Hours		534	732	1,348	
		- Human Rights Training Hours		346	344	375	
		- ESG Mindset Training Hours		0	21	0	
	Training Hours per Employee		hour	15	17	17	Data Correction for 2022 and 2023
	Total Training Expenses		KRW million	647	1,347	1,523	
	Training Expenses per Employee			0.5	1.1	1.2	

ESG Data

Social Performance

SeAH CSS

Category			Unit	2022	2023	2024	Remark
Community Engagement	Number of Volunteers		persons	131	152	245	Data Correction for 2022 and 2023
	Total Volunteer Hours		hour	2,277	1,959	2,386	
	Volunteer Hours per Employee			17.4	12.9	9.7	
	Social Contribution Expenses		KRW million	106	103	53	
	Amount Invested in Local Infrastructure and Services Abroad			0	0	0	
Shared Growth	Number of Suppliers		cases	636	727	602	
	Purchasing Amount from Suppliers		KRW million	14,524	12,330	9,171	
	Total Supplier Support Performance	Financial Support		1,270	6,200	463	
		Training Support	persons	0	878	2,748	
		Technology Development Support	cases	0	0	0	
Supply Chain Management	ESG Assessment	Number of Suppliers Assessed	cases	N/A	11	184	
		- New		cases	0	0	
		- Existing		cases	11	184	
		Assessment Coverage Rate for Suppliers	%	N/A	1.6	30.6	
Fair Compensation	Average Wage	Male	KRW million	87	90	85	Data Correction for 2022 and 2023
		Female		72	76	85	
	Gender Pay Ratio (Female to Male)		%	100	100	100	
Performance Evaluation	Number of Employees Subject to Performance Evaluation		persons	346	344	333	
	Number of Employees Who Received Regular Performance Evaluation			346	344	333	
	Proportion of Employees Receiving Regular Performance Evaluation		%	100	100	100	
Employee Satisfaction			points	70	70	73	
Human Rights	Case Handling	Number of Reports	cases	0	3	2	
		Number of cases Handled		0	3	2	
	Violations of Human Rights-Related Laws and Regulations	Number of Violations		0	0	0	
		Administrative Fines	KRW million	0	0	0	
		Penalties		0	0	0	
Customer Satisfaction	Scope of Quality Management System (ISO 9001) Certification		%	100	100	100	
	Customer Satisfaction		points	71.4	71.1	71.5	

ESG Data

Economic Performance

SeAH Aerospace & Defense

Category			Unit	2022	2023	2024	Remark
Distribution of Economic Value	Revenue		KRW million	71,718	86,278	105,469	Separate Basis
	Employees			17,230	21,114	27,769	
	Partner Companies			34,668	31,093	35,696	

Governance

Category			Unit	2022	2023	2024	Remark
Board Composition	Executive Directors		persons	1	1	1	
	Independent Directors			0	0	0	
	Other Non-executive Directors			3	3	2	
	Female Directors (Female Registered Executives)			0	0	0	
	Board Independence	Proportion of Independent Directors	%	0	0	0	
	Board Diversity	Proportion of Female Directors		0	0	0	
Board Operations	Number of Meetings Held	Total Number of cases	cases	8	7	6	
		- Regular		8	7	6	
		- Extraordinary		0	0	0	
	Number of Agenda Items Discussed	Total Number of cases		10	8	6	
		- Number of Opposed or Amended Items		0	0	0	
	Average Board Attendance Rate	Overall Attendance Rate	%	100	100	100	
		- Attendance Rate of Executive Directors		100	100	100	
		- Attendance Rate of Independent Directors		N/A	N/A	N/A	
	Average Director Tenure		year	N/A	14	6	
CEO-to-Median Employee Pay Ratio			times	2.8	3.2	3.0	- Median employee compensation is based on office workers; CEO compensation is based on average entry-level salary per company - Data Correction for 2022 and 2023

ESG Data

Governance

SeAH Aerospace & Defense

Category			Unit	2022	2023	2024	Remark
Ethical Management	Ethics Training	Ethics Training Participants	persons	181	209	253	Data Correction for 2023
		Ethics Training Completion Rate	%	91	87	100	
	Number of Ethics Reports			0	0	1	
	Number of Ethics Reports Resolved	Total Number of cases	cases	0	0	1	
		- Investigations and Audits		0	0	0	
		- Referred to Relevant Departments		0	0	0	
		Others		0	0	0	
	Ethics Report Resolution Rate		%	100	100	100	
	Status of Ethical Management Violations	Number of Violations	cases	0	0	1	
	Outcomes of Ethical Management Violations	Total Number of Disciplinary Measures		0	0	1	
Audit	Audit	Audit Plan Review Status	Reviewed / Not Reviewed	Not Reviewed	Not Reviewed	Not Reviewed	
		Audit-Related Training Conducted	cases	0	0	0	
		Ratio of Non-audit Fees to Audit Fees	%	0	0	0	
Anti-Corruption	Number of Corruption Incidents		cases	0	0	0	
	Number of Disciplinary Actions			0	0	0	
Assessment of Corruption Risks	Total Number of Sites		cases	1	1	1	
	Number of Sites Assessed for Corruption Risk			0	0	1	
	Proportion of Sites Assessed for Corruption Risk		%	0	0	100	
Legal Violations	Number of Legal Violations	Total Number of cases	cases	0	1	0	
		- Environmental Law Violations		0	1	0	
		- Anti-competitive Law Violations		0	0	0	
		- Occupational Safety Law Violations		0	0	0	
	Amount of Fines Imposed	Total Amount	KRW million	0	2	0	
		- Environmental Law Violations		0	2	0	
		- Anti-competitive Law Violations			0	0	
		- Occupational Safety Law Violations		0	0	0	

ESG Data

Environmental Performance

*All environmental performance indicators were calculated based on the Changwon Plant (excluding SeAH Tower).

SeAH Aerospace & Defense

Category			Unit	2022	2023	2024	Remark
Crude Steel Production			ton	13,705	14,262	13,773	
GHG Emissions	Direct and Indirect Emissions (Scope 1&2)	Total Emissions	tCO ₂ eq	11,706	13,809	14,222	Data Correction for 2022 and 2023
		- Scope 1		4,406	4,850	4,774	
		- Scope 2		7,300	8,959	9,448	
		GHG Emissions Intensity	tCO ₂ eq/ton	0.85	0.97	1.03	Emissions/Crude Steel Production
		Emission Reduction Target	tCO ₂ eq	N/A	14,267	15,754	
		Performance Against Target	%	N/A	97	90	
Energy	Energy Consumption	Total Energy Consumption	GJ	231,641	274,424	283,327	Data correction for 2022 and 2023
		Energy Consumption Reduction Target		N/A	282,415	313,778	
		Performance Against Target	%	N/A	97	90	
	Direct Energy	Total Direct Energy Consumption	GJ	78,185	86,096	84,727	
		- LNG (City Gas)		76,718	84,568	83,138	
		- LPG		0	0	0	
		- Diesel		1,467	1,528	1,589	
		- Gasoline		0	0	0	
	Indirect Energy	Total Indirect Energy Consumption		153,456	188,328	198,600	
		- Electricity		153,456	188,328	198,600	
		- Steam		0	0	0	
	Proportion of Fossil Fuels in Total Energy Consumption		%	0.63	0.56	0.56	
	Proportion of Natural Gas in Total Energy Consumption			33.1	30.8	29.3	
	Energy Intensity		GJ/ton	16.9	19.2	20.6	
Air Pollutants	Air Pollutant Emissions	Total Volume	ton	0.2	2.1	1.1	Emissions/Crude Steel Production
		- Particulate Matter (PM)		0.1	0.2	0.1	
		- NOx		0.1	1.9	0.9	
		- SOx		0	0.02	0.18	
	Air Pollutant Intensity	Total Volume	tons per ton	0.000017	0.000149	0.000081	
		- Particulate Matter (PM)		0.000008	0.000014	0.000006	
		- NOx		tons per ton	0.000133	0.000062	
		- SOx		tons per ton	0	0	
Raw Materials		Scrap	ton	0	0	0	
		Recycled Scrap		0	0	0	
		Recycled Scrap Input Ratio	%	0	0	0	

ESG Data

Environmental Performance

*All environmental performance indicators were calculated based on the Changwon Plant (excluding SeAH Tower).

SeAH Aerospace & Defense

Category			Unit	2022	2023	2024	Remark
Water	Target	Water Usage Reduction Target	thousand m ³	N/A	N/A	N/A	
		- Change Rate Compared to Reduction Target	%	N/A	N/A	N/A	
	Amount Used	Water Use Intensity	thousand m ³ per ton	0.0041	0.0042	0.0039	Amount Used/Crude Steel Production
		Year-over-Year Change Rate	%	N/A	3.5	-8.1	
		Total Water Withdrawal (Industrial Water + Tap Water)	thousand m ³	56	60.3	53.5	
		- Industrial Water Withdrawal		0	0	0	
		- Tap Water Withdrawal		56.0	60.3	53.5	
	Wastewater	Total Water Discharge		24.0	26.3	17.0	
		- Discharged		24.0	26.3	17.0	
		- Reused		0	0	0	
	Water Reuse Rate		%	0	0	0	
Water Pollutants	Water Pollutant Emissions	Total Emissions	ton	1.2	2.0	0.5	
		- Suspended Solids (SS)		0.3	0.3	0.0	
		- Chemical Oxygen Demand (COD)		0.9	0.0	0.0	
		- Biological Oxygen Demand (BOD)		0	0	0	
		- Total Organic Carbon (TOC)		0.0	1.1	0.48	
		- Total Nitrogen (T-N)		0	0.6	0.05	
		- Total Phosphorus (T-P)		0	0	0	
	Water Pollutant Intensity		tons per ton	0.00009	0.00014	0.00004	Emissions/Crude Steel Production

ESG Data

Environmental Performance

*All environmental performance indicators were calculated based on the Changwon Plant (excluding SeAH Tower).

SeAH Aerospace & Defense

Category			Unit	2022	2023	2024	Remark
Waste	Target	Waste Reduction Target	ton	N/A	N/A	N/A	Generation/Crude Steel Production
		- Change Rate Compared to Reduction Target	%	N/A	N/A	N/A	
	Generation	Waste Intensity	tons per ton	0.04	0.05	0.04	
		Total Waste Generation	ton	587	643	589	
	General Waste	Total Waste Generated		545	592	511.3	
		- Landfilled		9	4	42	
		- Incinerated		21.0	30.0	28.3	
		- Recycled		515	558	441	
		- Others		0	0	0	
	Designated Waste	Total Waste Generated		42	50	78	
		- Landfilled		0	0	0	
		- Incinerated		7	0	0	
		- Recycled		35	50	78	
		- Others		0	0	0	
	Waste Recycling	Proportion of Designated Waste	%	7.2	7.8	13.2	
Amount Recycled		ton	551	478	519		
	Recycling Rate	%	93.9	74.3	88.1		
Hazardous Chemicals		Amount Used	ton	0	0	0	
		Emissions		0	0	0	
Certifications		Energy Management System Certification (ISO 50001)	Acquisition Rate (%)	0	0	0	
			Number of Certified Sites (units)	0	0	0	
			Total Number of Sites (units)	1	1	1	
		Environmental Management System Certification (ISO 14001)	Acquisition Rate (%)	100	100	100	
			Number of Certified Sites (units)	1	1	1	
			Total Number of Sites (units)	1	1	1	
Environmental Expenditures		Environmental Investment	KRW million	200	635	121	Data Correction for 2022
		Number of New Certifications	cases	0	0	0	
Eco-friendly Products		Amount of Eco-friendly Product Purchases	KRW million	0	0	0	
		Amount of Eco-friendly Product Sales		0	0	0	

ESG Data

Social Performance

SeAH Aerospace & Defense

Category			Unit	2022	2023	2024	Remark	
Employee Overview	Total Employees		persons	198	239	253		
	- Gender	Male		194	234	248		
		Female		4	5	5		
Detailed Employee Status	By Age Group	Under 30	persons	23	37	23		
		30–49		121	152	162		
		50 and Over		54	50	63		
	By Employment Type	Regular Employees		161	176	195		
		- Male		157	172	191		
		- Female		4	4	4		
		Non-regular Employees		37	63	58		
		- Male		37	62	57		
		- Female		0	1	1		
		By Job Category		Office Workers	46	51	51	
	Technical Workers			152	188	202		
	Diversity	Diverse Employment		7	7	7		
		- Persons with Disabilities		6	6	7		
		- Foreign Nationals		0	0	0		
		- National Veterans		1	1	1		
		- Interns		0	0	0		
		- Employment Rate of Persons with Disabilities		%	3.03	2.51	2.77	
		Female Workforce Overview		Total Managers	persons	33	37	38
	Female Managers			1		1	1	
	- Senior Managers			0		0	0	
	- Middle Managers			1		1	1	
	Proportion of Female Managers			%	25	2.7	2.6	
	Average Length of Service	Total Employees		year	-	10	10.9	
		- Male			13	12	11	
		- Female			7	7	7.6	
	Non-affiliated Workers			Total Employees	persons	0	0	16

ESG Data

Social Performance

SeAH Aerospace & Defense

Category			Unit	2022	2023	2024	Remark
New Hires	Total New Hires		persons	74	112	83	
	- Gender	Male		72	111	83	
		Female		2	1	0	
	- By Age Group	Under 30		62	73	31	
		30-49		12	38	47	
		50 and Over		0	1	5	
Turnover and Resignations	Total Number of Turnovers and Resignations		persons	37	71	74	
	- Gender	Male		33	71	74	
		Female		4	0	0	
	- By Age Group	Under 30		10	44	27	
		30-49		26	21	38	
		50 and Over		1	6	9	
	- By Employment Type	Retirement at Mandatory Age		1	5	5	
		Voluntary Resignation		36	66	69	
	Voluntary Resignation Rate		%	97	94	93	
Pension Support	Retirement Pension Assets	Total Amount	KRW million	6,176	7,050	10,517	
		DC (Defined Contribution)		N/A	282	281	
		DB (Defined Benefit)		N/A	6,786	10,236	
	Number of Retirement Pension Subscribers	Total Employees	persons	161	184	216	
		DC (Defined Contribution)			40	36	
		DB (Defined Benefit)		N/A	144	180	

ESG Data

Social Performance

SeAH Aerospace & Defense

Category			Unit	2022	2023	2024	Remark
Parental Leave	Total Number of Employees Eligible for Parental Leave		persons	0	35	35	
	- Gender	Male		0	34	34	
		Female		0	1	1	
	Number of Parental Leave Users			0	1	1	
	- Gender	Male		0	0	0	
		Female		0	1	1	
	Parental Leave Utilization Rate		%	0	0	2.9	
	- Gender	Male		0	0	0	
		Female		0	0	100	
	Number of Employees Returned from Parental Leave		persons	0	0	1	
	- Gender	Male		0	0	0	
		Female		0	0	1	
	Return-to-Work Rate After Parental Leave		%	0	0	0	
	- Gender	Male		0	0	0	
		Female		0	0	100	
	Number of Employees Retained for 12 Months After Returning from Parental Leave		persons	0	0	0	
	- Gender	Male			0	0	
		Female			0	0	0

ESG Data

Social Performance

SeAH Aerospace & Defense

Category			Unit	2022	2023	2024	Remark
Occupational Health and Safety	Number of Injuries	Employees	persons	0	0	3	From 2024, Lost Time Injury Frequency Rate (LTIFR) recalculated to include occupational illness, resulting in changes to 2023 data
		Suppliers		0	0	0	
	Injury Rate	Employees	%	0	0	1.2	
		Suppliers		0	0	0	
	Lost Time Injury Frequency Rate (LTIFR)	Target	cases per 1 Million Hours	0	0	0	
		Employees		0	0	4.9	
		Suppliers		0	0	0	
	Number of Fatalities	Employees	persons	0	0	0	
		Suppliers		0	0	0	
	Fatality Rate	Employees	%	0	0	0	
		Suppliers		0	0	0	
	Scope of Occupational Health and Safety Management System (ISO 45001) Certification	Total Number of Sites	cases	1	1	1	
		Number of Certified Sites		0	1	1	
		Scope of Certification	%	0	100	100	
Collective Bargaining Agreements	Number of Employees Eligible for Labor Union Membership		persons	114	126	145	Based on Technical Workers
	Number of Labor Union Members			114	126	145	
	Labor Union Membership Rate		%	100	100	100	
Employee Training	Training Hours	Total Hours	hour	5,618	1,773	1,450	Data Correction for 2022 and 2023
		- Job Competency Training Hours		5,400	1,434	969	
		- Fair Trade Training Hours		20	100	51	
		- Human Rights Training Hours		198.0	239.0	379.5	
		- ESG Mindset Training Hours		N/A	0	50	
	Training Hours per Employee		hour	28	7	6	
	Total Training Expenses		KRW million	5	21	405	
	Training Expenses per Employee			0.0	0.1	1.6	

ESG Data

Social Performance

SeAH Aerospace & Defense

Category			Unit	2022	2023	2024	Remark
Community Engagement	Number of Volunteers		persons	0	0	30	
	Total Volunteer Hours		hour	0	0	352	
	Volunteer Hours per Employee			0	0	11.7	
	Social Contribution Expenses		KRW million	3	3	4	
	Amount Invested in Local Infrastructure and Services Abroad			0	0	0	
Shared Growth	Number of Suppliers		cases	184	198	200	
	Purchasing Amount from Suppliers		KRW million	34,668	31,093	35,696	
	Total Supplier Support Performance	Financial Support		390	0	0	
		Training Support	persons	0	10	0	
		Technology Development Support	cases	0	1	0	
Supply Chain Management	ESG Assessment	Number of Suppliers Assessed	cases	N/A	N/A	30	
		- New		N/A	N/A	0	
		- Existing		N/A	N/A	31	
		Assessment Coverage Rate for Suppliers	%	N/A	N/A	16	
Fair Compensation	Average Wage	Male	KRW million	77	79	76	
		Female		61	48	53	
	Gender Pay Ratio (Female to Male)		%	100	100	100	Data Correction for 2022 and 2023
Performance Evaluation	Number of Employees Subject to Performance Evaluation		persons	46	47	46	
	Number of Employees Who Received Regular Performance Evaluation			46	46	46	
	Proportion of Employees Receiving Regular Performance Evaluation		%	100	97.9	100	
Employee Satisfaction			points	79.0	72.0	72.6	
Human Rights	Case Handling	Number of Reports	cases	0	0	1	
		Number of cases Handled		0	0	1	
	Violations of Human Rights-Related Laws and Regulations	Number of Violations		0	0	0	
		Administrative Fines	KRW million	0	0	0	
		Penalties		0	0	0	
Customer Satisfaction	Scope of Quality Management System (ISO 9001) Certification		%	100	100	100	
	Customer Satisfaction		points	9	9	9	

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Category	Disclosure	Indicators	Location
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Category	Disclosure	Indicators	Location
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Category	Disclosure	Indicators	Location
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Category	Disclosure	Indicators	Location
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Category	Disclosure	Indicators	Location
Emissions	305-1	Direct (Scope 1) GHG emissions	89, 97, 107, 117
	305-2	Energy indirect (Scope 2) GHG emissions	89, 97, 107, 117
	305-3	Other indirect (Scope 3) GHG emissions	97, 107
	305-4	GHG emissions intensity	97, 107, 117
	305-5	Reduction of GHG emissions	97, 107, 117
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	98, 108, 117
Waste	306-2	Management of significant waste-related impacts	37
	306-3	Waste generated	89, 99, 109, 119
	306-4	Waste diverted from disposal	89, 99, 109, 119
	306-5	Waste directed to disposal	89, 99, 109, 119
Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	49

Category	Disclosure	Indicators	Location
GRI 400 (Social Performance)			
Employment	401-1	New employee hires and employee turnover	91, 101, 111, 121
	401-3	Parental leave	92, 102, 112, 122
Occupational Health and Safety	403-1	Occupational health and safety management system	93, 103, 113, 123
	403-2	Hazard identification, risk assessment, and incident investigation	43
	403-3	Occupational health services	41
	403-4	Worker participation, consultation, and communication on occupational health and safety	42
	403-5	Worker training on occupational health and safety	41
	403-6	Promotion of worker health	68
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	43
	403-8	Workers covered by an occupational health and safety management system	39
	403-9	Work-related injuries	103, 113, 123
	403-10	Work-related ill health	103, 113, 123
Training and Education	404-1	Average hours of training per year per employee	94, 103, 113, 123
	404-2	Programs for upgrading employee skills and transition assistance programs	pp. 67-69
	404-3	Percentage of employees receiving regular performance and career development reviews	94, 104, 114, 124
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	85, 90, 95, 100, 105, 110, 115, 120
	405-2	Ratio of basic salary and remuneration of women to men	94, 104, 114, 124
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	94, 104, 114, 124
Supplier Health and Social Assessment	414-1	New suppliers that were screened using social criteria	104, 114, 124
	414-2	Negative social impacts in the supply chain and actions taken	49

TCFD

TCFD's 4 Core Recommendations		Location
Governance	A) The Board's oversight of climate-related risks and opportunities	22
	B) Management's role in assessing and managing climate-related risks and opportunities	22
Strategy	A) The climate-related risks and opportunities the organization has identified over the short, medium, and long term	27
	B) The impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	
	C) The resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
Risk Management	A) The organization's processes for identifying and assessing climate-related risks	25-26
	B) The organization's processes for managing climate-related risks	
	C) Integration of processes for identifying, assessing, and managing climate-related risks into the organization's overall risk management	
Metrics & Targets	A) Disclosure of metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	33
	B) Disclosure of Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	89, 97, 107, 117
	C) The targets used by the organization to manage climate-related risks and opportunities and performance against targets	24, 33

SASB

Topic	Code	Accounting Metric	Location	Remarks
Greenhouse Gas Emissions	EM-IS-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	89, 97, 107, 117	
Air Emissions	Accounting Metric	Discussion of long-term strategy or plans to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	24-33	
Energy Management	EM-IS-120a.1	Air emissions with the following pollutants: (1) CO, (2) Nox (excluding N2O), (3) SOx, (4) Particulate matter (PM10), (5) Manganese (MnO), (6) Lead (Pb), (7) Volatile organic compounds (VOCs), (8) Polycyclic Aromatic Hydrocarbons (PAHs)	98, 108, 117	
Water Management	EM-IS-130a.1	(1) Total Energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	89, 97, 107, 117	
Waste Management	EM-IS-130a.2	(1) Total fuel consumed, (2) Percentage coal, (3) Percentage natural gas, (4) Percentage renewable	89, 97, 107, 117	Metrics not managed are excluded from the scope of disclosure
	EM-IS-140a.1	(1) Total fresh water withdrawn, (2) Percentage recycled, (3) Percentage in regions with High or Extremely High Baseline Water Stress	89, 98, 108, 118	Metrics not managed are excluded from the scope of disclosure
	EM-IS-150a.1	Amount of waste generated, percentage hazardous, percentage recycled.	89, 99, 109, 119	Metrics not managed are excluded from the scope of disclosure
Workforce Health and Safety	EM-IS-320a.1	(1) Total recordable incident rate (TRIP), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	90-91, 100-101, 110-111, 120-121 / 103, 113, 123	
Supply Chain Management	EM-IS-430a.1	Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	104, 114, 124	
Activity Metric	EM-IS-000.A	Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes	SeAH Besteel : 1,742,989 ton SeAH CSS : 499,277ton	(1) Item is not applicable to us as it is a blast furnace process
	EM-IS-000.B	Total iron ore production	-	Not applicable
	EM-IS-000.C	Total coking coal production	-	Not applicable

Third-Party Assurance Report

To stakeholders of SeAH Besteel Holdings

The Korean Foundation for Quality (hereinafter referred to as the "Foundation") has conducted an independent verification of SeAH Besteel Holdings¹⁾ (hereinafter referred to as the "Company")'s 2025 Sustainability Report (hereinafter referred to as the "Report")²⁾. The Foundation is responsible for providing an independent third-party assurance opinion on the Report in accordance with the verification criteria and scope specified below, while the responsibility for the preparation of the Report rests with the Company's management.

1) Head Office Address: SeAH Tower, 45 Yanghwa-ro, Mapo-gu, Seoul, Republic of Korea

2) Data Collection Period: The report covers sustainability management activities and performance from January 1, 2024, to December 31, 2024, with some performance data including information from the first half of 2025. For major activities, data from the most recent three years (2022–2024) is included to enhance comparability.

Assurance Target

The purpose of this assurance is to ensure the reliability of the data and information presented in the Company's Report.

Assurance Scope

1. Assurance Boundary : The assurance of financial performance was conducted for domestic business sites, including SeAH Besteel Holdings, SeAH Besteel, SeAH CSS, and SeAH Aerospace & Defense.

2. Assurance Items (Based on GRI Standards 2021)

Category	GRI Standards	
Universal Standards	2-1 to 2-5 (The organization and its reporting practices) 2-6 to 2-8 (Activities and workers) 2-9 to 2-21 (Governance)	2-22 to 2-28 (Strategy, policies, and practices) 2-29 to 2-30 (Stakeholder engagement) 3-1 to 3-3 (Material Topics Disclosures)
Topic Standards*	- GRI 302 (Energy) - GRI 305 (Emissions) - GRI 306 (Waste) - GRI 308 (Supplier Environmental Assessment)	- GRI 403 (Occupational Health and Safety) - GRI 414 (Supplier Social Assessment)

* Topic Standards : Provisions Related to Material Topics

3. Assurance Exclusions : The following items were not included within the scope of assurance.

- 1) Performance and reporting practices of related companies, partners, and third parties
- 2) Other sustainability initiative-related items presented in the Report, excluding those based on GRI Standards 2021
- 3) Other related information such as regular disclosure reports and financial statements

Assurance Standards

This assurance was conducted in accordance with [AA1000AS (v3)], [AA1000AP (2018)], and [Type 2 – Moderate].

Assurance Approach

The assurance team reviewed relevant procedures, systems, control methods, and available performance data to verify the reliability of the Report's content in accordance with the above standards. The documents reviewed during the assurance process are as follows:

- Non-financial Information: Data provided by the Company, integrated regular disclosure reports, and information collected through media and internet sources
- Financial Information: The Company's financial statements, data disclosed on the Financial Supervisory Service's electronic disclosure system (dart.fss.or.kr), and information posted on the Company's website

* However, the contents of the above materials (non-financial and financial information) were not included within the scope of assurance.

This assurance was conducted through document-based verification, including on-site visits and interviews with relevant personnel. The validity of the materiality assessment process, issue selection considering stakeholders, data collection and management, and the report preparation process, as well as the appropriateness of the narrative content within the Report, were evaluated through interviews with responsible personnel. It was confirmed that some errors, inappropriate information, and unclear expressions identified during the above stages were properly corrected before the publication of the Report.

Third-Party Assurance Report

Limitations

This assurance involves inherent limitations that may arise in the process of applying the standards and methodologies.

Competence and Independence

The assurance team was duly organized in accordance with the internal regulations of the Korean Foundation for Quality. The Foundation has no interests that could compromise the independence or impartiality of this assurance, apart from providing third-party assurance services.

Assurance Findings

The Korean Foundation for Quality provides the following opinion on the Company's Report.

1) It has been confirmed that the Report was prepared in compliance with the four principles of AA1000AP (2018).

Inclusivity

The Company has appropriately defined stakeholder groups and collects stakeholders' opinions through communication channels tailored to each group's characteristics. The assurance team did not identify any key stakeholders omitted in this process and confirmed that efforts are being made to incorporate the collected stakeholder opinions into the Company's management strategy.

Materiality

The Company selected material issues through appropriate procedures and thoroughly reviewed relevant impacts, thereby reinforcing the validity of the materiality determination. The assurance team confirmed that the identified material issues were addressed with appropriate emphasis in the Report and that all material issues identified during the materiality assessment process were fully reported without omission.

Responsiveness

The Company is making efforts to respond promptly to stakeholders' requirements and key concerns. The assurance team found no evidence that the organization's response activities and performance related to material issues were inappropriately reported.

Impact

The Company identifies and monitors the impacts of stakeholder-related material issues across its overall management activities and reports such information to the extent possible. The assurance team found no evidence that the impacts related to material issues were inappropriately measured or reported.

- 2) The Report has been appropriately prepared in accordance with the reporting standards (GRI Standards (2021) – Accordance, SASB, and TCFD requirements).
- 3) The data and information used for assurance were appropriate based on the materials provided, and no significant errors or omissions that could affect the assurance opinion were identified.
- 4) Accordingly, a "reasonable" opinion is expressed on the Company's 2025 Sustainability Report.



June 27, 2025
CEO Ji-Young Song
Korean Foundation for Quality

Ji Young Song

Membership & Awards

Membership

Company	Organization Name
SeAH Besteel	Jeonbuk Branch, Korea Industrial Safety Association
	Korea International Trade Association
	Korea Nuclear Industry Association
	World Steel Association
	Korea Association of Machinery & Equipment Contractors
	Jeonbuk Employers Federation
	Korea Engineering Association
	Korea Electrical Engineers Association
	Korea Iron & Steel Association
	Korean Standards Association
	Korea Wind Energy Association

Company	Organization Name
SeAH CSS	Korea Iron & Steel Association
	World Steel Association
	Korea H2 Business Summit
	Korea Industrial Technology Association
	Korean Institute of Metals and Materials
	Korea Die & Mold Industry Cooperative
	Korean Society for Technology of Plasticity
	Korea Iron & Steel Association
	Korea Institute of Metal Materials
	Korean Standards Association
	Materials Convergence Technology Research Association
	Korean Magnetics Society
	Eco-friendly Materials & New Technology Research Association
	Gyeongnam Environmental Engineers Association
	Korea Aerospace Industries Association
	Changwon Fire Safety Council
	Korea Industrial Safety Association
	Gyeongnam Process Safety Management Council
	Gyeongnam Safety Council
	Changwon Fire Safety Association
	Korea River Association
	Korea Occupational Health Association

Company	Organization Name
SeAH Aerospace & Defense	Korea Aerospace Industries Association
	Gyeongnam Employers Federation
	Korea Nonferrous Metals Association
	Korean Society of Propulsion Engineers
	Korea Institute of Metal Materials
	Korean Institute of Metals and Materials
	Korea Defense Industry Association

Awards

Company	Date	Organization	Awards
SeAH Besteel Holdings	2024. 12. 19	Ministry of Environment	Minister of Environment Award for Contribution to Promoting a Circular Economy for Electronic Products and Implementing Carbon Neutrality
SeAH Besteel	2024. 06. 03	Korea Iron & Steel Association (KOSA)	President of the Korea Iron & Steel Association Award (Technology Promotion Award)
SeAH CSS	2024. 06. 03	Korea Iron & Steel Association (KOSA)	Minister of Trade, Industry and Energy Award at the 25th Steel Day 2024 (Kim Sangtaek)
SeAH Aerospace & Defense	-	-	-

SeAH