



ECORBIT Sustainability Report 2023



Green

A close-up photograph of two hands, one palm up and one palm down, holding a string of warm white LED lights. The lights are glowing and creating a soft, warm atmosphere. The background is a solid, light blue color. The word "Energy" is overlaid in a white, outlined font across the center of the image.

Energy

An underwater scene with a blue-green color palette. Numerous bubbles of various sizes are rising from the bottom towards the top. Sunlight rays penetrate from the top, creating a bright, hazy atmosphere. The overall texture is soft and ethereal.

Water¹

A glass globe sits on a dark, textured rock. The globe reflects a vibrant sunset with orange and yellow light against a dark sky. The text 'Future Business' is overlaid in white, outlined font.

Future Business

ECORBIT

Sustainability Report 2023

About This Report

Report Overview

This report is ECORBIT's inaugural sustainability report. ECORBIT aims to transparently disclose the company's strategic approach and achievements in sustainability management to stakeholders. To facilitate active communication with stakeholders, we are publishing our first sustainability report in June 2024. Moving forward, ECORBIT will release its sustainability report annually in both Korean and English. We look forward to actively gathering stakeholders' feedback through these reports and incorporating it into our business activities.

Reporting Period and Scope

This report covers ECORBIT's sustainability management activities and achievements from January 1, 2023 to December 31, 2023. For quantitative achievements, data from the past two years are included to illustrate yearly trends. Some significant qualitative achievements from the first half of 2024 are also included. Economic, social, and environmental performance is reported based on ECORBIT's consolidated entities. The term "ECORBIT" used in this report refers to ECORBIT Inc., Co. and its subsidiaries. Any special notes on reporting scope and boundaries are provided separately.

Reporting Standards

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, the international standard for sustainability reporting. It also considers industry standards from the Sustainability Accounting Standards Board (SASB) to address the implementation activities for achieving the UN Sustainable Development Goals (UN SDGs) and significant industry issues. Financial information is reported based on ECORBIT's consolidated financial statements in accordance with the Korean International Financial Reporting Standards (K-IFRS).

Report Inquiries

This report is available for viewing and download on ECORBIT's website. For feedback or inquiries regarding the report or ECORBIT's ESG activities, please contact us using the contact details provided below. We are awaiting your diverse opinions.

Address	8-10F, 155, Songpa-daero, Songpa-gu, Seoul, Republic of Korea
Contact Number	02-6902-1986
Department	ECORBIT Legal/Compliance Team
Email	compliance@ecorbit.com
Website	www.ecorbit.com

Contents

Overview

CEO Message	10
Company Overview	11
Business Overview	15

Sustainable Management

ECORBIT Sustainable Management	21
ECORBIT ESG Highlights	22
Communication with Stakeholders	24
ECORBIT ESG Material Issues	25

Environmental

Responding to Climate Change and Reducing Greenhouse Gas Emissions	31
Eco-friendly Management, Investment, and Development	40
Environmental Regulatory Compliance and Pollutant Management	45

Social

Workplace Safety and Health	48
Human Rights Management	56
Human Resource Management	60
Supply Chain Management	66
Community Engagement	70

Governance

Corporate Governance	73
ESG Management System	76
Ethics and Compliance Management	79
Information Security and Personal Data Protection	84

Appendix

ESG Facts & Figures	87
GRI Index	95
SASB Index	99
Awards and Associations	100

Contents page

Related websites

INTERACTIVE PDF

This report has been published as an interactive PDF with features such as navigation to related pages within the report.

10 CEO Message
11 Company Overview
15 Business Overview

Overview

CEO Message



ECORBIT Sustainable Management : Commitment to the Future

Dear valued shareholders, partners, and employees,

Thank you for your interest and support in the publication of Ecorbit's first sustainability report.

Since its founding, Ecorbit has achieved sustainable growth and innovation, solidifying our position as a leading comprehensive environmental company in Korea. Over the past 20 years, we have excelled in various fields such as water treatment, waste landfill and incineration, and soil remediation. Our success is evident in our leading market share and high sales growth across multiple sectors.

Along with our efforts in economic profitability, we have maintained a steadfast commitment to ESG-based management. In this era where climate change threatens our daily lives, Ecorbit has been striving to reduce greenhouse gas emissions and contribute to the circular economy, aiming to uphold to its reputation as Korea's leading comprehensive environmental company.

Additionally, Ecorbit actively fulfills its responsibilities in the environmental, social, and governance sectors. We encourage our employees to participate in various social contributions and volunteering activities to enhance the environment and contribute to the local community development. Furthermore, we constantly invest in the development and introduction of new technologies to enhance energy efficiency, along with equipment replacement to maximize our positive impact.

In 2023, Ecorbit made significant strides in advancing our sustainability initiatives. From a business standpoint, we have successfully strengthened our market competitiveness through a sustainable management system, supported by new growth engines like the steam and waste battery recycling businesses. Internally, we enhanced our ESG management framework by establishing an ESG management committee, laying a strong foundation for future growth. Furthermore, we collaborated with external experts to conduct comprehensive safety inspections, ensuring the well-being of our employees. We also conducted surveys on organizational culture and human rights, fostering a workplace culture where all employees are valued and protected.

Looking ahead, Ecorbit is committed to fostering a sustainable environment where everyone can thrive. Especially in 2024, we have set a long-term goal to achieve carbon neutrality by 2050, marking a significant step towards a sustainable future. Ecorbit will continue to expand its strategy to enhance energy efficiency and reduce carbon emissions, thereby contributing to the preservation of our planet for future generations.

"Together for the Happiness" - Our ESG management philosophy aims to foster happiness and align with our vision and goals. Starting from the first release of our sustainability report, we are eager to transparently disclose our efforts in achieving these goals. We look forward to your support as we pave the way for a brighter future.

Choi In Ho
CEO | Ecorbit

최인호



Company Overview

Company Introduction

ECORBIT, Korea's leading comprehensive environmental company, was established in 2004 as "Taeyoung Environment" initially specializing in water treatment services. Since then, we have expanded through acquisitions of various environmental companies. In 2018, we strategically transitioned to "TSK Corporation" to enhance our management structure. In October 2021, we achieved a significant milestone by merging with ESG, a prominent player in the incineration sector, thereby establishing ourselves as a holding entity. Today, we stand as a leader in Korea's environmental sector, operating with 27 subsidiaries and 979 business sites nationwide.

ECORBIT's core business areas include Green (landfill), Energy (incineration), Water (water treatment), and Future Business (battery recycling and soil remediation). With our accumulated expertise, know-how, and network, we have developed and applied smart environmental technologies for waste management, resource circulation, and environmental protection, providing top-tier solutions.

ECORBIT is dedicated to working together to ensure a safe environment and an abundant quality of life for future generations. We are committed to advancing towards a cleaner, and more promising tomorrow for all.

Company Name	ECORBIT Inc., Co.
CEO	Choi In Ho
Established	November 17, 2004
Address	8-10F, 155, Songpa-daero, Songpa-gu, Seoul, Republic of Korea
Business Areas	Comprehensive Environmental Company

ECORBIT 2023 Financial Performance

(in 100 million KRW)

Sales Revenue

6,744

Operating Profit

1,100

Main Business Areas



Landfill



Incineration



Water Treatment



Future Business
(Soil Remediation, Battery Recycling)

Company Overview

ABOUT CI



ECO (Environment) + ORBIT (Orbit)

"ECORBIT" is a name derived from combining "Eco," representing the environment, and "Orbit," symbolizing a circular trajectory. This name encapsulates our vision and aspiration to create a clean and healthy environmental future, akin to the Earth's orbital path. The new CI motif of a leaf signifies the circular nature of the environment we aim to foster and our commitment to sustainability.

ECORBIT believes that understanding and caring for the environment is crucial to secure the future. Since our establishment, we have adhered to ESG management practices that foster synergy with local communities and promote sustainable value.

As Korea's first comprehensive environmental company, we leverage the best technology and infrastructure to provide top-tier environmental solutions. Based on our specialized environmental technology and accumulated experience, we will build a healthy and safe industrial ecosystem and become the best environmental company presenting new perspectives and values on the environment.

Core Values and Management Principles

To create and lead sustainable technological innovations and top solutions, ECORBIT has established three core values and five management principles as follows:

Slogan

Wholesome Solution for Our Earth.

3 Core Values (SuFE)

Sustainability	Fairness	Efficiency
Starting from the recognition of the finite nature of natural resources and the limits of purification capabilities.	Overcoming environmental disparities between present and future generations, and urban and rural areas.	Moving beyond traditional supply-centric approaches to provide innovative and balanced solutions.

Principles of Conduct Regarding Employees, Business Management, and Society

5 Management Principles (HEART):

Healthy & Safety	Ethics	Accountability
Establishing a respecting, voluntary health and safety system, and a culture of health and safety.	Maintaining honesty, integrity, right behavior, and adherence to principles in all our actions and behavior.	Fulfilling roles and responsibilities and delivering on our commitments.
Reliability	Transformation	
Fostering mutual respect and harmony among members to build trust with all stakeholders.	Pursuing continuous change and improvement, moving away from conservative and inflexible practices.	



Company Overview

Company History

2000s >>

- 2004**
 - Founded as Taeyoung Environment Corporation
- 2008**
 - Registered for water and wastewater treatment facility construction business
 - Registered for electrical construction business
 - Registered for industrial environment facility construction business
- 2009**
 - Certified as a company specializing in new and renewable energy
 - Achieved ISO 14001, ISO 9001 certifications
 - Conducted assessment of public sewage treatment facilities

2004 / Founded as Taeyoung Environment Corporation



2010s >>

- 2011**
 - Changed company name to TSK Water [Now ECORBIT Co., Ltd.]
 - Established a corporate research center
- 2012**
 - Acquired TSK Greenviro [Now Greenviro Co., Ltd.]
 - Achieved OHSAS 18001 certification
- 2013**
 - Registered as the first public sewage treatment management agency of the Ministry of Environment
 - Acquired TSK Green Energy [Now ECORBIT Energy Jeonju Co., Ltd.]
 - Registered a patent for surplus sludge reduction solution
- 2014**
 - Acquired Ecosystem [Now ECORBIT Green Co., Ltd.]
 - Received the Presidential Award for Excellent Job-Creating Company

2011 / Changed company name to TSK Water [Now ECORBIT Co., Ltd.]



- 2016**
 - Acquired ESG Cheongwon [Now ECORBIT Energy Cheongwon Co., Ltd.]
 - Acquired ESG Sejong [Now ECORBIT Energy Sejong Co., Ltd.]
 - Acquired ESG Cheongju [Now ECORBIT Green Cheongju Co., Ltd.]
- 2017**
 - Acquired ESG Gyeongju [Now ECORBIT Energy Gyeongju Co., Ltd.]
 - Acquired ESG Logis [Now ECORBIT Logics Co., Ltd.]
 - Acquired ESG [Now ECORBIT Energy Co., Ltd.]
 - Acquired ESG Gyeongsan [Now ECORBIT Energy Gyeongsan Co., Ltd.]
 - Acquired ESG Gwangju [Now ECORBIT Energy Gwangju Co., Ltd.]
- 2018**
 - TSK M&S [Now ECORBIT M&S Co., Ltd.]
 - TSK Water [Now ECORBIT Water] Spin-off (Public O&M, EPC)
 - Changed company name to TSK Corporation [Now ECORBIT Co., Ltd.]
- 2019**
 - Acquired Huvis Water
 - Established a strategic partnership with BIWASE, Vietnam's largest environmental company
 - Acquired DS Pretech [Now ECORBIT Pretech Co., Ltd.]

2019 / Established a strategic partnership with BIWASE, Vietnam's largest environmental company



2020s >>

- 2020**
 - ECORBIT Green Chungju Co., Ltd. commenced operations at its landfill facility
 - Acquired Jeongse Environmental Technology [Now ECORBIT Energy Jeongse Co., Ltd.]
- 2021**
 - In Ho Choi appointed as CEO
 - Transitioned to a holding company structure
 - Changed company name to ECORBIT Co., Ltd.
 - Acquired Myeongseong Environment [Now ECORBIT Energy Myeongseong Co., Ltd.]
- 2022**
 - Acquired Yeongcheon Eco
 - Acquired Dongmyung Tech
 - Established ECORBIT Logics Co., Ltd.
 - Split ECORBIT Energy into ECORBIT Energy Co., Ltd. and ECORBIT Energy Jincheon Co., Ltd.
- 2023**
 - Acquired Boksan Corporation
 - Established ECORBIT Logics Jungbu Co., Ltd. (Acquired business of Boksan Corporation, GM System, International Environmental)
 - Spin-off of ECORBIT Green Co., Ltd. (ECORBIT Green Co., Ltd., Eco E&E Co., Ltd., Greenviro Co., Ltd.)
 - Merger of ECORBIT Co., Ltd. & ECORBIT Energy Co., Ltd.

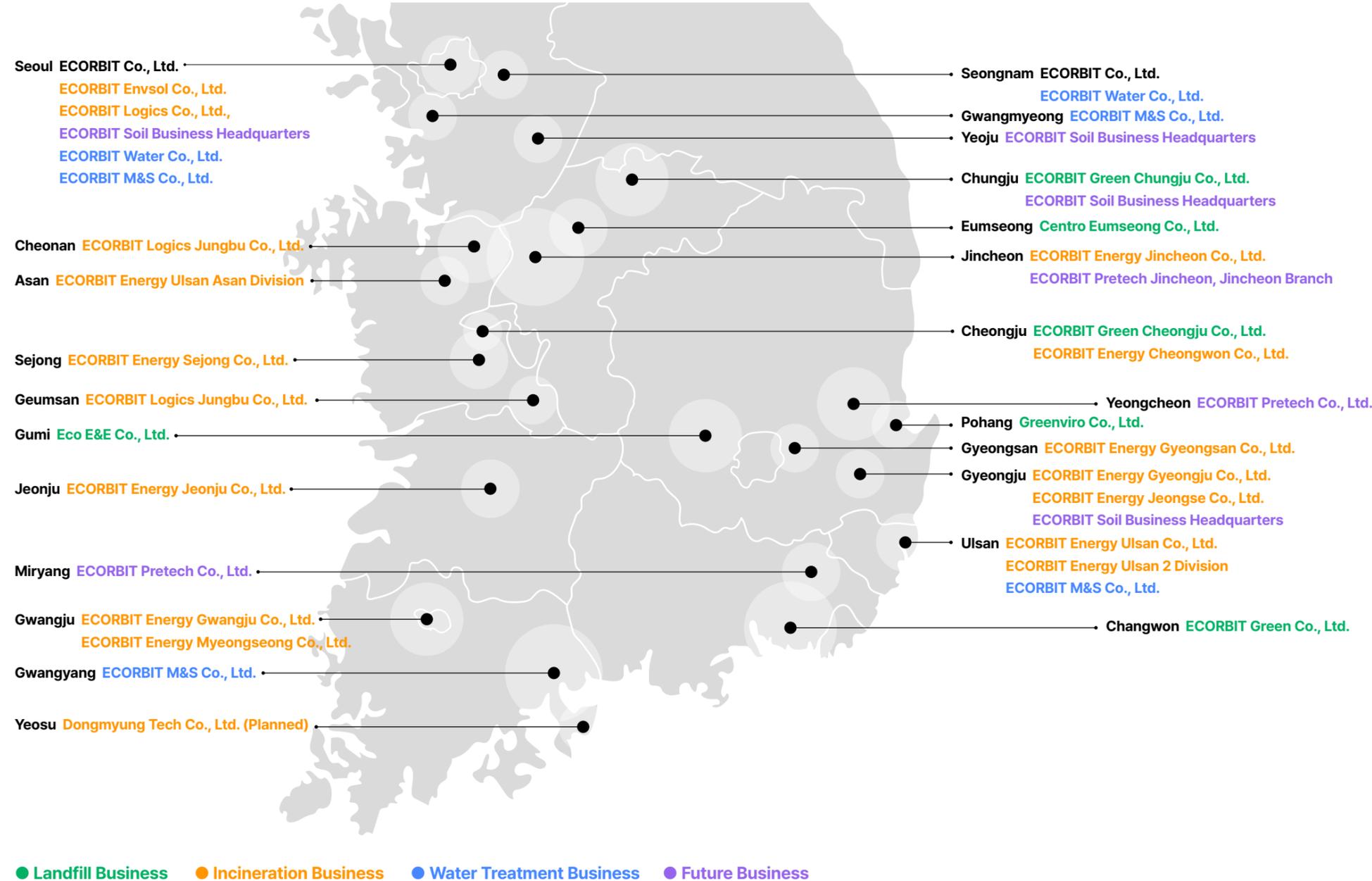
2023 / Acquired Boksan Corporation



Company Overview

Business Locations Overview

ECORBIT operates its business sites in the most optimal locations for each business.



Landfill Business Locations

- ECORBIT Green Co., Ltd.: Changwon
- Greenviro Co., Ltd.: Pohang
- Eco E&E Co., Ltd.: Gumi
- ECORBIT Green Cheongju Co., Ltd.: Cheongju
- ECORBIT Green Chungju Co., Ltd.: Chungju
- Centro Eumseong Co., Ltd.: Eumseong

Incineration Business Locations

- ECORBIT Energy Jincheon Co., Ltd.: Jincheon
- ECORBIT Energy Gyeongsan Co., Ltd.: Gyeongsan
- ECORBIT Energy Gyeongju Co., Ltd.: Gyeongju
- ECORBIT Energy Gwangju Co., Ltd.: Gwangju
- ECORBIT Energy Myeongseong Co., Ltd.: Gwangju
- ECORBIT Energy Sejong Co., Ltd.: Sejong
- ECORBIT Energy Jeonju Co., Ltd.: Jeonju
- ECORBIT Energy Jeongse Co., Ltd.: Gyeongju
- ECORBIT Energy Cheongwon Co., Ltd.: Cheongju
- ECORBIT Energy Ulsan Co., Ltd.: Ulsan, Ulsan 2 Division, Asan Division
- ECORBIT Logics Co., Ltd.: Seoul
- ECORBIT Logics Jungbu Co., Ltd.: Geumsan, Cheonan
- ECORBIT Envsol Co., Ltd.: Seoul
- Dongmyung Tech Co., Ltd.: Yeosu (Planned)

Water Treatment Business Locations

- ECORBIT Water Co., Ltd.: Seoul, Seongnam
- ECORBIT M&S Co., Ltd.: Seoul, Ulsan, Gwangyang, Gwangmyeong

- Capital Region (North): 75 facilities including sewage treatment facilities
- Capital Region (South): 129 facilities including sewage treatment facilities
- Jeolla Region: 215 facilities including sewage treatment facilities
- Gangwon Region: 52 facilities including sewage treatment facilities
- Chungcheong Region: 172 facilities including sewage treatment facilities
- Gyeongbuk Region: 261 facilities including sewage treatment facilities
- Gyeongnam Region: 55 facilities including sewage treatment facilities

Future Business Locations

- ECORBIT Pretech Co., Ltd.: Jincheon, Jincheon Branch, Miryang, Yeongcheon

ECORBIT Soil Business Headquarters Locations

- Yeosu Soil Remediation Facility
- Chungju Soil Remediation Facility
- Gyeongju Soil Remediation Facility 1, 2



Business Overview

Business Overview

Landfill The landfill business, operated by the Green Business Unit (BU), safely and cleanly disposes of waste materials through environmentally friendly process.

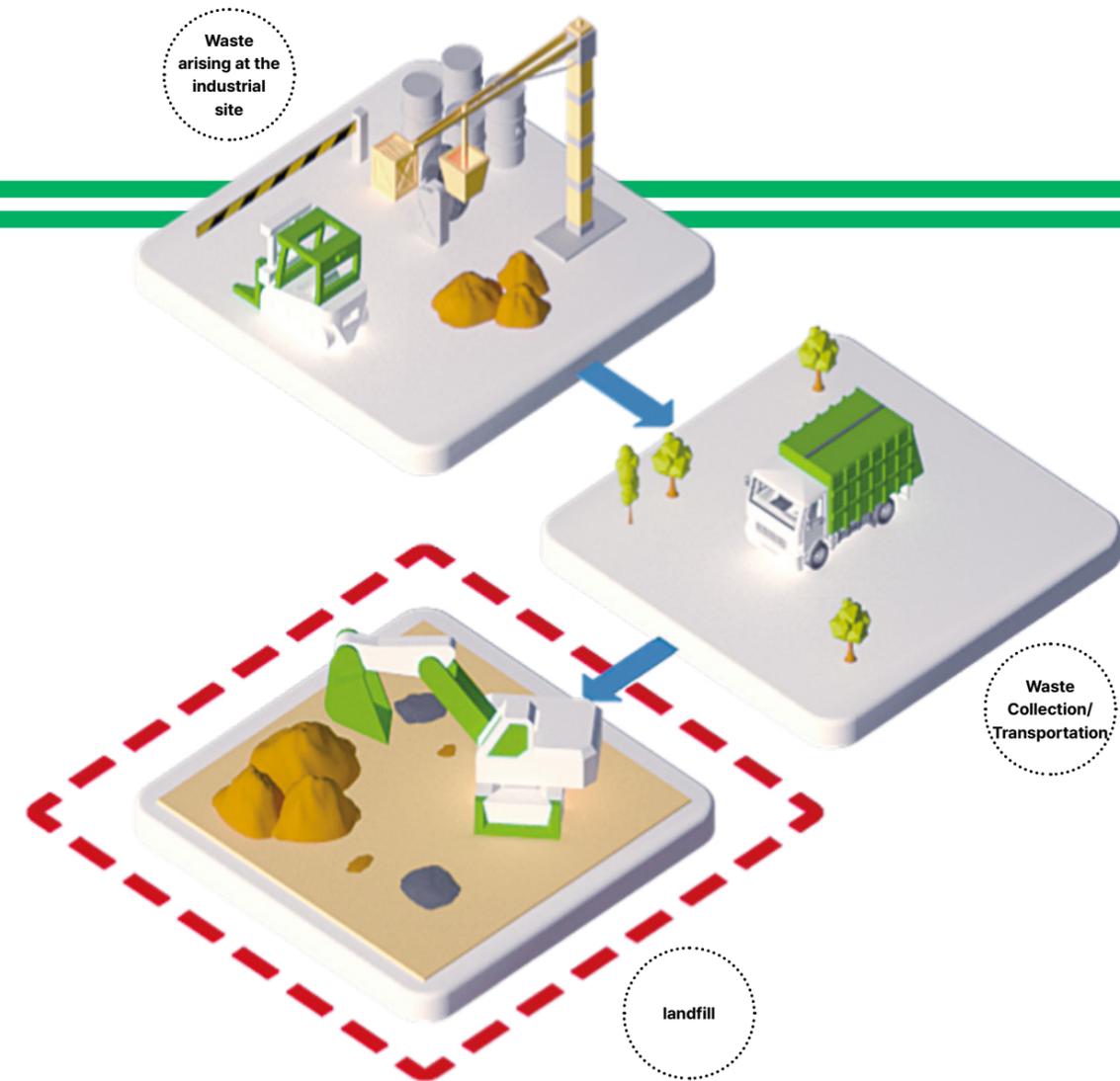
Business The Green BU includes ECORBIT Green Co., Ltd., Greenviro Co., Ltd., Eco E&E Co., Ltd., ECORBIT Green Chungju Co., Ltd., ECORBIT Green Cheongju Co., Ltd., and Centro Eumsung Co., Ltd.



Landfills

We possess the largest landfill capacity in Korea, with six major landfill sites that provide safe and sanitary landfill services for industrial, general, and designated waste that cannot be recycled or incinerated.

We strive to minimize adverse environmental impacts through the installation of air domes and the development of landfill technology. Our goal is to operate the most optimized landfill facilities to prevent pollution, ensuring the safe and efficient disposal of waste.



Business Overview

Business Overview

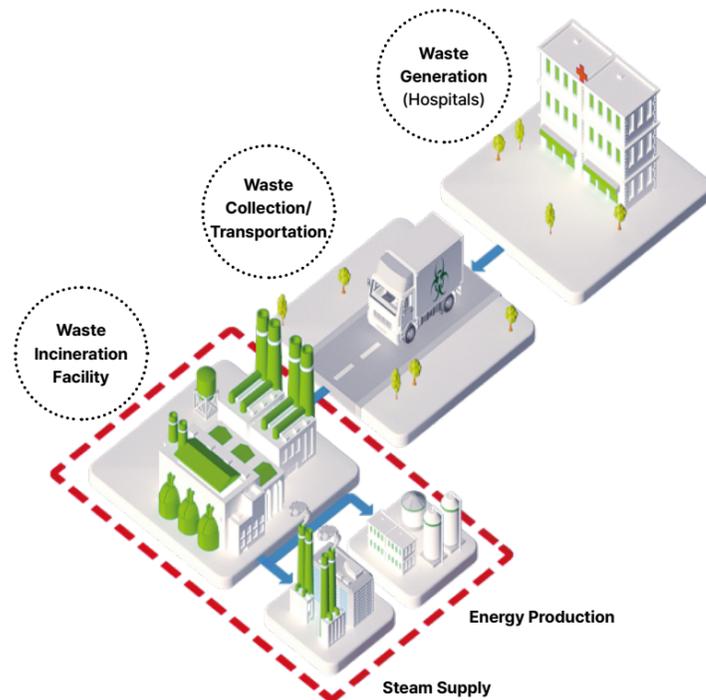
Incineration Business

The incineration business involves the eco-friendly waste treatment, leveraging waste heat during the incineration process to produce energy, as well as eco-friendly transportation and combustion of waste materials. This sector is operated by the Energy BU, which includes ECORBIT Energy Jincheon Co., Ltd., ECORBIT Energy Gyeongju Co., Ltd., ECORBIT Energy Gyeongsan Co., Ltd., ECORBIT Energy Gwangju Co., Ltd., ECORBIT Energy Sejong Co., Ltd., ECORBIT Energy Jeongse Co., Ltd., ECORBIT Energy Myeongseong Co., Ltd., ECORBIT Energy Ulsan Co., Ltd., ECORBIT Energy Jeonju Co., Ltd., ECORBIT Energy Cheongwon Co., Ltd., ECORBIT Logics Co., Ltd., ECORBIT Logics Jungbu Co., Ltd., ECORBIT Envsol Co., Ltd., and Dongmyung Tech Co., Ltd. (planned).



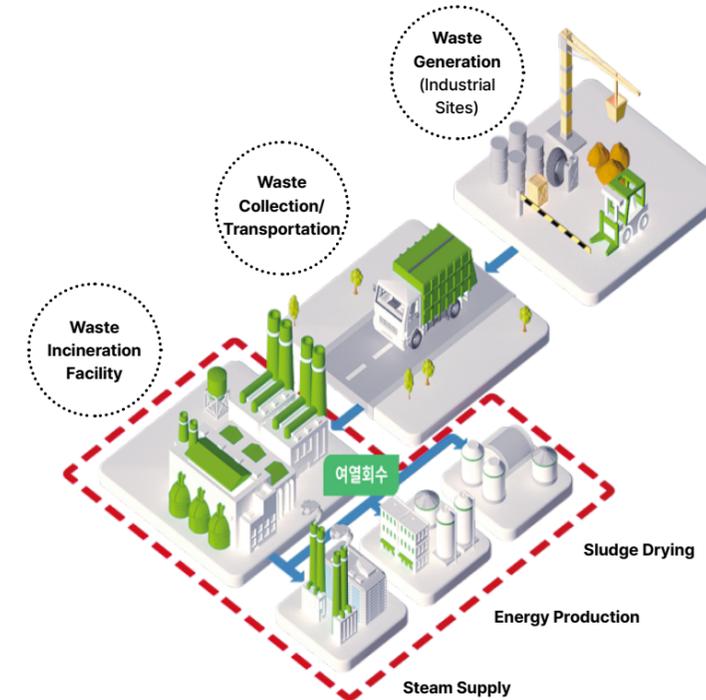
Medical Waste Incineration

As the leading company in medical waste treatment, we handle waste generated from hospitals.



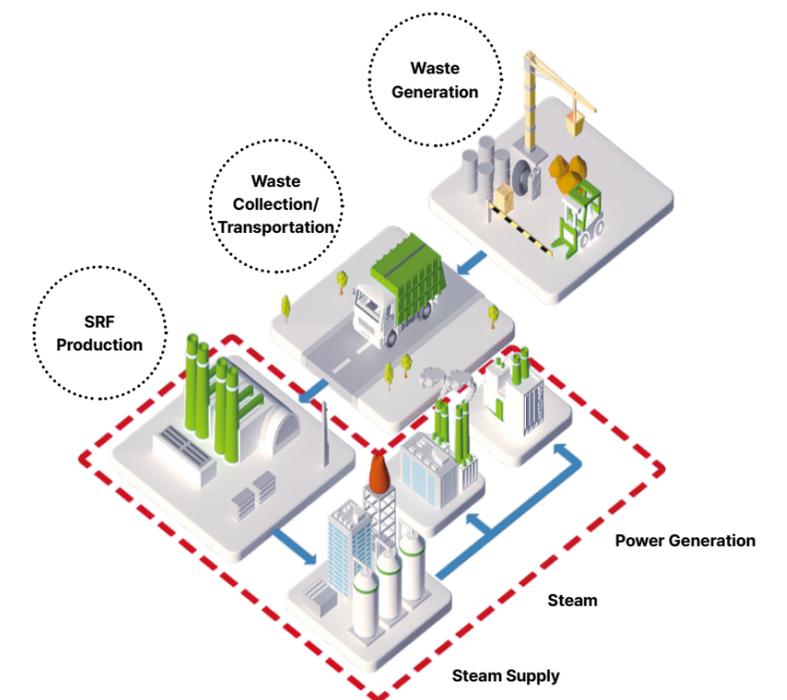
Industrial Waste Incineration

We process waste generated from industrial sites and utilize the waste heat during the incineration process to produce energy and recycle waste.



SRF

We operate SRF facilities to produce high-quality SRF from industrial waste, providing high-quality, low-cost energy to our customers.



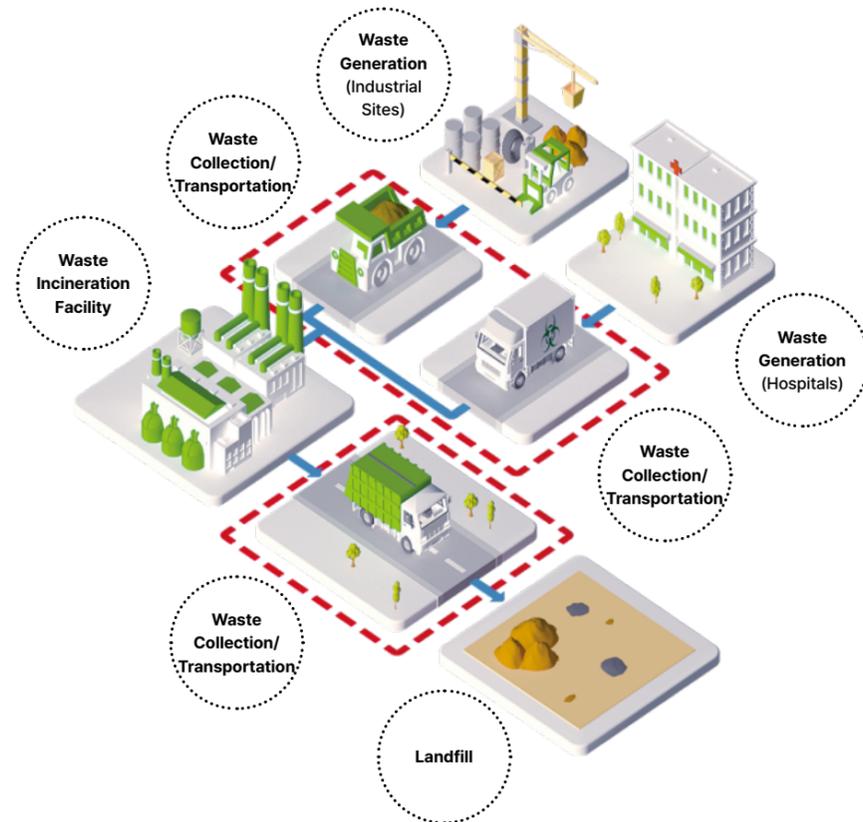
Business Overview

Business Overview

Incineration Business

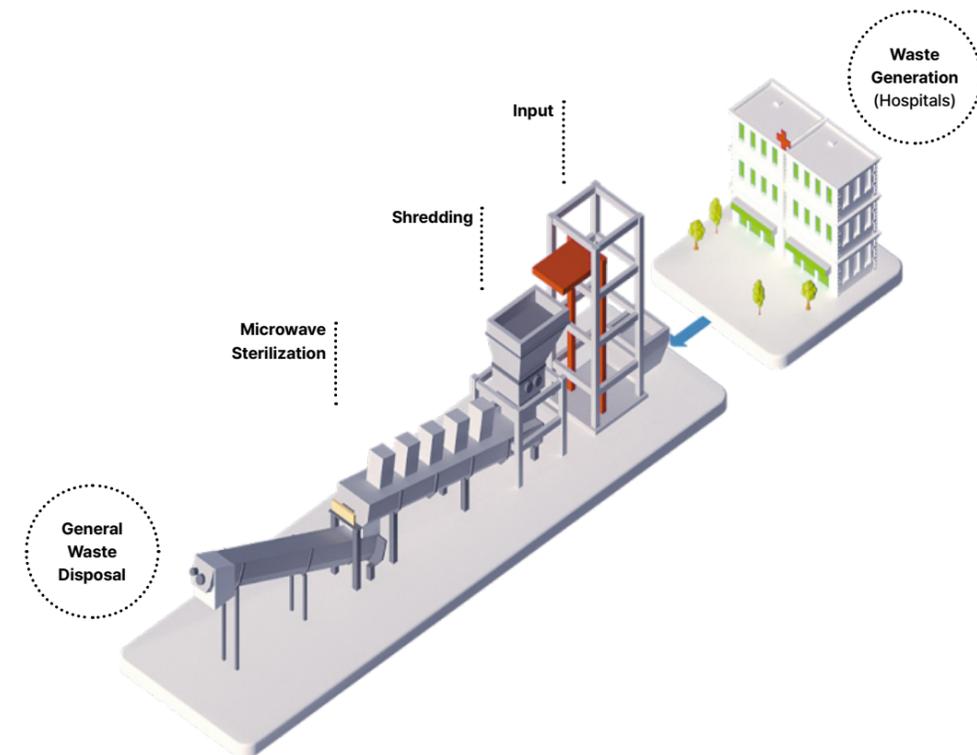
Waste Collection and Transport

We efficiently and safely transport medical and industrial waste to incineration or landfill sites using our advanced vehicle tracking system.



Sterilization

We provide eco-friendly waste treatment methods by manufacturing and managing sterilizers that eliminate the infection risks associated with medical waste, ensuring safe and sanitary disposal of waste generated from hospitals.



Business Overview

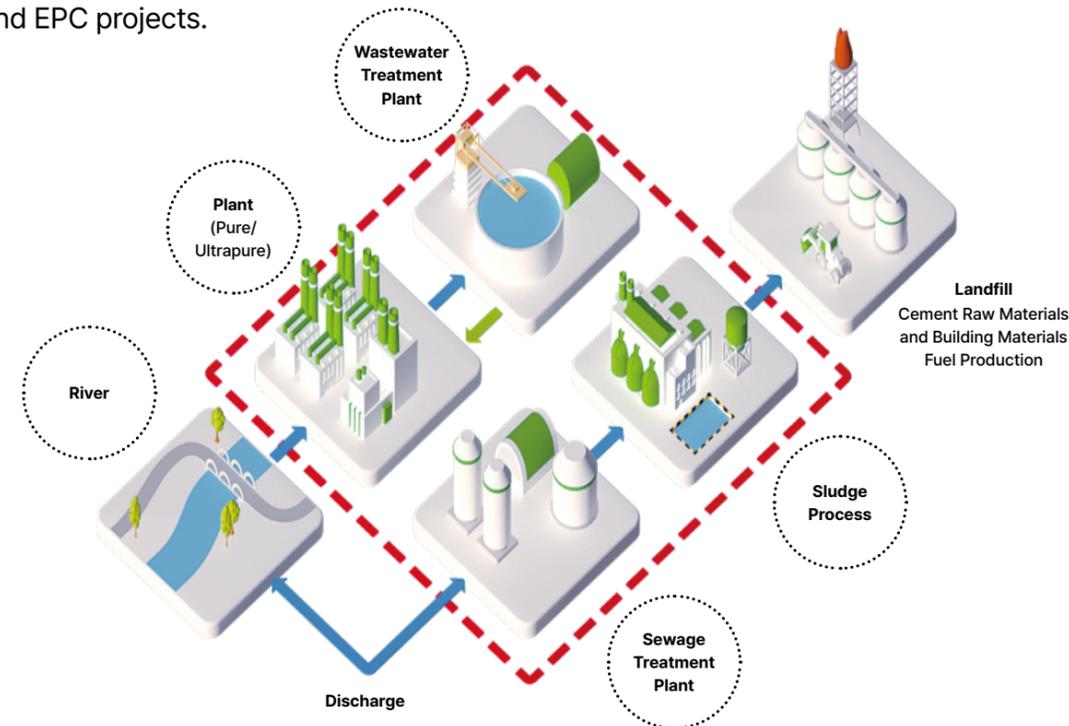
Business Overview

Water Treatment Business The water treatment business is dedicated to creating a clean and healthy water cycle for the future.
 This sector is operated by the Water BU, which includes ECORBIT Water Co., Ltd. and ECORBIT M&S Co., Ltd.



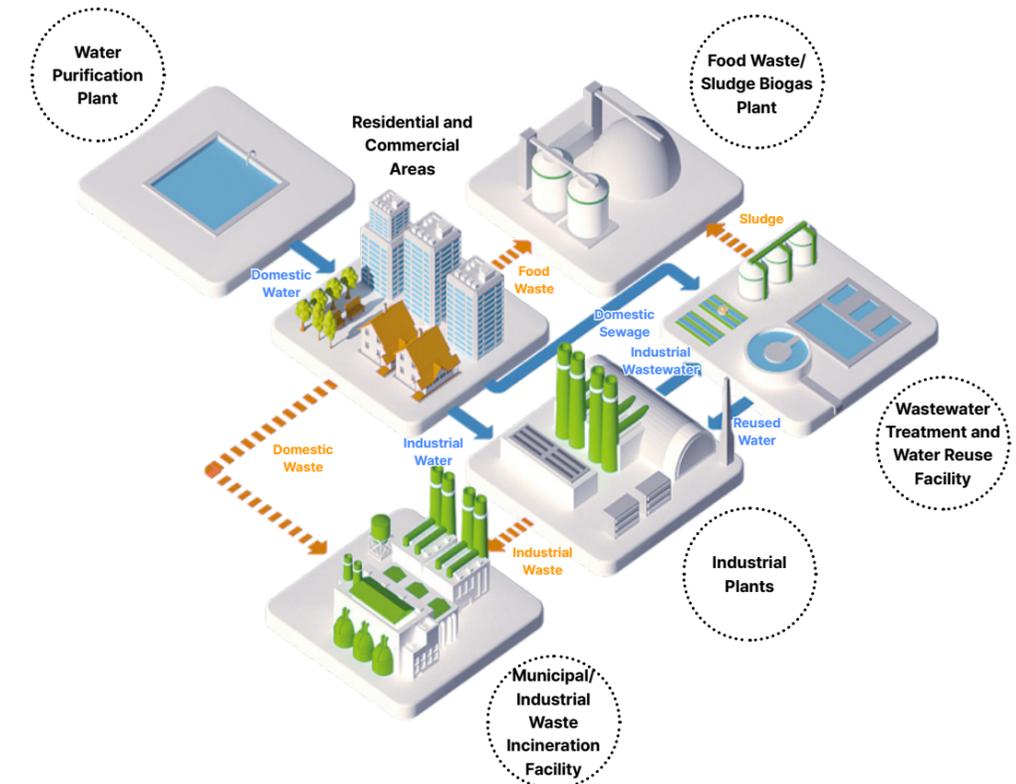
Sewage and Wastewater Treatment

We operate the highest number of environmental infrastructure facilities in Korea, including sewage and wastewater treatment facilities. With our best operational know-how and state-of-the-art technology, we execute public projects, private investment projects, and EPC projects.



Environmental Materials

We provide all chemicals and materials required for environmental purification and maintenance, and a total solution based on our expertise.



Business Overview

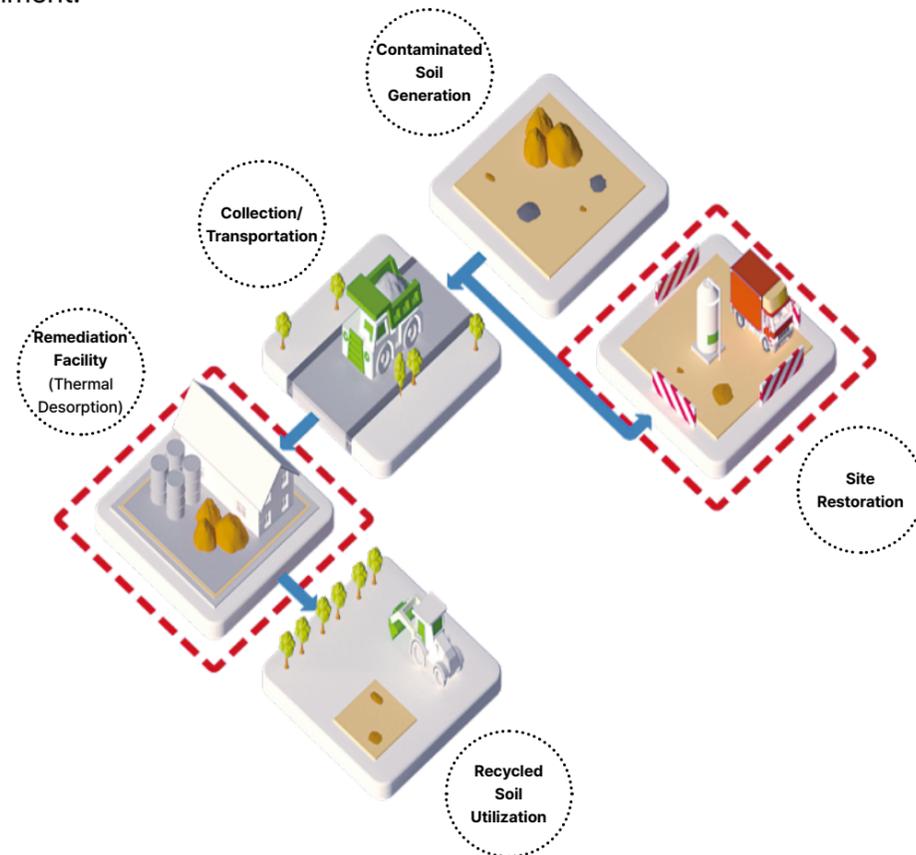
Business Overview

Future The future business sector aims to provide sustainable environmental value through resource circulation services.

Business This sector is operated by ECORBIT Soil Business Headquarters and ECORBIT Pretech Co., Ltd.

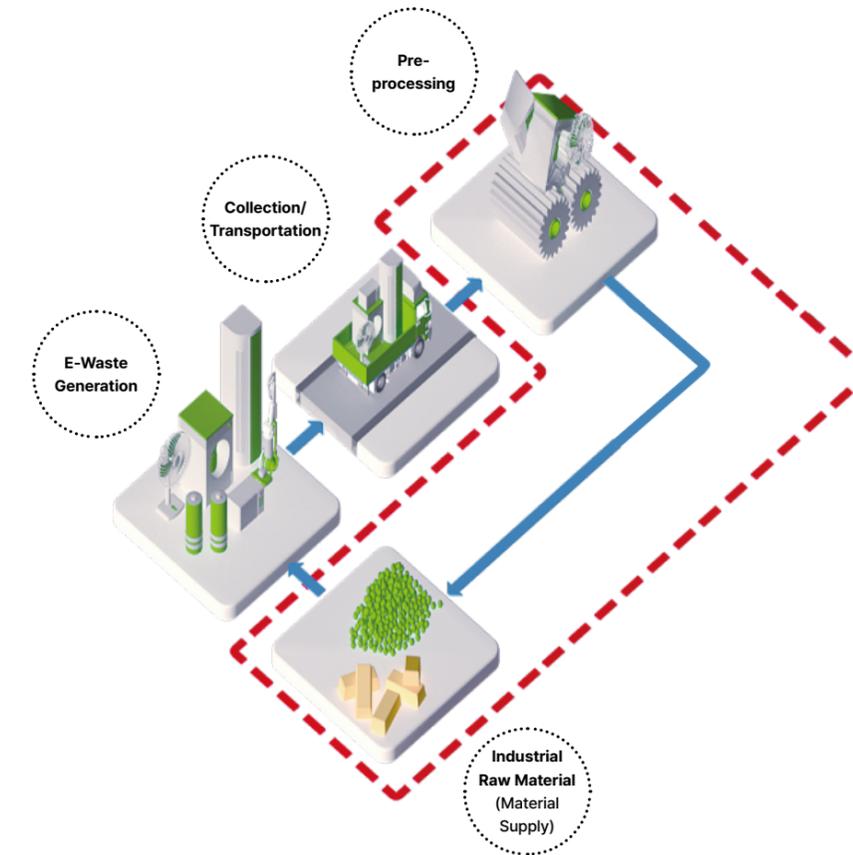
Soil Remediation

We operate the largest capacity soil remediation facilities in the country, handling contaminated soil and groundwater to restore ecosystems and create a cleaner environment.



Urban Mining / EV Battery Recycling

We provide optimal services to customers by recovering metal resources from industrial activities and employing eco-friendly recycling technology for secondary batteries.



<u>21</u>	ECORBIT Sustainable Management
<u>22</u>	ECORBIT ESG Highlights
<u>24</u>	Communication with Stakeholders
<u>25</u>	ECORBIT ESG Material Issues

Sustainable Management

ECORBIT Sustainable Management

ECORBIT's ESG Management Vision

TOGETHER FOR THE HAPPINESS

ECORBIT creates a better tomorrow where we, our communities, and ECORBIT itself can all live together.

ECORBIT is committed to making a healthy and happy future for all stakeholders. We aim to build an eco-friendly business and a sustainable management system, fulfilling our social responsibilities as Korea's leading comprehensive environmental company.

Our Approach to ESG

We will continuously enhance our ESG management system for sustainable growth.

Our ESG History



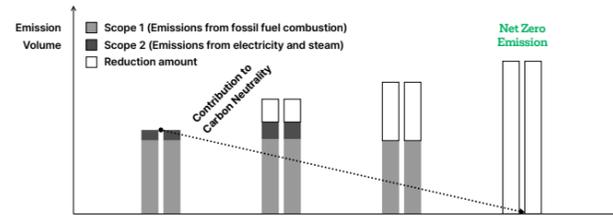
ECORBIT ESG Highlights

Environmental

Efforts to Address Climate Change and Reduce Greenhouse Gas Emissions

Net Zero Goal Setting

- Presented a roadmap for achieving carbon neutrality by 2050.



Efforts for Circular Economy

Development of 'AIBROS', an AI-based Smart Water Treatment System

- ECORBIT Water Co., Ltd. developed AI water treatment technology in line with the national smart sewerage policy project.
- Utilized machine learning to predict water quality after 24 hours and recommend optimal water treatment conditions.
- Achieved a 19% reduction in aeration which leads to contribution on carbon reduction, and an 11% increase in nitrogen removal efficiency by applying the system.



Achivement of Energy Efficiency Target Excellent Business Certification at National Industrial Complex Wastewater Business Site Operated by ECORBIT Water CO., Ltd.

- Achieved significant reduction in electricity usage by the installation of high-efficiency new equipment, surpassing the electricity usage reduction target.



Introduction of ECORBIT Pretech Co., Ltd.'s Battery Recycling Technology at 'InterBattery 2023'

- Introduced its secondary battery recycling business at 'InterBattery 2023', the largest secondary battery industry exhibition in Korea.

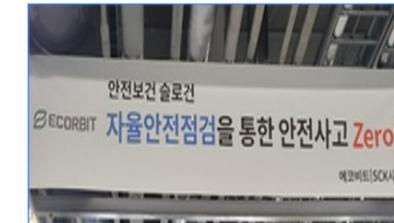


Social

Enhancing Workplace Safety and Health Activities

Workplace Safety and Health Campaign

- Strengthened autonomous safety culture through a campaign to establish a self-preventive system for workers.



Internal Audit Team's Safety Diagnosis



- The audit team and the safety management teams collaborated on joint safety diagnosis, improving the work environment and enhancing stability.

External Experts Safety Inspections

- External experts from Korea Institute of Safety and Environmental Science and the safety management teams worked together to conduct safety inspections.
- Enhanced safety through objective inspections by external experts.



Supply Chain Management

Supply Chain ESG Assessment

- Incorporated ESG criteria into supply chain evaluations, including the provision of energy use and greenhouse gas emission data, as well as ethical management practices.



ECORBIT ESG Highlights

Social

Human Resource Management

Establishment of Human Rights Policy

- Established a human rights policy for human rights management without any discrimination in accordance with domestic and international human rights standards.



Organizational Culture and Employee Satisfaction Survey

- Conducted organizational culture and employee satisfaction surveys to identify areas for continuous improvement and address issues.



Community Engagement

Operation of 'Environmental Love Volunteers'

- Conducted campaigns "Jub Ging" which refers to cleaning environment while jogging.



Support for Disaster Recovery

- Provided support for emergency flood recovery and offered financial aid to affected areas.
- Provided support to cool road surfaces during periods of intense heat.



Governance

Implementation of ESG Management System

Formation of ESG Management Initiatives

- Established the ESG Management Committee and ESG Working Group to implement and operate the ESG management system.



Operation of ESG Diagnosis Process

- Identified ESG issues through ESG diagnosis process and implemented the tasks.



Development of ESG Data Integration Platform

- Created an integrated platform for efficient and effective ESG data management.



Ethics and Compliance Management

Anti-Corruption and Fair Competition Policy

- Implemented the policy ensuring compliance with anti-corruption laws such as the Improper Solicitation and Graft Act and the FCPA (Foreign Corrupt Practices Act).



Compliance Program

- Operated various compliance programs, including anti-bribery compliance, third-party transaction compliance, CCO hotline, and submission of Compliance Certifications.



Communication with Stakeholders

Key Stakeholders and Communication

ECORBIT defines stakeholders as all entities directly or indirectly influence or are affected by our business activities. We recognize the importance of communication with stakeholders and have established various communication channels to ensure their active engagement.

By gathering stakeholders' opinions and needs through these channels, ECORBIT incorporates their feedback into management activities, building healthy and trustful relationships. Specifically, we disclose key information through various channels, including public disclosures, our website, IR briefings, and sustainability reports, to enhance transparency and trust in our corporate activities.

Stakeholders	Employees	Shareholders, Investors, and Financial Institutions	Customers	Local Communities	Government Agencies
Key Interests	<ul style="list-style-type: none"> Fair performance evaluation and compensation Workplace safety management Employee welfare Support for employee skills enhancement 	<ul style="list-style-type: none"> Maximization of shareholder value Enhancement of business portfolio Maintenance of stable financial performance Promotion of transparency in corporate governance 	<ul style="list-style-type: none"> Product and service quality Customer complaint resolution Customer safety Eco-friendly technologies 	<ul style="list-style-type: none"> Social responsibility towards local communities and environment Community contribution initiatives Local economy development 	<ul style="list-style-type: none"> Anti-corruption and regulatory compliance Establishment of fair trade practices Transparent tax payment and information disclosure
Communication Channels	<ul style="list-style-type: none"> Business unit management meetings Corporate-wide management meetings weekly reporting Intranet portal (Groupware) CCO Hotline 	<ul style="list-style-type: none"> Steering Committee meetings Ad-hoc IR briefings Shareholder's meetings 	<ul style="list-style-type: none"> ECORBIT website 	<ul style="list-style-type: none"> Social contribution activities Residents' advisory committees 	<ul style="list-style-type: none"> Communication with authorities on environmental and safety regulations Audit reports ECORBIT website
Key Activities	<ul style="list-style-type: none"> Formation/enhancement of business and operational directions Performance review and efficient communication of business directions Operational direction discussions Communication of guidance Opinion sharing and review of improvement measures 	<ul style="list-style-type: none"> Formation/enhancement of strategic directions Adjustment/implementation of business directions IR activities Promotion of financial story 	<ul style="list-style-type: none"> Communication of business structure and core values Review of customer and potential customer feedback 	<ul style="list-style-type: none"> Participation in local events near business sites Charitable donations Collection of feedback from local residents 	<ul style="list-style-type: none"> Compliance with applicable regulations Government policies implementation



ECORBIT ESG Material Issues

Materiality Assessment

ECORBIT conducted a Double Materiality Assessment to identify key issues in promoting sustainable management. Double Materiality Assessment is an assessment methodology introduced by the GRI Standards and the EU Corporate Sustainability Reporting Directive (CSRD) that considers both the impact of a company's operations on society (inside-out) and the impact of each issue on the company's operations (outside-in). We applied Double Materiality Assessment to a total of 22 related issues and selected 9 material issues that are important for the interaction between ECORBIT and society and for ECORBIT's sustainable management.

Materiality Assessment Process

Step. 1 Issue Pool Composition

- **Global Standards and Evaluation Criteria Analysis**

Analyzed GRI Standards, UNGC, SASB, MSCI, KCGS, and other relevant criteria and reporting requirements.

- **Benchmarking**

Identified key issues reported by leading domestic and international companies in their sustainability reports.

- **Media Analysis**

Analyzed media articles related to ECORBIT to understand public perception and related issues.

Step. 2 Materiality Assessment

- **Social and Environmental Impact Analysis**

- Evaluated sustainability issues based on global standards, media, benchmarking data, and internal and external environmental analysis.
- Conducted an online survey from April 5 to April 20, 2024, targeting ECORBIT stakeholders to gather opinions on ESG issues.

- **Financial Impact Analysis**

Analyzed the financial impact of internal management and ESG issues on a per-issue basis.

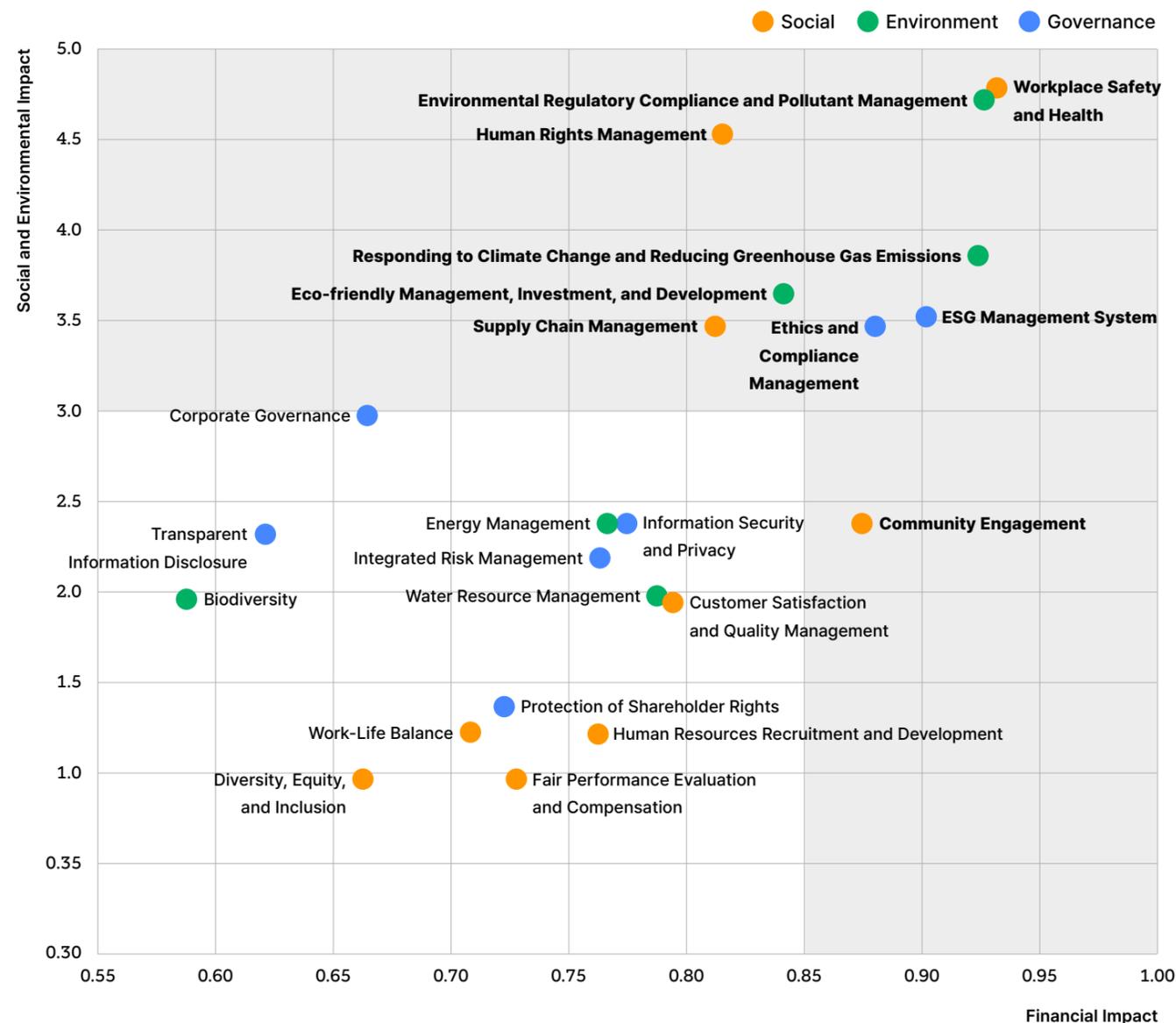
Step. 3 Selection of Material Issues

- **Prioritized key issues and selected the final nine key material issues through management review.**
- **Determined reporting levels for material issues, including scope, boundaries, and reporting periods, and developed report writing plans.**



ECORBIT ESG Material Issues

Materiality Assessment Results



Category	Issue	Social/ Environmental Impact	Financial Impact	GRI Topic	Report Page
Material Issues	Responding to Climate Change and Reducing Greenhouse Gas Emissions	●●●	●●●	GRI 302, 305	31
	Eco-friendly Management Investment and Development	●●●	●●○	GRI 302, 303, 304, 305, 306	40
	Environmental Regulatory Compliance and Pollutant Management	●●●	●●●	GRI 306	45
	Workplace Safety and Health	●●●	●●●	GRI 403	48
	Human Rights Management	●●●	●●○	GRI 406	56
	Supply Chain Management	●●○	●●○	GRI 308	66
	Community Engagement	●●○	●●●	GRI 413	70
	ESG Management System	●●●	●●●	GRI 201	76
	Ethics and Compliance Management	●●○	●●●	GRI 205, 206	79



ECORBIT ESG Material Issues

Material Issue Prior to publishing the sustainability report, ECORBIT conducted surveys with internal and external stakeholders, as well as experts, to understand the stakeholders' interests and the business significance of various issues. Based on the results of these surveys, nine key material issues were identified. The process of the materiality assessment conducted to identify these key issues is detailed on page 25 of the report. Starting this year, ECORBIT intends to publish the sustainability report annually to systematically address the key material issues identified in the materiality assessment. Through these reports, ECORBIT will transparently disclose the outcomes of its responses to these issues and actively engage with stakeholders. Additionally, by publishing the sustainability report, ECORBIT aims to understand ESG management trends and stakeholder interests and incorporate these insights into corporate strategies and management decisions to strengthen ESG management. ECORBIT has analyzed the background, current response status, key achievements, and potential contributions to the UN Sustainable Development Goals (UN SDGs)(*) for the nine key issues identified in the materiality assessment. More detailed information can be found in the Environmental, Social, and Governance sections of the report.

Category	Material Issue	Issue Background	Management Strategy	Key Activities and Performance	UN SDGs(*)
Environmental	Responding to Climate Change and Reducing Greenhouse Gas Emissions	Climate change is reaching critical levels around the world, sparking a climate crisis. As a result, natural disasters are becoming more frequent and damaging, and societal demands for companies to reduce their greenhouse gas emissions are intensifying. Stakeholders such as governments, investors, customers, and rating agencies are increasingly demanding that companies take action to address climate change, and in response, companies are stepping up efforts to identify and manage climate change risks. In doing so, they are being held socially responsible for carbon emissions and reductions to meet the Paris Agreement's 1.5°C goal, which requires organizations to build responses that take into account the transition risks and financial impacts associated with the transition to a low-carbon economy.	ECORBIT aims to contribute to the reduction of national greenhouse gases by reducing greenhouse gases generated from landfills, incineration, sewage treatment facilities, etc. as well as recovering waste heat from incineration facilities. For this purpose, we analyze climate change risks and opportunities, establish a climate risk management system, and strive for carbon neutrality.	<ul style="list-style-type: none"> Establishing governance structures to address climate change Analyzing climate change risks and opportunities Planning indirect emissions reductions activities such as green premiums, RECs, etc. 	
	Eco-friendly Management Investment and Development	Companies are increasingly required to strengthen eco-friendly management practices and develop new business models. Stakeholders' demands for environmental policy formulation and performance disclosure are increasing, prompting companies to enhance their responses accordingly. This trend is driven by growing societal expectations and regulatory requirements for environmental sustainability.	ECORBIT is strengthening its environmental management system by establishing environmental policies, conducting related campaigns, and enhancing efforts in eco-friendly operations. Furthermore, it is committed to eco-friendly investments and developments, including securing eco-friendly financial resources and operating an R&D center.	<ul style="list-style-type: none"> Developing Environmental Policy Environmental campaigns Green lending Operating R&D center 	
	Environmental Regulatory Compliance and Pollutant Management	Adhering to environmental regulations and managing pollutants effectively is crucial for companies. Due to rapid changes in environmental regulations domestically and internationally, companies need to respond promptly to these changes and continuously monitor related regulations and policies. Additionally, pollutants generated during business operations can have direct or indirect environmental impacts on local communities. Therefore, transparent and effective management of pollutants is necessary. Minimizing environmental impact through management of water and air pollutants is crucial for achieving sustainable operations. Through these efforts, companies can contribute to environmental protection and fulfill their social responsibilities.	In order to comply with rapidly changing environmental laws and regulations, ECORBIT continuously monitors relevant laws and regulations. In addition, we strive to protect the environment by implementing a pollutant management system and conducting pollutant reduction activities to manage pollutants.	<ul style="list-style-type: none"> Monitoring environmental compliance Establishing a pollutant Implementing pollutant reduction activities 	

(*) UN Sustainable Development Goals (UN SDGs): The 17 goals set by the United Nations for sustainable development that humanity must ultimately achieve between 2015 and 2030.



ECORBIT ESG Material Issues

Category	Material Issue	Issue Background	Management Strategy	Key Activities and Performance	UN SDGs
Social	Workplace Safety and Health	Given the heightened importance of safety, there is increased interest in safety regulations, including the Serious Accidents Punishment Act. To minimize impacts on business activities due to safety accidents, systematic strategies must be established and implemented. Particularly, the ability to respond appropriately to internal and external risks due to serious accidents is emphasized. Therefore, the company is focusing on creating a safer working environment by enhancing risk management and increasing safety management efficiency.	ECORBIT's management responsibility for safety prioritizes safety at work sites and complies with safety regulations. We have also established a safety and health management structure to systematically conduct related activities systematically. As such, we strive to increase employees' sense of responsibility for safety and health and minimize the occurrence of accidents and diseases by providing a safe working environment.	<ul style="list-style-type: none"> • Declaring Health and Safety Management Policy • Establishing an organizational structure for health and safety management • Managing workplace health and safety risks • Creating a health and safety culture 	 
	Human Rights Management	With the growing importance of ESG management, the human rights issue is also becoming critical. Recent allegations of human rights abuses in business operations are leading to increased calls for corporate accountability. Companies must ensure compliance with international standards and ESG guidelines to prevent any violations and enhance human rights practices.	ECORBIT ensures the protection of individual rights and offers various support measures to uphold human rights in business operations. We establish human rights policies and operate grievance handling processes to address human right issues for our employees. Additionally, we systematically manage human right risks through regular assessments. ECORBIT is creating a positive workplace environment based on the core value of respecting human rights.	<ul style="list-style-type: none"> • Developing Human Rights Policy • Reviewing human rights risks • Operating a grievance process • Operating labor-management councils 	   
	Supply Chain Management	For the sustainable implementation of ESG management, strengthening partner management and fostering sustainable relationships. Recently, the requirement for managing negative social and environmental impacts and responding to related demands has intensified, highlighting the importance of improving human rights and ethics management programs with partners.	To build sustainable relationships with our suppliers, we have established a supply chain management policy and developed supplier evaluation criteria to effectively respond to ESG risks related to our suppliers, maintain positive relationships with our suppliers, and support their growth for mutual benefit.	<ul style="list-style-type: none"> • Creating a Supply Chain Policy • Implementing supply chain ESG management assessment • Establishing supply chain evaluation criteria 	
Community Engagement	Corporate social responsibility extends beyond profit-seeking and encompasses mutually beneficial relationships with local communities. By engaging in diverse social contribution activities ranging from environmental protection to financial support, companies can achieve mutual prosperity with local communities. This not only helps companies establish sustainable business environments but also contributes to the development of local communities. Mutually beneficial relationships with local communities yield positive outcomes for both parties, creating overall societal progress and prosperity.	ECORBIT recognizes the importance of social responsibility and actively engages in various initiatives to support local community development and environmental conservation. We strive to realize global ESG values by fostering inclusivity and addressing social issues through mutual growth with local communities.	<ul style="list-style-type: none"> • Implementing community environmental restoration programs • Implementing emergency recovery programs in disaster-affected areas • Providing financial support for community cooperation 	   	



ECORBIT ESG Material Issues

Category	Material Issue	Issue Background	Issue Management Strategy	Key Activities and Performance	UN SDGs
Governance	ESG Management System	ESG management systems are essential for companies to operate and grow sustainably over a long period. This includes appropriate responses to environmental issues, fulfillment of social responsibilities, and transparent and efficient governance. These elements play a crucial role in achieving long-term success and development for the company.	ECORBIT is strengthening ESG management beyond regular operations and financial risks, encompassing environmental, safety, information security, and ethics and compliance risks. We manage risks comprehensively and strengthen the management system by operating the ESG Management Committee and ESG Working Group. We are also establishing an ESG diagnosis process to identify and improve areas for enhancement.	<ul style="list-style-type: none"> • Operating the ESG Management Committee and ESG Working Group • Establishing ESG data-based management platform • Establishing ESG diagnosis process 	 
	Ethics and Compliance Management	With corporate social responsibility increasingly emphasized, legal requirements for ethical management and anti-corruption are intensifying around the world. Companies that comply with these regulations while still creating economic value are gaining traction in the new business environment. It is important for organizations to practice sustainable management through ethical behavior and legal compliance. Companies that are socially responsible are viewed more positively and are better positioned for continued growth.	ECORBIT is committed to social responsibility based on a clean corporate image and ethical culture. We strive for sustainable development by fulfilling our responsibilities with integrity. Recognizing the importance of ethics and compliance management, we ensure all members understand and commit to these principles. By strengthening compliance programs, ECORBIT enhances transparency, maintains healthy partnerships with stakeholders, and leads in creating social value.	<ul style="list-style-type: none"> • Revising Code of Ethics • Operating compliance programs • Enhancing compliance programs 	





<u>31</u>	Responding to Climate Change and Reducing Greenhouse Gas Emissions	Material
<u>40</u>	Eco-friendly Management, Investment, and Development	Material
<u>45</u>	Environmental Regulatory Compliance and Pollutant Management	

Environmental

Responding to Climate Change and Reducing Greenhouse Gas Emissions

As climate change poses a tremendous threat to the global ecosystem, including humanity, ECORBIT aims to play a pivotal role in solving this global crisis as a leader in waste management. ECORBIT aims to contribute to the reduction of national greenhouse gas emissions by expanding waste heat recovery and resource recycling efforts in waste disposal processes such as landfill, incineration, and water treatment. By reducing our environmental impact through continuous innovation, collaboration, and a firm commitment to sustainability across all business areas, ECORBIT aims to go beyond company carbon neutrality to contribute to national greenhouse gas reduction and the circular economy.

Governance Structure

- Climate Change** ECORBIT recognizes ESG as a crucial factor influencing company management and has systematically established internal governance to respond accordingly.
- Response Governance** Given the close connection between external conditions and major climate change policies, and ECORBIT's corporate strategies, ECORBIT enhances understanding and response to climate change impacts through this governance structure.

The Compliance Committee of the Board of Directors

ECORBIT has the Compliance Committee within the Board of Directors that performs overall management and supervision functions related to ESG, including climate change. The Compliance Committee oversees ECORBIT's sustainability management status and policies, including climate change issues, and serves as a control tower for ESG management by monitoring the implementation status of sustainability management initiatives.

In order to systematically implement ESG management under this governance framework, ECORBIT manages sustainability-related issues by including them on the agenda for reporting and resolutions of the Compliance Committee.

— Key Agenda for Reportings and Resolutions of the Compliance Committee on Climate Change Issues

Agenda	Agenda Details	Date
ESG Management System	<ol style="list-style-type: none"> Background, objectives, and detailed implementation of the ESG project <ul style="list-style-type: none"> Derivation of diagnostic indicators, diagnostic results, list of improvement tasks, and development of task definitions Future implementation plans 	2023.02.20
ESG Major Activities Report	<ol style="list-style-type: none"> Derivation of tasks and detailed action plans in the areas of environment, society, and governance Major completed tasks <ul style="list-style-type: none"> Policy development, establishment of an integrated management system, and integrated supply chain management Major ongoing tasks <ul style="list-style-type: none"> Human rights and employee satisfaction surveys, establishment of information security systems, and setting mid-to-long-term safety and health improvement goals 	2023.06.21
ESG Management Committee Operational Plan	<p>ESG Management Committee operational plan</p> <ul style="list-style-type: none"> Purpose, composition, roles and responsibilities, and operational plan of the ESG Management Committee 	2023.08.29
ESG Management Enhancement Progress Details	<ol style="list-style-type: none"> Formation of ESG management governance ECORBIT ESG vision and major ESG issues <ul style="list-style-type: none"> E: Establishment of environmental management system, pollutants, circular economy, carbon neutrality, climate change, biodiversity S: Human rights management, human resources management, social contribution, safety and health, supply chain management, information protection G: Strengthening stakeholder-centric management, enhancing corporate governance transparency Establishment of ESG policies Integrated management of ESG data Current status and strategies for ECORBIT's response to ESG issues ESG performance evaluation 	2023.10.13
ESG Management Enhancement Progress Details	<ol style="list-style-type: none"> Strategy for carbon neutrality and climate change response & publication of sustainability report Progress of ESG management system improvement tasks 	2023.12.20

Responding to Climate Change and Reducing Greenhouse Gas Emissions

Governance Structure

Climate Change Response Governance

ESG Management Committee and ESG Working Group

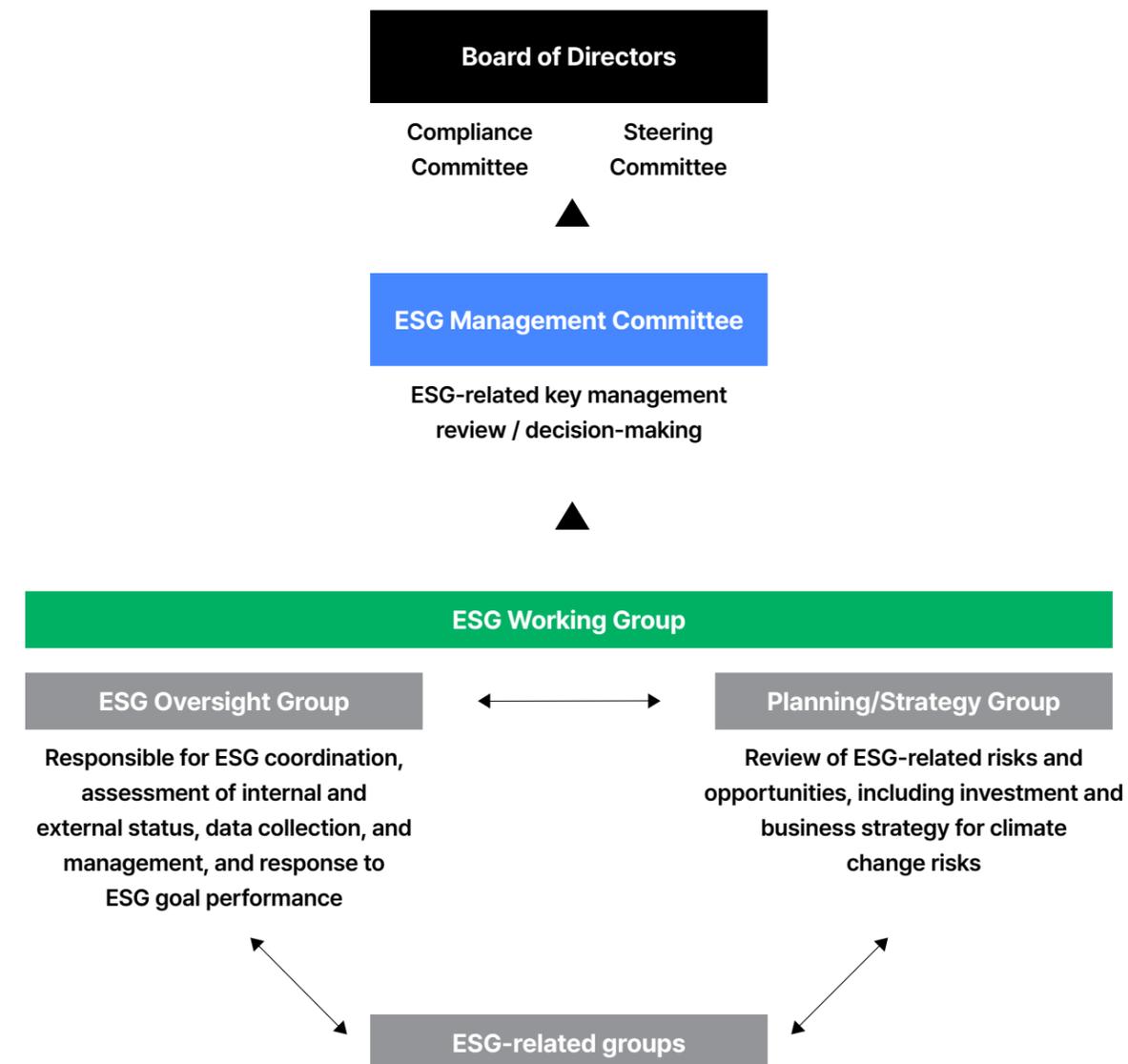
ECORBIT has established an ESG Management Committee to manage the status of climate change response activities for each BU, including incineration, landfill, and water treatment. The ESG Management Committee determines company-wide climate policies, evaluates performance, analyses material climate-related risks and opportunities, and reports to the Compliance Committee. Based on these reports, the Compliance Committee approves and oversees the ESG strategies and targets required for ECORBIT.

To ensure that the strategies and goals established through this decision-making process are reflected throughout our entire management, the ESG Oversight Group and the Planning/Strategy Group within the ESG Working Group, under the management of the ESG Management Committee, are committed to their implementation.

The ESG Oversight Group along with other-ESG-related groups, continuously monitors the achievement status of major ESG goals, such as the Net Zero target, and the execution of strategic measures for potential ESG issues. Additionally, the Planning/Strategy Group reviews the performance of individual departments related to ESG, and evaluates investment and business strategies to address risks and opportunities related to climate change.



— Governance Structure for Climate Change Response



Responding to Climate Change and Reducing Greenhouse Gas Emissions

Strategy

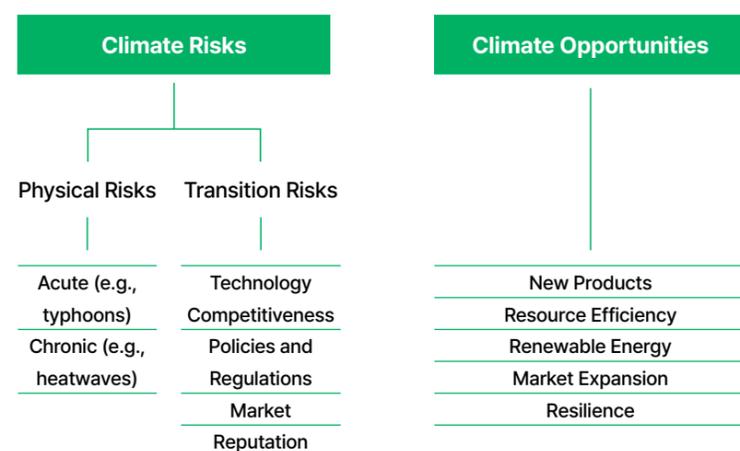
Climate Change Risk and Opportunity Analysis

ECORBIT has identified and evaluated the risk and opportunity pool according to TCFD guidelines, considering global climate change trends, domestic and international regulatory trends in waste management, and responses from related industries. With operations across various sectors including waste incineration, landfill, and wastewater treatment nationwide, ECORBIT derives diverse impacts from climate change across its operational regions.

From these identified risks and opportunities in the risk pool, ECORBIT has prioritized critical risks and opportunities by considering ECORBIT's business model, geographic locations, potential occurrence across the entire value chain, and overall business importance.

Climate change is expected to impact ECORBIT in various ways due to the combination of natural and socio-economic factors. Therefore, risks and opportunities caused by climate change are categorized into physical risks, transition risks, and opportunities, which are analyzed from short-term, medium-term, and long-term perspectives.

Identification of Areas Based on Global Climate Risks and Opportunity Analysis Framework



Prioritization Based on Business Impact

$$\text{Business Impact} = \text{Likelihood of Occurrence} \times \text{Business Importance}$$

- Likelihood of Occurrence**
Analysis of the probability and frequency of risk/opportunity occurrences.
Review of major climate change scenarios and regulatory trends.
- Business Importance**
Analysis of the impact on ECORBIT's business when risks/opportunities occur.
Interviews with relevant departments and expert analysis.

#	Climate Change Risks/Opportunities
1	Drought and water scarcity.
2	Increased access to new markets.
3	Development of low-carbon products and services.
...	...

Long-list Prioritization Extraction

Short-list Extraction

Identification of 7 Key Risks / Opportunities

Major Risks	Major Opportunities
Heavy rainfall	Implementation of a policy prohibiting direct landfilling of household waste
Drought & Water scarcity	Expansion into wastewater treatment and reuse business
Carbon pricing	
Increase in electricity costs	
Insufficient PPA volume	

Calculation of Financial Impact of the 7 Key Risks / Opportunities

Reflects scenarios such as the likelihood of physical risks by region and future carbon credit prices.

Responding to Climate Change and Reducing Greenhouse Gas Emissions

Strategy

Analysis of Financial Impact of Climate Change Risks and Opportunities

ECORBIT has identified and evaluated the risks and opportunities based on various climate change scenarios to understand their impact on the company's management. The physical risks were analyzed using climate scenarios provided by the IPCC (Intergovernmental Panel on Climate Change). We analyzed potential disasters and financial impacts based on the nature and location of our business by referring to climate analysis data extracted from the Korea Meteorological Administration and other major global analytical institutions.

Transition risks were calculated based on three key scenarios suggested by the International Energy Agency (IEA), considering climate policies and technology advancements across countries:

- NZE (Net Zero Emissions by 2050): A scenario for achieving net zero emissions in the energy sector by 2050.
- APS (Announced Pledged Scenario): A scenario assuming full implementation of countries' NDCs and carbon reduction goals.
- STEPS (Stated Policies Scenario): A scenario assuming maintenance of current climate-related policies.

The analysis reviewed greenhouse gas reduction targets, investment budgets, and roadmaps for the development of green technologies to estimate the financial impacts. By reflecting the financial impact analysis of these climate risks and opportunities in management strategies, ECORBIT is setting responsive measures and incorporating them into business strategies for a more systematic approach.

— Key Applied Scenarios

Category	Scenario	Temperature Rise by year 2100	Assumption
Physical Risks (IPCC)	SSP5-8.5	4.4°C	Focusing on the rapid development of industrial technology, there is an increase in fossil fuel usage and uncontrolled expansion of development.
	SSP2-4.5	2.7°C	Assuming moderate climate change and socio-economic development.
	SSP1-2.6	1.8°C	With the advancement of renewable energy technology, fossil fuel use is minimized, leading to environmentally sustainable economic growth.
Transition Risks (IEA)	STEPS	2.6°C	Assuming the current policy stance is maintained, consider the existing policy measures, reduction targets, and plans that are already in progress.
	APS	2.1°C	Assuming a 40% reduction in greenhouse gas emissions by 2050, despite the implementation of the reduction targets (NDC) announced by various governments.
	NZE	1.5°C	Assuming the replacement of fossil fuels by 2030 and the achievement of Net Zero by 2050.

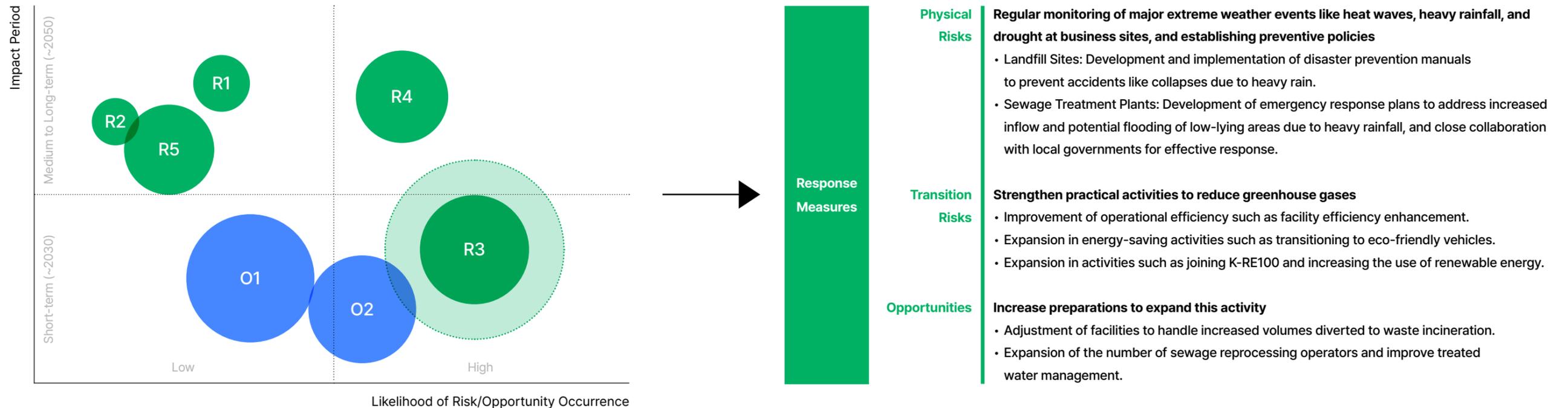
Responding to Climate Change and Reducing Greenhouse Gas Emissions

Strategy

Analysis of Financial Impact of Climate Change Risks and Opportunities

Category	Risk Type	Sub-Type	Key Climate Change Risks and Opportunities for ECORBIT	Impact Period	Financial Impact*(H/M/L)
Physical Risks	Acute	Floods	R1 Operational disruptions due to landfill sites or slope collapse	Medium to Long-term	Low
	Acute & Chronic	Heatwaves and Drought	R2 Operational disruptions at incinerators due to drought and water shortages	Medium to Long-term	Low
Transition Risks	Current	Carbon Pricing	R3 Increased costs for emissions allowances due to strengthened carbon regulations	Short/Medium-term	High
	Regulations	Electricity Price Increase	R4 Increased electricity procurement costs due to reinforced carbon regulations	Short/Medium-term	Medium
		PPA (Power Purchase Agreement)	R5 Additional costs due to supply shortages in PPAs	Short/Medium-term	Medium
Opportunities	New Regulations	Direct landfill Ban Policy	O1 Increased revenue due to the introduction of Direct landfill ban policy starting in 2026	Short/Medium to Long-term	High
	Market	Increased Access to New Markets	O2 Creation of new business opportunities through water treatment projects	Short/Medium-term	Medium

* Financial Impact: Less than 1 billion KRW: Low, 1 billion KRW to 10 billion KRW: Medium, More than 10 billion KRW: High



Responding to Climate Change and Reducing Greenhouse Gas Emissions

Risk Management

Risk Management System

ECORBIT has established a system to identify and evaluate risks and opportunities related to climate change based on financial impact analysis. Within the ESG Working Group, the ESG Oversight Group collaborates with other ESG-related groups to identify and manage climate change risks and opportunities across the value chain. Based on that, the ESG Oversight Group explores key risks and sector-specific improvement tasks, devising short, medium, and long-term strategies in collaboration with the Planning/Strategy Group. Finally, the identified and evaluated climate risk outcomes are reported to the ESG Management Committee and Board of Directors, with regular monitoring of their outcomes.

Risk Management Process

ECORBIT continuously identifies, analyzes, and evaluates the impact levels of climate change-related risks and opportunities to address major risks strategically.

Risk Identification

ECORBIT conducts annual evaluations to identify and assess major risks and opportunities that impact overall business management due to climate change. In particular, as our business is highly influenced by policy changes related to the environment, we manage our pool by deriving risks from major relevant policy and regulatory trends and issues of peers and stakeholders. The derived risk items are categorized into physical risk and transition risk in accordance with the TCFD Framework.

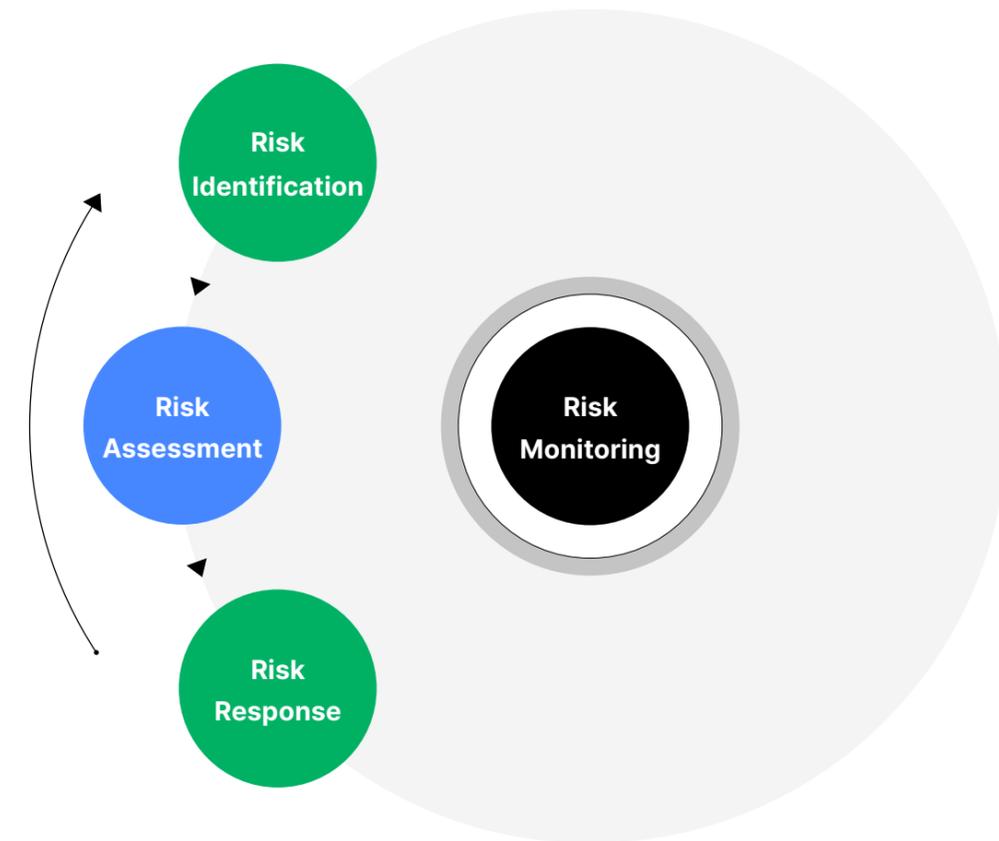
Risk Assessment

ECORBIT conducts a significance assessment process to evaluate the likelihood and importance of identified risks affecting the company. This evaluation process includes assessing the scope of each risk's impact and its quantitative and qualitative effects. Prioritization begins with gathering opinions from internal stakeholders and external experts. Risks deemed material undergo a detailed financial impact analysis and are systematically managed and monitored to mitigate potential disruptions and financial implications.

Risk Response

To effectively address identified and evaluated risks, ECORBIT is making proactive efforts at a company-wide level. The relevant departments and business units collaborate to implement risk response measures, ensuring comprehensive and systematic management.

— Risk Management Process Diagram



Responding to Climate Change and Reducing Greenhouse Gas Emissions

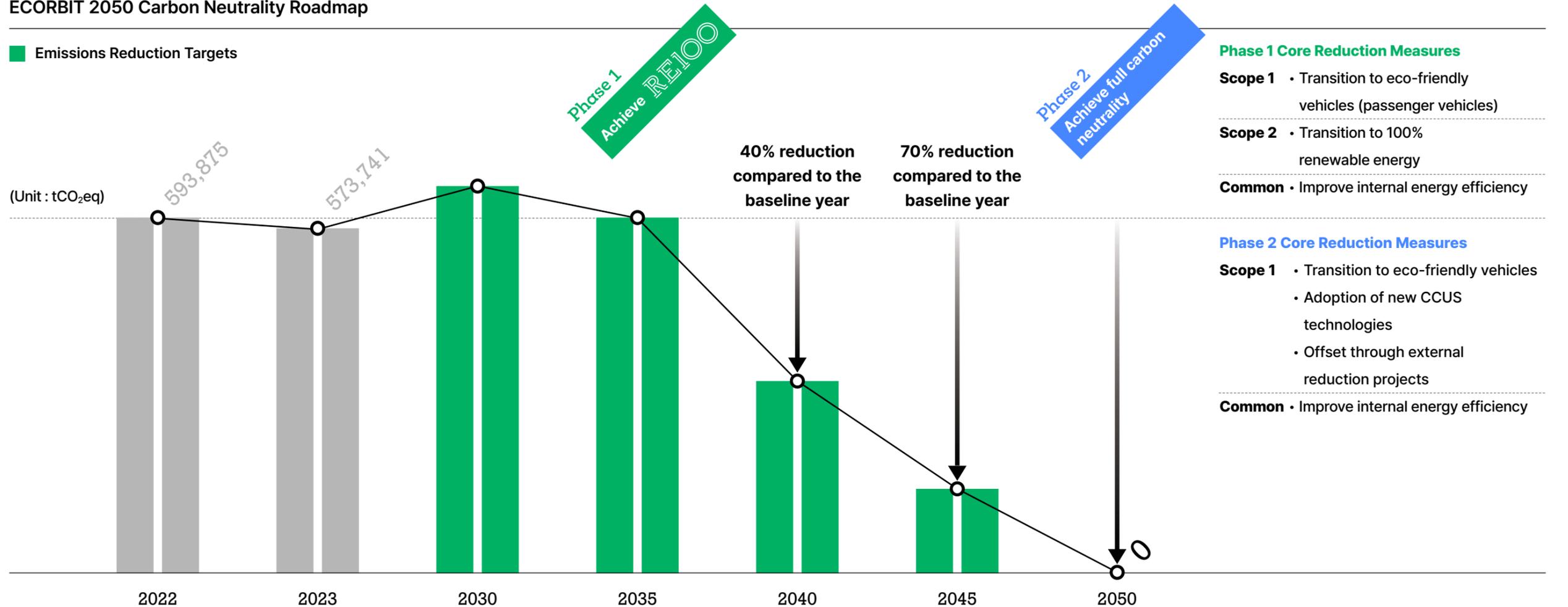
Targets and Goals

Carbon Neutrality Targets and Goals

ECORBIT has calculated its projected emissions up to 2050 based on its growth rate. Aligned with the Paris Agreement’s goal of limiting the global average temperature rise to within 1.5°C, ECORBIT has set targets achieving carbon neutrality by 2050 and attaining RE100 status by 2035. ECORBIT requires medium to long-term plans to manage Scope 1 emissions from its business operations. Accordingly, ECORBIT aims to initially reduce Scope 2 emissions by leveraging green premiums, Renewable Energy Certificates(RECs), and Power Purchase Agreements(PPAs). This approach is integral to achieving RE100 status by 2035, with a focus on reducing Scope 2 emissions first. Subsequently, ECORBIT will shift its focus to reducing Scope 1 emissions stemming from waste incineration and landfill operations. Given the nature of landfill and incineration operations, ECORBIT recognizes the importance of reducing emissions at the emission stage. Therefore, ECORBIT considers Carbon Capture, Utilization, and Storage (CCUS) technology vital. ECORBIT plans to actively adopt CCUS and other new technologies as they sufficiently advance and become economically feasible, aiming to achieve its carbon neutrality goal by 2050.

ECORBIT 2050 Carbon Neutrality Roadmap

■ Emissions Reduction Targets



Responding to Climate Change and Reducing Greenhouse Gas Emissions

Targets and Goals

Contribution to Greenhouse Gas Reduction

ECORBIT contributes to greenhouse gas reduction by replacing fossil fuel use with rooftop solar power generation and onsite consumption of biogas. Specifically, the Energy BU recovers waste heat from certain incineration operations to supply steam and electricity, thereby aiding in the reduction of national greenhouse gas emissions. ECORBIT Water Co., Ltd. utilizes biogas produced at some sewage treatment facilities it operates under contract for onsite consumption, reducing fossil fuel usage. Through these initiatives, ECORBIT contributes to the reduction of external greenhouse gas emissions equivalent to approximately 40% of its direct emissions and aims to expand these effort further.

* The reduction effect is calculated based on the substitution of LNG boilers with alternative energy sources.

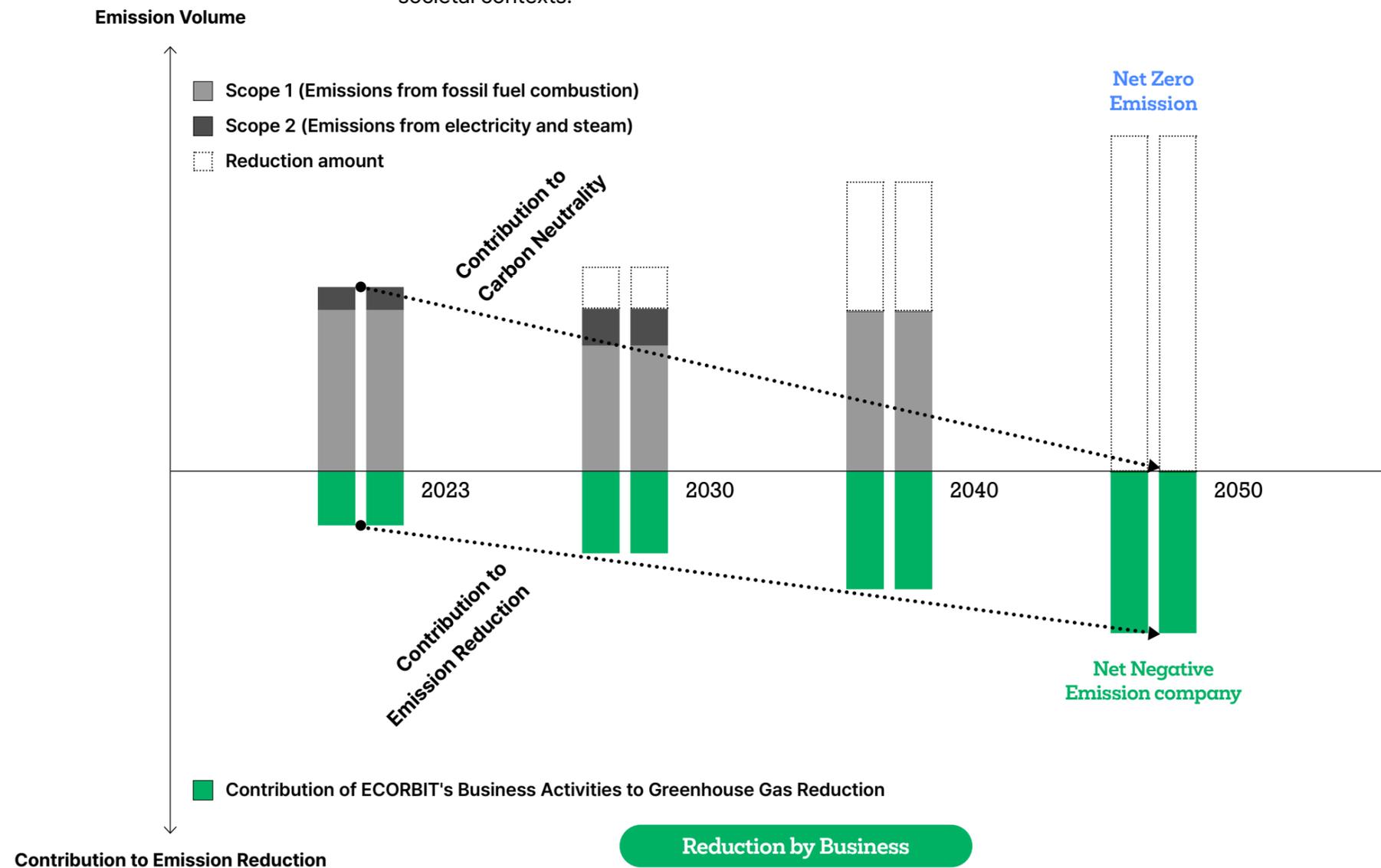


Responding to Climate Change and Reducing Greenhouse Gas Emissions

Targets and Goals

Net Negative Emission

ECORBIT aims to significantly enhance its contribution to greenhouse gas reduction by achieving Net Zero emissions by 2050 and ultimately becoming a Net Negative Emission company. This commitment involves not only achieving carbon neutrality, but also contributing to the reduction of national greenhouse gas emissions. Additionally, ECORBIT plans to evolve into an eco-friendly company that addresses resource recycling, an issue that has recently gained significant attention in various societal contexts.



1 2050 Carbon Neutrality Achievement

- Set goals and strategies to reduce Scope 2 emissions, and establish goals for Scope 1 to achieve carbon neutrality by 2050.
- Possess potential to adopt future energy technologies, including hydrogen and other new technologies.

2 Contribution to National Greenhouse Gas Reduction

- Reduce fossil fuel usage by supplying steam and electricity generated from waste heat at incineration facilities.
- Contribute to the reduction of national greenhouse gas emissions.

3 Contribution to Circular Economy

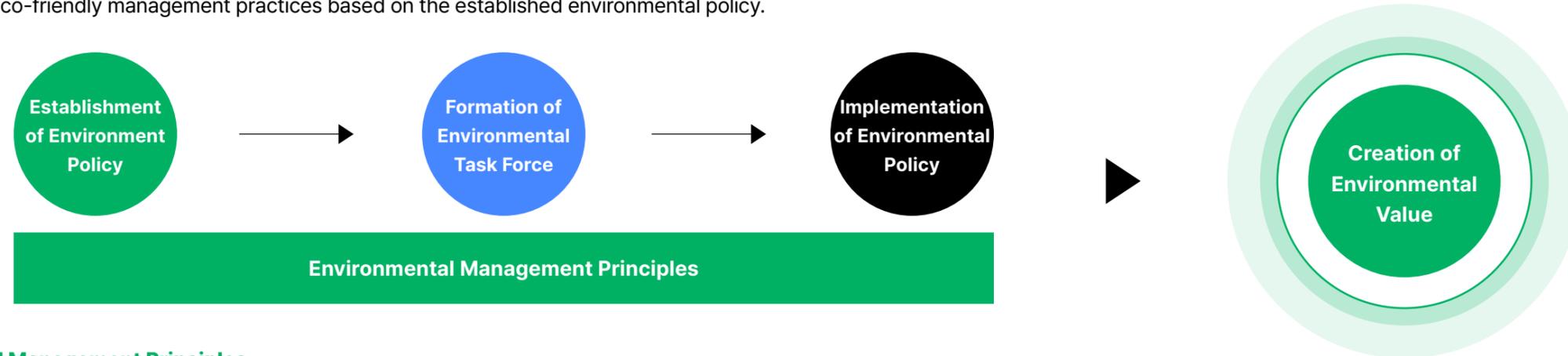
- Expand the selection of recyclable waste.
- Preserve water resources through wastewater treatment and restoration.
- Continue corporate activities related to waste resource recycling.
- Remediate and discharge contaminated soil.

Eco-Friendly Management, Investment, and Development

ECORBIT aims to create and lead eco-friendly values for a healthy and prosperous society in the future. To achieve this goal, ECORBIT is promoting investment and development in eco-friendly management. The company has established Environmental Management Principles and developed an Environmental Policy, while strengthening its eco-friendly management system through energy-saving activities and environmental protection campaigns. Based on this system, ECORBIT has formulated a resource recycling strategy to realize a circular economy. Furthermore, ECORBIT continues its efforts in eco-friendly investment and development by operating an R&D center and obtaining ISO 14001 certification.

Eco-Friendly Management System

ECORBIT has established the Environmental Management Principles to promote environmental value. Based on these principles, the company has developed an Environmental Policies, and dedicated dedicated groups from each BU responsible for environmental issues execute the policy. These environmental task forces set relevant goals and strategies, implementing eco-friendly management practices based on the established environmental policy.



Environmental Management Principles

ECORBIT has established Environmental Management Principles to strengthen eco-friendly management and create environmental value. This commitment is publicly disclosed on the company's website, demonstrating ECORBIT's dedication to eco-friendly management.

Comprehensive Environmental Solutions for Everyone	ECORBIT provides environmental solutions, including water treatment, waste management, resource recycling, and renewable energy services. In overall, ECORBIT builds an ESG ecosystem that satisfies all stakeholders, including partners and local communities.
Fostering an Environmental Culture	All ECORBIT employees are committed to maximizing resource efficiency by reducing the use of limited resources such as electricity and paper. They also promote environmental culture externally through various environmental protection activities.
Continuous Investment in Eco-Friendly Innovation	For a sustainable future, ECORBIT continuously explores and invests in new eco-friendly businesses.
Building Trust in the Local Community	Based on social responsibility, ECORBIT communicates with local communities, participates in cultural events, and works on improving the local environment, thereby building trust.

Establishment of Environmental Policy

ECORBIT's Environmental Policy focuses on minimizing negative environmental impacts and protecting the planet throughout the company's operations and the entire value chain. This policy includes complying with environmental laws, managing climate risk, reducing greenhouse gas emissions and energy use, optimizing resource use efficiency, conserving biodiversity, and managing waste and wastewater. The policy also involves operating environmental management systems, managing business sites environment, developing eco-friendly products and services, and selecting and evaluating partners. This policy is not only applied to ECORBIT's subsidiaries and employees but also encouraged for all stakeholders within the value chain, including partners and customers.



Eco-Friendly Management, Investment, and Development

Eco-friendly Management Strategy

ECORBIT has implemented strategies for resource circulation and energy conservation across its operations, such as water reuse, energy recovery, and waste recycling, as part of its commitment to environmental sustainability. The company applies energy-saving measures across all business operations and invests in facilities to enhance resource efficiency aligning with the growing emphasis on resource circulation.

Energy Recovery and Savings

ECORBIT efficiently utilizes energy through activities like energy recovery and savings. In the Energy BU, recovered steam energy is supplied to industrial users, and internally, solar-dried sludge is used as fuel, thereby promoting a circular economy. Additionally, other BUs engaged in various energy-saving activities, such as replacing old equipment, installing solar panels, and switching to eco-friendly vehicles.

Case

Acquisition of Energy Efficiency Target Excellent Business Certification
—
National Industrial Complex Wastewater Site Operated by ECORBIT Water Co., Ltd.



National Industrial Complex Wastewater operated by ECORBIT Water Co., Ltd. reduced electricity usage by 4% beyond the target by replacing outdated equipment and internal lighting with new high-efficiency models. In recognition of this achievement, it has been selected as an excellent site in the Energy Efficiency Target Program for three consecutive years since 2020.

Energy Saving Activities

Category	Energy Saving Activities
Green BU	<ul style="list-style-type: none"> • Turn off lights when not in use • Improve energy efficiency by replacing ring blowers with turbo blowers • Install solar panels in Gumi and Chungju, and transition to eco-friendly vehicles
Energy BU	<ul style="list-style-type: none"> • Usage of inverter equipment for high-power facilities • Production of steam-dried sludge and electricity for facilities • Replacement of business sites lights with LED
Pretech	<ul style="list-style-type: none"> • Usage of water-saving devices • Application of high-efficiency inverters and eco-friendly (LED) equipment
Water BU	<ul style="list-style-type: none"> • Acquisition of carbon credits by producing city gas through the purification of digestion gas • Sludge drying facilities and sludge recycling as auxiliary fuel for power plants • Participation in the Demand Response (DR) program and management of peak power systems • Installation and operation of solar panels

Waste Reuse and Savings

ECORBIT is actively committed to waste reduction and recycling. In the Energy BU, waste and solid fuels are reused to generate electricity, which is consumed internally. Moreover, ECORBIT Pretech Co., Ltd. aims to reduce waste through initiatives such as minimizing over-packaging, recycling ton bags, implementing separate disposal of workplace domestic waste, and setting targets for reducing and eliminating hazardous waste emissions. Additionally, in the Water BU, sludge generated from sewage treatment facilities is recycled as auxiliary heat for power generation, contributing to resource circulation.



Eco-friendly Management, Investment, and Development

Water Reuse

ECORBIT minimizes wastewater by reusing water used in industrial processes. Particularly, ECORBIT Water Co., Ltd. plans to supply high-quality industrial water by treating wastewater through the operation of a recycling facility. In addition, on-site treated waste water is used for washing, cleaning, and diluting chemicals while off-site treated waste water is used for river maintenance, road cleaning, and agricultural irrigation.

Low-emission Vehicle Operation and Facility Investment

ECORBIT operates electric and hybrid vehicles throughout the company. We also continue to invest in new, expanded, and refurbished facilities to reduce pollutant emissions. By expanding the operation of low-emission vehicles and replacing aging equipment with high-efficiency alternatives, ECORBIT aims to improve facility efficiency and reduce environmental impacts.

— Low-emission Vehicle Operation

Total number of vehicles* * including business vehicles and pool vehicles

107

Number of low-emission vehicles (electric and hybrid)

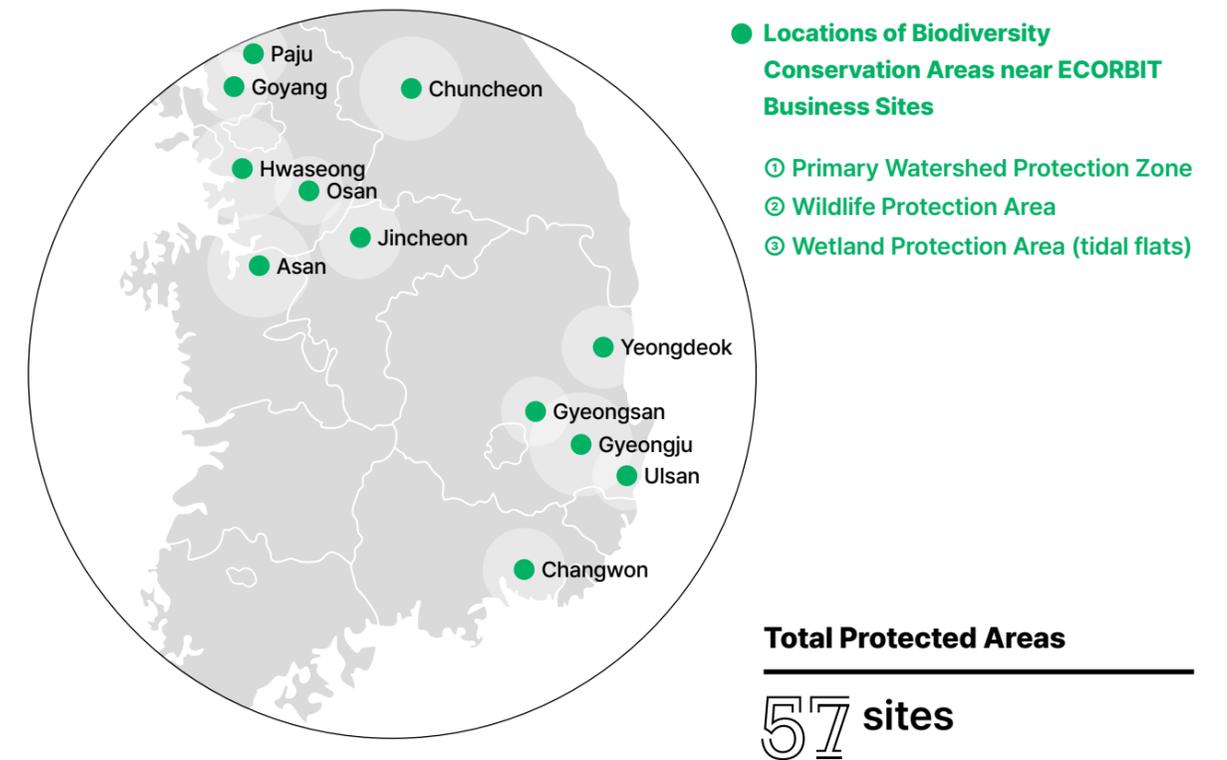
49

Percentage of low-emission vehicles

45.8%

Biodiversity Conservation

ECORBIT integrates biodiversity conservation policies into its Environmental Policy to strengthen comprehensive biodiversity management. In 2023, ECORBIT identified and analyzed species in biodiversity protection zones within 15km of business sites. It has been confirmed that 57 of ECORBIT's sites are located within or near biodiversity protection areas, necessitating careful management. Moving forward, ECORBIT plans to focus on managing key protection areas, including Primary Watershed Protection Zones, Wildlife Protection Areas, and Wetland Protection Areas (tidal flats).



Eco-friendly Management, Investment, and Development

Development of Eco-friendly Technologies

Investment in a Diverse Range of Environmental Technologies

ECORBIT owns various patents related to environmental technologies. ECORBIT DAF (Dissolved Air Flotation), ECORBIT's flagship water treatment technology, removes total phosphorus, one of the sewage pollutants, by flocculating it with chemicals and floating it to the surface using microbubbles, reducing the footprint of the plant and power usage by up to 40% compared to conventional methods. Additionally, ECORBIT's MBR (Membrane Bioreactor) technology, which has received the Ministry of the Environment's certification and validation, efficiently treats various pollutants, including reducing levels of organic matter, nitrogen and phosphorus. Key technologies related to odor control include "soil deodorization and washing technology" and "natural deodorization technology," which separates the contaminants, leaving only clean soil, and low-temperature thermal desorption, which indirectly applies heat to contaminated soil to blow off VOCs (volatile organic compounds (VOCs) by indirectly applying heat to contaminated soil. Additionally, we possess patented technology for oil-contaminated soil remediation using microorganisms, as well as a comprehensive soil management system (TMSR) that utilizes real-time on-site investigation and restoration techniques for chemical oxidation remediation within the site.



Smart Waste Collection and Processing System 'Ssdam 2.0'



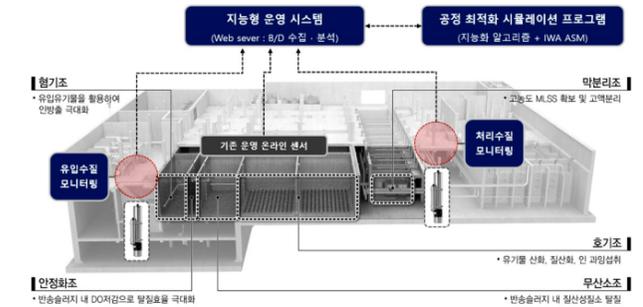
ECORBIT has developed 'Ssdam 2.0' in 2023, a system that automatically tracks and monitors waste collection vehicle routes in real-time. This allows for efficient monitoring and management of carbon emissions, enabling optimal waste collection and processing routes.

Development for Future Environmental Projects

ECORBIT is eagerly investing in research and development for future environmental projects. ECORBIT Pretech Co., Ltd., based on its extensive experience in pre-processing electric vehicle batteries (disassembly and separation of secondary batteries, and black mass extraction), is undertaking national R&D projects to develop process technology that minimizes impurities while maximizing black mass recovery rates, thereby enhancing its technological competitiveness in the field of secondary battery recycling. Additionally, ECORBIT Pretech Co., Ltd. participated in the country's largest specialized exhibition for the secondary battery industry, the '2023 InterBattery,' to showcase its battery recycling business. Moving forward, ECORBIT plans to expand its R&D efforts beyond water treatment and soil remediation technologies to include waste management and recycling technologies.



AI-based Smart Collection System 'AIBROS'



In June 2023, ECORBIT Water Co., Ltd. developed an AI-based water treatment system called AIBROS. Utilizing IoT water quality monitoring sensors and AI technology, AIBROS enhances the efficiency of wastewater treatment processes and predicts effluent quality, enabling early response to abnormal situations. Actual tests of this technology showed a 19% reduction in aeration and an 11% increase in nitrogen removal efficiency. Additionally, it confirmed energy savings and carbon reduction effects by decreasing the aeration supplied to microorganisms and reducing electricity consumption. ECORBIT Water Co., Ltd. is currently reviewing potential sites for implementing the AIBROS technology.



Eco-friendly Management, Investment, and Development

Eco-friendly Management Activities

ECORBIT strengthens eco-friendly management by conducting internal environmental protection campaigns. These campaigns include "Zero Disposable Products," "Paperless," and "Eco-friendly Social Contribution" initiatives.

Through the Zero Disposable Products campaign, which encourages the use of personal tumblers instead of paper cups, ECORBIT aims to reduce the use of paper cups, predicting an annual reduction of about 125,000 paper cups. The "Paperless" campaign aims to reduce paper usage, contributing to carbon reduction efforts.

By promoting these campaigns, ECORBIT continues to pursue eco-friendly management activities that reduce the use of disposable items and pursue carbon neutrality.

Environmental Protection Campaigns



Maintaining appropriate temperature



Using digital devices



Using tumblers



Printing documents in black and white



Eco-friendly Finance Arrangement

ECORBIT secures green finance using green loans for eco-friendly investments.

ECORBIT's green loan received pre-certification on May 25, 2022, and post-certification on December 14, 2023, from NICE Credit Rating Co., Ltd. and Korea Ratings Co., Ltd., for compliance with the Green Loan Principles (GLP) of the Loan Market Association (LMA), the Green Bond Principles (GBP) of the International Capital Market Association (ICMA), and the Green Bond Guidelines of the Ministry of Environment of the Republic of Korea. In 2022, green loans totaling 180 billion KRW were used for land acquisition for new incineration facilities and stable waste treatment.

Environmental Management System Operation

ECORBIT Co., Ltd, ECORBIT Water Co., Ltd., ECORBIT M&S Co., Ltd. and ECORBIT PreTech Co., Ltd., obtained ISO 14001 certification based on the international environmental management system standard. This certification ensures the company's capability to comply with environmental regulations and systematically implement environmental policies, ensuring transparency and reliability from stakeholders.



Compliance with Environmental Regulations and Pollutant Management

ECORBIT continuously monitors environmental regulations, aims to create an eco-friendly workplace by adhering to these regulations, and strives to minimize environmental pollution by strengthening pollutant management for each BU.

Environmental Regulation Response Organization

ECORBIT is proactively responding to changes in domestic and international environmental regulations and policy-related risks across the entire company. To this end, they continuously monitor relevant regulations and policies to identify potential business risks. The relevant departments within each BU are actively communicating to address these environmental regulations. Furthermore, ECORBIT conducts environmental impact assessments for new business projects to mitigate environmental impacts and risks.

Pollutant Data Management Strategy

ECORBIT manages pollutant data using its ESG data management platform to transparently handle data on major pollutants and emissions. ECORBIT has established a more stringent emission standard than required by law, prepared a plan to reduce pollutants, and managed pollutants to be discharged below the legal limit through self- and consignment measurements. The company adheres to strengthened regulatory standards and plans and monitors pollutant management activities to ensure emissions remain below legal limits.

Particularly, ECORBIT Water Co., Ltd. has established an internal data management system to systematically manage pollutant emissions and treatment efficiency. ECORBIT Water Co., Ltd.'s 21 testing laboratories participated in the 2023 international proficiency assessment conducted by the U.S. Environmental Resources Association to verify the reliability, accuracy of measurement and analysis data for testing laboratories around the world, receiving the highest-level certification.

Case

Introduction of 'Tableau' for Enhanced Environmental Data Analysis

*** Tableau**
A data analytics platform provided by Salesforce, a global data analytics specialist company.



To enhance environmental data analysis, ECORBIT adopted 'Tableau' in 2023. This platform helps visualize and reprocess complex data, providing insights into waste reduction, disposal, and operational efficiency. ECORBIT uses 'Tableau' to analyze and manage data related to waste collection, processing, and facility operations, thereby improving environmental management efficiency.



Compliance with Environmental Regulations and Pollutant Management

Compliance with Environmental Regulations

To prevent environmental accidents and violations of environmental regulations, ECORBIT's Legal/Compliance Team conducts regular legal monitoring and shares relevant updates with the company. This helps each business unit understand and comply with legal requirements, ensuring compliance and preventing violations.

— Status of ECORBIT's Environmental Regulation Violations

Number of Violations with Fines Over 10 Million KRW

2022	0 cases
2023	0 cases



Pollutant Reduction Activities

ECORBIT is dedicated to protecting the environment by implementing various pollutant reduction activities. In particular, the Energy BU has installed Selective Catalytic Reduction (SCR) facilities in all business sites, which can reduce nitrogen oxides by over 90%.

— Pollutant Reduction Activities by Type

Category	Pollutant Reduction Activities
Air Pollutants	<ul style="list-style-type: none"> Energy BU: Reduction activities for major air pollutants using SCR, SNCR, SDR, filter dust collector and absorber etc.
Water Pollutants	<ul style="list-style-type: none"> Water BU: Increasing of nitrogen process efficiency through advanced wastewater treatment technologies. Water BU: Reducing chemical usage and improving water quality by selecting coagulants and optimizing injection locations considering field conditions. Green BU: Installing a temporary water barrier (tent) to reduce leachate generation Green BU: Operating water treatment facilities (biological and physicochemical processes) in various locations (Changwon, Gumi, Pohang, Cheongju). Green BU: Implementing a leachate treatment facility renovation and R&D center service (T-N reduction) (Changwon)





<u>48</u>	Workplace Safety and Health	Material
<u>56</u>	Human Rights Management	Material
<u>60</u>	Human Resource Management	
<u>66</u>	Supply Chain Management	Material
<u>70</u>	Community Engagement	Material

Social

Workplace Safety and Health

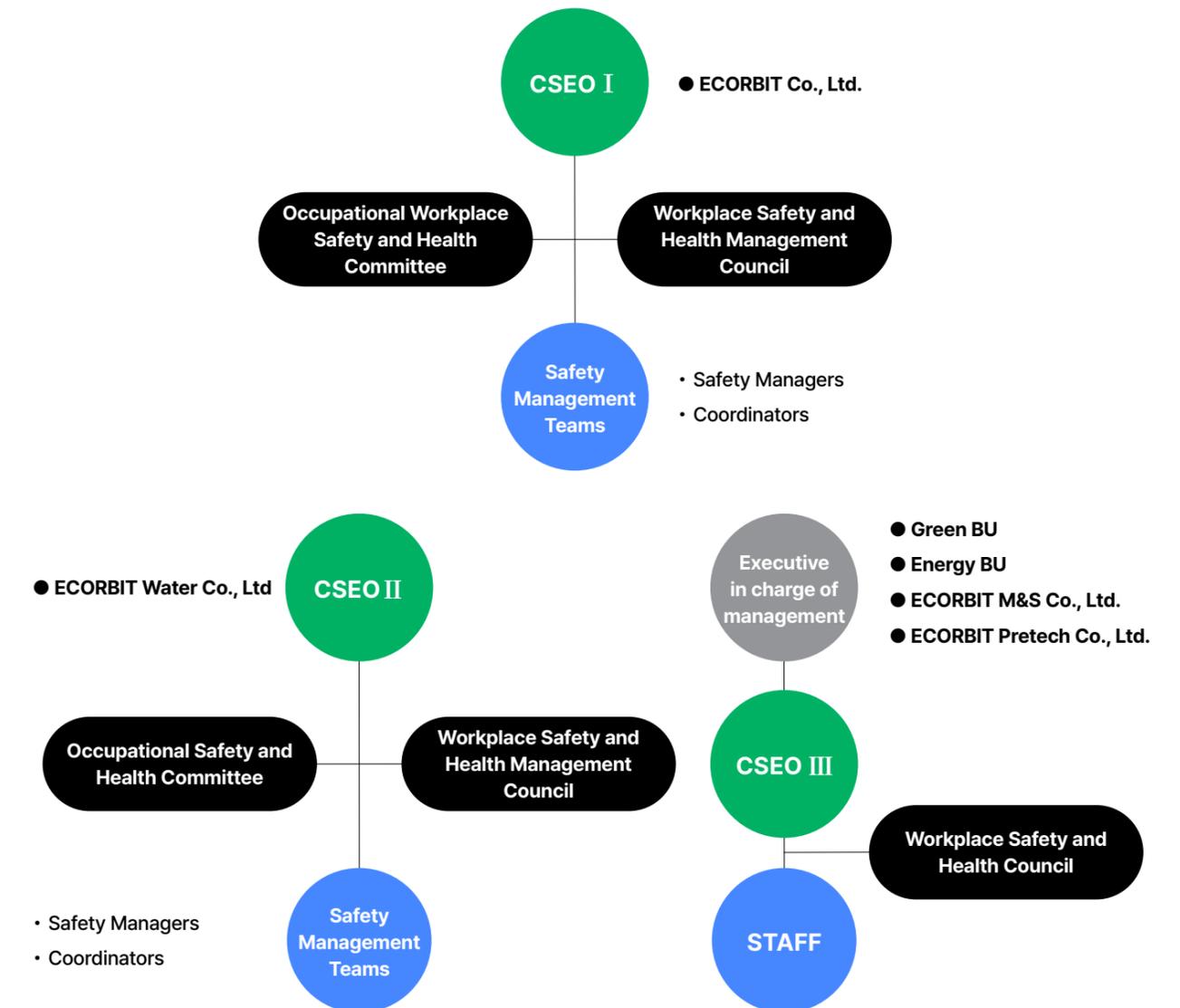
ECORBIT implements its safety and health strategy by establishing occupational safety and health management governance and policies to eliminate risks through an efficient safety management system and continuous communication, achieve zero accidents through prevention, and enhance corporate value through compliance with laws and regulations. In addition, the company conducts risk assessments to identify and manage safety and health-related risks and establishes measures to minimize damage in emergencies and serious accidents and prevent recurrence through prompt and systematic risk response procedures.

Occupational Safety and Health Governance

ECORBIT has established a structured safety and health governance framework to effectively manage safety-related tasks, in accordance with the Occupational Workplace Safety and Health Act and the Serious Accident Punishment Act. ECORBIT Co., Ltd. and ECORBIT Water Co., Ltd. appointed Chief Safety and Environment Officers (CSEOs) I and II respectively. Other subsidiaries have appointed their executives in charge of management (CEOs of each subsidiary) as General Managers of Safety and Health, supported by CSEOIII. CSEOs I and II monitor progress on safety and health issues and annually report safety and health-related plans to the board of directors. ECORBIT is committed to maintaining rigorous safety and health governance to address all safety and health-related tasks effectively. In addition, ECORBIT Co., Ltd. and ECORBIT Water Co., Ltd. operate not only the Occupational Safety and Health Committee, where labor union and management deliberate important safety and health matters, but also the Workplace Safety and Health Management Council that facilitates effective communication between the safety management teams and business sites.

Category	Roles and Responsibilities
CSEO I, II, and CEOs of each subsidiary	<ul style="list-style-type: none"> Establish and implement the safety and health management system <ul style="list-style-type: none"> Allocate necessary human resources and budget, identify performance Take action to mitigate harms and risks Establish and implement recurrence prevention measures Implement corrective actions for improvements Take managerial action in compliance with relevant regulations
CSEO III	<ul style="list-style-type: none"> Update/manage safety and health processes Conduct safety management inspections Inspect and enforce measures to prevent serious accidents
Safety Management Teams	<ul style="list-style-type: none"> Manage ISO certifications and related protocols Safety and Health related tasks <ul style="list-style-type: none"> Conduct safety management inspections at operation/construction sites Perform safety inspections for new offices/high-risk activities Conduct inspections and implement measures for serious accidents prevention

Safety and Health Governance Organizational Structure



Workplace Safety and Health

Safety Management Principles

ECORBIT cultivates safety awareness among employees, establishes a safety culture, and ensures compliance with regulations to prevent accidents. To reinforce these principles, the company has implemented the "EAGLE 365" safety slogan and safety management principles.

These principles apply to all employees and contractors at ECORBIT, as well as all individuals and business partners entering the company's sites.

Mission	By establishing an efficient safety management system and maintaining continuous communication, the company aims to eliminate risk factors and achieve accident-free operations through proactive prevention. Additionally, the company enhances corporate value by ensuring compliance with laws and regulations.
Slogan	Eagle 365
Three Core Values (ECO)	Efficiency • Establishment of an efficient safety and health system through safety and health processes and guidelines.
	Communication • Implementation of improvement activities through smooth communication between headquarters and business sites, as well as among employees at various business sites.
	Observance • Enhancement of our company's social credibility through compliance with laws and regulations.
Five Safety Management Guidelines (EAGLE)	Education • Enhancing safety and health capabilities through the planning and implementation of safety and health training programs
	Autonomy • Establishing a self-regulating safety culture through continuous improvement and practice
	Guideline • Establishing clear safety guidelines and principles for systematic safety management.
	Legality • Fulfilling the company's social and ethical responsibilities by complying with domestic and international safety and health regulations.
	Elimination • Improving employees' health and quality of life through the elimination of risks.

Safety Communication

Workplace Safety and Health Management Council's Meetings

ECORBIT Co., Ltd. and ECORBIT Water Co., Ltd. regularly hold Workplace Safety and Health Management Council's meetings to ensure smooth communication and collaboration on safety issues. These meetings cover the status of safety management, policy updates, project progress, safety inspections, and follow-up on safety reports. Regular meetings are held quarterly, with additional meetings scheduled as needed.

Safety Reporting System

ECORBIT operates a safety reporting system that allows employees to report safety concerns and suggestions. These reports are reviewed at least once a month to identify and actively implement improvement measures for those deemed necessary to prevent accidents. The Safety Management Teams check the status of the implementation of the reports through the safety and health management meetings every quarter, and the results of the inspection are reported to the CSEO so that necessary measures can be taken. In 2023, a total of 33 safety reports were received, and 100% of the issues were addressed.



Number of Safety Reports Submitted

33 cases



Action Completion Rate

100%



Workplace Safety and Health

Workplace Safety and Health Training

ECORBIT conducts workplace safety and health training for all employees to elevate their awareness and ensure compliance with safety protocols. The training is carried out according to ISO 9001, 14001, and 45001 standards, covering various topics such as education on processes and guidelines related to the implementation of safety and health management systems, training on safety-specific job responsibilities, and education on safety and health regulations. ECORBIT provides company-wide safety and health training for new hires, promotions, participants in the ECLP (Ecorbit Competency Level-up Program), and sites leaders. The Safety Management Teams independently develop education plans that extend beyond mandatory training, conducting additional training for regional safety officers. Moreover, ECORBIT conducts risk assessment training, safety education for new workplaces and disseminate case studies of accidents to acquire specialized knowledge for preventing occupational safety and health incidents in the workplace.

Each business site also implements its own annual training plans, providing regular safety training for employees and tailored sessions to address specific site conditions, covering emergency response, handling serious accidents, CPR training, and other relevant safety protocols.

Training Program	Target	Training Content	Number of Trainees	Training Duration
New Employee Safety Training	New employees (including experienced hires)	<ul style="list-style-type: none"> Safety and health management plan Safety and health processes 	476	1 hour/person
Promotion Safety Training	Promoted employees		103	1 hour/person
ECLP Safety Training	Designated positions		412	1 hour/person
Field Leader Training	Site heads and team leaders		310	1 hour/person
Regional Safety Officer Training	Safety and health managers	Understanding the Serious Accident Punishment Act	118	6 hours/person

Safety Campaigns

ECORBIT has been establishing a self-regulation prevention system among workers to foster a culture of autonomous safety. They conduct safety and health campaigns quarterly. In 2023, they implemented safety goals by workdays to systematize safety activities at business sites. They also promoted workers' right to stop work and encouraged participation by sharing accident-free goals and detailed implementation plans.

In the second quarter, ECORBIT launched the "GO! Zero Hazard (3GO-5C)" campaign across all business sites to improve facilities, eliminate unsafe behaviors, and achieve zero accidents.

ECORBIT will continue its efforts to prevent workplace accidents through sustained safety culture initiatives and activities.

3GO 5C Campaign

GO!
Zero Hazard!

Eliminate risk factors with talons as sharp as an eagle's, and ensure safety for 365 days a year with eyes as vigilant as an eagle's!





- 1GO Go check with your eyes
- 2GO Go think with your head
- 3GO Go act with your body



- Correctness Dress Code/Proper attire
- Clearance Organization/ Tidiness
- Clearing Cleaning/Cleanliness
- Checking Inspection/Verification
- Concentration Wholehearted effort/Full commitment



Workplace Safety and Health



Work Environment Management

ECORBIT ensures the workplace safety and health of its employees by meticulously managing the work environment. Measures are in place to control pollutants, noise, and vibration to prevent adverse effects on workers, and waste management is conducted in accordance with legal and regulatory standards.

In addition, ECORBIT ensures the floors and walls of workplaces contaminated with harmful substances or odors are cleaned frequently. When using, transporting, or storing chemicals or raw materials or components containing chemicals, ECORBIT obtains material safety data sheets (MSDS) from manufacturers or importers and implements appropriate safety measures.

Emergency supplies and equipment are always readily available on-site to swiftly and efficiently manage accidents, ensuring a safe working environment for all employees.

Health Management

ECORBIT conducts special health examinations for workers exposed to hazardous agents as defined by the Industrial Safety and Health Act Enforcement Rules. Other health examinations, such as pre-placement, periodic, and temporary checks, are conducted in accordance with the Industrial Safety and Health Act. In the event of an accident, a psychological counseling program is available, and if any health abnormalities are detected, the company initiates care activities for those affected.

Smart Safety Solutions Implementation



In 2023, ECORBIT Energy Gyeongju Co., Ltd.'s business site implemented IoT-based smart safety management solutions to prevent unsafe behaviors among on-site workers and eliminate hazards within the workplace, aiming to create a safer and more secure environment. These solutions include real-time monitoring of work environments, immediate response capabilities through SOS notifications, and improved safety awareness among workers. Additionally, the company has enhanced worker and driver safety with forklift collision prevention solutions and AI driver behavior analysis solutions. Future plans include expanding these smart safety solutions to further improve working conditions and ensure comprehensive safety management.

Workplace Safety and Health

Risk. 1

All Risks That May Arise from Activities



Risk Assessment

ECORBIT conducts risk assessments to identify and manage harmful and hazardous elements in all activities related to site construction, environmental facility operations, office work, and public facility management. These assessments consider safety regulations and various requirements, along with operational conditions, disaster and accident occurrences, to ensure that all risks are minimized. New construction sites and operational business sites must undergo assessments within 30 days of opening. For ongoing construction projects, assessments are conducted at least once a month, and operational business sites undergo assessments at least once a year. Additionally, in cases of high-risk or outsourced work before commencement, or when introducing new equipment, the company conducts risk assessments as necessary in the event of near-miss or industrial accidents.

Risk. 2

Natural Disasters, Social Disasters, Facility Accidents



Response to Emergency

ECORBIT has established an emergency management process to prepare for potential and actual emergencies that may occur due to natural and social disasters at environmental infrastructure operation sites, business offices, and construction sites. To prevent the occurrence of emergencies in advance, the company is implementing preventive activities for each type of emergency. In the event of an emergency, the company has prepared response activities to minimize the damage. In the event of an actual emergency, necessary actions should be taken according to the emergency response process, and after the emergency ends, the cause should be identified, and measures to prevent recurrence should be established.

Risk. 3

Serious Accidents, Serious Industrial Accidents, Serious Civil Accidents



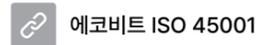
Response to Serious Accidents

In order to respond to policy changes such as the enforcement of the Serious Accident Punishment Act and the announcement of a roadmap for reducing serious accidents, ECORBIT established a compliance system for the Serious Accident Punishment Act in 2021. Accordingly, the company has upgraded its safety and health governance structure, revised the [Emergency Management Process] and [Procedures for each type of safety accident], and enacted the [Emergency Plan] to prepare for serious accidents. In addition, the company is currently operating the response procedure for serious accidents according to the upgraded system, and conducting quarterly implementation status checks, which are required to be conducted semi-annually. As a result, in the event of a serious accident, the company is able to minimize damage through a quick and systematic response procedure.

Workplace Safety and Health

Operation of Workplace Safety and Health Management System

ECORBIT Co., Ltd., ECORBIT Water Co., Ltd., and ECORBIT M&S Co., Ltd. acquired ISO 9001 (Quality) and 14001 (Environment) certifications in 2009. In 2012, they received ISO 45001 (Occupational Health and Safety) certification, operating a management system that meets international standards for over 10 years. Additionally, they conduct internal assessments in the first half of the year and guidance inspections in the second half to verify compliance with international standards. They inspect the implementation of environmental, quality, and safety activities according to the management system and continuously improve any deficiencies to ensure the system's suitability, appropriateness, and effectiveness.



Site Guidance Inspection

ECORBIT conducts regular annual inspections of all environmental infrastructure facilities it operates and manages. By establishing clear roles and responsibilities (R&R) for safety officers at each business site, ECORBIT enhances safety and health capabilities. Additionally, they evaluate the performance of safety and health-related tasks at each site in accordance with the Serious Accident Punishment Act, identifying and addressing hazardous and risk factors to prevent industrial accidents.

— Emergency Response Process and Major Preventive Activities

Emergency	Preventive Activities	Response Activities
Fire	Company-wide fire prevention training and regular inspections	Fire suppression using fire extinguishers and hydrants
Floods	Regular inspections of drainage facilities and waterways	Preparing for floods with equipment
Collapse	Check the installation status of copper bar/formwork and verify compliance with concrete pouring method and sequence Check slope stability to prevent soil collapse and check whether the ground surface is overloaded, etc.	Secondary collapse prevention and recovery after collapse
Landslides	Regular checks of slopes and retaining walls	Recovery after a gas pipe, electricity shutoff, etc.
Typhoon	-	Prevention of flying debris and evacuation
Gas Leaks/Explosions	Operator safety training and inspection of gas installations and handling equipment	Fire extinguishment and ventilation
Toxic Leaks	Regular safety inspections and emergency drills	Containment and neutralization of leaks
Environmental/Safety Facility Malfunction	Regular inspection and maintenance of environmental/safety facilities	Maintenance after work stoppage
Heavy Rain	Check the status of rapid inflows and sluice conditions	Flowing into the river after the treatment capacity has been reached
Earthquakes	Conduct regular earthquake evacuation drills	Conduct building collapse inspections and prevent secondary damage
Serious Accident	-	Stopping work, evacuating workers and citizens, eliminating hazards, providing relief, and taking steps to prevent damage. Conduct regular drills to prevent secondary damage
Others	Prevention activities and preparedness activities based on the characteristics of each type of incident	



Workplace Safety and Health



Joint Safety Inspection

In 2023, ECORBIT conducted a collaborative safety inspections involving the Audit Team and Safety Management Teams to assess workplace safety and health conditions of business sites and prevent accidents across its major 152 business sites.

The inspections aimed to prevent accidents by identifying and addressing risk factors. By the end of 2023, corrective actions for identified issues had achieved a 97% completion rate and efforts to resolve the remaining issues are on-going.

Furthermore, ECORBIT trained safety officers to enhance safety awareness and plans to regularly conduct the joint safety inspections every two years

— Details of Joint Safety Inspection and Status of Actions

Inspection Site

Sewage	Waste water	Incineration	Drying	Food Waste	Animal Waste	Others
77	15	20	6	5	7	22

Completion Rate of Improvement Measures by Category

Category	Falling	Tripping	Entrapment	Impact	Electrocution	Fire	Others	Total
Compliance Rate	94%	98%	96%	89%	100%	96%	99%	97%

External Experts Safety Inspection - Comprehensive Safety Inspection Project



In 2023, ECORBIT conducted comprehensive safety inspections in collaboration with external safety consultants from the Korea Institute of Safety and Environment , alongside ECORBIT's Safety Management Teams. This covered 63 business sites, focusing on high-risk exposure areas and key processes specific to each business sector. The main goal of this project was to identify and eliminate necessary improvements and hazards at each site, ensuring employee safety and minimizing the potential for industrial accidents and serious industrial incidents. A thorough inspection of all processes at each site was conducted with the participation of the site heads, safety and health officers, and the Safety Management Teams. After the inspection, on-site education and evaluation activities were carried out to enhance understanding of the inspection details. Additionally, video training was provided for all inspected sites to share case studies and information on major risk factors, further strengthening the capabilities of safety officers. As a result of the final inspection, an action rate of 87.2% for necessary improvements was achieved by the end of 2023, with ongoing efforts to address the remaining issues.



Workplace Safety and Health

2024 Safety and Health Initiative

To systematically promote safety and health activities in 2024, ECORBIT has established detailed plans focusing on four key areas: preventing industrial accidents, improving the level of safety and health management, building a safety and health system, and establishing a culture of autonomous safety.

To enhance overall safety and health capabilities, ECORBIT plans to strengthen safety and health education for all employees.

Additionally, they aim to create a safer work environment by centralizing risk assessments into databases at construction sites and reinforcing on-site patrols by safety officers.

Finally, to foster a culture of autonomous safety, ECORBIT will expand company-wide safety campaigns and related initiatives.

Indicators		2023	2024
		Performance	Plan
Prevention of Industrial Accidents	FATR	0	0
	LTIR	0.58	0.36
	TRIR	1.42	1.30
Improvement of Safety and Health Management Level	Risk Assessment	Implementation of Practical Risk Assessment	Substantiation of Practical Work Risk Assessment (Strengthening Worker Participation and Database Creation)
	Safety and Health Competency	-	Implementation of Safety and Health Education for All Employees During Business Site Inspections
Establishment of Safety and Health System		Quarterly Safety and Health Management Meetings	Database Creation and Distribution of Construction Site Risk Assessments
		Digitalization of Safety and Health Activities	Strengthening On-site Patrols by Safety Officers
		Establishment of Digital Work Permit System	Strengthening the Safety Accountability System for Supervisors
Establishment of Autonomous Safety Culture	Safety and Health Activities	Implementation of Autonomous Safety and Health Campaign	Expansion of Autonomous Safety and Health Campaigns
	Business Site	Joint Inspection of Business Sites	Specification of Roles and Responsibilities for Safety Officers at Business Sites
	Safety Officer	Training for Supervisors/Regional Managers	Training for Supervisors/Regional Managers and CPR Training



Human Rights Management

ECORBIT aims to proactively respond to the increasing social and institutional demands for human rights management and to prevent potential risks related to human rights.

To this end, ECORBIT has established a human rights policy to ensure that all business activities consider human rights impacts. Regular assessments are conducted to identify and address human rights risks, and improvement tasks are implemented. Furthermore, to foster a culture of respect for human rights, ECORBIT provides human rights education, operates a grievance handling process, and maintains a labor-management council.

Human Rights Governance

ECORBIT manages human rights risks at a company-wide level through the Human Resources (HR) team. The HR team identifies key human rights risks for each BU and develops improvement measures. These measures are reported annually to the ESG Management Committee, which is responsible for making decisions on the implementation of these improvement plans.

Human Rights Policy

ECORBIT considers respecting and protecting human rights as a fundamental value of sustainable management. Accordingly, ECORBIT has actively fulfilled its responsibilities regarding human rights in all business activities and relationships by complying with international human rights principles and labor standards. In 2023, ECORBIT formalized its commitment through the establishment of a human rights policy.

The Human Rights Policy is based on major international standards, such as the UN Guiding Principles on Business and Human Rights and the UN Global Compact. ECORBIT strives to uphold and safeguard human rights in all aspects of its operations, including its employees, business partners, and stake holders.



Basic Principles of ECORBIT Human Rights Policy

— Non-Discrimination

No employee shall be discriminated against based on gender, age, ethnicity, religion, or nationality, and diversity shall be respected.

— Compliance with Labor Standards

Compliance with local and international labor laws, providing appropriate working conditions.

— Prohibition of Forced and Child Labor

No forced labor or child labor shall be tolerated, ensuring all labor practices are fair and voluntary.

— Workplace Harassment Prevention

Prevent workplace bullying and sexual harassment and create a safe working environment.

— Freedom of Association

Respect for freedom of association and collective bargaining, ensuring fair labor practices through mutual respect.

— Safe and Healthy Working Conditions

Ensure safe working environments to prevent accidents and improve workplace safety.

— Community and Stakeholder Protection

Protect the rights of local communities and contribute to local development.

— Customer Protection

Minimize harm to customer life, safety, and health, and protect personal information.

— Environmental Protection

Manage environmental impacts to minimize human rights violations due to environmental damage.

Human Rights Management

Human Rights Grievance Handling Process

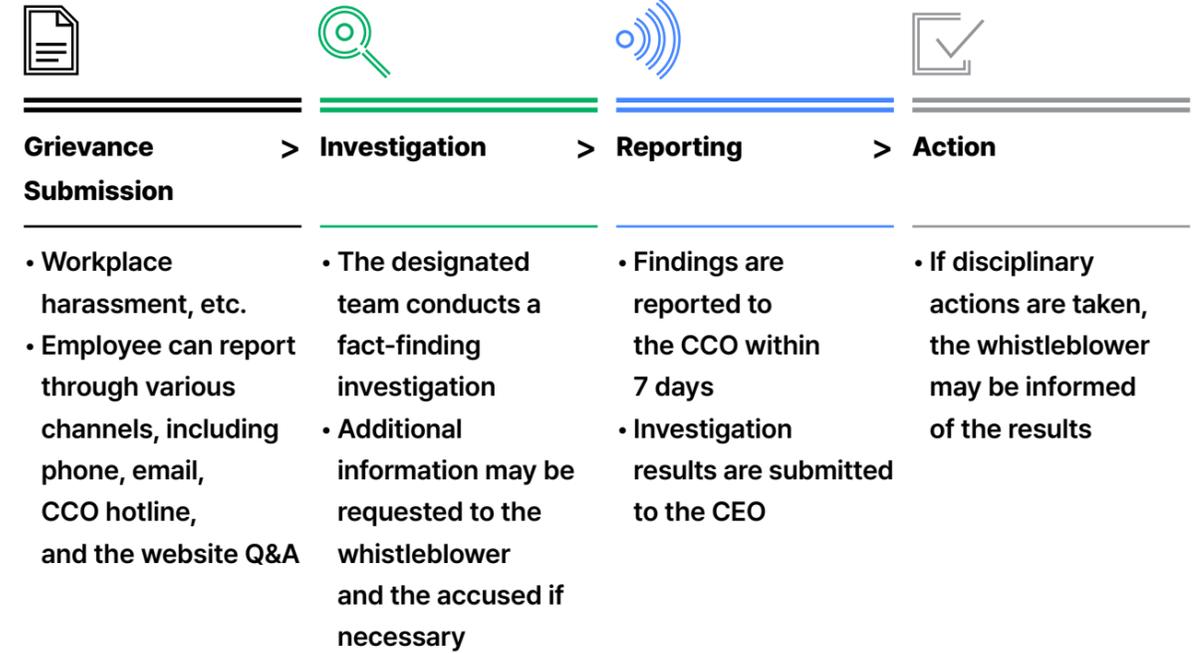
ECORBIT operates a grievance handling system that allows employees as well as any individual or organization to report human rights abuses or violations they have experienced or witnessed. When a report is received, an investigation is promptly conducted, and necessary measures are taken to address the issue. Continuous monitoring is conducted to prevent recurrence. ECORBIT ensures the confidentiality of all reports and the identity of the whistleblower, and guarantees no retaliation or discrimination against the whistleblower.

Reports can be made through the CCO hotline (<http://hr.ecorbit.co.kr>, ARS 02-6710-0520), the Q&A section on the website, or by contacting the Legal/Compliance team via phone (02-6902-1986) or email (compliance@ecorbit.com).

Human Rights Education

ECORBIT conducts human rights education for all employees to enhance their understanding of human rights and mitigate human rights risks. The education includes prevention of workplace harassment, sexual harassment, and improvement of disability awareness, and is conducted online annually.

ECORBIT will continue to develop and provide human rights education programs to raise employee awareness of human rights issues.



— 인권 법정교육 운영 성과

Category	Objective	Target	Achievement Rate	
			2022	2023
Workplace Harassment Prevention	Prohibit and prevent the abuse of positional power in the workplace to inflict physical and mental suffering on other employees	All employees	100%	100%
Sexual Harassment Prevention	Prevent sexual harassment through education on sexual respect and creating a culture of respect	All employees	100%	100%
Disability Awareness Improvement	Create a stable working environment for employees with disabilities and improve awareness of rights and anti-discrimination measures	All employees	100%	100%



Human Rights Management

Freedom of Association and Collective Bargaining

ECORBIT guarantees all employees the freedom of association, collective bargaining, and union membership in accordance with labor-related laws and collective agreements. ECORBIT ensures that no employee faces discrimination or retaliation for union activities. Additionally, ECORBIT does not unjustifiably refuse collective bargaining with employees or labor organizations when conducting negotiations and acts in good faith without any threat or retaliation.

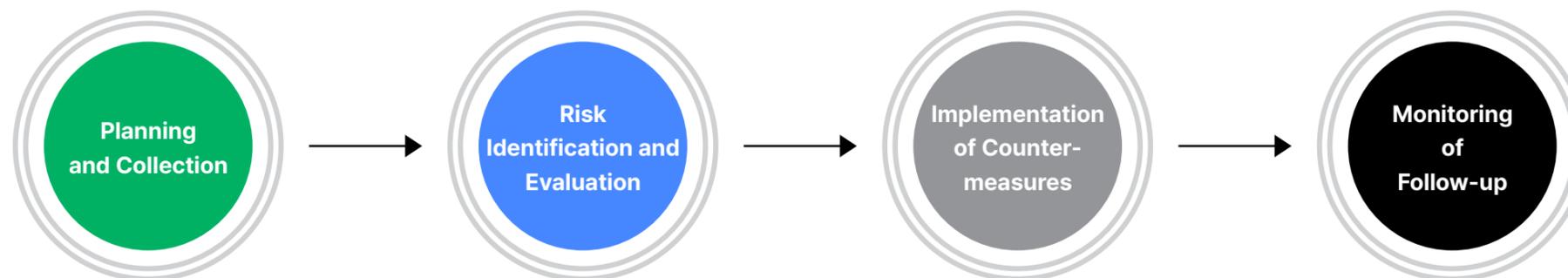
ECORBIT has established a labor-management council to address issues related to working conditions, safety, health, and workplace improvements. The council is composed of three representatives from each side: employees and management. Regular meetings are held quarterly, with additional meetings as necessary. In 2023, four regular meetings were held, covering various topics, including employee welfare and working conditions.

Human Rights Risk Assessment

In June and August 2023, ECORBIT conducted a human rights risk assessment to proactively prevent human rights risks. The assessment includes items such as human rights management systems, employment discrimination, human rights of children and pregnant workers, and compliance with human rights regulations. The first assessment evaluated 16 items for employees at the Seoul headquarters, and the second assessment expanded to include all employees including subsidiaries, evaluating 19 additional items.

Moving forward, ECORBIT plans to conduct annual human rights risk assessments, implementing follow-up measures based on the assessment results. Particular emphasis will be placed on high-risk human rights areas, with a focus on more systematic management and on-site inspections.

— Human Rights Risk Assessment Process



Human Rights Management

— Detailed Items of Human Rights Risk Assessment



- The company regularly conducts training related to human rights (e.g., education on sexual harassment prevention, violence prevention, etc.).
- The company has and operates a grievance handling system related to business activities (e.g., CCO hotline).
- Employees are well-informed about the reporting procedure for incidents of human rights violations, harassment, workplace violence, and sexual harassment.

3 ●●●



- The company ensures that no forced labor occurs, in accordance with laws and collective agreements.
- Employees can leave the company freely after giving reasonable notice.
- The company does not require anyone to work beyond legally stipulated working hours.

3 ●●●



- The company provides equal opportunities without discrimination related to work for all employees (including non-regular workers) (e.g., use of lounge).
- The company does not discriminate based on gender, age, education, or origin in recruitment and employment.
- There is no gender-based pay gap in the company.

3 ●●●



- The company has not received any human rights-related allegations from transactions or partner companies.
- The company is concerned with human rights compliance in transactions and partnerships.

2 ●●



- The company ensures that child labor does not occur in violation of laws (prohibiting labor for individuals under 15 years old).
- The company does not discriminate against employees returning to work after taking childcare leave.
- The company complies with the Labor Standards Act regarding childcare leave and shortened working hours for childcare purposes.
- Employees can use family care leave for childbirth, childcare, etc.

4 ●●●●



- The company ensures that all employees work in a safe environment.
- The company maintains comprehensive Workplace Safety and Health policies.
- The company complies with international standards for occupational safety.
- The company regularly inspects facilities, equipment, and tools to prevent accidents.
- The company takes appropriate measures for identified risks.

4 ●●●●



Human Resource Management

ECORBIT is committed to developing and improving its human resources policies from recruitment, performance evaluation, compensation, promotion, retirement benefits, and all other aspects of human resources management. Particularly in 2023, ECORBIT implemented an organizational diagnosis to identify and address any organizational issues, and to closely examine employee needs for organizational improvement. Moving forward, ECORBIT aims to create a better organizational culture by actively communicating and growing together with employees.

ECORBIT People and Human Resources System

ECORBIT aims to attract top talents who pursue change and innovation, prioritize honesty and accountability, and are dedicated to continuous communication and collaboration. Additionally, ECORBIT operates various training programs to nurture future environmental leaders.

ECORBIT offers comprehensive welfare benefits based on position, age, and performance, providing supportive measures that promote both professional and personal growth, thereby creating a respectful and evolving organizational culture.

— ECORBIT People



Challenge

Talented individuals who actively pursue change and innovation and invest in effective growth as strategic resources.



Professionalism

Professionals who demonstrate the highest level of expertise and dedication in their respective fields.



Global Competence

Talented individuals with global competitiveness and international capabilities to navigate the global business environment.

Human Resources Recruitment

Fair Recruitment

ECORBIT strives to identify the best talent through a transparent and fair recruitment process to shape the future of the company together. The company maintains a talent pool through ongoing recruitment, selecting candidates suitable for our business and roles through document screening, aptitude tests, and interviews. Recruitment is conducted continuously by ECORBIT and each subsidiary's hiring managers, utilizing methods such as search firms and job fairs. ECORBIT provides equal opportunities to all applicants and strives to identify talent that aligns with ECORBIT's culture and values.

Human Resources Acquisition

ECORBIT operates various systems to attract talent. The company has an employee referral reward system, encouraging current employees who have a deep understanding of the company to actively recommend new talent. In 2023, ECORBIT Water Co., Ltd. attended three job fairs, conducting presentations to provide detailed information about the recruitment process and corporate culture, successfully attracting excellent talent. ECORBIT will continue to actively recruit talent to drive the company's growth and development.

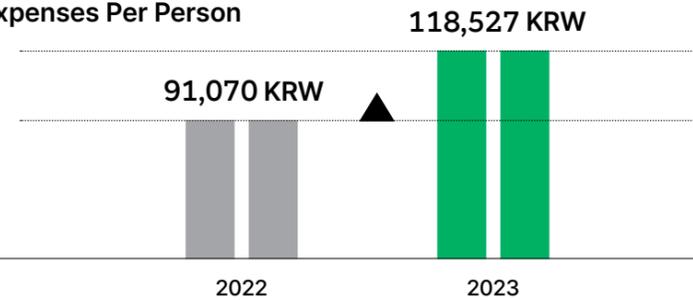


Human Resource Management

Capability Development Strategy

ECORBIT is dedicated to enhancing the skills and abilities of its members by developing educational programs tailored to specific jobs and positions. The company operates various training programs aimed at strengthening skills, knowledge, and leadership, and continually updates the content based on feedback. In 2023, ECORBIT conducted 22 training programs for 5,817 employees, with an average satisfaction score of 4.57, which is a 0.09 increase from the previous year. By analyzing the training outcomes and survey results from 2023, ECORBIT identified five pivotal keywords: diverse interactions among organizations and members, sharing organizational understanding and vision, adding activity-based training, desire for new training programs, and diversifying training locations. These insights have been incorporated into the 2024 training plan. Through continuous development of educational programs, ECORBIT supports the growth of its members.

Employee Training Expenses Per Person

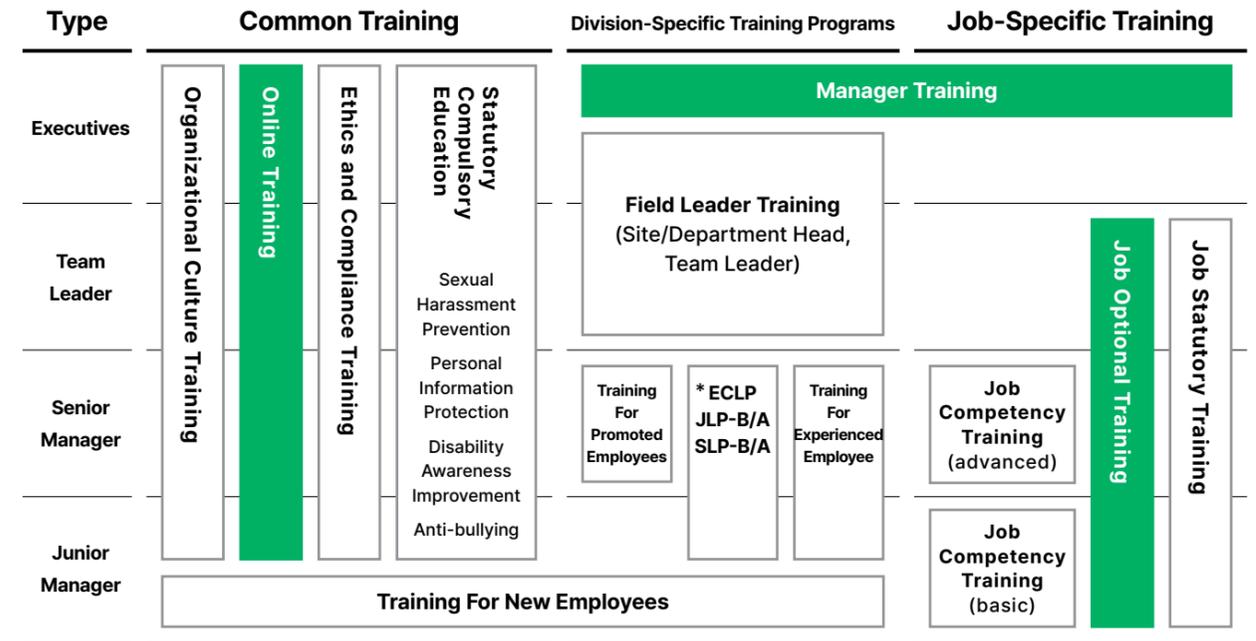


ECORBIT Training Programs

Program	Target	Training Objective	Training Content
New Employee Training	New Employees	Form proper values and enhance job competencies as new employees	Introduction to ECORBIT, HR system, safety and compliance training, occupational etiquette, and business manners
Experienced Employee Training	Experienced Employees	Understand basic organizational knowledge and learn work processes	Introduction to ECORBIT, HR system, safety and compliance training, and IT system training
Promotion and ECLP Training	Promoted Employees	Clearly recognize roles of new positions and understand required competencies for each level	ECORBIT's vision, safety, compliance, communication, and decision-making methods
Job Training (Basic, Advanced)	Basic: Junior, Advanced: Senior	Acquire knowledge and skills necessary for job performance	Corporate management, managerial training, and field-specific training
Sales Skills Improvement Training	Sales Personnel	Improve sales skills of sales personnel	Customer management experience, methods to address concerns, etc.
Field Leader Training	Site/Department Heads, Team Leaders	Learn techniques for managing work, people, and performance for field strategy execution and results	Safety management, on-site personnel management, and performance management methods
Leadership Development Training	Executives	Develop leadership capabilities of executives	Coaching leadership, digital enterprise and leadership, and strategic decision-making
Leadership Language Training	Executives	Enhance communication skills in the international business environment for executives	One-on-one language education in English or Chinese
Online Training	All Employees	Improve adaptability to changes such as latest information and trends	Business, human rights, ethics, languages, lifestyle, and other diverse fields

ECORBIT Training Program Chart

□ essential ■ select



* ECLP: Ecorbit Competency Level-up Program

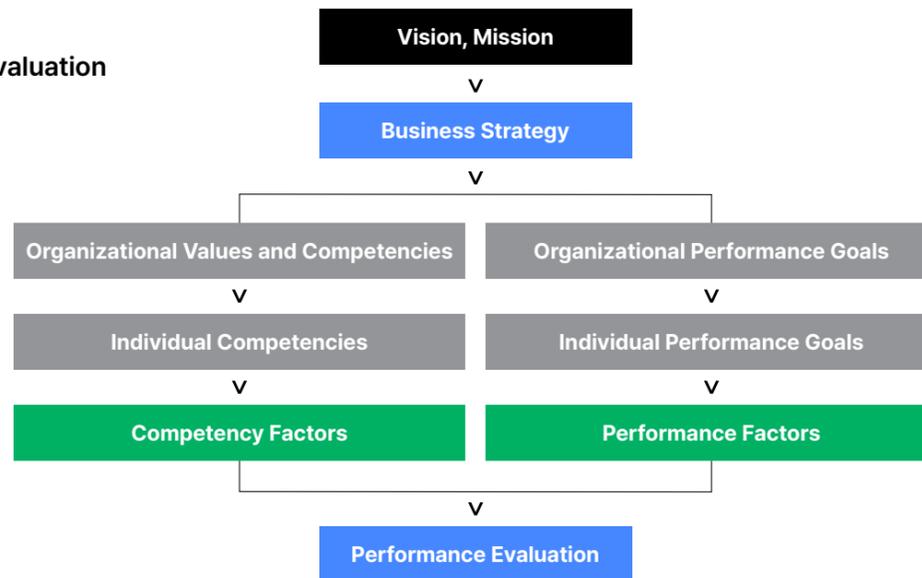
Human Resource Management

Evaluation and Compensation

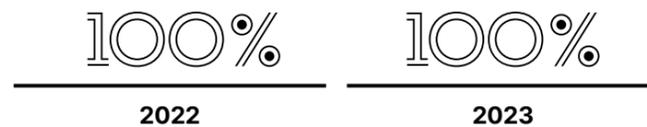
Fair Performance Evaluation

ECORBIT operates an evaluation system aimed at achieving organizational goals and enhancing individual competencies and performance. The performance evaluation process emphasizes fairness by equally reflecting both competencies and achievements to determine comprehensive evaluation grades. Competency evaluation assesses individuals' work attitudes and job skills, focusing on common items, leadership, and job-specific competencies. Achievement evaluation derives evaluation items based on the organization's performance, roles, and job characteristics, and conducts evaluations accordingly. All employees, except for advisors, contract employees, and daily workers, are subject to the evaluation, which takes place once a year in December. After the performance evaluation, 1:1 feedback and coaching sessions with a senior evaluator are conducted to enhance the fairness and acceptance of the evaluation. Through these fair performance evaluations, ECORBIT aims to accurately reflect individual performance and competencies, contributing to the achievement of organizational values and performance development.

— ECORBIT Performance Evaluation System



— Percentage of Regular Employees Evaluated

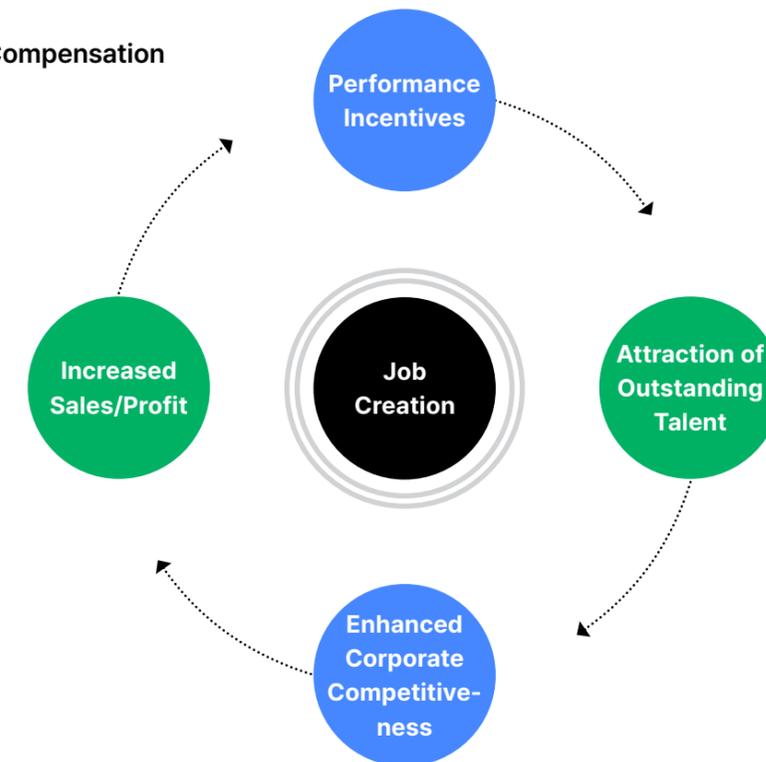


Optimal Performance and Profit Sharing

ECORBIT operates an optimal performance and profit-sharing system based on individual and team performance. Annual performance evaluations determine salary adjustments, bonuses, and other incentives. Performance-based rewards consider management performance, profitability, and evaluation results.

The performance-based reward system aims to share management results with employees, ensuring fair compensation and motivating talent retention, thus strengthening the company's competitiveness.

— ECORBIT Selective Compensation System



Human Resource Management

Employee

Welfare and Benefits

ECORBIT operates a variety of welfare and benefit systems for all employees to enhance their well-being and create a happy working environment.

The company supports flexible working hours, enabling employees to choose their working hours. ECORBIT also offers long-term service awards, recognizing and rewarding employees for their dedication. The company provides support for family events, including marriage, childbirth, childcare, and family care leave, creating a family-friendly work environment. Additionally, ECORBIT offers benefits such as health check-ups, educational support, and retirement plans to ensure employees' stable future and high job satisfaction.

— Welfare Benefits

Category	System Name	Details
Working Environment Support	Flexible Work Hours	Allows selecting the most suitable start time from available options
	Rest Area	Provides a rest area for breaks and relaxation
	Book Cafe	Possible to borrow and read books
	Robot Coffee	Free use of in-house coffee and beverages operated by barista robots
Health Support	Health Check-up	Once a year, one free choice among colonoscopy checkups, CT scans, etc.
	Gym and Club Activity Support	Up to 55% discount on gym membership. Up to 2 million won annual support for club activities
	Group Insurance for Employees	Insurance for death or disability from accidents
	Other Support	Retirement Award
Certification Award		Financial support for obtaining certifications and qualifications, including Technical Certificates, Skilled Worker/Industrial Technician, Analyst, and Specialist/Technical Specialist
Long Service Award		Award for 10, 20, and 30 years of service
Holidays Gift(Lunar New Year/Chuseok)		Provision of gifts worth 100,000 won
Founding Anniversary Event		Annual celebration and commemorative gifts for the company's founding day(October 1 st)
Birthday Gift		A 20,000 KRW cultural gift voucher
Employee Discount (For Samsung Card Holder)		Discount benefits on purchases through welfare Plus Mall linked with Samsung Card
Retirement Pension		Operation of a defined benefit (DB) pension plan for employees * Only for the employees eligible for the peak wage system

Category	System Name	Details	
Maternity protection support	Prenatal Checkup Leave	Time guaranteed for regular prenatal checkups for pregnant employees	
	Maternity Leave Before/After Childbirth	Provides 90 days (120 days for twins) of maternity leave for pregnant employees	
	Spousal Maternity Leave	10 days of paid leave for spouses upon childbirth	
	Parental Leave	Employees who care for children under 8 years old or in the second grade of elementary school are eligible for one year of childcare leave per child (which can be split into two periods)	
	Reduced Working Hours for Childcare	A system that allows employees to reduce working hours for childcare instead of taking parental leave	
	Birth encouragement grant	Payment of 300,000 KRW upon childbirth	
	Family-friendly support	Family Care Leave	Allows up to 90 days of leave per year for family care due to family illness, accidents, or elderly care
		Refresh Leave	Use of one day of refresh leave per month
		Monetary Gifts for Special Occasions	Payment of congratulatory and condolences events such as one's own marriage, one's own death, and children's marriage
		Scholarship	Allows up to 90 days of leave per year for family care due to family illness, accidents, or elderly care
Condolence Items	Support for condolence items for oneself, spouse, children, parents, and parents-in-law		
Partnership Discount	Discounts at medical institutions, academies, condominiums, domestic and international travel, and large shopping malls		



Human Resource Management

Organizational Culture Activation

In 2023, ECORBIT conducted the BOOM UP campaign to activate organizational culture. In January, employees shared their New Year's resolutions, encouraging individual and team goals. In February, the company created a webtoon featuring employees sharing stories about their daily lives and company experiences. In June, the company held a team self-competition to enhance team spirit, and in October, employees shared photos enjoying Chuseok(Korean holiday similar to Thanksgiving). In December, letters were delivered to employees expressing gratitude and wishes for the upcoming year. These activities aimed to enhance the sense of unity and pride among employees.

BOOM UP Campaign Posters



Introduction of ECORBIT Mascots



In March 2023, in celebration of World Water Day, ECORBIT Water BU held a character contest. The final winning character, 'Pury,' with a cute water drop hairpin, symbolizes pure water that has been freshly purified by Water BU. Following this, in July 2023, Green BU held its own character contest, and the final winning character was the impressive 'Egg,' adorned with an air dome cape.

Through the character contests, held as part of the BOOM UP campaign, employees actively participated, enhancing their sense of solidarity.

This effort resulted in the creation of ECORBIT's "Four Musketeers," boosting the brand image: 'Eco' representing ECORBIT, 'Cobi' symbolizing energy, 'Pury' symbolizing water, and 'Egg' symbolizing green.



Human Resource Management

Organizational Diagnosis

ECORBIT conducted an organizational diagnosis of employee satisfaction and organizational culture in 2023 to identify areas necessary for continuous organizational culture growth and to address any issues. Employee satisfaction was assessed through 19 survey items covering job satisfaction, working conditions, leadership, communication, welfare benefits, and performance. Organizational culture was evaluated with 65 survey items on communication and relationships, work systems, organizational management, organizational atmosphere, collaboration, and career development and training. These surveys were administered to all employees. The diagnosis revealed issues in areas such as the rank system, welfare benefits, communication among members, and trust. ECORBIT plans to develop and implement measures to address these issues. Moving forward, ECORBIT will continue to perform regular annual organizational diagnoses to enhance employee satisfaction and promote the organization's performance and development.

— Employee Satisfaction Survey Questions

Job Satisfaction 3 items	<ul style="list-style-type: none"> • I believe that the tasks assigned to me are suitable for my role. • Through my work, I am gaining various experiences that help in my career development. • I am satisfied with the sense of accomplishment I get from my current job.
Working Conditions 3 items	<ul style="list-style-type: none"> • Our company provides an appropriate work environment for performing tasks. • Our company provides the necessary materials and equipment to perform tasks efficiently. • Our company's work processes are systematic and efficient.
Leadership 3 items	<ul style="list-style-type: none"> • My supervisor provides me with the necessary support and guidance when needed. • My supervisor is interested in my personal growth and development and provides good guidance. • My supervisor gives me appropriate feedback on my requests.
Communication 5 items	<ul style="list-style-type: none"> • Our company provides relevant information about the company through the groupware. • Our company has smooth communication channels for task performance. • I am satisfied with the interpersonal relationships with my colleagues. • Our company has a culture where various perspectives and experiences are respected. • My supervisor shares important work-related information with me.
Welfare Benefits 2 items	<ul style="list-style-type: none"> • Compared to similar companies, our company's welfare system is satisfactory. • Our company's welfare system has improved significantly over the past year.
Performance 3 items	<ul style="list-style-type: none"> • I am satisfied with my current salary in relation to my abilities and efforts. • Compared to similar companies, our company's salary level is relatively good. • I believe that compensation is based on personal abilities and performance.

— Organizational Culture Survey Questions

Communication and Relationships 10 items	<ul style="list-style-type: none"> • Our organization communicates business performance and decision-making matters to all members. • Information sharing among members is actively promoted within our organization. • Members of our organization can freely express their opinions without fear of repercussions. • Our organization fosters a respectful and considerate atmosphere among supervisors, colleagues, and juniors. (Additional 6 items)
Work System 13 items	<ul style="list-style-type: none"> • Our organization instills confidence in members that they can handle difficult and challenging tasks. • Opinions from practitioners are significantly considered in decision-making processes. • There is a direct reporting culture to the management within our organization. • Leaders in our organization provide sufficient support and attention to practitioners, valuing their opinions. (Additional 9 items)
Organizational Management 6 items	<ul style="list-style-type: none"> • Leaders in our organization actively seek and address obstacles to achieving goals. • Leaders in our organization set clear expectations and standards for all members, enhancing transparency. • Leaders in our organization proactively address and resolve work-related issues. • Leaders continuously strive to improve how tasks are managed within the organization. (Additional 2 items)
Organizational Atmosphere 18 items	<ul style="list-style-type: none"> • Members in our organization can freely take leave. • Our organization supports work-life balance. • Leaders in our organization praise and recognize efforts rather than blame or criticize. • Our organization emphasizes results. (Additional 14 items)
Collaboration 11 items	<ul style="list-style-type: none"> • Members in our organization help each other willingly, even if the work is not their own. • Members in our organization trust each other in task performance. • There is active sharing of information and opinions across departments and teams. • There is a strong sense of teamwork and consensus across the entire organization. (Additional 7 items)
Career Development and Training 7 items	<ul style="list-style-type: none"> • Our organization provides opportunities for individual career development. • Training programs for skill development are well established in our organization. • Leaders actively provide feedback and support for professional growth. • Supervisors and seniors show interest in the career development of their juniors. (Additional 3 items)

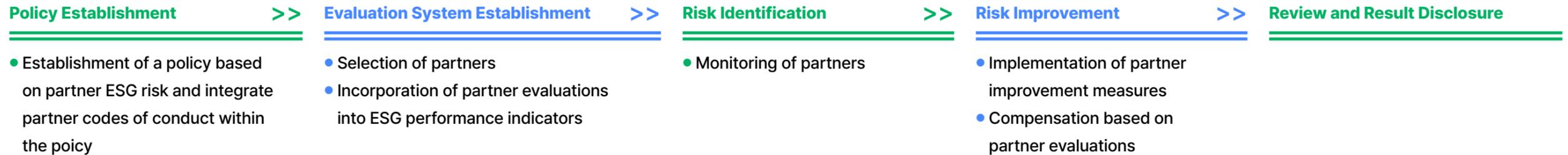


Supply Chain Management

ECORBIT is committed to strengthening partnerships with its partners to advance ESG management practices and achieve sustainable growth. The company ensures compliance with social responsibilities across the entire supply chain by implementing the supply chain ESG management process. This process enhances transparency and fairness in trade, strengthening global competitiveness. ECORBIT also emphasizes human rights, environmental, safety, and other ESG risk management for its partners, contributing to sustainable development.

Supply Chain To enhance the sustainability of supply chain, ECORBIT has established and revised partner codes of conduct and procedures.

ESG Management Process The process manages the sustainability of supply chain by integrating these guidelines into the management framework.



Policy Establishment

Supply Chain Policy

Through its Supply Chain Policy, ECORBIT aims to enhance mutual trust with trading partners, foster a fair trading environment, and establish a sustainable supply chain. ECORBIT sets forth basic principles that partner companies must adhere to through this policy, ensuring compliance.

ECORBIT's efforts contribute to the mutual growth and sustainable development of the corporate ecosystem within the supply chain.

Partner Codes of Conduct

ECORBIT has established detailed partner codes of conduct within the Supply Chain Policy, and partners companies must comply with them.

Human Rights

Prohibition of illegal labor and discrimination, respect for workers' rights

Environment

Compliance with environmental regulations, improvement of environmental management

Health and Safety

Compliance with safety measures, implementation of health and safety actions

Anti-Corruption

Prevention of bribery and corruption, ethical management practices

Fair Trade

Compliance with fair trade laws, respect for company assets and intellectual property

Prevention of Money laundering and Tax evasion

Compliance with financial reporting and tax laws, prevention of illegal transactions

Prevention of Conflict of Interest

Prevention of conflicts of interest, protection of confidential information

Internal Reporting

Operation of whistleblowing systems, protection of whistleblowers and handling of unethical behavior



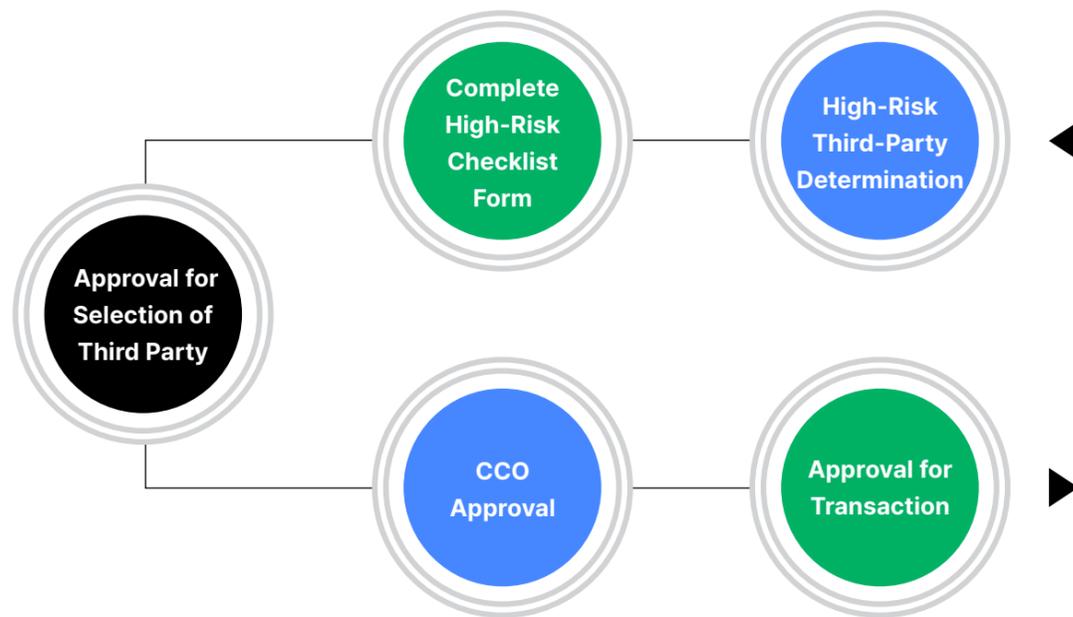
Supply Chain Management

Supply Chain Selection

Third-Party Compliance Program for Selecting Supply Chain

As of 2023, ECORBIT maintains relationships with approximately 1,400 partners. To ensure that all transactions with supply chains are conducted ethically and transparently, ECORBIT operates a third-party compliance program. This program regulates transactions with high-risk third parties and implements rigorous supply chain procedures.

Specifically, transactions with public institutions categorized as high-risk are governed by strict compliance procedures. This ensures that all phases of the supply chain process adhere to transparent and compliant practices.



Preparation of Quality, Environment, Safety, and Compliance Documents

ECORBIT emphasizes the importance of quality, environment, safety, and compliance in its transactions with supply chains. To this end, the company requires supply chains to sign quality/environment/safety management pledges, compliance certifications, and other relevant documents when entering into contracts.

Quality/Environment/Safety Management Pledge

Commitment to adhere to quality, environmental, and safety management standards during construction projects

Safety Confirmation

Confirmation of safety measures and risk management during construction projects

Compliance Certification

Assurance of adherence to ethical management and legal standards

No Bribery Certification

Certification that no bribes or improper payments have been made

Enhancing Supply Chain Diversity

ECORBIT is committed to increasing the diversity of its partners, ensuring that small businesses, female-owned businesses, and companies employing disabled individuals have opportunities to work with ECORBIT. This policy promotes the success and social value of ECORBIT's business while fostering a diverse and inclusive partner ecosystem.



Supply Chain Management

Supply Chain ESG Risk Management

Compliance Risk Assessment Process

ECORBIT has established procedures to assess compliance risks among its partners. This process aims to prevent risks related to ethical regulations and legal violations that may arise from transactions with partners. For high-risk partners and long-term contracts, ECORBIT conducts interim risk assessments as part of the contracting process. These assessments ensure compliance with ethical standards and fair trade practices.

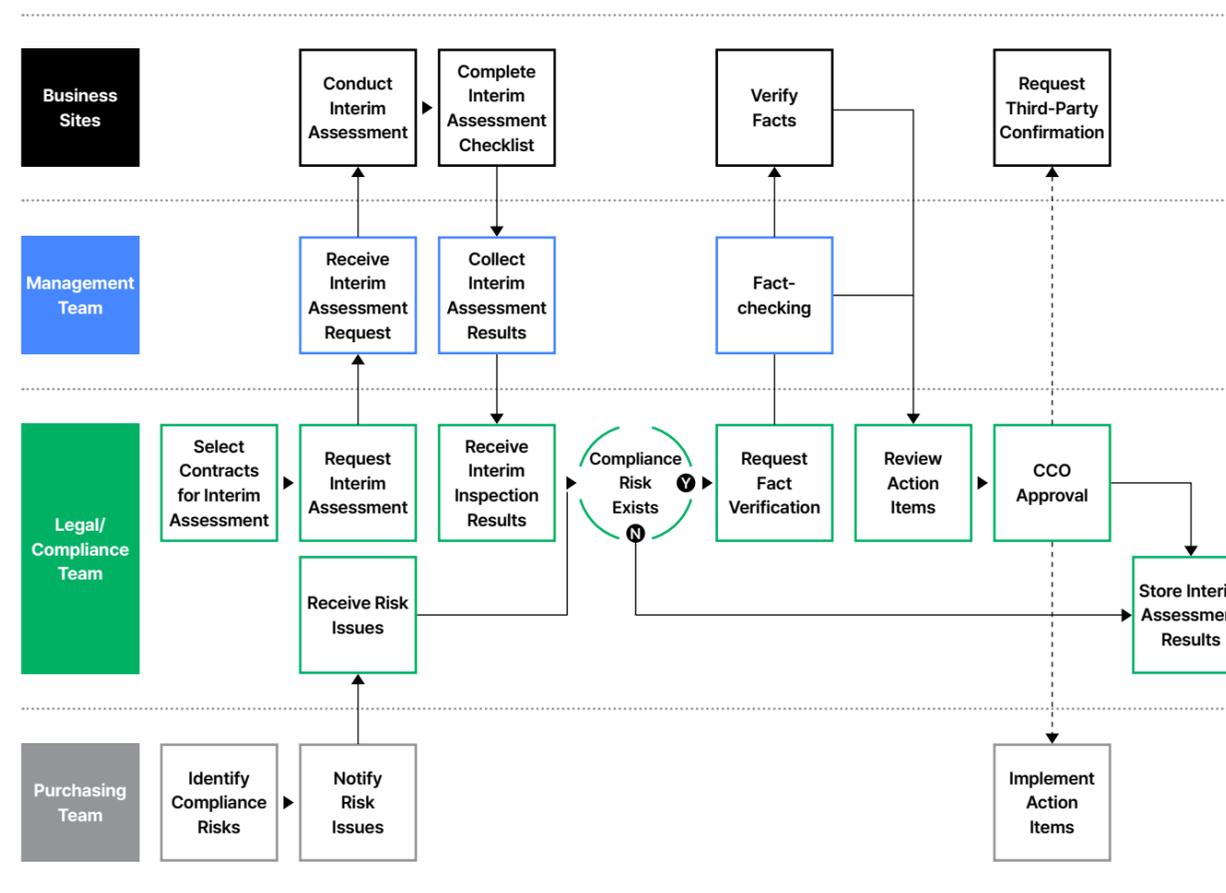
Supply Chain Quality Management Process

ECORBIT has established a quality management process for the products and services provided by partners to ensure they meet high standards of safety and reliability. This process includes rigorous quality inspections based on domestic and international standards. ECORBIT ensures that all materials used in business operations meet these quality standards.

Supply Chain Education

To promote ethical management and compliance with legal requirements, ECORBIT provides training materials to partners. This training material ensures that partners uphold the same ethical and legal standards as ECORBIT. The training materials cover various topics, including anti-corruption measures and ethical business practices. By providing continuous support, ECORBIT aims to continuously strengthen anti-corruption cooperation with its partners.

— Compliance Risk Interim Assessment Process



Supply Chain Management

Supply Chain ESG Evaluation

Supply Chain ESG Evaluation

ECORBIT incorporates ESG elements into its partner evaluation criteria, including financial performance, integrity in ethical management, workplace safety, and site safety management. For partners who do not meet improvement expectations, ECORBIT offers opportunities and support for corrective measures but may temporarily or permanently restrict transactions with non-compliant partners. The ESG evaluation helps partners understand and integrate ESG management activities, fostering sustainable growth with ECORBIT.

— Partner ESG Evaluation Items

Environ- mental	<ul style="list-style-type: none"> Compliance with environmental education programs Provision of energy usage and emissions-related data Compliance with environmental laws
Social	<ul style="list-style-type: none"> Implementation of safety management measures Compliance with safety-related laws Incidents of industrial accidents and serious accidents
Governance	<ul style="list-style-type: none"> Compliance with rules prohibiting forced labor and child labor Actions against unethical behavior and anti-competitive practices Adherence to ECORBIT's compliance policies

Operation of Reward Systems Based on Supply Chain ESG Evaluation

Through the ESG evaluation, ECORBIT provides incentives to outstanding partners, such as preferential contract terms, information sharing, and support. Future plans include offering financial incentives like preferential loan terms and marketing support. This approach ensures a beneficial relationship with partners, fostering mutual growth and sustainable development.

Reward Type	Preferential Contract Terms	<ul style="list-style-type: none"> Provision of preferential contract opportunities Long-term contracts
	Information Sharing and Support	<ul style="list-style-type: none"> Advance sharing of development plans Marketing support
Mid-Term Goals	Selection of outstanding partners of the year (with certificates and awards)	
	Financial incentives (preferential loan terms, reduced guarantee deposits)	



Community Engagement

ECORBIT considers the growth alongside regional communities as a corporate social responsibility. ECORBIT is addressing environmental issues through resource circulation and is conducting various social contribution activities focusing on the environment, inclusion, and community Welfare. Moving forward, ECORBIT will continue to engage in social contribution activities to create social value and contribute to positive changes in the regional community.

Promotion of Social Contribution

ECORBIT resolves environmental issues around its business sites and actively participates in community social activities. The company has established a social contribution system to enhance community Welfare facilities for local residents.

— ECORBIT Social Contribution Promotion

Mission		
As a comprehensive environmental company, we realize global ESG values by addressing environmental issues through resource circulation, solving social challenges through local collaboration, and embracing diversity.		
Slogan		
Creating a sustainable tomorrow for people!		
Highlights		
		
Environment	Inclusion	Community Welfare

Social Contribution Activities

Environment

ECORBIT is conducting various programs to create a cleaner environment in the community. Initiatives include regular "Jub Ging" conducted by the "Environmental Love Volunteers" composed of ECORBIT employees. Additionally, ECORBIT Water Co., Ltd Goseong and Gangneung business sites engage in continuous environmental social contribution activities at various business sites, including participating in the "East Sea Lake Revival Campaign" and protecting the ecological system at the beach annually. ECORBIT Water Co., Ltd Goseong and Gangneung business sites also conduct river restoration activities at multiple business sites, including the Osan Sema and Gimcheon Apo sites.



Environmental Love Volunteers (Seoul) at Songpa District



Community Engagement

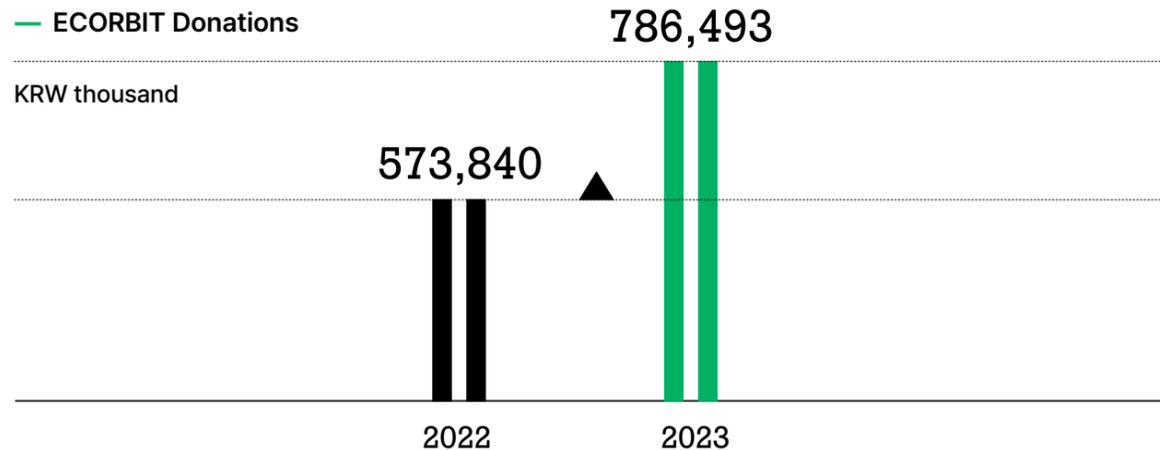
Inclusion

ECORBIT is implementing programs to actively encourage the social participation of marginalized groups in cooperation with government agencies. In particular, ECORBIT Water Co., Ltd. started a senior internship program by signing an agreement with Songpa Senior Consulting and the Gyeonggi East Chamber of Commerce in January 2022, and has been operating it to date. As of May 2024, a total of 22 senior interns, including those who have resigned, have been recruited. Through the senior internship program, ECORBIT contributes to the creation of jobs for the elderly in the local community and achieves sustainable development of the organization by utilizing the experiences and know-how of various generations.

Community Welfare

ECORBIT carries out support activities for disaster relief and regional recovery from natural disasters. In 2023, ECORBIT Green Pohang Branch (currently Eco E&E Co., Ltd.) provided financial and material support for local recovery and environmental improvement policies. ECORBIT Green Gu-mi Branch (currently Greenviro Co., Ltd.) offered a sprinkler truck for residents during heatwaves for their convenience. ECORBIT also engages in various community activities to provide practical help to residents, contributing to regional safety and recovery efforts. Furthermore, ECORBIT practices financial support for the development and mutual prosperity of local communities. ECORBIT engages in community contributions tailored to the characteristics and activity periods of each region, such as donating recovery funds to municipalities affected by heavy rainfall or sponsoring local sports teams. Additionally, ECORBIT regularly donates to nearby welfare facilities or social welfare federations. In particular, in 2023, various business units including ECORBIT Energy Gyeongju Co., Ltd. and, ECORBIT Water's Yeoncheon and Jeonju sites contributed to social welfare federations, supporting vulnerable and low-income groups.

— ECORBIT Donations



— ECORBIT's Social Contribution Activities (2022-2023)

Development Fund	Donations
<ul style="list-style-type: none"> Support for people, welfare facilities, and self-reliance bases Support for the Committee on Industrial Waste and Household Waste Management Support for rural communities, labor unions, and environmental engineering 	<ul style="list-style-type: none"> Scholarships Support for vulnerable and low-income groups Disaster relief donations, funds for fire relief assistance
Sponsorships	Public Contributions
<ul style="list-style-type: none"> Support for local community events and fairs Support for the development and expansion of welfare facilities in neighboring villages Gifts for local holidays 	<ul style="list-style-type: none"> Environmental cleanup activities (river cleanup, walking path cleaning, garbage collection, etc.) Environmental improvement activities (snow removal on walking paths, mowing, landscaping, etc.) Environmental campaigns (Donghae Lagoon Revival Campaign, World Water Day, etc.) Community-friendly activities (helping with farm work during busy seasons, volunteering for fogging disinfection at village community centers, etc.) Disinfection and Sanitation (residential areas, village community centers, etc.) Business site tour guides (Nokdong Kindergarten, Bibong Kindergarten, etc.)



Emergency recovery operations for the flood damage in Pohang



Heatwave mitigation watering operations in Gumi



<u>73</u>	Corporate Governance	
<u>76</u>	ESG Management System	Material
<u>79</u>	Ethics and Compliance Management	Material
<u>84</u>	Information Security and Personal	

Governance

Corporate Governance Structure

ECORBIT's transparent and efficient decision-making structure plays a crucial role in determining the company's future growth and development strategies.

ECORBIT's governance structure includes the management team, board of directors, and various stakeholders, facilitating communication and collaboration among different interest groups. Through this structure, ECORBIT undertakes ESG management activities to implement its long-term vision and objectives.

Board Composition

ECORBIT's board consists of experts with professional knowledge and experience in various fields. The diverse backgrounds of the board members provide the company with significant insights and strategic direction, enabling comprehensive risk consideration in decision-making. Additionally, the board strives to protect shareholders' interests and create sustainable value for stakeholders.

Board Committees

ECORBIT operates Compliance Committee and Steering Committee to enhance the professionalism and efficiency of the board's work. These committees function according to established governance rules and report their activities to the board, thereby strengthening the responsibilities in decision-making. The operation of committees under the Board of Directors plays a crucial role in enhancing transparency in ECORBIT's management activities and promoting independence in decision-making. The detailed activities of each committee are as follows:

Committee Name	Main Functions	Committee Composition
Steering Committee	<ul style="list-style-type: none"> • Discusses annual budget and business plan execution • Addresses organizational development and personnel matters • Adopting Measures for Optimal Financial and Capital Structure 	<p>Chairman Jong Yeon Yoo (Non-Executive Director)</p> <p>Members Sun Ho Hwang (Non-Executive Director), Sungsoo Yang (Non-Executive Director), Lu Yan Li (Non-Executive Director)</p>
Compliance Committee	<ul style="list-style-type: none"> • Introduction and operation of compliance monitoring policies and programs • Appointment of the CCO • Investigation and resolution of the company's legal violations • Supervision of ESG initiatives and activities • Enhancement of ESG management and compliance culture within the organization 	<p>Chairman Sung Ho Hwang (Non-Executive Director)</p> <p>Members Sungsoo Yang (Non-Executive Director), Hei Ri Lee (CCO)</p>

Corporate Governance Structure

Board Composition

(As of December 31, 2023, based on ECORBIT)

Category	Name	Nationality	Role	Steering Committee	Compliance Committee
Inside Director	In Ho Choi	South Korea	CEO, Head of Management		
Inside Director	Chang Kook Jeong	South Korea	CFO		
Other Non-Executive Director	Jong Yeon Yoo	South Korea	Supports management decisions	● (Chair)	
Other Non-Executive Director	Sun Ho Hwang	South Korea	Supports management decisions	●	● (Chair)
Other Non-Executive Director	Sungsoo Yang	South Korea	Supports management decisions	●	●
Other Non-Executive Director	Lu Yan Li	Australia	Supports management decisions	●	

Board and Committee Operations

ECORBIT defines the authority, responsibilities, and operational procedures of the board and its committees. The board conducts regular meetings and convenes extraordinary sessions to discuss and make decisions on urgent and critical matters. These extraordinary meetings are held promptly to make proactive and timely decisions that protect the interests of the company and stakeholders.



— 2023 Board and Committee Performance

Category	Unit	Board Meetings	Strategy Committee	Compliance Committee
Number of meetings held	times	14	11	6
Agenda items discussed	items	45	14	21
Average attendance rate	%	100	100	100



Corporate Governance Structure

Ensuring Board Expertise, Diversity, and Independence

Board Expertise

In the rapidly changing business environment, it is essential to ensure the board's strategic expertise.

To ensure the expertise of the board of directors, ECORBIT considers the qualifications and capabilities of directors to contribute to the long-term growth and development of the company by recommending and appointing candidates for directors.

ECORBIT provides opportunities for external experts to share their knowledge through seminars or educational programs, enhancing the board's expertise. This enables the board to maintain an objective perspective and make informed decisions.

Board Diversity

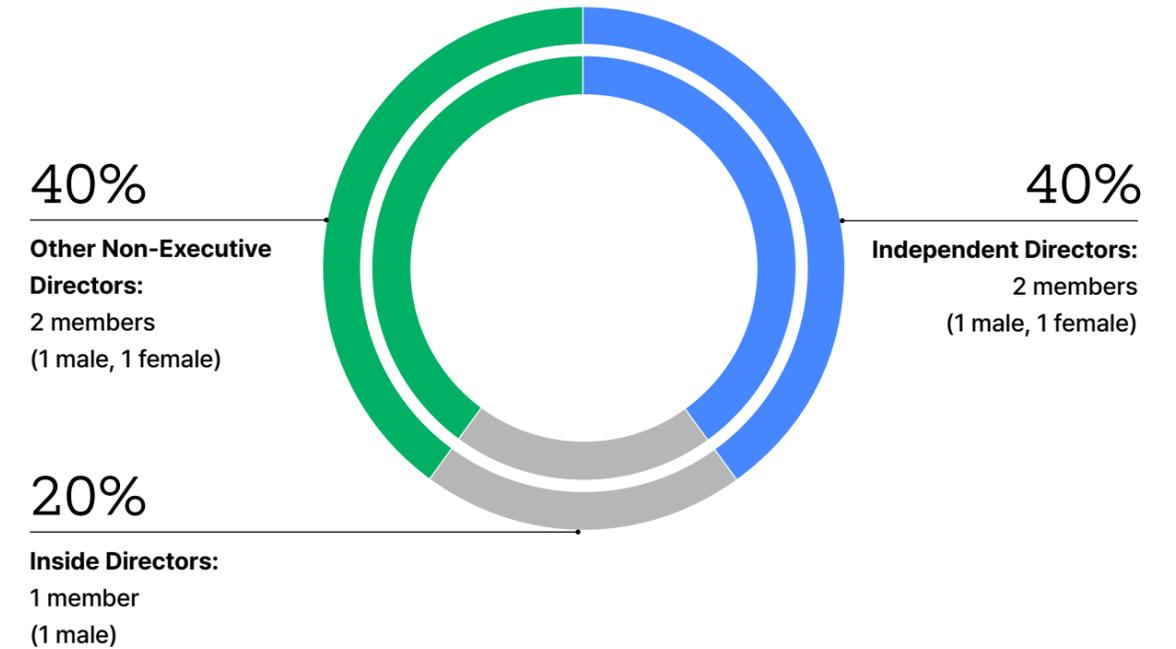
ECORBIT values sustainable growth alongside various stakeholders, including shareholders, customers, and society. The company pursues diversity in the board's composition, including diversity in gender, age, and nationality. Among the current board members, one is an Australian woman. ECORBIT aims to enhance board diversity by implementing a female director quota system and increasing the number of female directors to two by the end of 2026.

Board Independence

Ensure that the decision of the board of directors is conducted objectively and fairly by restricting the exercise of voting rights by directors who have a special interest in the resolution of the board of directors and enhance the monitoring function for the board of directors through the compliance committee under the board of directors.

The board of directors consists of all directors appointed at the general shareholders' meeting to represent a wide range of opinions and interests of the shareholders. ECORBIT aims to further strengthen the independence of its Board of Directors by appointing independent directors by the end of 2026.

— 2026 Board Composition Plan



- **Strengthening Female Directors** Increasing female directors to two

- **Strengthening Independent Directors** Ensuring the board's independence by having two independent directors.

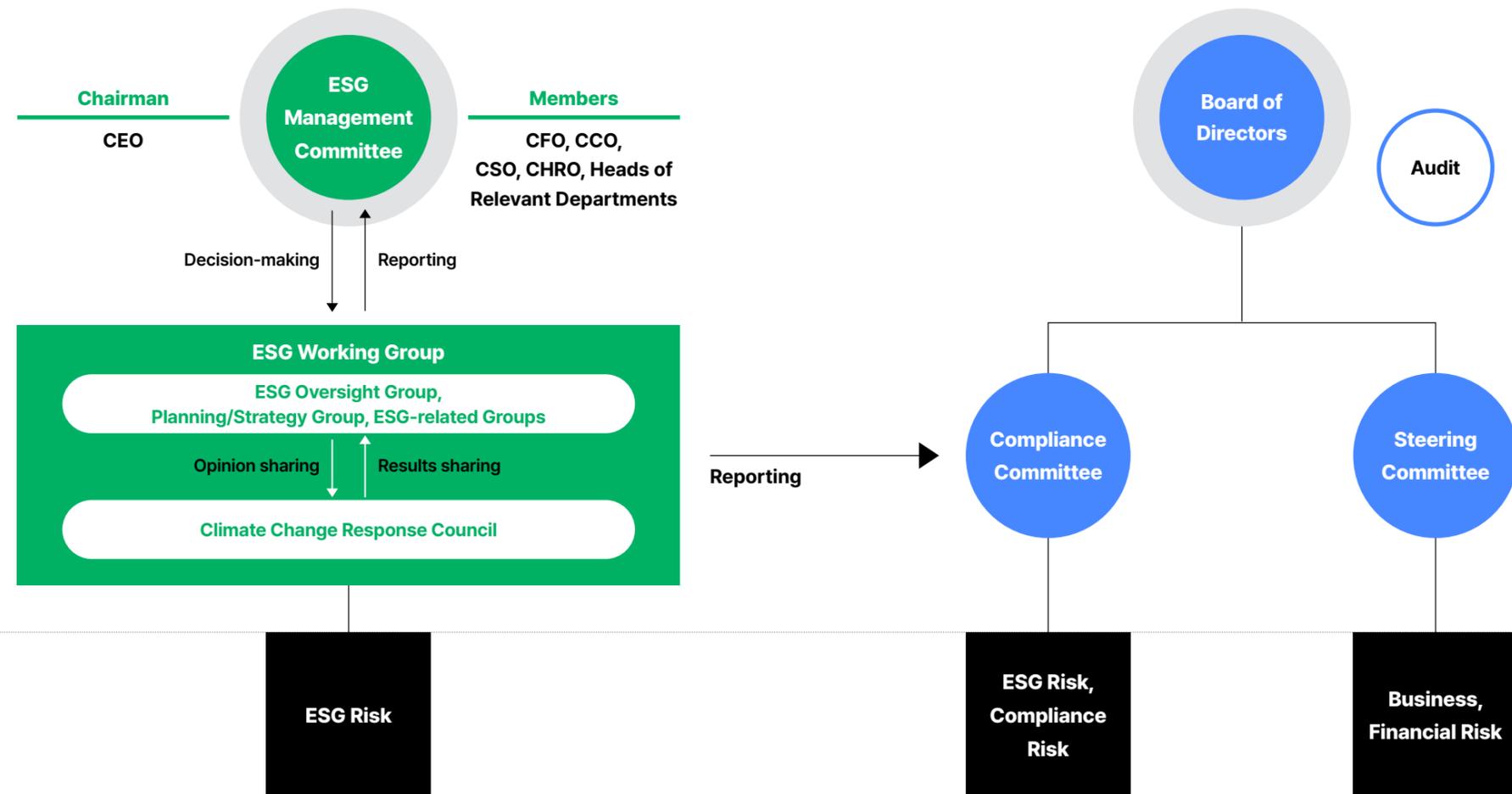


ESG Management System

ECORBIT's mission is to create and lead environmental value for a healthy and prosperous future society through eco-friendly technological innovations. To fulfill this mission, the company have established a systematic ESG management foundation by forming the ESG Management Committee and ESG Council. In addition, ECORBIT is advancing its ESG management system by responding strategically to ESG risks through the ESG diagnostic process.

ESG Management Framework

ECORBIT is strengthening ESG management to comprehensively manage non-financial risks such as environmental, safety, and ethics, in addition to the usual business and financial risks. To this end, the company has established an ESG management system centered on the ESG Management Committee and the ESG Working Group. The ESG Management Committee incorporates ESG into the company's core strategies and evaluates and analyzes ESG performance to establish management strategies for each department. The ESG Working Group, which includes a climate change response subcommittee, implements the strategies set by the ESG Management Committee. ECORBIT is building a sustainable business model through the ESG Management Committee and evaluating and responding to ESG risks and opportunities through the establishment of an ESG data management system ESG management plans and activities are reported to the Compliance Committee, an organization under the board of directors. The Compliance Committee is responsible for managing and supervising the ESG management of ECORBIT by reporting on the activities of the ESG Management Committee.



ESG Management System

Risk Types and Management Organizations

Risk Type	Management Organization	Main Role
Business, Financial Risk	Steering Committee	Execution of annual budget plans, financial and capital structure management, organizational reform, etc.
Compliance Risk	Compliance Committee	Implementation and execution of compliance policies and compliance programs
ESG Risk	ESG Management Committee, ESG Working Group, Compliance Committee	Identification and response to ESG-related issues, evaluation of ESG strategy and direction, review and approval of ESG-related policies, etc.

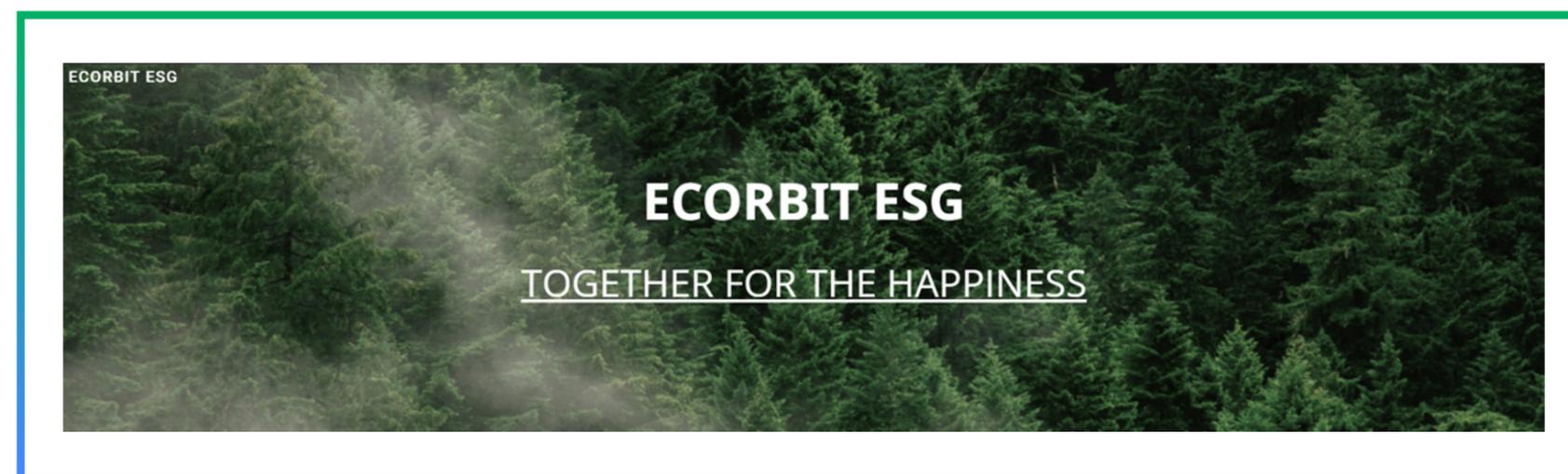
Establishment of ESG Management System

ESG Data Integrated Management Platform

To operate the ESG management system effectively, it is important to manage ESG data. To this end, ECORBIT established an integrated ESG data management platform in 2023, collecting data on environment, DE&I, safety, social contribution, and governance.

To respond to ESG risks and promote strategies, ECORBIT uses the integrated ESG data management platform to track trends in ESG data over time, comparing and analyzing data usage and emissions recorded on the platform. This allows for precise tracking of greenhouse gas emissions.

Moreover, this has improved the efficiency, accuracy, and reliability of data management.



Environment, DE&I, Safety,
Social Contribution,
Governance Data Integrated
Management Platform



ESG Management System

Risk Management Through an ESG Diagnosis Process

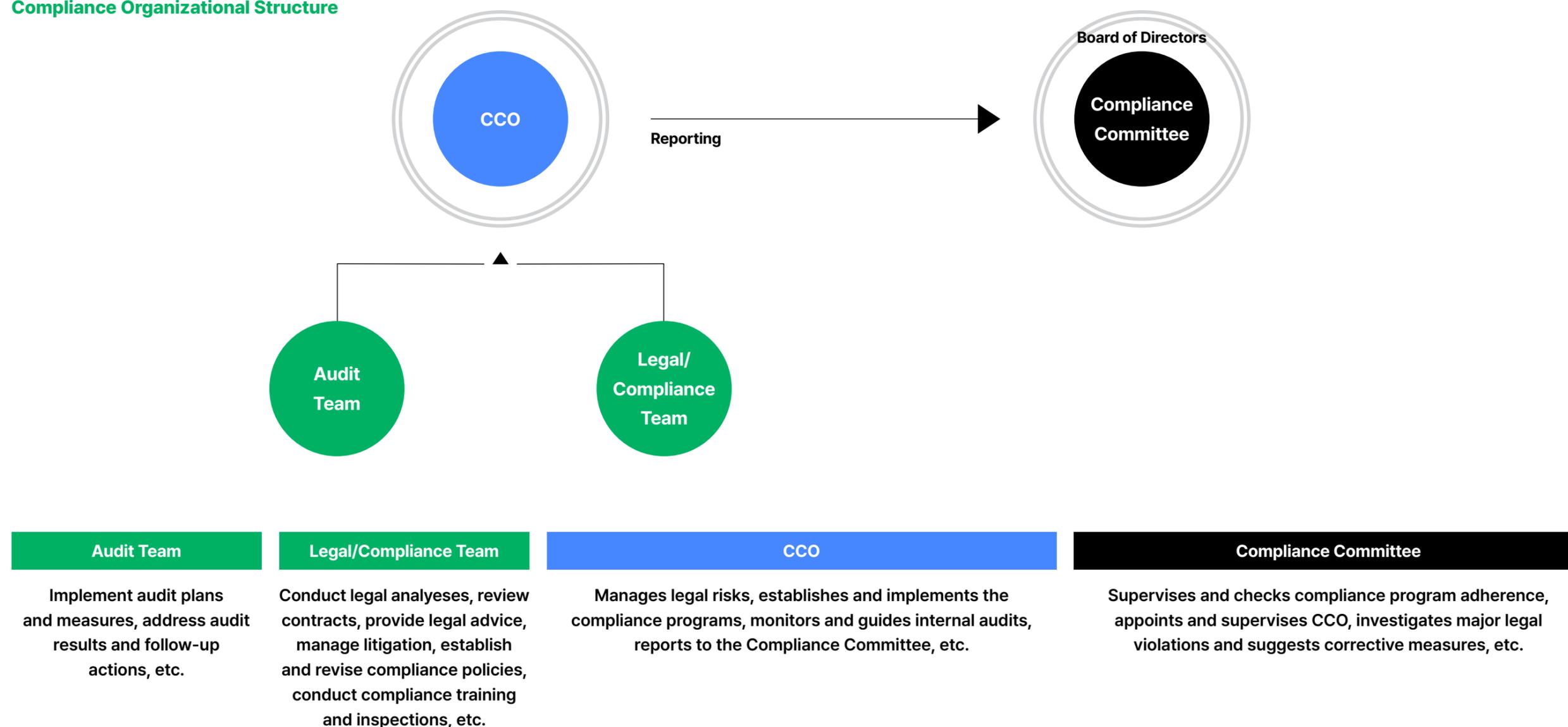
ECORBIT has established an ESG diagnostic process to identify ESG improvement tasks and respond to ESG-related risks. To achieve this, the company reviewed domestic and international disclosure standards and evaluation indicators to derive a pool of necessary items for the ESG diagnosis. Based on this, the company has analyzed our ESG data and performance, identified improvement tasks and the company is committed to implementing them. Through the ESG diagnostic process, ECORBIT strengthens its decision-making system based on ESG, identifies stakeholders' ESG needs, and continuously supplements its management strategy.



Ethics and Compliance Management

ECORBIT practices ethical and compliance management based on the ESG management system. ECORBIT designates 'compliance' as one of its five management principles, aiming to prevent corruption and enhance the compliance spirit of its members through a well-structured system.

Compliance Organizational Structure



Ethics and Compliance Management

Code of Ethics and Basic Ethics for Employees

In September 2018, ECORBIT established an ethical code of conduct to clearly define the standards of proper behavior and value judgment that all employees must adhere to. Through this regulation, ECORBIT practices ethical management, the company wants to create a culture based on trust and responsibility within the organization. Ethical regulations include the basic ethics and specific behavioral forms of executives and employees, through which they perform their duties. The company is committed to maintain ethical standards.

Basic Ethics for Employees

Establishment of a sound corporate culture.

Employees should share the company's management and values, and sincerely perform their duties to build trust and communication within the organization.

Prohibition of conflicts of interest.

Employees should prioritize the company's interests when conflicts arise between the company and personal interests and should not receive gifts or entertainment from stakeholders.

Protection of company assets and information.

Employees should protect the company's assets and information and should not disclose or use confidential information for unauthorized purposes.

Prevention of workplace harassment.

Employees must not use their authority in the workplace to harass or verbally abuse other employees.

Prohibition of political activities.

Employees must not engage in political activities during working hours, respect your political views, but not be mistaken for the company's position.

Prohibition of receiving gifts or entertainment.

Employees should not accept or provide excessive gifts or entertainment to or from stakeholders.

Adherence to the Code of Ethics.

All employees must comply with the Code of Ethics and report any violations, and prevent recurrence through education and corrective actions.

Anti-corruption and Fair Competition Policy

In December 2020, ECORBIT introduced an Anti-Corruption and Competition Compliance Policy ("Compliance Policy") to prevent acts of corruption, such as bribery, and violations of fair competition. This policy aims to proactively address potential legal issues and risks, ensuring the sustainable operation of the company. The policy includes regulations requiring prior approval from the Chief Compliance Officer (CCO) for providing gifts, meals, entertainment, travel/accommodation, and donations to third parties. It also outlines procedures to verify compliance with laws and company regulations in transactions with third parties for services and goods purchases, mandates record-keeping and strengthening of internal controls for all related activities, prohibits collusion and unfair trading practices, and requires reporting of policy violations or suspicions to the CCO. Based on this policy, ECORBIT operates various compliance programs, including the Anti-Corruption Compliance Program, Third-Party Transaction Compliance Program, and the CCO Hotline. By conducting training on compliance policies and programs, ECORBIT strives to foster an ethical and transparent corporate culture.

— Status of Violations

2022

0 cases

2023

0 cases



Ethics and Compliance Management

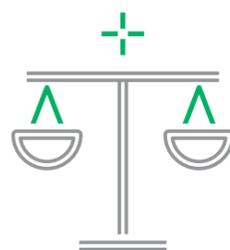
Compliance Program

Anti-Bribery Compliance

ECORBIT employees are required to follow the anti-bribery compliance program which includes providing gifts, meals, transportation, and accommodations expenses for business trip, non-monetary services such as golf, and donations to third parties. Prior to offering any external provision, employees must complete an external provision request form to prevent bribery risks and maintain transparent and fair business practices. The external provision request form includes a checklist specifying the recipient, amount, purpose, etc. with payments requiring approval from the CCO or the head of legal/compliance team.

Fair Trade Compliance

ECORBIT strictly prohibits practices that unfairly limit market competition or engage in unfair trade methods. This includes refusing transactions without legitimate reasons, price discrimination in favor of affiliates, and unfairly deterring competition. It prohibits unfair business practices such as fraudulent advertising, business with competitors, unreasonable management interference. Employees are regularly reminded to be cautious of such unfair trade practices.



Third-Party Transaction Compliance

ECORBIT follows the third-party transaction compliance procedures to receive services or purchase goods from third parties. This includes assessing compliance risks before signing a purchase contract by preparing a checklist and obtaining a compliance certification from the third party. In addition, if ECORBIT forms a consortium or joint supply for a contract with a third party, it is required to complete a checklist and obtain a compliance certification in advance. Additionally, ECORBIT has established post-contract management procedures to verify the receipt of services or goods after the contract has been completed.

Compliance Certification

As part of its compliance management practices, ECORBIT requires all employees to submit compliance certifications to prevent bribery and ensure fair competition. These statements affirm adherence to policies and participate in regular training to prevent violations. In cases of non-compliance, immediate disciplinary actions, including termination and additional legal procedures, are enforced. Key management officials are also required to submit separate statements to ensure higher levels of compliance management.

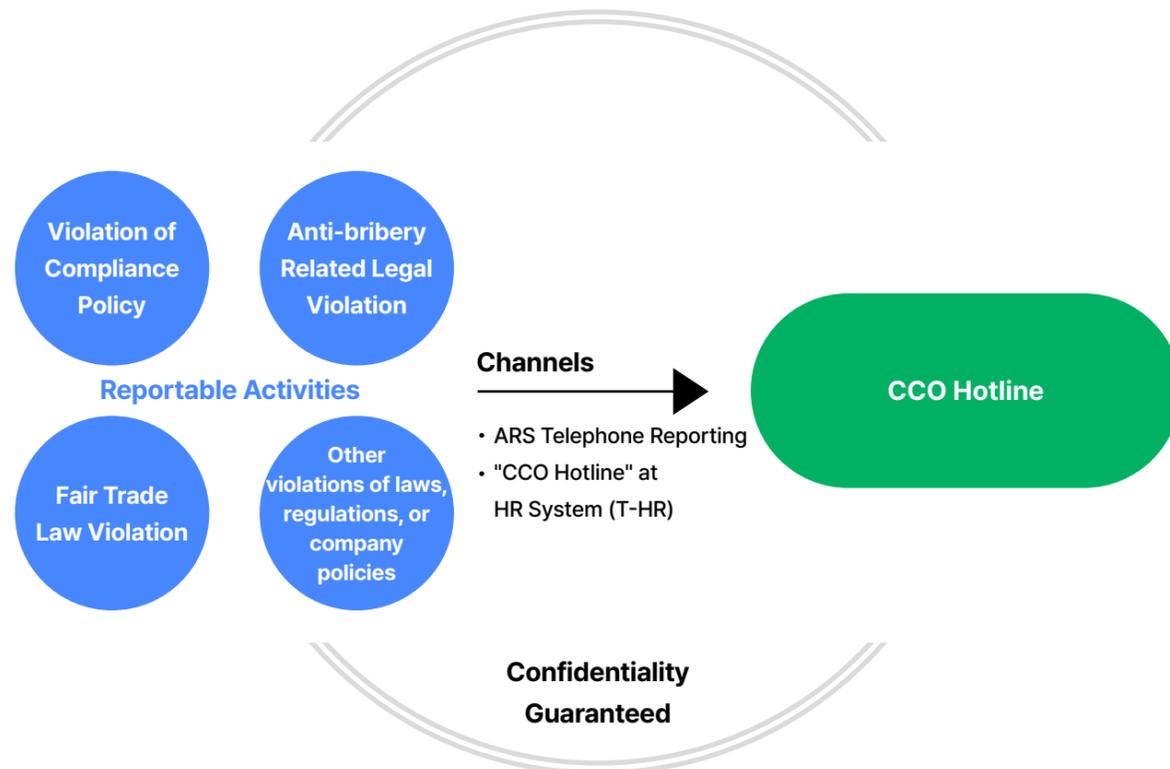


Ethics and Compliance Management

Compliance Program

CCO Hotline

ECORBIT's CCO hotline provides an anonymous reporting system for employees to report unethical or illegal activities. According to ECORBIT's Compliance Policy, the CCO hotline strictly prohibits any retaliation against employees reporting unethical practices and ensures confidentiality. Through this, ECORBIT can identify and address any potential violations within the organization, thus preventing recurrence and ensuring compliance.



Compliance Training

ECORBIT provides regular compliance training to enhance employee understanding, strengthen awareness of legal compliance and implementation of company policies, and promote ethical business practices.

Compliance Messages

ECORBIT continuously displays compliance posters throughout the company to remind employees of compliance regulations and the importance of ethical conduct in their daily operations.

— Compliance Posters

제3차 외부제공 바로 알기

1. 제3자에 대한 선물, 식사, 접대 등이 허용되나요?
선물, 식사, 접대 등은 합법적 사업 목적을 달성하기 위해 상의적이고 정제된 범위 내에서만, 사내 절차를 거쳐 제공되어야 합니다. 뇌물, 리베이트를 주거나 받는 것은 허용되지 않습니다.

2. 제3자에게 식사, 선물, 접대 등을 제공하기 위해서는 어떤 절차를 거쳐야 하나요?
01 제크리스탈 작성: '아니오'에 해당하는 항목이 1개라도 있다면 cco의 사전 승인을 받아야 합니다.
02 신청서 작성: cco의 사전 승인이 필요한 다면, 외부제공신청서를 작성해 주세요.
03 사후 평가: 세부영수증 첨부 기준을 확인하여 세부영수증을 첨부해주세요.

3. 공무원에 대한 제공은 어디까지 허용되나요?
공무원에 대해서 식사, 선물(경조금 포함), 공식행사 및 관련된 음향/숙박 제공을 제외한 일체에 접대가 금지됩니다. 식사, 선물(경조금 포함), 공식행사와 관련된 음향/숙박 제공은 연방한 직무수행 또는 상교, 외래, 부조의 목적 내에서는, 사내 절차를 거쳐 제공이 가능합니다.

4. 외문이 있나요?
최고준법감시인(cco) 및 법무/컴플라이언스팀에 문의하세요.

함께 실천하는 Compliance Policy

- 부패방지**: 뇌물 수수 금지, 부정청탁 금지, 공정한 채용, 투명하고 정확한 재무기록
- 공정거래**: 담합 금지, 부당 지원 금지, 하도급법 준수
- 환경안전**: 환경/폐기물 관련 법규 준수, Data 조작 등 불법행위 가담 금지

컴플라이언스 관련 문의 및 자료는 아래 연락처를 통해 접수할 수 있습니다.
문의사항 | E-mail: compliance@ecorbit.com, 전화: 02-6902-1986
재보사항 | CCO 핫라인: 온라인제도 (T-HR 시스템 접속) · CCO 핫라인 제도
ARS 전화: (02-6710-0520 음성녹음)



Ethics and Compliance Management

Internal Audit ECORBIT conducts internal audits in accordance with relevant regulations to investigate whether employees comply with legal and business practices during their duties.

Audit Policy

ECORBIT has established an audit policy to ensure that internal audit activities have a systematic framework and standards. Individuals with sufficient experience in audit work are designated as qualified audit officers and their independence is explicitly stated to maintain impartiality in their duties. The internal audit process is defined from the establishment of the audit plan to corrective actions and result reporting to ensure smooth internal audit operations. Currently, violations detected through internal audits are reported to the CEO via the CCO and immediately communicated to the head of the audit team to take corrective measures.

— Internal Audit Process



2023 Key Audit Items

ECORBIT conducts periodic audits based on an annual plan and ad-hoc audits as needed. Key areas of focus for the 2023 audit include:

Category	Key Audit Items
General	Compliance with laws, regulations, and company policies
	Improvement of inefficient work processes
	Prevention of workplace harassment, abuse, and misconduct
	Improvement of safety compliance and workplace safety inspections
	Check for Compliance Policy adherence
Corporation/ Subsidiary	Appropriateness of work practices and collaboration with related teams
	Appropriateness of general operating expenses
	Database automation of repetitive tasks and review of improvement areas
	Appropriateness of external service contracts across different operational fields
Site	Appropriateness of on-site cost management and asset management
	Appropriateness of cost allocation among joint suppliers
	Appropriateness of client billing and claims
	Appropriateness of quality and environmental management



Information Security and Personal Data Protection

Information security and personal data protection is pivotal in safeguarding business trust and mitigating legal liabilities, thereby ensuring business sustainability. To achieve this, ECORBIT has established a dedicated team and implements a robust information security policy and personal data protection measures. Additionally, the company adopts security solutions to address potential security issues and conducts training programs to enhance employees' awareness of information security and personal data protection.

Information Security Organization

ECORBIT operates an information security task force composed of the Chief Security Officer (CSO) and the Data Intelligence (DI) team. This task force oversees all security-related activities involving personal and sensitive information, identifying and mitigating security incidents and implementing recovery plans. They also conduct periodic security assessments, sharing the results with the CSO. The information protection department conducts security-related inspections once a quarter report the results to the CSO. By effectively operating this task force, ECORBIT minimizes the risks associated with information leakage and ensures compliance with legal requirements.

Information Security Policy

As information and communication technologies advance, the importance of information security has been emphasized, and regulations have been strengthened accordingly. ECORBIT responds to these changes by adhering to regulatory frameworks aimed at maintaining and enhancing information security. The regulations include principles and methodologies to mitigate risks, safeguard IT assets and provide guidelines for employees.

Enhanced Information Security and Training

In 2023 and 2024, ECORBIT adopted advanced information security solutions to prevent information leaks and manage data effectively. This includes installing security programs and conducting training sessions to raise awareness among employees about the importance of information security. ECORBIT also strengthens monitoring systems to address security threats, exemplified by the installation of upgraded VPN equipment in 2023. In addition, ECORBIT is planning to operate a Security Operation Center (SOC) to monitor and effectively respond to security threats such as intrusions and data leaks at all times.



Information Security and Personal Data Protection

Personal Information Processing Policy

ECORBIT operates in compliance with relevant laws and regulations to safely manage personal information. To achieve specific purposes, ECORBIT proactively implements personal information processing policies to minimize the collection of personal information. Additionally, encrypted data is securely stored, and sensitive information is protected from unauthorized access. ECORBIT strictly adheres to legal requirements for the collection, processing, and disposal of personal information, ensuring no unauthorized disclosures to third parties. If personal information is deemed unnecessary, it is immediately disposed of in accordance with legal procedures.

In connection with this policy, ECORBIT obtains consent from executives and employees upon joining the company regarding the collection and use of personal information. The company conducts annual training on personal information for all employees. Additionally, ECORBIT is announcing its personal information processing policies on its internal portal for easy employee access.

ECORBIT allows and employees to request access, correction, or deletion of their personal information and to suspend its processing.

ECORBIT publishes its privacy policy on its official website, which applies to both internal and external stakeholders who utilize the Q&A section of the website.

 [Homepage personal information processing policy](#)

Response to Security Incidents and Personal Information Leaks

ECORBIT has established and operates basic principles for responding to information security incidents and personal information breaches to prepare for situations where such incidents may occur. In the event of an incident, measures are taken to minimize damage, and actions are implemented accordingly. To prevent recurrence, a cause analysis and monitoring of the incident must be conducted.

Personal Information Leakage Incident Response Process



Number of Information Security Incidents and Personal Information Leaks

Security Incidents		Personal Information Leaks	
2022	0 cases	2022	0 cases
2023	0 cases	2023	0 cases



87 ESG Facts & Figures
95 GRI Index
99 SASB Index
100 Awards and Associations

Appendix

ESG Facts & Figures

Financial

Consolidated Financial Statements

Category	Unit	2022	2023
Current Assets	THOUSAND KRW	436,544,997	341,788,526
Non-current Assets	THOUSAND KRW	1,337,764,113	1,374,868,982
Total Assets	THOUSAND KRW	1,774,309,110	1,716,657,508
Current Liabilities	THOUSAND KRW	255,946,821	210,681,918
Non-current Liabilities	THOUSAND KRW	785,179,517	849,354,951
Total Liabilities	THOUSAND KRW	1,041,126,338	1,060,036,869
Capital Stock	THOUSAND KRW	6,000,000	6,000,000
Capital Surplus	THOUSAND KRW	51,622,752	51,622,752
Other Components of Equity	THOUSAND KRW	13,104,650	8,629,879
Retained Earnings	THOUSAND KRW	653,526,689	580,919,173
Non-controlling Interests	THOUSAND KRW	8,928,681	9,448,835
Total Equity	THOUSAND KRW	733,182,772	656,620,639
Total Liabilities and Equity	THOUSAND KRW	1,774,309,110	1,716,657,508

Economic Value Distribution

Category	Unit	2022	2023	
Shareholders & Investors	Dividends	THOUSAND KRW	76,801,568	84,608,579
Investors	Interest Expenses	THOUSAND KRW	28,148,481	33,871,734
Government	Corporate Tax	THOUSAND KRW	21,318,860	25,032,132
Local Communities	Donations	THOUSAND KRW	573,840	786,493
Employees	Wages and Retirement Pensions	THOUSAND KRW	138,563,433	122,218,329

Consolidated Financial Statements

Category	Unit	2022	2023
Sales Revenue	THOUSAND KRW	642,679,619	674,379,217
Cost of Sales	THOUSAND KRW	430,037,030	469,319,273
Gross Profit	THOUSAND KRW	212,642,589	205,059,943
Selling and Admin Expenses	THOUSAND KRW	91,788,509	95,067,459
Operating Profit	THOUSAND KRW	120,854,080	109,992,484
Financial Income	THOUSAND KRW	6,813,671	12,871,818
Financial Expenses	THOUSAND KRW	28,407,719	34,308,755
Other Income	THOUSAND KRW	14,055,920	1,994,241
Other Expenses	THOUSAND KRW	38,382,767	57,407,263
Share of Profits and Losses in Joint Ventures and Associates	THOUSAND KRW	8,705,907	1,879,872
Income Before Tax	THOUSAND KRW	83,639,092	35,022,397
Income Tax Expense	THOUSAND KRW	21,318,860	25,032,132
Net Income from Continuing Operations	THOUSAND KRW	62,320,232	9,990,264
Net Income from Discontinued Operations	THOUSAND KRW	7,694,505	0
Profit for the Year	THOUSAND KRW	70,014,738	9,990,264
Other Comprehensive Income	THOUSAND KRW	66,105,399	6,331,742
Non-controlling Interests	THOUSAND KRW	3,909,339	3,658,522
Total Comprehensive Income	THOUSAND KRW	8,405,385	(10,525,782)
Retained Earnings	THOUSAND KRW	78,420,123	(535,518)
Total Comprehensive Income for the Year	THOUSAND KRW	74,493,768	(4,180,719)
Non-controlling Interests	THOUSAND KRW	3,926,355	3,645,201
Basic Earnings per Share	THOUSAND KRW	55	5

ESG Facts & Figures

Financial

Separate Financial Statements

Category	Unit	2022	2023
Current Assets	THOUSAND KRW	215,129,935	88,166,551
Non-current Assets	THOUSAND KRW	1,181,739,888	1,187,823,877
Total Assets	THOUSAND KRW	1,396,869,822	1,275,990,428
Current Liabilities	THOUSAND KRW	152,612,453	74,401,602
Non-current Liabilities	THOUSAND KRW	600,037,005	600,134,232
Total Liabilities	THOUSAND KRW	752,649,458	674,535,834
Capital Stock	THOUSAND KRW	6,000,000	6,000,000
Capital Surplus	THOUSAND KRW	73,768,037	69,195,745
Other Components of Equity	THOUSAND KRW	13,005,045	8,657,170
Retained Earnings	THOUSAND KRW	551,447,283	517,601,680
Total Equity	THOUSAND KRW	644,220,365	601,454,595
Total Liabilities and Equity	THOUSAND KRW	1,396,869,822	1,275,990,428

Separate Income Statement

Category	Unit	2022	2023
Sales Revenue	THOUSAND KRW	194,059,370	172,488,761
Cost of Sales	THOUSAND KRW	38,820,565	41,593,560
Gross Profit	THOUSAND KRW	155,238,804	130,895,201
Selling and Admin Expenses	THOUSAND KRW	23,627,459	22,305,485
Operating Profit	THOUSAND KRW	131,611,346	108,589,717
Financial Income	THOUSAND KRW	10,878,642	13,493,723
Financial Expenses	THOUSAND KRW	26,111,798	29,741,946
Other Income	THOUSAND KRW	434,111	51,416
Other Expenses	THOUSAND KRW	3,914,778	11,315,233
Share of Profits and Losses in Joint Ventures and Associates	THOUSAND KRW	(45,841,200)	(41,407,538)
Income Before Tax	THOUSAND KRW	67,056,322	39,670,140
Income Tax Expense	THOUSAND KRW	(125,900)	45,534
Net Income from Continuing Operations	THOUSAND KRW	67,182,222	39,624,606
Net Income from Discontinued Operations	THOUSAND KRW	4,218,434	(4,916,516)
Profit for the Year	THOUSAND KRW	71,400,656	34,708,090
Basic Earnings per Share	THOUSAND KRW	56	33

ESG Facts & Figures

Environmental

Greenhouse Gas Emissions

Category	Unit	2022	2023
Total Emissions	tCO ₂ eq	593,875	573,741
Direct (Scope 1) Emissions	tCO ₂ eq	564,100	544,088
Indirect (Scope 2) Emissions	tCO ₂ eq	29,775	29,653

Air Pollutant Emissions

Category	Unit	2022	2023
NOx (Nitrogen Oxides)	Tons	156	131
SOx (Sulfur Oxides)	Tons	7	11
PM10 (Particulate Matter)	Tons	8	7

Energy Consumption

Category	Unit	2022	2023
Gasoline	L	22,678	42,421
Kerosene	L	3,238	3,405
Diesel	L	1,135,685	1,781,484
LPG	M ³	11,635,565	9,950,483
LNG	M ³	46,766	103,640
Electricity	TJ	900	903
Steam (Self-produced)	TJ	650	828

Energy Sales

Category	Unit	2022	2023
Total Energy Sales	TJ	2,606	2,679
Electricity	TJ	276	276
Steam (Self-produced)	TJ	2,330	2,403

ESG Facts & Figures

Environmental

Waste Arisings by Type

Category	Unit	2022	2023
Total Waste Arisings	Tons	163,504	178,072
Designated Waste	Tons	8,908	11,144
General Waste	Tons	154,596	166,928

Waste Treatment Methods

Category	Unit	2022	2023
Recycling	Tons	63,271	75,879
Incineration	Tons	5,976	6,721
Landfill	Tons	78,819	89,904
Others	Tons	15,438	5,568

Water Usage

Category	Unit	2022	2023
Total Usage	Tons	633,640	625,935
Water and sewage Usage	Tons	75,335	94,541
Other (including process water, reuse water, etc.)	Tons	558,305	531,394

Environmental Laws and Regulations Violations

Category	Unit	2022	2023
Number of Violations	Cases	5	6

ESG Facts & Figures

Social

Workplace Accident Cases

Category	Unit	2022	2023
Working Hours	Hours	5,290,000	5,196,000
Severe Accidents	Cases	1	0
Total Recorded Incident Rate (TRIR) (*1)	-	0.86	1.42
Number of work-related injuries recorded	Cases	21	37
Lost Time Injury Rate (LTIR) (*2)	-	0.49	0.58
Lost Time Injury (LTI Cases)	Cases	12	15
Near-Misses	Cases	316	399
Lost Days	Days	591	507
Mortality Rate	%	0.04	0.00
Deaths from Occupational Diseases	Cases	0	0
Occupational Disease Cases	Cases	0	0

(*1) Total Recordable Incident Rate (TRIR): $RI * 200,000 / \text{Total Working Hours}$

(*2) Lost Time Injury Rate (LTIR): $LTI * 200,000 / \text{Total Working Hours}$

Human Rights Education

Category	Unit	2022	2023	
Sexual Harassment	Employees Participated	ppl	2,511	2,701
Prevention	Participation Rate	%	100	100
Training	Training Hours	Hours	2	2
Disability	Employees Participated	ppl	2,511	2,701
Awareness	Participation Rate	%	100	100
Training	Training Hours	Hours	2	2
Workplace	Employees Participated	ppl	2,511	2,701
Harrassment	Participation Rate	%	100	100
Prevention	Training Hours	Hours	2	2
Training				

ESG Facts & Figures

Social

Employment Status

Category		Unit	2022	2023
Total employees newly hired		ppl	447	685
Employees newly hired	Permanent	ppl	334	526
(By Employment Type)	Temporary	ppl	113	159
Employees newly hired	Under 30	ppl	165	244
(By Age)	30-50	ppl	208	347
	Over 50	ppl	74	94
Employees newly hired	Male	ppl	375	609
(By Gender)	Female	ppl	72	76
Employees newly hired	Executives	ppl	6	9
(By Position) (*1),(*2)	SM/SS, GM/GS	ppl	71	105
	JM/JS	ppl	263	421
Employees newly hired	Disabled	ppl	1	2
(By Diversity)	Veterans	ppl	0	2
	Foreigners	ppl	0	1

(*1) GM (General Manager) / GS (General Specialist) / SM (Senior Manager)
SS (Senior Specialist) / JM (Junior Manager) / JS (Junior Specialist)

(*2) Excludes rehired/academic/temporary employees

Employee Training

Category		Unit	2022	2023
Total Number of Trainees		ppl	4,128	4,826
Total Training Costs		Thousand KRW	375,936	572,013
Training Cost Per Person (*1)		Thousand KRW	91	119
Total Training Hours		Hours	49,630	56,840
Training Hours	Overall (*2)	Hours	12.0	11.8
Per Person	Male	Hours	12.0	11.5
	Female	Hours	12.1	12.6
	Permanent Employees	Hours	12.2	11.8
	Temporary Employees	Hours	10.4	10.2

(*1) Total training cost / total training hours

(*2) Total training hours / total trainees

Training Satisfaction

Category		Unit	2022	2023
Training Satisfaction Score		Score (*1)	4.48	4.57

(*1) Based on a 5-point scale

ESG Facts & Figures

Social

Employee Status

Category		Unit	2022	2023
Total Employees	Male	ppl	2,162	2,305
	Female	ppl	270	294
	Total	ppl	2,432	2,599
Permanent Employees	Male	ppl	1,820	1,982
	Female	ppl	206	237
	Korea	ppl	2,020	2,212
	Overseas	ppl	6	7
	Male Ratio	%	89.8	89.3
	Female Ratio	%	10.2	10.7
	Temporary Employees			
Temporary Employees	Male	ppl	342	323
	Female	ppl	64	57
	Korea	ppl	405	379
	Overseas	ppl	1	1
	Male Ratio	%	84.2	85.0
	Female Ratio	%	15.8	15.0
By Position (*1)(*2)	Executives	ppl	37	40
	SM/SS, GM/GS	ppl	924	1,001
	JM/JS	ppl	1,102	1,168
By Region	Korea	ppl	2,425	2,591
	Overseas	ppl	7	8

(*1) GM (General Manager) / GS (General Specialist) / SM (Senior Manager)
SS (Senior Specialist) / JM (Junior Manager) / JS (Junior Specialist)

(*2) Excludes rehired/academic/temporary employees

Diversity

Category		Unit	2022	2023
Permanent Employees (By Age)	Under 30	%	17.1	17.7
	30-50	%	66.4	67.8
	Over 50	%	16.5	14.5
Temporary Employees (By Age)	Under 30	%	10.3	9.7
	30-50	%	26.4	25.5
	Over 50	%	63.3	64.7

Welfare Expense Status

Category	Unit	2022	2023
Welfare Expenses	Thousand KRW	16,199,796	16,276,982

ESG Facts & Figures

Governance

ESG Management System

Category	Unit	2022 (*1)	2023
Number of ESG Management Committee Meetings	Cases	N/A	2

(*1) 2022 Data is marked as N/A, as ESG Management Committee meetings started from 2023.

Ethics Compliance Status

Category	Unit	2022	2023
Number of Confirmed Corruption Cases	Cases	0	0

Compliance Reporting and Action Status

Category	Unit	2022	2023
Number of CCO Hotline Reports	Cases	7	5
Number of CCO Hotline Reports Resolved	Cases	7	5

Compliance Education

Category	Unit	2022	2023
Number of Compliance Training Participants	ppl	419	394
Compliance Training Participation Rate	%	16.0	14.0
Per Capita Compliance Training Hours	Hours	0.5	0.5

Personal Information Protection Education

Category	Unit	2022	2023
Number of Personal Information Protection Training Participants	ppl	2,511	2,701
Personal Information Protection Training Participation Rate	%	100	100
Personal Information Protection Training Hours per Person	Hours	4	4

GRI Index



Statement of Use ECORBIT has prepared this sustainability report for the period from January 1, 2023, to December 31, 2023, following the GRI Standards 2021 principles (In accordance with).

GRI 1 Used GRI 1 Foundation 2021

Applicable GRI Sector Standards There are no applicable GRI Sector Standards as of June 2024, ECORBIT's sustainability report publication date.

General Disclosures

Disclosure Index	Report Location	Notes
Organize And Reporting Practices 2-1 Organizational Details	p11	
Reporting 2-2 Reporting Scope	p7	
Practices 2-3 Reporting Period, Frequency, and Contact Point	p7	
2-4 Restatements of Information	-	Not applicable (First issuance of report)
2-5 External Assurance	-	Not applicable
Organize And Reporting Practices 2-6 Organizational Activities, Value Chain, and Other Business Relationships	p14~p19	
Practices 2-7 Employees	p93	
2-8 Non-Employees Workers	-	
Governance 2-9 Governance Structure and Composition	p73~p74	
2-10 Nomination and Selection of the Highest Governance Body	-	
2-11 Chair of the Highest Governance Body	p74	
2-12 Role of the Highest Governance Body	p74	
2-13 Delegation of Responsibility for Managing Impacts	p73	
2-14 Role of the Highest Governance Body in Sustainability Reporting	p76	
2-15 Conflicts of Interest	-	
2-16 Communication of Critical Concerns	p76	
2-17 Collective Knowledge of the Highest Governance Body	p75	
2-18 Evaluation of Performance of the Highest Governance Body	-	
2-19 Remuneration Policies	-	
2-20 Process for Determining Remuneration	-	
2-21 Annual Total Compensation Ratio	-	

Disclosure Index	Report Location	Notes
Strategy, Policies, and Practices 2-22 Statement on Sustainable Development Strategy	p10	
2-23 Policy Commitments	p40 (Environment Policy), p56 (Human Rights Policy), p66 (Supply Chain Policy)	
2-24 Embedding Policy Commitments	p40 (Environment Policy), p56 (Human Rights Policy), p66 (Supply Chain Policy)	
2-25 Processes to Remediate Negative Impacts	p57, p82	
2-26 Mechanisms for Seeking Advice and Raising Concerns	-	
2-27 Compliance with Laws and Regulations	p46, p81	
2-28 Associations	p100	
Engagement with Stakeholders 2-29 Approach Method to Stakeholder Engagement	p24	
2-30 Collective Bargaining Agreements	p56, p58	

Material Topics

Disclosure Index	Report Location	Notes
GRI 3: Material Topics Disclosure 3-1 Process for Determining Material Topics	p25	
3-2 Material Topics List	p26	
3-3 Manage Material Topics	p26~p28	

GRI Index



Material Issues

Disclosure Index

			Report Location	Notes
GRI 201:	201-1	Direct economic value generated and distributed (EVG&D)	p87	
Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	p33~p36	
GRI 205 :	205-1	Operations assessed for risks related to corruption	p80	
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	p81~p82, p94	
	205-3	Confirmed incidents of corruption and actions taken	p80, p94	
GRI 206:	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p80	
Anti-competitive Behavior				
GRI 302: Energy	302-1	Energy consumption within the organization	p89	
	302-4	Reduction of energy consumption	p41	
	302-5	Reductions in energy requirements of products and services	p41	
GRI 303:	303-1	Interactions with water as a shared resource	P42	
Water and Effluents	303-2	Management of water discharge-related impacts	p42~p43	
	303-5	Water consumption	p90	
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p42	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	p37, p89	
	305-2	Indirect (Scope 2) GHG emissions	p37, p89	
	305-5	Reduction of GHG emissions	p37~p38	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p89	

GRI Index



Material Issues

Disclosure Index

			Report Location	Notes
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	p41~p42	
	306-2	Management of significant waste-related impacts	p41	
	306-3	Waste generated	p90	
	306-5	Waste diverted from disposal	p90	
GRI 308:	308-2	Negative environmental impacts on the supply chain and actions taken	p69	
Supplier Environmental Assessment				
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	p48~p49	
	403-2	Hazard identification, risk assessment, and incident investigation	p49~p55, p91	
	403-3	Occupational health services	p51	
	403-4	Worker participation, consultation, and communication on occupational health and safety	p49	
	403-5	Worker training on occupational health and safety	p50	
	403-6	Promotion of worker health	p63	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p52~p54	
	403-9	Work-related injuries	p91	
	403-10	Work-related ill health	p91	
	GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	p57
GRI 413: Local Communities	413-1	Local community engagement, impact assessments, and development programs	p71	

GRI Index



Non - Material issues

Disclosure Index			Report Location	Notes
GRI 401: Employment	401-1	New employee hires and employee turnover	p92	
GRI 404:	404-1	Average hours of training per year per employee	p92	
Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	p61	
	404-3	Percentage of employees receiving regular performance and career development reviews	p62	
GRI 405:	405-1	Diversity of governance bodies and employees	p93	
Diversity and Equal Opportunity				
GRI 415: Public Policy	415-1	Political contributions	p71	
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	p85	



SASB Index



The SASB (Sustainability Accounting Standards Board) standards are industry-specific sustainability accounting standards published in 2011 by the American Sustainability Accounting Standards Board. The SASB identifies sustainability risk topics that are highly relevant to each industry and recommends that companies continuously report on these topics to communicate with investors and stakeholders. ECORBIT's SASB Index is in accordance with the standards of the Waste Management industry, which is highly relevant to our major businesses.

TOPIC	METRIC	CODE	Report Location	Notes
Greenhouse Gas Emissions	(1) Gross global emissions (Gross Scope 1)	IF-WM-110a.1	p37, p39, p89	
	(2) Percentage of emissions subject to regulation			
	(3) Percentage of emissions covered under emissions-limiting regulations			
	Discussion of long-term and short-term strategies and targets			
	Scope 1 emissions, emissions reduction targets, and performance analysis management	IF-WM-110a.3	p35~p39	
Fuel Management	Percentage of alternative fuel vehicles	IF-WM-110b.2	p42	
Air Quality	Air emissions of the following pollutants	IF-WM-120a.1	p89	
	(1) NOx (excluding N2O)			
	(2) SOx			
Leachate Management and Hazardous Waste	Number of incidents of non-compliance with environmental laws and regulations	IF-WM-150a.3	p46	
Worker Health and Safety	(1) Total Recordable Incident Rate (TRIR)	IF-WM-320a.1	p55, p91	
	(2) Fatality Rate			
Recycling and Resource Recovery	(1) Tons of material recycled	IF-WM-420a.1	p90	

Awards and Associations

Awards

Energy Target Management Business of Excellence Certification / Korea Energy Agency

Water BU, Gyeongsangbuk-do Gyeongsan National Industrial Wastewater Complex

Certified as business of excellence for energy target management

(Validity period: October 27, 2023 - December 31, 2024)

Selected as an Excellent Organization / Ministry of Environment

Water BU, Gyeongsangbuk-do Yeongdeok Sites

Selected as entity of excellence in the 2023 Public Sewerage Operation Management Evaluation

Selected as an Excellent Organization / Ministry of Environment

Water BU, Gyeongsangbuk-do, Kimcheon, Kimcheon Sites

Selected as entity of excellence in the 2023 Public Sewerage Operation Management Evaluation

Selected as the Best Organization / Ministry of Environment

Water BU, Gyeongsangbuk-do Yeongcheon Organic Waste Regional Energy Facility

Selected as the Best Organization in the 2023 Waste Treatment Business and Waste Treatment Facility Installation and Operation Evaluation by the Ministry of Environment

(Awarded 3 times since 2018)

Commendation / Mayor of Paju

Water BU, Gyeonggi-do Paju Unjeong Sites

Received a Commendation at the "2023 Paju Volunteer Conference"

Plaque of Appreciation / Korea Occupational Safety and Health Agency

Energy BU, Gyeongsangnam-do Ulsan Metropolitan City Sites

Received a Plaque of Appreciation in 2023 for 'Safety and Health Content Development'

Associations

Korea International Trade Association (KITA)

Korean Institute of Resources Recycling

Korea Metal Recycling Industry Association

Korea Fire Safety Institute

Chungbuk Environmental Engineers Association

Korea Association of Waste to Energy Technology

Korea Environmental Conservation Institute

(Former Korea Environmental Preservation Association)

Jeonbuk Special Self-Governing Province Freight Transport Association

Sejong Special Self-Governing City Freight Transport Association

Korea Water and Wastewater Works Association

Korea Environmental Industry Association

Korea Organic Resources Recycling Association

Korea Society of Waste Management

Korean Society of Water and Wastewater

Korea Specialty Contractors Association

Korea Institute of Construction Engineering and Management

Korean Engineering and Consulting Association

Korea Soil and Groundwater Environment Association

Korean Society of Soil and Groundwater Environment

Korean Environmental Sciences Society

Korea Industrial Waste Landfills Association

ECORBIT Sustainability Report 2023

