

ESG Factbook

Economic Performance

Consolidated Statement of Financial Position

Classification	2023	2024	2025
Assets			
Current assets	4,680,966,964,634	5,439,008,063,568	7,595,249,864,608
Cash and cash equivalents	658,119,624,499	114,716,160,403	60,938,581,663
Short-term financial instruments	101,961,643,835	-	200,000
Financial instruments at fair value through profit or loss	-	27,131,621,918	-
Trade receivables	347,080,182,507	398,755,279,903	721,535,321,886
Contract assets	167,048,244,926	481,616,109,522	840,442,674,621
Other financial assets	54,273,859,444	22,371,366,814	13,897,200,559
Inventories	1,736,483,586,736	2,359,034,707,814	3,637,049,615,737
Current tax assets	4,675,032,310	53,939,720	28,924,150
Other assets	1,611,324,790,377	2,035,328,877,474	2,321,357,345,992
Non-current assets held for sale	-	-	-
Non-current assets	2,458,609,964,087	2,586,530,345,825	2,775,007,025,579
Financial instruments at fair value through profit or loss	66,899,807,799	79,655,609,179	93,234,621,796
Derivative financial assets	-	-	1,809,842,661
Trade receivables	48,611,329,051	29,511,304,701	5,230,119,803
Contract assets	-	-	-
Other long-term financial assets	8,749,878,888	9,200,977,948	8,995,165,301
Subsidiaries, associates, and joint ventures	13,217,033,407	14,537,075,358	10,273,447,557
Property, plant and equipment	814,609,733,679	912,525,958,117	993,845,621,517
Intangible assets	804,198,545,232	845,689,955,229	943,722,945,645
Deferred tax assets	320,830,153,204	334,408,365,983	369,486,517,043
Other assets	381,493,482,827	361,001,099,310	348,408,744,256
Total assets	7,139,576,928,721	8,025,538,409,393	10,370,256,890,187
Liabilities			
Current liabilities	4,400,307,820,313	4,914,742,846,130	6,351,261,361,490
Trade payables	353,106,646,319	503,924,820,654	608,693,665,892
Other financial liabilities	308,478,574,208	455,034,586,958	397,703,676,535
Contract liabilities	1,801,883,479,074	1,790,653,761,352	2,140,537,042,660
Short-term borrowings	21,400,000,000	413,870,080,000	492,840,000,000
Current portion of long-term borrowings	28,564,710,866	29,099,312,594	23,984,537,081
Current portion of bonds	349,928,509,685	-	299,927,913,806
Current tax liabilities	149,178,123	37,150,836,166	31,379,221,893
Provisions	65,195,380,769	64,007,068,063	62,065,511,203
Other liabilities	1,471,601,341,269	1,621,002,380,343	2,294,129,792,420
Derivative financial liabilities	-	-	-
Non-current liabilities	1,119,328,591,131	1,383,618,681,142	2,121,648,666,661
Long-term borrowings	58,494,503,972	43,462,002,449	63,884,406,725
Bonds	149,848,486,881	549,289,349,481	1,266,374,236,834
Other long-term financial liabilities	375,700,089,535	238,053,665,761	156,968,416,945
Net defined benefit liabilities	418,277,469,019	452,225,263,324	511,164,571,868
Provisions	74,996,036,825	54,993,625,449	62,564,850,373
Other non-current liabilities	40,096,783,707	45,594,774,678	58,654,191,133
Deferred tax liabilities	477,425,788	-	2,037,992,783
Derivative financial liabilities	1,437,795,404	-	-
Total liabilities	5,519,636,411,444	6,298,361,527,272	8,472,910,028,151
Equity			
Equity attributable to owners of the parent	1,597,412,953,604	1,705,857,243,034	1,830,169,571,361
Share capital	487,375,535,000	487,375,535,000	487,375,535,000
Share premium	124,077,485,927	124,077,485,927	124,077,485,927
Retained earnings	1,002,625,836,715	1,111,014,146,545	1,235,363,106,759
Other equity items	(16,665,904,038)	(16,609,924,438)	(16,646,556,325)
Non-controlling interests	22,527,563,673	21,319,639,087	67,177,290,675
Total equity	1,619,940,517,277	1,727,176,882,121	1,897,346,862,036
Total equity and liabilities	7,139,576,928,721	8,025,538,409,393	10,370,256,890,187

Environmental Performance

GHG Emissions

Classification		Unit	2023	2024	2025	Remarks
GHG Emissions	Scope 1	tCO ₂ eq	17,825	19,821	20,373	Based on Headquarters, Sancheong, Goseong, Jongpo, Jinju, and leased sites (Seoul Office, KAEMS)
	Scope 2	tCO ₂ eq	47,463	47,338	51,126	
	Scope 3	tCO ₂ eq	1,569	5,061	655,737	
	Total	tCO ₂ eq	66,857	72,220	727,236	
GHG Intensity	Revenue	KRW 1 billion	3,819	3,598	3,696	Based on Headquarters, Sancheong, Goseong, Jongpo, Jinju, and leased sites (Seoul Office, KAEMS)
	Scope 1	tCO ₂ eq/KRW 1 billion	4.67	5.51	5.51	
	Scope 2	tCO ₂ eq/KRW 1 billion	12.43	13.16	13.83	
	Scope 3	tCO ₂ eq/KRW 1 billion	0.41	1.41	177.42	
GHG Reduction	Total GHG emissions reduction	tCO ₂ eq	-	3,062	3,719	Reduction Performance Report
	Total GHG emissions reduction rate	%	-	5%	5.2%	
Emissions Trading Performance	Allocation	tCO ₂ eq	58,698	57,919	52,765	Basis changed from emissions to government allocation for the planning period ('23–24 revised)
	Emissions	tCO ₂ eq	65,285	67,159	71,499	

Energy Management

Classification		Unit	2023	2024	2025	Remarks
Energy Consumption and Reduction	Electricity	kWh	102,495,600	102,067,972	110,335,910	Based on Headquarters, Sancheong, Goseong, Jongpo, Jinju
	Renewable energy	kWh	-	6,666,373	8,096,460	
	LNG (Natural Gas)	m³	281,828	282,862	265,202	Based on Goseong Aggregation criteria re-established ('23–24 revised)
	LNG (City Gas)	m³	3,955,455	4,073,040	4,404,356	Based on Headquarters, Sancheong, Jongpo Aggregation criteria re-established ('23–24 revised)
	Jet fuel	kℓ	3,200.877	3,866.700	3,835.285	
	Gasoline	kℓ	101.816	121.323	115.537	
	Kerosene	kℓ	0	0	0	
	Diesel	kℓ	157.239	171.176	152.229	
	Energy consumption reduction	kWh	-	6,666,373	8,096,460	
	Energy reduction	GJ	-	63,997	77,726	
	GHG emission reductions	tCO ₂ eq	-	3,062	3,719	
	Revenue	KRW 1 billion	3,819	3,598	3,696	
Energy Intensity	Electricity	kWh/KRW 1 billion	27,052	28,638	29,852	Based on Headquarters, Sancheong, Goseong, Jongpo, Jinju
	LNG (Natural Gas)	m³/KRW 1 billion	73.79	78.61	71.75	Based on Goseong
	LNG (City Gas)	m³/KRW 1 billion	1,035	1,132	1,191	Based on Headquarters, Sancheong, Jongpo

Water Consumption

Classification		Unit	2023	2024	2025	Remarks
Water Consumption	Water consumption	m³	174,294	142,745	158,251	Based on Headquarters, Sancheong, Jongpo, Goseong, Jinju
	Water withdrawal	m³	421,534	441,377	453,483	
	Wastewater generation	m³	63,300	105,093	90,223	Based on Headquarters, Jongpo
	Sewage discharge	m³	183,940	193,539	205,009	Based on Headquarters
	Recycled water	m³	49,428	58,549	58,416	Based on Headquarters, Sancheong
	Water recycling rate	%	28.4	41.0	36.9	Formula error corrected ('23–24 revised)

Waste Generation

Classification		Unit	2023	2024	2025	Remarks	
Waste Generation	By type of waste generation	Designated waste emissions	ton	478.33	382.63	542.04	The waste volume in parentheses includes waste sold (waste paper, steel scrap) .
		General waste emissions	ton	1,272.11 (2,070.36)	1,472.53 (2,378.74)	1,466.17 (2,346.77)	
		Total	ton	1,750.44 (2,548.69)	1,855.16 (2,761.37)	2,008.21 (2,888.81)	
	By treatment method Generation	Recycling_Designated waste	ton	121.06	145.66	155.42	The waste volume in parentheses includes waste sold (waste paper, steel scrap) .
		Recycling_General waste	ton	1,228.31 (2,026.56)	1,398.12 (2,304.33)	1,383.92 (2,264.52)	
		Incineration_Designated waste	ton	324.77	156.41	126.91	
		Incineration_General waste	ton	-	-	-	
		Landfill_Designated waste	ton	-	-	-	
		Landfill_General waste	ton	43.8	74.41	82.25	
		Other_Designated waste	ton	32.5	80.56	259.71	
		Other_General waste	ton	-	-	-	
	Waste intensity Generation	Total generation	ton/KRW 1 billion	0.458 (0.667)	0.516 (0.767)	0.543 (0.782)	
	Waste recycling rate	Recycling rate_Designated waste	%	25.31	38.07	28.67	
		Recycling rate_General waste	%	96.56 (97.88)	94.95 (96.87)	94.39 (96.50)	
		Recycling rate_Total	%	77.09 (84.26)	83.22 (88.72)	76.65 (83.77)	

Pollutant Generation

Classification		Unit	2023	2024	2025	Remarks
Pollutant Generation	Air pollutant emissions	Dust	ton	7.313	6.434	13.086
		Nitrogen oxides (NOx)	ton	3.11	2.943	5.099
		Sulfur oxides (SOx)	ton	0.243	0.044	0.012
		Total emissions	ton	10.666	9.421	18.197
	Wastewater generation		m³	63,300	105,093	90,223
	Water pollutant emissions	BOD	ton	0.414	0.411	0.491
		TOC	ton	0.418	0.709	0.730
		SS	ton	0.237	0.916	0.726
		T-N	ton	0.290	0.647	0.751
		T-P	ton	0.003	0.006	0.005

Raw and Subsidiary Material Consumption

Classification		Unit	2023	2024	2025	Remarks
Raw and Subsidiary Materials Consumption		Steel materials	ton	17,740.607	22,501.147	24,451.095

Eco-Friendly Investment Performance

Classification		Unit	2023	2024	2025	Remarks
Eco-friendly vehicles ratio	Business use_Long-term rental	units	124	136	133	
	Business use_Purchase	units	55	56	59	
	Total	units	179	192	192	
	Eco-friendly vehicles_Hybrid	units	14	29	50	
	Eco-friendly vehicles_Hydrogen/Electric	units	-	-	-	
	Total	units	14	29	50	
	Eco-friendly vehicle ratio	%	7.82	15.1	25.9	
Environmental facilities investment costs	Environmental facility investment (air/water not distinguishable)	KRW 1,000	2,008,182	2,308,788	1,987,804	Sum of investment and repair costs
Environmental costs	Environmental facility operating costs	KRW 1 million	1,085	1,367	1,687	Prevention-facility electricity costs
	General administrative expenses	KRW 1 million	2,066	2,238	2,577	Environmental budget (actual)

Hazardous Chemical Use

Classification		Unit	2023	2024	2025	Remarks
Hazardous chemical use	Hazardous chemical consumption	ton	99.67	101.16	153.34	Of the total consumption of products containing hazardous chemicals, the basis was changed to enter only the actual hazardous chemical consumption
	Hazardous chemical leakage accidents	Number of cases	-	-	-	

Key Certification Status

Classification		Unit	2023	2024	2025	Remarks
Key certification status	ISO 50001 certification	sites	1	1	1	
	ISO 14001 certification	sites	5	5	5	
	ISO 45001 certification	sites	5	5	6	
	ISO 27001 certification	sites	1	1	1	

Social Performance

Employee Status

Classification		Unit	2023	2024	2025	Remarks
Workforce status	Total number of employees	Persons	5,098	5,093	5,235	Including employees on leave
	Total employees By gender	Male	Persons	4,694	4,672	4,761
		Female	Persons	404	421	474
	Total employees By age	Under 30	Persons	626	654	815
		30 to under 40	Persons	1,474	1,475	1,526
		40 to under 50	Persons	1,273	1,212	1,132
		50 or older	Persons	1,725	1,752	1,762
	Total employees By position	Executives	Persons	24	32	30
		Managers	Persons	240	293	296
		Staff	Persons	4,834	4,768	4,909
	Total employees By contract type	Employees without a fixed term	Persons	4,251	4,516	4,768
		Fixed-term employees	Persons	847	577	467
	Employee diversity	Number of employees with disabilities	Persons	82	80	172
		Ratio of employees with disabilities	%	1.61	1.57	3.29
	Average years of service		Years	13.96	13.94	13.74
		Male	Years	14.47	14.47	14.31
		Female	Years	7.99	8.08	8.00

New Hires and Turnover

Classification			Unit	2023	2024	2025	Remarks
Permanent employees New hires status (Employees)	Number of new hires		Persons	375	455	519	
	New hires Number By gender Classification	Male	Persons	314	371	424	
		Female	Persons	61	84	95	
	New hires Number By age Classification	Under 30	Persons	167	231	359	
		30 to under 40	Persons	60	76	54	
		40 to under 50	Persons	74	85	30	
		50 or older	Persons	74	63	76	
	New hires Number By position Classification	Executives	Persons	-	1	-	
		Managers	Persons	2	-	-	
		Staff	Persons	373	454	519	
New hires Number By contract type Classification	Employees without a fixed term	Persons	146	249	398		
	Fixed-term employees	Persons	229	206	121		
Turnover status	Total number of leavers		Persons	397	510	419	
	Number of voluntary leavers	Male	Persons	128	112	100	
		Female	Persons	20	19	13	
		Total	Persons	148	131	113	
	Voluntary turnover rate		%	2.90	2.57	2.16	
	Number of involuntary leavers	Male	Persons	210	307	277	
		Female	Persons	39	72	29	
		Total	Persons	249	379	306	
	Involuntary turnover rate		%	4.88	7.44	5.85	

Training Status

Classification		Unit	2023	2024	2025	Remarks
Human resource development status (Education and training)	Total number of trainees	Persons	25,428	26,063	30,613	
	Total training cost	KRW 100 million	20.0	24.8	13.6	
	Total training hours	Hours	152,942	155,123	226,305	
	Training hours per person	Hours	30.4	30.8	45.0	
	Training cost executed per person	KRW 1,000/person	397	493	490	
	Training satisfaction	Points	4.50	4.64	4.58	

Maternity Leave and Parental Leave Status

Classification			Unit	2023	2024	2025	Remarks	
Maternity leave usage status	Maternity leave taken Number of employees	Male	Persons	131	161	188		
		Female	Persons	14	14	20		
		Total	Persons	145	175	208		
Parental leave usage status	Parental leave taken Number of employees	Male	Persons	45	52	95	Number of employees who started parental leave in the year	
		Female	Persons	10	9	18		
		Total	Persons	55	61	113		
	After parental leave Number of returnees	Male	Persons	48	45	79	Number of employees who returned to work after parental leave ended in the year	
		Female	Persons	10	8	12		
		Total	Persons	58	53	91		
	Return rate after parental leave	Total	%	92.72	100.00	98.68	Ratio of returnees after parental leave to employees eligible to return after parental leave ended in the year	
		After returning from parental leave Number of employees working 12 months	Total	Persons	45	55	52	Number of prior-year returnees who worked 12 months or more
		After returning from parental leave Ratio of employees working 12 months	Total	%	93.75	94.83	98.11	Ratio of prior-year returnees who worked 12 months or more, relative to prior-year returnees

Labor Union Membership Status

Classification		Unit	2023	2024	2025	Remarks
Labor union Membership status	Number eligible for membership	Persons	4,238	4,578	4,825	
	Union members (covered by collective agreement)	Persons	3,544	3,842	4,099	
	Union membership rate (covered by collective agreement)	%	83.6	83.9	85.0	
	Labor-Management Council held	Times	3	2	2	

Social Contribution Activity Status

Classification		Unit	2023	2024	2025	Remarks
Social contribution activities status	Employees participating in volunteer activities (including family)	Persons	262	448	505	
	Employee volunteer hours	Hours	2,768	1,503	1,990	
	Volunteer hours per employee	Hours	10.6	3.4	3.9	
	Social contribution fund	KRW 1 million	896	541	1,038	

Safety and Health

Classification		Unit	2023	2024	2025	Remarks
Employees Safety and health	Environmental accidents	Number of cases	-	-	-	
	Serious industrial accidents	Number of cases	-	-	-	
	Safety and health law violations	Number of cases	-	-	-	

Partner Company Status

Classification		Unit	2023	2024	2025	Remarks
Partner companies	Total number of partner companies	Companies	80	83	92	Domestic outsourcing partner companies
	Partner company financial support performance	KRW 100 million	267.9	386.1	401.1	'23 and '24 results adjusted due to added performance items
	Collaborative cooperation technical support	Cases	3,421	1,388	2,648	
	Number of partner companies participating in ESG consulting	Companies	10	-	7	

Industrial Accidents

Classification		Unit	2023	2024	2025	Remarks
Industrial accidents	Employees	Accident rate	%	0.18	0.18	As an industrial accident claim filed in 2023 was approved in 2024, the 2024 industrial accident rate was adjusted from 0.16 to 0.18 *Official industrial accident rate approved by the Korea Workers' Compensation and Welfare Service
		Frequency rate	Cases/1 million hours	0.90	0.89	
		Severity rate	Days/1,000 hours	-	-	
		Lost-time injury frequency rate (LTIFR)	Cases/1 million hours	0.90	0.89	
	In-house partners	Accident rate	%	-	-	
		Frequency rate	Cases/1 million hours	-	-	
		Severity rate	Days/1,000 hours	-	-	
		Lost-time injury frequency rate (LTIFR)	Cases/1 million hours	-	-	

Information/Cyber Security

Classification		Unit	2023	2024	2025	Remarks
Information/Cyber Security	Number of information/cyber security incidents	Cases	-	-	-	
	Fines or penalties paid due to incidents	KRW	None	None	None	
	Number of information security violations/incidents involving customer information	Cases	-	-	-	
	Number of customers affected by data breaches	Persons	-	-	-	

Governance Performance

Anti-Corruption and Ethical Management

Classification		Unit	2023	2024	2025	Remarks
Anti-corruption and ethical management	Ratio of employees participating in anti-corruption and integrity training	%	100	100	100	
	Number of legal actions on unfair trade practices	Cases	0	0	0	Business Report > XI. Other matters necessary for investor protection > 3. Matters related to sanctions, etc.
	ISO 37001		Obtained	Obtained	Obtained	
	ISO 37301		Obtained	Obtained	Obtained	

Cyber Whistleblowing Status

Classification		Unit	2023	2024	2025	Remarks
Cyber whistleblowing status	Number of cyber whistleblowing reports received	Cases	68	53	78	
	Number of cyber whistleblowing reports processed	Cases	68	53	78	
	Cyber whistleblowing processing rate	%	100	100	100	

Board of Directors

Classification		Unit	2023	2024	2025	Remarks
Board of Directors	Board operation performance	Number of Board meetings held	Times	10	8	9
		Number of agenda items	Cases	56	34	50
		Ratio of outside directors	%	83	83	83
		Ratio of female directors	%	17	17	17
		Board attendance rate	%	100	94	96
	Total Board remuneration	Registered directors (excluding outside directors and Audit Committee members)	KRW 1 million	707	780	1,571
		Outside directors (excluding Audit Committee members)	KRW 1 million	-	-	-
		Audit Committee members	KRW 1 million	307	400	409