

Everyday Everywhere

EcoPro Sustainability Report 2023



About This Report



Report Overview

With its first Sustainability Report, EcoPro discloses and communicates with its stakeholders about the company's achievements and goals in creating economic, environmental, and social value. Through this Report, we seek to align EcoPro's growth strategy with its ESG management approach, while providing comprehensive insights into our plans and initiatives to contribute toward achieving the United Nations Sustainable Development Goals (UN SDGs). This annual publication represents our ongoing dedication to fostering shared growth with the community and ensuring the sustainability of our business operations.

Reporting Period

This Report outlines the company's performance and achievements from January 1 to December 31, 2023, using both financial and non-financial indicators from qualitative and quantitative perspectives. To enhance stakeholder understanding of key issues, we have included data available up to the publication of this Report. For quantitative accomplishments, we provide a three-year overview of performance data relating to environmental, social, and governance aspects, offering a comprehensive view of our past achievements.

Scope of the Report

This Report outlines the role of the holding company within EcoPro Group and provides a comprehensive view of the sustainable performance of EcoPro, EcoPro AP, EcoPro CnG, and EcoPro Innovation. In some cases, the Report also includes the activities and performance of other Group companies. When necessary, specific company names are clearly identified to ensure proper understanding of the Report's scope. For economic quantitative performance, the data encompass both domestic and international operations of EcoPro, EcoPro AP, EcoPro CnG, and EcoPro Innovation.

For social and environmental quantitative data, the focus is placed primarily on domestic operations, taking into account their scale, nature, and influence, with a clear indication of the scope of disclosure where applicable.

Reporting Guidelines

This Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, an internationally recognized guideline for sustainable management. The financial information is based on consolidated financial statements, following the reporting standards and definitions of the Korean International Financial Reporting Standards (K-IFRS). Any financial or non-financial information aggregated under standards uniquely established by EcoPro is annotated accordingly.

Independent Assurance

To ensure the reliability of the data and prevent the possibility of ESG washing, this Report has undergone an assurance engagement by Lloyd's Register Quality Assurance Korea (LRQA), a third-party independent assurance service provider, in accordance with the AA1000 Assurance Standard (AA1000AS v3). The third-party assurance statement is documented on page 109-110.

Contact

This Report is available for download from the EcoPro website (<https://ecopro.co.kr/>). For questions and inquiries, please contact us via the following:

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- Email** | junkyu@ecopro.co.kr
- Tel.** | 02-6903-1613

Interactive PDF

This Report has been published as an interactive PDF document, featuring hyperlinks that direct readers to the corresponding pages within the Report and associated web pages.

Navigator Button

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CEO Message



Dear Stakeholders,

I am pleased to publish this Sustainability Report to communicate and share with you our efforts and achievements, guided by our commitment to enhancing the quality of people's lives and providing greater convenience through the development of new energy and environmental improvement technologies.

The world is currently grappling with multifaceted threats to both business and humanity, including unstable international politics, the intensifying climate crisis, and growing social polarization. In response, it is imperative that we focus our efforts on wholeheartedly and genuinely pursuing ESG management to ensure sustainability for all. This year, we have established an ESG management vision and an implementation system that apply across all EcoPro Group companies. These initiatives represent our sincere commitment to building a better future.

First, we will take the lead in the secondary battery market.

We are committed to establishing the EcoPro brand firmly in the market and attracting more customers by advancing novel high-nickel technology and establishing a Closed Loop Eco-System. To navigate the economic recession, we will further enhance groupwide collaboration to strengthen the competitiveness of our closed-loop system for secondary batteries. Additionally, we will continue to prioritize investment and R&D to stay ahead of market trends.

CEO Message

Second, we will play leading roles in addressing the global climate crisis.

We have established the 2050 Carbon Neutrality Roadmap, which outlines groupwide environmental goals and detailed implementation tasks. This roadmap envisions stronger collaboration in the development of eco-friendly materials and technologies, green workplace operations, and reducing greenhouse gas emissions across the supply chain. A key focus of our efforts will be on advancing a resource-recycling economy.

Third, we will never compromise our commitment to safety.

As safety failures due to human error continue to rise both locally and internationally, EcoPro is deeply committed to protecting our employees and those around them. From top management to every employee, there is a strong consensus that safeguarding lives is our top priority. The importance of prevention cannot be overstated, nor can the value of investment in health and safety initiatives.

Fourth, we will strive for shared growth for all humankind.

The ultimate raison d'être of a business is to manage in the interest of people. EcoPro is committed to enhancing the quality of life in the communities we serve through corporate social responsibility initiatives tailored to local needs. We aim to address local challenges, such as job creation and supporting the vulnerable, by taking a leading role. In addition, we will focus on responsible mineral sourcing to reinforce the competitiveness and sustainability of our entire supply chain.

Finally, we will operate with a global perspective.

Our Governance Charter stands as a public declaration of our commitment to advanced business governance. As a conglomerate subject to statutory disclosure and restrictions on direct reciprocal shareholding, EcoPro upholds the highest standards of governance, emphasizing even greater transparency and accountability in governance. We are dedicated not only to compliance management but also to making ethical judgment the cornerstone of all our business activities to ensure fairness, integrity, and responsible management.

At EcoPro, we aim to be the best, continuously striving for sustainable social and corporate development built on a foundation of trust. We remain committed to challenging the status quo and embracing change to create a better tomorrow. As we pursue growth alongside society, we sincerely ask for your continued interest and support in our journey.

Thank you.

August 2024.

Song Ho-jun | CEO of EcoPro

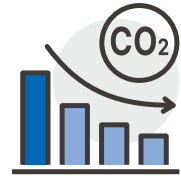


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ESG Highlight

Environment

2050 Carbon Neutrality goal based on the SBTi



EHS Office



Eco-friendly Closed Loop System model advancement



Society

Establishment of the Human Rights Management Charter



Supplier Code of Conduct

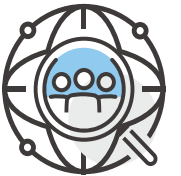


Certification of CSR in the Community 5 years in a row



Governance

Declaration of the Coporate Governance Charter



Introduction of the BSM¹⁾ for Board expertise



1) BSM: Board Skills Matrix

Establishment of the Audit Committee



Company Overview

We aspire to be a world leader in environmental and energy materials.



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About EcoPro

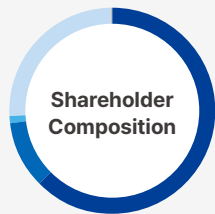
Established in October 1998, EcoPro has dedicated itself to developing eco-friendly materials and components for air pollution control. In 2003, we took a significant step toward localizing core materials for secondary batteries, which had previously relied heavily on imports. Since then, we have grown by focusing on two major business pillars: environment and energy. In May 2016, we spun off EcoPro BM, specializing in cathode materials, followed by the equity spin-off of EcoPro HN in May 2021 as a specialist in energy and environmental improvement. In February of the following year, we met the legal requirements and were officially granted the holding company status. Now, as the holding company of EcoPro Group, we focus on discovering new growth drivers, establishing an ESG management system across all Group companies, and ensuring financial stability.

Company Profile

(As of the end of December 2023, based on consolidated financial statements)

Company name	EcoPro Co., Ltd.
Establishment	October 1998
CEO	Song Ho-jun
Number of employees	201
Revenue	KRW 7.2 trillion
Total equity	KRW 3.4 trillion
Head office	587-40 Gwahaksaneop 2-ro, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea

(As of the end of December 2023)



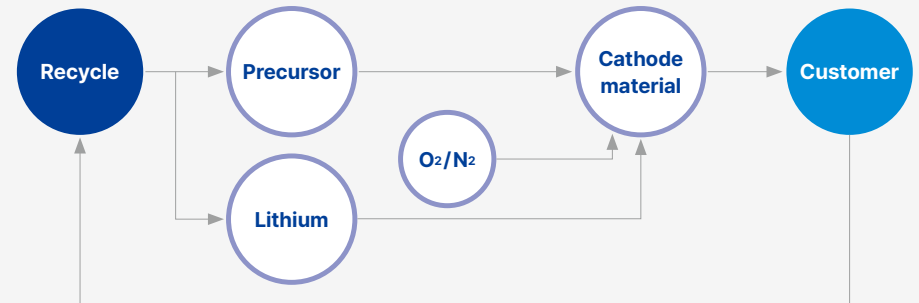
- Individual/institutional investors
- Foreign investors
- Treasury stock
- Largest shareholders and affiliated parties
- Employee stockholders association

Category	Details
Initial listing (revised listing)	July 20, 2007 (May 28, 2021)
Shares outstanding	26,627,668
Largest shareholder	Lee Dong-chaе
Largest shareholder's share (%)	5,014,894 (18.83%)

Key Business Areas

Battery materials business (Eco-Friendly Closed Loop System)

- Solidify industry leadership with value integration
- Develop global manufacturing hubs
- Maintain industry-leading investment efficiency
- Pioneer the development of cathode materials for next-generation batteries



Environmental Business (Total Green Solutions)

- Build an independent management system
- Develop overseas markets
- Expand new businesses utilizing proprietary technologies
- Increase corporate value through active communication with the market



Chemical filters



VOC removal, microwave



Environmental plant EPC



Carbon capture and decomposition

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About EcoPro

Group Companies

EcoPro Group consists of four listed companies and ten affiliated companies over which we maintain effective control, considering total equity holdings and voting rights of the Board of Directors.

EcoPro BM Co., Ltd.
 May 2, 2016
 Secondary battery cathode materials manufacturing and sales

EcoCAM Canada Inc.
 February 2, 2023
 Overseas operations for cathode materials business

EcoPro EM Co., Ltd.
 February 17, 2020
 Secondary battery cathode materials manufacturing and sales

EcoPro CAM Canada, L.P.
 February 2, 2023
 Overseas operations for cathode materials business

EcoPro Global Hungary Zrt
 January 26, 2022
 Secondary battery materials, etc.



EcoPro Innovation Co., Ltd.
 July 21, 2005
 Lithium hydroxide manufacturing and processing for secondary batteries

EcoPro CnG Co., Ltd.
 March 10, 2020
 Waste battery and cathode materials recycling

EcoPro Materials Co., Ltd.
 April 26, 2017
 Secondary battery precursor manufacturing and sales

EcoPro HN Co., Ltd.
 May 3, 2021
 Greenhouse gas and harmful gas control

EcoPro AP Co., Ltd.
 June 21, 2012
 Industrial gas production

(As of the end of 2023)

EcoPro Group in Numbers

Number of employees
3,468

Assets
KRW 7,556.9 billion

Equity
KRW 3,486.1 billion

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Mission and Management Philosophy

Mission

We strive to improve the quality of people's lives and **deliver convenience by introducing new energy and environmental improvement technologies.**

Vision/slogan

Everyday Everywhere

Management philosophy

We strive to be the best in our field, driving changes and innovation forward consistently.

Behavioral standard



We challenge ourselves to do new things.

- We strive to avoid comfort and set ambitious goals.
- We develop ourselves actively to become the best in our field.

We build trust with many stakeholders.

- We hold our employees, customers, shareholders, and the local community in high regard, showing them respect and consideration.
- We trust each other and cooperate as colleagues with a shared sense of destiny.

We pursue ceaseless change and innovation.

- We continue striving to develop new markets.
- We continue developing new technologies, products, and ideas.

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Key Milestones



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EcoPro Group Company Overview: EcoPro HN



About the Company

EcoPro HN is Korea's only total green solution company, specializing in a comprehensive environmental system business that integrates environmental diagnosis, material design, maintenance, and solution offerings.

The company's key business areas encompass clean room chemical filters, particulate matter (PM) reduction solutions, and greenhouse gas reduction solutions.

(As of the end of December 2023)

Company name	EcoPro HN Co., Ltd.
Establishment	May, 2021 (spin-off)
CEO	Kim Jong-seob
Number of employees	341
Revenue	KRW 228.7 billion
Total equity	KRW 110.6 billion
Head office	587-40 Gwahaksaneop 2-ro, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea



CEO MESSAGE

As Korea's only provider of comprehensive environmental solutions, EcoPro HN is committed to leading the market as a pioneer in the environmental sector, delivering the highest value to all stakeholders, including customers and partners. We will actively fulfill our role in achieving carbon neutrality in line with the UN Framework Convention on Climate Change and strive to ensure workplace safety. We are also committed to mutual growth with our employees, suppliers, and local communities and corporate risk management.

Kim Jong-seob | CEO of EcoPro HN

Key Products and Services

EcoPro HN offers a range of advanced solutions, including cleanroom chemical filters, PM reduction solutions, and greenhouse gas reduction solutions. The company's key product lineup features systems for removing perfluorinated compounds (PFCs) and volatile organic compounds (VOCs), as well as fan filters, outdoor air conditioner (OAC) filters, and equipment filters.



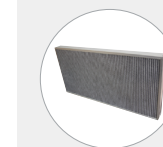
SCR - Air pollution prevention equipment



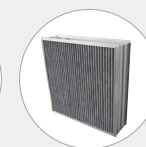
MW - Dehumidification equipment



CTO - Air pollution prevention equipment



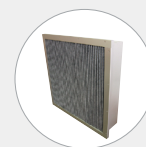
SW extrusion rectangular type



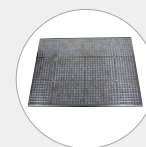
SW extrusion square type



CY type



Cleat type



TY type



TY box

Key Achievements and Future Plans

Existing Environmental business reinforcement	<ul style="list-style-type: none"> Build on the existing environmental business such as chemical filters, PM plants, and greenhouse gases
New Environmental business advancement	<ul style="list-style-type: none"> Diversify the business portfolio in response to carbon reduction policy, including carbon capture, utilization, and storage (CCUS), carbon credit, shipbuilding, and hydrogen
Entry into the materials industry	<ul style="list-style-type: none"> Develop organic and inorganic synthesis technologies for cathode additives, electronic materials, and electrolyte additives to grow as a materials specialist
Globalization	<ul style="list-style-type: none"> Expand our presence in the EU, Americas, and Asia and enter their battery ecosystem to increase overseas revenue
R&D/Tech.	<ul style="list-style-type: none"> Increase workforce by 2.8 times compared with the 2020 level Increase R&D investment by 17 times Leverage external capacity and networks to build a value chain



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EcoPro Group Company Overview: EcoPro BM



About the Company

EcoPro BM was spun off from its parent company, EcoPro, to specialize in cathode materials. As the first company to develop and commercialize high-nickel cathode materials, EcoPro BM leads the high-capacity cathode materials market both domestically and globally.

Recognizing the vast potential of lithium-ion secondary batteries in electric vehicles (EVs), energy storage systems (ESS), uninterruptible power supplies (UPS), smart grids, aerospace, medical, military, and many other applications, EcoPro BM is playing a key role in advancing the nation's position as a leader in next-generation battery technologies.

(As of the end of December 2023)

Company name	EcoPro BM Co., Ltd.
Establishment	May 2016
CEOs	Joo Jae-hwan and Choi Moon-ho
Number of employees	1,436
Revenue	KRW 6 trillion and 900.8 billion
Total equity	KRW 1 trillion and 240.9 billion
Head office	100 2 Sandan-ro, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea



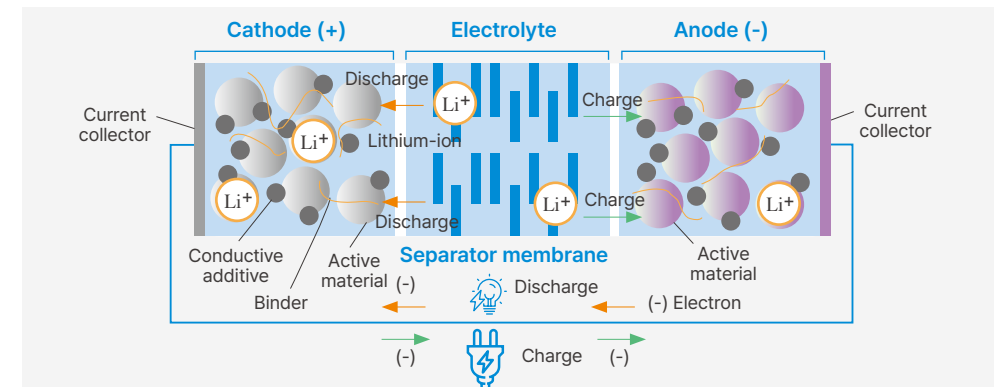
CEO MESSAGE

The secondary battery industry is currently navigating several challenges, such as climate change, volatile international politics, and safety concerns. Despite these unfavorable circumstances, EcoPro BM is committed to achieving ESG management by strengthening core competencies and maintaining active communication with stakeholders. ESG management is essential for ensuring corporate sustainability through environmental protection, social responsibility, and transparent governance. At EcoPro BM, we are dedicated to creating a better future by addressing climate change, building a responsible supply chain, managing risks, responding to international regulations, and investing in research and development.

Choi Moon-ho | Co-CEO of EcoPro BM

Key Products and Services

EcoPro BM is a specialist in the battery materials business, focusing on the development and production of cathode materials and cathode active materials. As the core components of lithium-ion secondary batteries, cathode materials represent over 40% of the total battery materials cost and play a decisive role in determining battery performance. EcoPro BM specializes in producing high-nickel ternary cathode materials, with a nickel content exceeding 80%, offering high energy density. In addition, we are committed to meeting diverse customer needs by developing a range of lithium iron phosphate (LFP) and mid-nickel products.



Key Achievements and Future Plans

Promote the development of cathode materials for low- and mid-priced EVs



Expand the high-nickel portfolio



Focus on crossing the "chasm"



Drive change in the growth model through partnerships



Actively expand overseas



Strengthen R&D effort



EcoPro Group Company Overview: EcoPro EM



About the Company

Established as a joint venture between EcoPro BM and Samsung SDI, EcoPro EM is building a mass production system for high-nickel cathode materials. Recognizing the vast potential of lithium-ion secondary batteries in EVs, power tools, and many other applications, EcoPro EM is playing a key role in advancing the nation's position as a leader in next-generation battery technologies.

(As of the end of December 2023)

Company name	EcoPro EM Co., Ltd.
Establishment	February 2020
CEO	Park Jong-hwan
Number of employees	473
Revenue	KRW 3 trillion and 771.3 billion
Total equity	KRW 568.2 billion
Head office	110 Yeongilman Sandan-ro, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsangbuk-do, Korea



CEO MESSAGE

EcoPro EM, a joint venture between EcoPro BM and Samsung SDI, specializes in producing high-nickel NCA cathode active materials. At EcoPro EM, our focus is on strengthening core competencies, meeting customer needs, and enhancing the entire value chain through strategic investments. Looking ahead, we are committed to growing as a global leader in the sustainable secondary battery ecosystem.

Park Jong-hwan | CEO of EcoPro EM

Key Products and Services

EcoPro EM is a specialist in high-nickel NCA cathode active materials.

EcoPro Main Process & Coating Tech.			Main Product
			<p>NCA034H [Bimodal]</p>
	<p>[Surface coating]</p>	<p>[Grain-boundary coating]</p>	<p>Ni91 V2 [Unimodal]</p>

Key Achievements and Future Plans

- 2020. 02. Establishment (EcoPro BM – Samsung SDI JV)
- 2021. 10. CAM6 completion (capacity 36,000 tons/year)
- 12. CAM6 mass production (polycrystal)
- 2022. 10. CAM7 completion (accumulative capacity 90,000 tons/year)
- 2023. 02. CAM7 mass production (polycrystal/single crystal)
- 03. CAM8 construction commencement
- 2024 (E) CAM8 completion (accumulative capacity 126,000 tons/year)

Expand the high-nickel portfolio



Strengthen cathode materials sales activities





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EcoPro Group Company Overview: EcoPro Materials



About the Company

EcoPro Materials produces and sells high-nickel precursors that are one of the key materials for high-nickel cathode materials for secondary batteries. The precursor products we manufacture, produce, and sell are used as key materials for secondary batteries in the EV, power tool, and ESS industries.

(As of the end of December 2023)

Company name	EcoPro Materials Co., Ltd.
Establishment	April 26, 2017
CEO	Kim Byung-hoon
Number of employees	569
Revenue	KRW 952.5 billion
Total equity	KRW 799.1 billion
Head office	15 Yeongilman Sandan Namro 75 beon-gil, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsangbuk-do, Korea



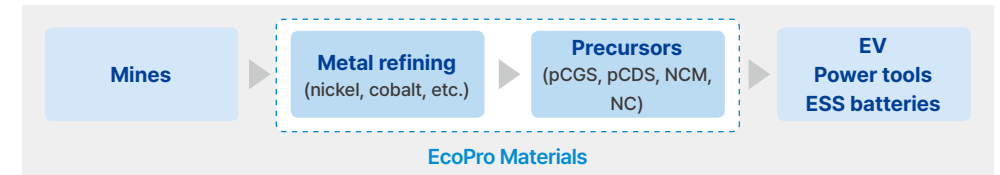
CEO MESSAGE

EcoPro Materials, driven by technological innovation and continuous efforts, became the first company in Korea to mass-produce high-capacity high-nickel cathode precursors. In 2023, we achieved sales of KRW 950 billion. By 2027, we aim to have the largest production capacity in the world, outside of China, positioning us as the fifth-largest producer globally in terms of high-nickel precursor production capacity. We remain committed to enhancing the nation's independence in the supply chain of secondary battery materials and raw materials.

Kim Byung-hoon | CEO of EcoPro Materials

Key Products and Services

EcoPro Materials is the first company in Korea to mass-produce high-capacity high-nickel cathode material precursors, and we currently boast the largest production capacity in the country. In 2021, we expanded our business portfolio by adding the refining and production of nickel and cobalt, essential raw materials for precursor production. This strategic move has further strengthened our position as a specialist in secondary battery materials.



Key Achievements and Future Plans

- Bold capital investments to position ourselves in the high-nickel precursor industry**
- Achieve CPM-RMP¹⁾ line balance and pursue innovative cost reductions through RMP facility expansion**
- Enter new markets using synergies with RMP process and ingredients sales**
- Continue R&D efforts for next-generation precursors as our core business**
- Establish a recycling ecosystem based on green production technologies**

01. Timely capital investment and production capacity expansion

- Secure 200,000 tons of precursor production capacity by the end of 2027 by executing timely capital investments at the Eco Battery Pohang Campus
- Create synergies with affiliated companies located in Pohang Campus

02. Long-term market leadership through the development of next-generation precursors

- Significant improvement in battery performance through the development of next-generation precursors
- Long-term leadership in the industry by applying batteries to various fields

03. Leading hub of global ecosystems based on integrated recycling technology

- Preempt North American and European markets with advanced recycling and eco-friendly production technologies
- Serve as a leading hub for EcoPro Group's integrated global ecosystems

1) CPM: Cathode precursor material production process.
RMP: Sulfurization process for raw materials of precursors.



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EcoPro Group Company Overview: EcoPro Innovation



About the Company

EcoPro Innovation is the first and only company in Korea to mass-produce lithium hydroxide successfully. In October 2021, we initiated the mass production of lithium hydroxide. Today, we produce lithium hydroxide from a variety of raw materials, including those sourced from salt lakes, concentrates, and recycled battery materials.

(As of the end of December 2023)

Company name	EcoPro Innovation Co., Ltd.
Establishment	July 21, 2005
CEO	Kim Yoon-tae
Number of employees	245
Revenue	KRW 439.4 billion
Total equity	KRW 687 billion
Head office	74 Yeongilman Sandan-ro, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsangbuk-do, Korea

CEO MESSAGE



EcoPro Innovation is the pioneer in Korea for mass-producing and selling battery-grade lithium hydroxide with a purity exceeding 99.5%. Our production facilities, including Pohang LHM 1 and 2 and an overseas site in Hungary, have a combined annual production capacity of 8,000 tons. To ensure a stable supply of raw materials, we have established a subsidiary in Canada to acquire lithium mines and are preparing to build a spodumene concentrate lithium extraction plant with an annual capacity of 30,000 tons. Aligned with the growth of Korean cell companies renowned for their advanced battery technologies, we are also focused on developing mass production technologies for next-generation batteries, such as Li-metal anode materials and Li2S.

Kim Yoon-tae | CEO of EcoPro Innovation

Key Products and Services

EcoPro Innovation produces lithium hydroxide and processed lithium products.

Lithium carbonate crushing/ drying	Lithium hydroxide fine powder	Lithium hydroxide (LH) conversion
<ul style="list-style-type: none"> Lithium-ion batteries Crushing and drying lithium carbonate as an additive in electrode production Moisture content less than 100 ppm Average diameter 2.5µm 	<ul style="list-style-type: none"> Lithium-ion batteries Crushing, processing, and refining lithium hydroxide used for cathode active materials Magnetic foreign body less than 100 ppb Average diameter 20µm 	<ul style="list-style-type: none"> Industrial lithium carbonate to battery-grade lithium hydroxide conversion technology, LH conversion, and mass-production as a new business

Key Achievements and Future Plans

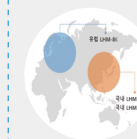
Expand the lithium hydroxide business

Stage 1. LC-LHM Conversion Plant (~2022)



- Applied as a raw material for battery cathode materials

Stage 2. Expansion of LHM Conversion Plants (2023-2025)



- Overseas expansion (13K in Korea + 8K in Europe)
- Using recycled lithium

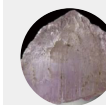
Stage 3. Spodumene-LHM production (2027 and onward)



- Lithium concentrates → Independent raw materials sourcing and cost competitiveness

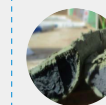
Materials Diversification

1. Eco-Li Extraction



Eco-friendly spodumene lithium extraction

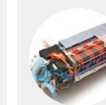
2. Clay-Li Extraction



Clay mineral smelting technology JDA with loneer

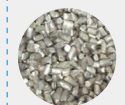
Lithium Product Lineup Diversification

1. All-solid-state battery raw material Li2S



Manufacture solid electrolytes for next-generation batteries

2. Li Metal



Manufacturing technology for next-generation battery pole plate materials for lithium-air batteries/ all-solid-state batteries

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EcoPro Group Company Overview: EcoPro CnG



About the Company

EcoPro CnG is a global leader in battery recycling, playing a key role in environmental conservation and resource sustainability by recovering valuable metals from end-of-life batteries and battery scrap. We specialize in extracting essential raw materials such as lithium, nickel, and cobalt, which are critical components for lithium-ion battery cathode active materials. These recovered metals are processed into lithium compounds and metal smelting products for precursors. Through our "Eco-friendly closed-loop system" located at the Yeongilman Industrial Complex in Pohang, these materials are supplied to EcoPro Group companies and related companies for the production of cathode materials, enhancing the Group's cost competitiveness in secondary battery raw materials.

(As of the end of December 2023)

Company name	EcoPro CnG Co., Ltd.
Establishment	March 10, 2020
CEO	Park Seok-hwe
Number of employees	156
Revenue	KRW 102.9 billion
Total equity	KRW 168.8 billion
Head office	3 Yeongilman Sandannam-ro, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsangbuk-do, Korea

CEO MESSAGE



Established in March 2020, EcoPro CnG (Clean & Green) has emerged as a global leader in battery recycling. We are committed to earning the trust and respect of our stakeholders by upholding ESG management principles and delivering unmatched cost competitiveness, and our focus on continuous R&D for technological innovation and efficient process design drives our progress. We look forward to your ongoing interest and support.

Park Seok-hwe | CEO of EcoPro CnG

Key Products and Services

EcoPro CnG manufactures lithium sulfate solutions and metal smelting products (nickel and others) through dry and wet process.

Dry Process	Wet Process
Produce black powder ¹⁾ using scrap from the secondary battery manufacturing process and end-of-life secondary batteries.	Produce lithium sulfate solutions ²⁾ and metal smelting products ³⁾ (nickel and others) using the black powder from the dry process.
1) Black Powder high-purity mixture of cathode/anode active materials with less than 0.5% Al/Cu content.	2) Lithium sulfate solution - Highly concentrated lithium solution 16g/L - Supplied to EcoPro Innovation 3) Metal smelting products - 95% valuable metal content (Ni, Co, Mn) - Supplied to EcoPro Materials

Key Achievements and Future Plans

Industry-leading eco-friendly end-of-life lithium-ion battery and scrap recycling process	Infinite recycling through by-product resourcification process
<ul style="list-style-type: none"> • Fire and explosion reduction process for worker safety • Preemptive binder removal for reduced pollutant emissions • Process rinsing water reused for zero wastewater 	<ul style="list-style-type: none"> • High-purity copper (higher than 99%) • Anode materials recovery and resourcification technology
Expand business areas and diversify product offerings to meet customer needs	Establish process for treating different raw materials
<ul style="list-style-type: none"> • Overseas expansion of pretreatment process (North America and more), eco-friendly process research for impurities reduction and electrolyte recovery • Battery-grade LC production, product and customer diversification 	<ul style="list-style-type: none"> • Li extraction from end-of-life crucibles: waste crucible materials processing > Lithium extraction technology • LFP battery recycling: LFP raw materials processing > Lithium extraction technology • Automated battery pack dismantling: Automated lines for EV and ESS pack dismantling > Active sourcing of recycled materials

EcoPro Group Company Overview: EcoPro AP



About the Company

EcoPro AP was established to supply high-purity oxygen and nitrogen essential for the production of high-nickel cathode materials and precursors. The company began mass production in November 2021. EcoPro AP's first plant is Korea's first air separation unit (ASU) plant built entirely with Korean capital and technology. It supplies oxygen and nitrogen to EcoPro Group companies located in the Eco Battery Pohang Campus, including EcoPro BM and EcoPro EM, while also producing and selling high-purity argon.

(As of the end of December 2023)

Company name	EcoPro AP Co., Ltd.
Establishment	November 2019
CEO	Huh Tae-kyung
Number of employees	37
Revenue	KRW 31 billion
Total equity	KRW 50 billion
Head office	39 Yeongilman Sandan Namro 37 beon-gil, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsangbuk-do, Korea

Key Products and Services

EcoPro AP's key products include high-purity oxygen, nitrogen, and argon.



Key Accomplishments and Future Plans

- 2019.11. EcoPro AP established
- 2020.08. Construction of the Pohang ASU Plant 1 commenced
(Capacity: 12,000Nm³/h of gaseous oxygen)
- 2021.11. Oxygen, nitrogen, and argon mass production and supply to Pohang Campus
- 2022.05. Construction of the Pohang ASU Plant 2 commenced
(Capacity: 12,000Nm³/h of gaseous oxygen)
- 2023.12. Awarded the 10 Million Dollar Export Tower Citation

CEO MESSAGE



EcoPro AP is dedicated to producing high-purity oxygen and nitrogen using 100% Korean capital and technology. Its products are directly supplied through a pipeline connected to EcoPro Group companies within the Pohang Campus, ensuring stable production of high-nickel cathode materials and precursors while contributing to cost reduction. Committed to ESG management principles, EcoPro AP aims to grow as a trusted company and a reliable support for downstream Group companies, playing a crucial role in the growth and development of the secondary battery materials business.

Huh Tae-kyung | CEO of EcoPro AP

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EcoPro Group Company Overview: Eco Logistics



About the Company

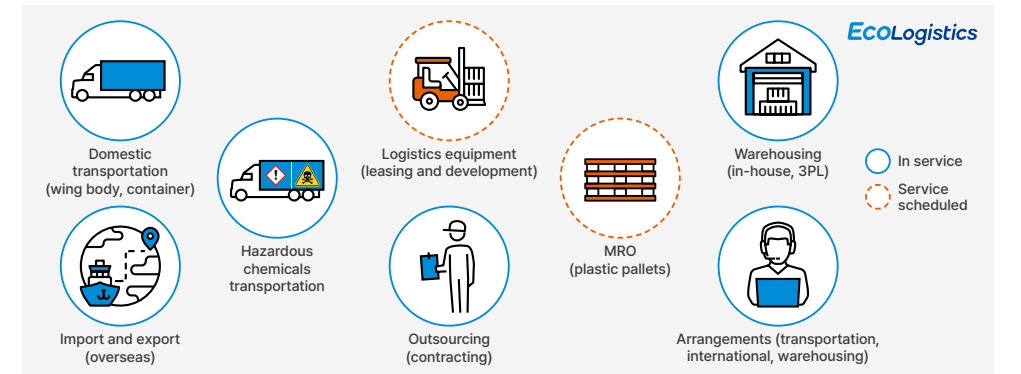
Eco Logistics is the second-party logistics (2PL) provider for EcoPro Group, primarily handling the domestic transportation of materials and final products, along with container transportation for exports and imports. These services support the production and sales activities of EcoPro Group companies and affiliates. In addition, Eco Logistics is expanding its operations by offering cross-border transportation, contracting services for production and logistics support, and developing warehouse arrangement and leasing businesses.

(As of the end of December 2023)

Company name	Eco Logistics Co., Ltd.
Establishment	April 2021
CEO	Kang Sung-in
Number of employees	4 (as of March 2024)
Revenue	KRW 15.4 billion
Total equity	KRW 700 million
Head office	2 Sandan 1-ro, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea

Key Products and Services

Eco Logistics provides comprehensive air and sea freight services, along with logistics support for local import customs clearance and inland transportation. As part of our commitment to growth and efficiency, we are continuously expanding the scope of our services.



Key Achievements and Future Plans

While pursuing progressive growth through logistics operations for EcoPro Group companies and affiliates, we aim to accelerate our growth further by expanding the scope of our services to external clients and operating international sites.

Category	23Y	24Y	25Y	26Y	27Y
Strategy	[Phase 1] Internal growth and preparation (Group company logistics)		[Phase 2] Full-scale growth (external sales + international site operations)		
Domestic transportation	[Active]				
Domestic transportation arrangements	[Active]				
Contract operation	[Start]	[Active]			
International logistics arrangement		[Start]	[Active]		
3PL (contract warehousing)		[Start]	[Active]		
3PL (third-party logistics warehouses)			[Start]	[Active]	
Import and export agency			[Start]	[Active]	
MRO			[Start]	[Active]	
Logistics equipment/facilities			[Start]	[Active]	

CEO MESSAGE



Eco Logistics was established in April 2021 with the aim of fostering a virtuous cycle of eco-friendly logistics within the EcoPro Group. The company ensures the smooth and efficient flow of goods and information across Group companies and affiliates by managing the transportation of materials and final products for production and sales, as well as overseeing workforce management and import/export operations. Committed to optimizing total logistics services for EcoPro Group, Eco Logistics helps reduce energy use and costs while promoting ESG management practices. With a strong focus on customer satisfaction and market competitiveness, the company aspires to become a leading third-party logistics (3PL) provider for secondary batteries and green logistics.

Kang Sung-in | CEO of Eco Logistics

EcoPro Group Company Overview: EcoPro Partners



About the Company

EcoPro Partners, established in July 2020, is a startup investment company with the mission of fostering a virtuous cycle within Korea's venture ecosystem. The company invests in startups within promising sectors such as energy, environment, and artificial intelligence (AI), contributing to the growth and dynamism of the nation's startup landscape and the strengthening of the value chain of EcoPro Group companies.

(As of the end of December 2023)

Company name	EcoPro Partners
Establishment	July 2020
CEO	Rhee Jae-hoon
Number of employees	11
Revenue	KRW 5 billion
Total equity	KRW 4.9 billion
Head office	Room 405 Chungbuk Software Convergence Center, 97 Gakri 1-gil, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea



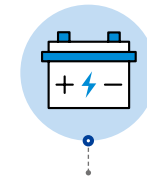
CEO MESSAGE

As the corporate venture capital (CVC) of EcoPro Group's open innovation platform, EcoPro Partners focuses on discovering and investing in startups that drive innovations to improve people's lives. Committed to being a reliable business partner, EcoPro Partners fosters mutual growth within the startup ecosystem. Through strategic investments and collaborations, we aim to build trust and respect among investors and stakeholders.

Rhee Jae-hoon | CEO of EcoPro Partners

Key Products and Services

EcoPro Partners is a venture capitalist that provides investment financing for small- and medium-sized enterprises and startups by organizing venture investment associations.



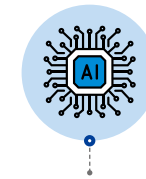
Secondary Batteries

- Raw ingredients
- Raw materials
- Materials
- Product commercialization
- Applied products
- Infrastructure



Environmental Industry

- Resource cycling
- Hazardous gas control
- Water treatment
- Chemical filters



AI, etc.

- Artificial intelligence
- Data analysis
- Blockchain



Open Innovation

- New growth drivers
- Capacity building
- Startup support

Key Achievements and Future Plans

Achieved the KRW 200 billion AUM milestone for sustainable growth

- Achieved KRW 200 billion in assets under management (AUM) in 4 years and built a profitable structure based on IPO proceeds
- Diversified investor base to include policy financial institutions and external investors



Reach KRW 500 billion in AUM by 2028 and build a foundation for new growth

- Discover new business areas and lead groupwide open innovation through strategic investments
- Develop overseas markets
- Specialize in regions/manufacturing industries





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Value Integration

Eco-Friendly Closed-Loop system

EcoPro is the sole provider of Korea's one and only battery cathode materials value chain, the closed-loop ecosystem. EcoPro Innovation, EcoPro Materials, and EcoPro AP supply lithium hydroxide, precursors, and high-purity oxygen and nitrogen, respectively, to EcoPro EM and EcoPro BM for cathode production. Subsequently, the cathodes are delivered to cell manufacturers for battery production. EcoPro CnG collects used batteries and recycles materials such as lithium, nickel, and cobalt, supplying them back to EcoPro Group companies, thus closing the loop.

EcoPro HN, a leading provider of comprehensive eco-friendly solutions, has recently joined Korea's only closed-loop ecosystem for battery cathode materials, proudly presented by EcoPro. The closed-loop ecosystem highlights eco-friendly benefits by minimizing pollutants such as wastewater through the development of eco-friendly processes such as the EWT technique. EcoPro is committed to advancing its recycling technology with the aim of indefinitely circulating water used in the loop, thereby achieving zero wastewater. EcoPro's energy business is bolstered by its eco-friendly dedication, which presents a vision for the future of generations to come and the planet we live on.





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Value Integration

Eco Battery Pohang Campus

EcoPro established the Eco Battery Pohang Campus, a comprehensive ecosystem for battery cathode materials, on a 500,000 m² site at the Pohang Yeongilman Industrial Complex. The campus development began in 2018 with the relocation of EcoPro Materials and was completed in October 2022 with the addition of EcoPro Innovation and EcoPro AP. EcoPro aims to enhance synergies among Group companies through continued expansion.





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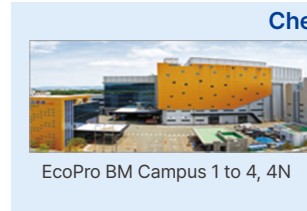
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Global Networks

EcoPro Going Global



Overseas Networks

- EcoPro BM America Inc.
- EcoCAM Canada Inc., EcoPro CAM Canada, L.P.

Domestic Networks

EcoPro
587-40 Gwahaksaneop 2-ro, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea

EcoPro BM
100 2 Sandan-ro, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea

EcoPro HN
587-40 Gwahaksaneop 2-ro, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea

EcoPro Materials
15 Yeongilman Sandan Namro 75 beon-gil, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsangbuk-do, Korea

EcoPro EM
110 Yeongilman Sandan-ro, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsangbuk-do, Korea

EcoPro Innovation
74 Yeongilman Sandan-ro, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsangbuk-do, Korea

EcoPro CnG
3 Yeongilman Sandan Nam-ro, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsangbuk-do, Korea

EcoPro AP
39 Yeongilman Sandan Namro 37 beon-gil, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsangbuk-do, Korea



EcoPro Partners
Room 405 Chungbuk Software Convergence Center, 97 Gakri 1-gil, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea

Eco Logistics
2F 14 2 Sandan 1-ro, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Korea

ESG Management Structure

Aspiring to grow as a global company that creates value for all, anytime and anywhere, EcoPro has established four shared values and core goals. These values serve as the foundation for achieving objectives, guided by our 2030 mid- to long-term roadmap.

Core Goals

 <p>2050 Carbon Neutrality</p>	 <p>Global Energy and Environment Company</p>	 <p>Stakeholder-Centered Management</p>	 <p>Transparent Disclosure</p>
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Directions

<ol style="list-style-type: none"> 1 Actively respond to climate change 2 Establish the Eco-friendly Closed Loop System 	<ol style="list-style-type: none"> 3 Grow as a world-leading energy company 4 Build a sustainable portfolio 	<ol style="list-style-type: none"> 5 Foster global talent 6 Listen to stakeholders 	<ol style="list-style-type: none"> 7 Internalize ESG management at the global level 8 Strengthen transparency in ESG disclosure
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Roadmap

<p style="text-align: center;">2025</p> <p style="text-align: center;">Establish the foundation for ESG management</p> <ul style="list-style-type: none"> ▪ Revamp the ESG Management System <ul style="list-style-type: none"> - Establish a groupwide ESG vision and goals, improve corporate governance, etc. ▪ Expand the scope of ESG management reviews and disclosures 	<p style="text-align: center;">2026 ~ 2030</p> <p style="text-align: center;">Advance ESG Management and Take Leadership in Industry</p> <ul style="list-style-type: none"> ▪ Expand ESG management activities and performance management by Group companies ▪ Establish a ESG risk management system ▪ Expand industry-leading and area-specific ESG practices
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ESG Management Governance

We have developed a groupwide ESG management system that applies to all EcoPro Group companies. For Group-level deliberation and decision-making on ESG-related matters, the holding company operates the ESG Committee, and the ESG Office is responsible for planning and executing ESG management across the entire Group.



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Mid- to Long-Term ESG Management Goals and Roadmap

In 2023, EcoPro further refined its mid- to long-term goals within the existing ESG management framework by reestablishing them into both short-term, three-year goals and long-term goals extending to 2050, focusing on four key areas closely linked with our business environment: human rights, carbon, supply chain, and risk. For each ESG issue, we develop and manage specific strategies, detailed tasks, and measurable targets (KPIs) to guide our efforts.

ESG Management Goals and Activities

Category	Short-term			Mid-term	Long-term
	~ By 2024	~ By 2025	~ By 2026	~ By 2035	~ By 2050
 Human rights	<ul style="list-style-type: none"> • Introduce a human rights management system <ul style="list-style-type: none"> - Establish the Human Rights Declaration and make it public - Promote human rights management programs (grievance handling, whistleblowing, etc.) 	<ul style="list-style-type: none"> • Solidify the human rights management system <ul style="list-style-type: none"> - Strengthen human rights education - Conduct human rights impact assessment and identify tasks 	<ul style="list-style-type: none"> • Fully establish the human rights management system <ul style="list-style-type: none"> - Practice human rights management and make disclosure - Expand the scope of human rights risk management (prevention and monitoring) 		
 Carbon	<ul style="list-style-type: none"> • Analyze operation-/product-specific carbon emissions • Ensure visibility to the supply chain 	<ul style="list-style-type: none"> • Develop carbon reduction action plans • Assign supply chain carbon targets 	<ul style="list-style-type: none"> • Automatically calculate emissions (in connection with ERP/MES) • Monitor supply chain carbon emissions 	<ul style="list-style-type: none"> • Reduce carbon emissions by 55% 	<ul style="list-style-type: none"> • Achieve carbon neutrality
 Supply chain	<ul style="list-style-type: none"> • Advance the responsible minerals framework (identify challenges and update policies) • Conduct supply chain ESG assessments 	<ul style="list-style-type: none"> • Pursue RMI certification for all Group companies • Disclose supply chain due diligence reports • Introduce mandatory ESG assessments 	<ul style="list-style-type: none"> • Obtain RMI certification for all Group companies • Advance the supply chain system (transparency and traceability) 	<ul style="list-style-type: none"> • Require all business partners to obtain RMI/IRMA certification • Establish secondary and tertiary supply chain management systems 	<ul style="list-style-type: none"> • Achieve complete supply chain transparency • Achieve zero supply chain risk
 Risk	<ul style="list-style-type: none"> • Review the risk management system <ul style="list-style-type: none"> - Organize a risk management committee 	<ul style="list-style-type: none"> • Advance the risk management system <ul style="list-style-type: none"> - Revamp the monitoring system - Expand the monitoring department 	<ul style="list-style-type: none"> • Tighten the risk management system <ul style="list-style-type: none"> - Introduce monitoring to all departments 		

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Integrated ESG Risk Management

EcoPro has established an ESG risk management system designed to identify, analyze, and manage risks that could impact the business environment across economic, social, and environmental dimensions. Our approach to risk management is proactive, involving the definition of financial and non-financial risks in each area, the analysis of their potential impact on the company and society, and the development of countermeasures and reporting mechanisms. We also actively seek input from external experts to ensure that our operations are conducted in a more professional and responsible manner. In 2024, we plan to enhance this system further by launching the Risk Management Committee.



Integrated ESG Risk Management

Key ESG Risks

At EcoPro, we identify risks, categorize them into management/financial, environmental, social, and governance risks and respond to them accordingly.

Risk type	No.	Risk	Overview	Response(countermeasure)
Management/ financial	1	Default	Risk of financial loss due to illiquidity such as outflow of funds or default	Comply with funding execution procedures and manage due debts
	2	Quality defects	Risk of loss due to defects in the quality of certain products	Operate a quality council and carry out quality improvement activities
	3	Tax default	Risk of legal sanctions for non-compliance such as non-disclosure of tax-related information and default	Improve accounting transparency and comply with statutory tax obligations
Environmental	4	Increases in greenhouse gas emissions	Risk of non-compliance with international norms and adverse impacts on local communities due to increases in greenhouse gas emissions	Set emissions reduction targets and monitor progress constantly
	5	Environmentally negative resource discharge	Risk of negative impact on human health and communities due to increases in waste, wastewater, air pollutant discharge, etc.	Manage environmental risks and monitor wastewater and waste reduction activities
	6	Increases in energy consumption	Risk of reputational damage and financial loss due to reckless energy consumption	Monitor energy usage and take energy-saving action
	7	Non-compliance with environmental regulations	Risk of damage to reputation due to failure to fulfill regulatory and compliance responsibilities	Proactively identify environmental regulations and develop response strategies
Social	8	Gender discrimination	Risk of employee conflict and reputational damage due to discrimination in recruiting, personnel management, and promotion	Non-discrimination in recruitment, merit-based assessment
	9	Health and safety failure	Risk of life-threatening accidents and legal penalties due to workplace conditions that are threats to the health and safety of employees	Strengthen the safety and health system and comply with the safety and health manual
	10	Unfair trade relationships with suppliers	Risk of reputational damage due to unfair trade and ignorance of counterparties' interest	Comply with fair trade laws when entering into and performing contracts
	11	Unfair labor contracts and relations	Risk of reputational damage due to labor relations issues such as unfair working conditions and pay, human rights violations, etc.	Fair recruitment and reasonable compensation
	12	Personal information leakage	Risk of damage to reputation and loss of customer trust due to customer privacy breaches resulting from the unlawful collection, storage, processing, and disclosure of personal information	Strengthen information security systems and activities
Governance	13	Non-Transparency	Risk of financial loss to stakeholders due to non-disclosure, delayed disclosure, or errors in financial and non-financial information	Respond to disclosure requests from stakeholders and ensure transparency in disclosures
	14	Corruption and bribery	Risk of legal and financial losses due to unethical behavior, such as corruption and bribery involving stakeholders	Strengthen ethics and compliance practices
	15	Misconduct using insider information	Risk of reputational damage and financial loss due to internal non-compliance, such as internal collusion or stock price manipulation	Enforce personal information access controls and eliminate insider trading

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Stakeholder Engagement and Communication

At EcoPro, we have identified six key stakeholder groups: shareholders and investors, customers, local communities, suppliers, governments, and employees. Driven by our philosophy of mutual growth and shared prosperity, we use various communication channels to understand the interests and concerns of each stakeholder group and ensure that these are integrated into our overall management strategy.

Stakeholder Communication Channels

Stakeholder	Interest	Communication channel		Our response
		Group-specific channels	Common channels	
 Shareholders and investors	<ul style="list-style-type: none"> Financial soundness Transparent governance Sustainable management disclosure 	<ul style="list-style-type: none"> Annual General Meeting Management Disclosure Investor relations activities 	<ul style="list-style-type: none"> Website Ethical management violation reporting center Grievance handling Sustainability Report Annual business reports 	<ul style="list-style-type: none"> Report business performance through regular disclosures Develop advanced mid/long-term business strategies Create future value Establish and strengthen sustainable management strategies
 Employees	<ul style="list-style-type: none"> Work environment and organizational culture Fair performance evaluation Job security Employee benefits and work-life balance Workplace safety and employee health promotion 	<ul style="list-style-type: none"> Family Council Occupational Health and Safety Committee Grievance-handling channels 		<ul style="list-style-type: none"> Provide programs for employee capacity building Strengthen employee benefits and improve organizational culture Establish a fair performance evaluation system Resolve employees' grievance through the grievance-handling channel
 Customers	<ul style="list-style-type: none"> Product and service quality Privacy protection Streamlined communication 	<ul style="list-style-type: none"> Face-to-face and online communication channels Sales and marketing 		<ul style="list-style-type: none"> Collect customer opinions and provide feedback Establish a secure privacy protection system for customers
 Local communities	<ul style="list-style-type: none"> Corporate social responsibility focusing on local environments and future generations Awareness building and job creation for people with disabilities Workplace-based CSR activities 	<ul style="list-style-type: none"> Corporate social responsibility activities Sports team for para-athletes Meetings with relevant organizations 		<ul style="list-style-type: none"> Organize Employee corporate social responsibility programs Run the university student volunteer group "Eco Bridge" Run the Onnuri Sports Team of para-athletes
 Suppliers	<ul style="list-style-type: none"> Shared growth and cooperation Unfair conduct and anti-corruption 	<ul style="list-style-type: none"> Regular quality council meetings 		<ul style="list-style-type: none"> Provide suppliers with technical and managerial support Conduct monitoring of unfair conduct and corruption
 Governments	<ul style="list-style-type: none"> Legal and regulatory compliance Transparency in tax payment 	<ul style="list-style-type: none"> Meetings with government agencies Legal system operations 		<ul style="list-style-type: none"> Communicate with governments and relevant entities Establish an anti-corruption system

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Double Materiality Assessment

At EcoPro, we conduct double materiality assessments to understand clearly the societal and stakeholder expectations concerning our business environment, as well as the positive and negative impacts of our activities. This process guides the development of our sustainable strategies. We first identified a pool of potential ESG issues through the analysis of global ESG disclosure standards, media coverage, and industry benchmarks. External ESG experts then helped us refine this list to focus on possible issues most relevant to our business. Ultimately, we identified 12 core issues, taking into account feedback from stakeholders and ESG experts, and measured their impact.

Double Materiality Assessments

An evaluation method that identifies material issues by considering sustainability-related matters from both financial and non-financial perspectives that are affected by the organization (inside-out) or affect the organization (outside-in).



Double Materiality Assessment Methodology

Category	Method	Details	
1 51 potential issues	External environment analysis	International standards review ESG trend survey	
	Internal environment analysis	Business orientation and status	Website, responsible minerals reports, business reports, and other business data analysis
		Industry benchmarking	ESG issue survey of select secondary battery companies and holding companies (LG, Hanwha, Doosan, etc.)
	Media analysis	1,007 articles on ESG published by 54 media outlets including daily newspapers, broadcasting networks, and magazines (January 1, 2022 – December 31, 2023)	
2 36 possible issues	Relevance review	External ESG expert review	
3 12 core issues	Survey	Stakeholder engagement	
4 Impact analysis	Relevance review	External ESG expert review	

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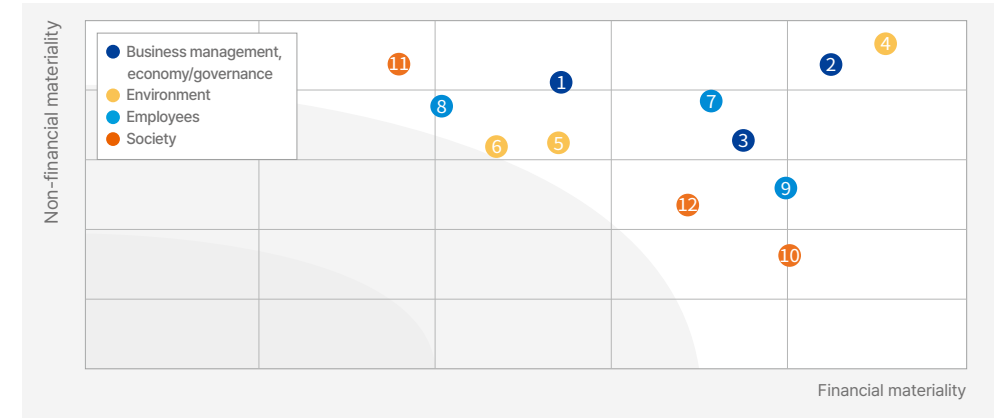
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Double Materiality Assessment

Core ESG Issues

EcoPro identified 12 core issues from a pool of 36 potential topics through stakeholder surveys and expert opinions. These issues were analyzed for their financial and non-financial materiality, guiding the establishment of our mid- to long-term ESG goals and priorities. Moving forward, we will measure the materiality of these 12 core ESG issues and incorporate them into our corporate ESG management system to ensure a proactive and structured response.

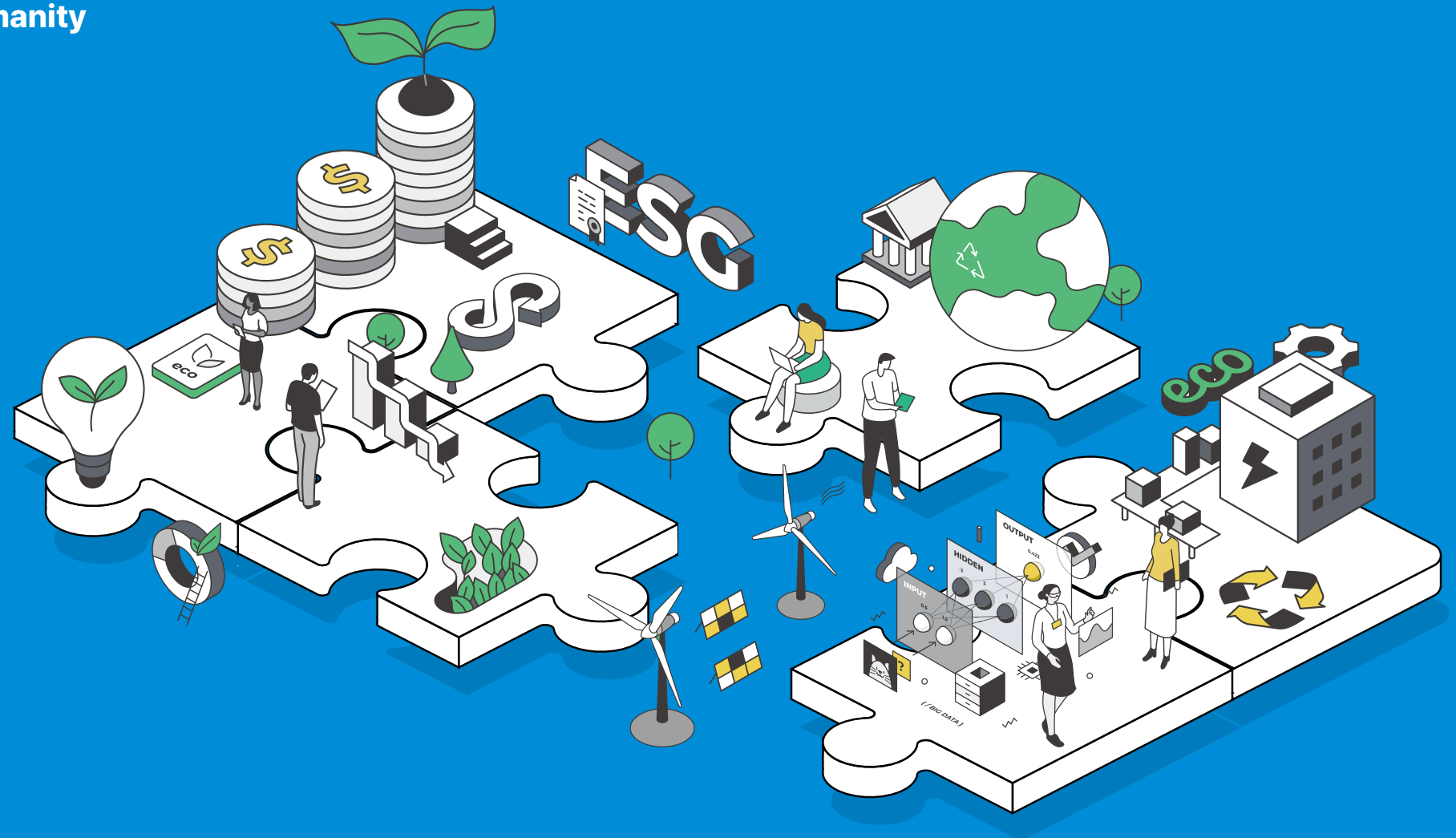


Category	No.	Core ESG issue	Financial materiality	Non-financial materiality	Stakeholder-specific materiality					GRI Index	UN SDGs	Pages in this report	
					Employees	Customers	Shareholders/ investors	Suppliers	Governments/ municipalities				Local communities
Business management, economy/governance	1	Quality management and technology innovation	M	H	M	H	H	H	H	H	-	Goal 8	69-73
	2	Investment in future growth drivers	H	H	H	H	H	M	H	H	-	Goal 9	12-22
	3	Ethical management and anti-corruption	M	H	M	H	H	M	M	H	GRI 205	Goal 16	89-90
Environment	4	Climate change response	H	H	H	H	H	M	M	M	GRI 302, GRI 305	Goal 13	34-37
	5	EHS responsibility for chemicals	L	M	L	M	M	H	H	M	-	-	47
	6	Resource cycling and circular economy	L	M	L	M	L	L	H	H	-	Goal 12	21, 41-42
Employees	7	Working environment improvement for work-life balance	M	M	M	L	M	L	H	H	GRI 401	Goal 8	61-62
	8	Workplace safety and health	L	M	L	H	M	L	H	M	GRI 403	Goal 3	39-40, 44-48
	9	No child/forced labor	M	L	M	H	H	H	M	H	GRI 408, GRI 409	Goal 10	64-65
Society	10	Responsible supply chain management	H	L	H	L	H	H	M	M	GRI 308, GRI 414	Goal 17	64-67
	11	Augmentation of customer satisfaction	H	L	H	M	H	L	M	M	GRI 416	-	69-73
	12	Expansion of legal and compliance management	M	L	M	H	H	H	M	M	GRI 2	Goal 16	89-90

* Materiality levels of 12 core ESG issues: top 33% – H, middle 33% – M, and bottom 33% – L.

Progress on Sustainability

EcoPro, a Trusted and Respected Company
Committed to a Better Life for Humanity



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Climate Change Response



Background

To address the global climate crisis, businesses are developing various strategies to achieve both sustainable growth and emission cuts.


In particular, they are facing growing demand from stakeholders to make disclosure of their strategies, reduction targets, and other environmental information.

Management Approach


As part of our commitment to addressing climate change, EcoPro discloses relevant information in accordance with the TCFD reporting standards. We have set reduction targets using the SBTi methodology, which guides our planning and implementation of various greenhouse gas reduction and energy-saving activities.

- Climate Change Response

Key Performance

 **Establish a carbon-neutrality goal based on the SBTi**

 **Make Scopes 1, 2, and 3 disclosures**

 **Develop technologies for climate change response**

Climate Change Response

EcoPro has developed a groupwide climate change response structure, under which we disclose data in four areas in accordance with the TCFD Guidelines, i.e., governance, strategy, risk management, and targets and indicators. We are also committed to monitoring and improving our climate change strategies.

TCFD Framework

The Task Force on Climate-Related Financial Disclosures (TCFD) recommends that companies provide information on four key areas relating to their climate change response: governance, strategy, risk management, and targets and indicators. These disclosures are designed to help stakeholders gain insights into the financial impacts of climate change on the company, enabling them to make more informed decisions regarding investments, lending, and other financial activities.

The TCFD will be integrated with the ISSB reporting scheme for climate change response. Accordingly, we currently disclose information in accordance with TCFD standards and plan to adopt the ISSB S2 standards for our future disclosures. We are committed to strengthening our efforts to address climate change and will continue to disclose related information transparently.

Goal

Achieve 40% greenhouse gas reductions by 2030. Achieve carbon neutrality by 2050.

Governance

At EcoPro, the ESG Committee operating under the Board of Directors spearheads groupwide discussions on ESG-related matters and mid- to long-term climate change response. The committee comprises three independent directors and an executive director, with an ESG expert serving as chair. This structure ensures proactive management of climate change and other potential crises that could lead to physical, property, or economic damage within our business operations, as well as effective response strategies should these risks materialize.

Strategies

We have established comprehensive strategies to analyze the causes of climate change risks and their impact on our business, identifying key measures to mitigate these risks. Moving forward, we plan to quantify the impact of climate change on our operations and consider its financial implications.

Risk Management

Our overall risk response policy aims to minimize losses, both financial and non-financial. The Board of Directors plays a key role in this process by discussing regulations on risk management, as well as the overarching risk management policy. Once the policies are approved by the Board, working-level departments are responsible for implementing the final risk management measures in accordance with these guidelines.

Impact of Climate Change Opportunities

Category		Opportunity
Opportunities	Energy resources	Reduce carbon emissions by adopting renewable energy sources Generate revenue by participating in the carbon market
	Technology	Develop and expand green products and services in line with growing demand for them
	Market	Expand new businesses such as green products
	Reputation	Improve the corporate image through proactive responses

Impact of Climate Change Risks

Category		Opportunity
Transition risks	Regulation	Carbon credit price hikes to meet greenhouse gas reduction obligations Investment in low-carbon facilities and infrastructure due to regulations on the existing products and services
	Technology	Investment in renewable energy facilities
	Market	Deteriorating profitability due to rising service prices
	Reputation	Interest from customers, investors, and other stakeholders in emissions
Physical risks	Acute	Recovery costs in the case of facility damage from disasters such as heat waves, forest fires, floods, etc.
	Chronic	Increases in facility operating costs due to average temperature rises

Climate Change Response

TCFD Framework

Targets and Indicators – SBTi-Based Target Setting

EcoPro has committed to a greenhouse gas (GHG) reduction target aligned with the Science Based Target Initiative (SBTi) 1.5°C scenario. We have estimated projected emissions in 2030 and set the reduction target for that year, as well as specific annual reduction targets. In addition, we plan to establish nine detailed reduction measures to achieve these targets in the coming years.

SBTi Reduction Target-Setting Process

SBTi target-setting process	EcoPro Group's results
1. Set the base year	2023 greenhouse gas emissions
2. Set the target year	Short-term reduction target: 2030 Long-term reduction target: 2050
3. Set the scope of the reduction target	SCOPE 1, 2 + emissions from the minerals supply chain (Li, Ni, Co, Mn, Al)
4. Select a methodology for reduction target setting	Absolute volume reduction method (linear)
5. Set the reduction target	8% reduction per year from 2026 3% reduction per year from 2031

EcoPro Group's 2023 GHG Emissions

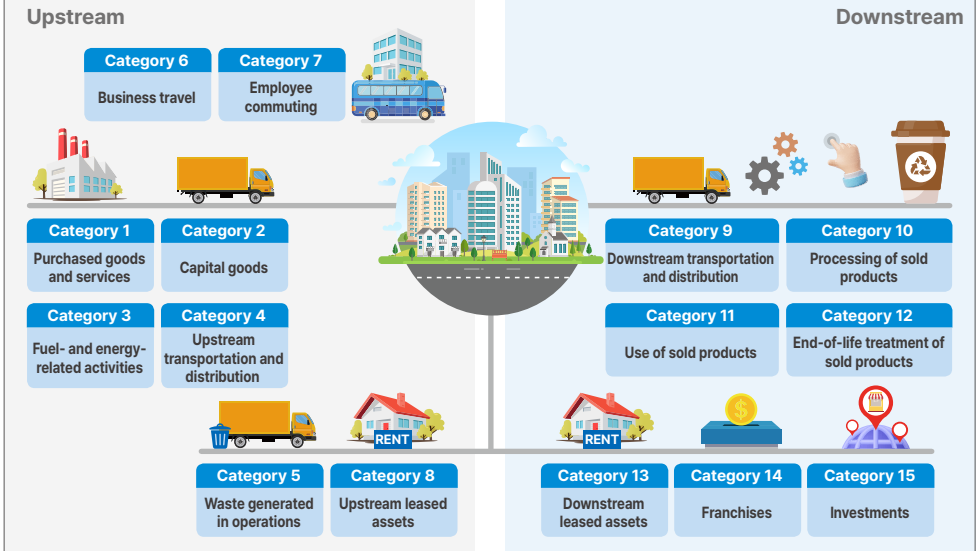
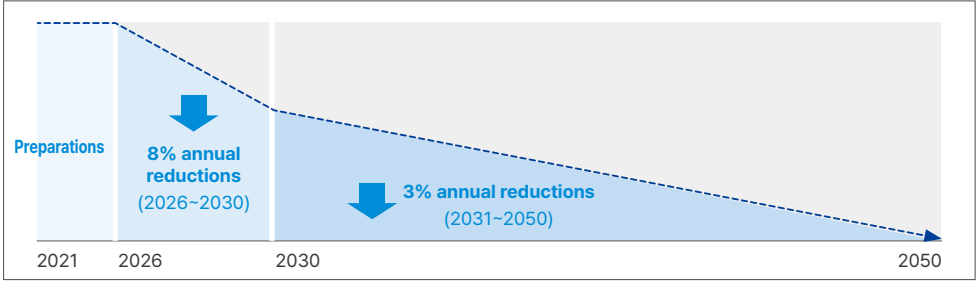
(Unit: tCO₂eq)

EcoPro Group	Reduction target			Scope 3	
	SCOPE 1	SCOPE 2	Minerals supply chain	Scope of category disclosure	Third-party verification
EcoPro HN	973	3,544	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 13	○
EcoPro BM	948	124,193	784,658	1, 2, 3, 4, 5, 6, 7, 9, 10, 15	○
EcoPro EM	154	116,271	1,480,060	1, 2, 3, 4, 5, 6, 7, 9, 10	○
EcoPro Materials	30,611	37,303	671,016	1, 2, 3, 4, 5, 6, 7, 9, 10	○
EcoPro Innovation	8,079	16,818	120,712	1, 2, 3, 4, 5, 6, 7, 10	○
EcoPro CnG	2,414	3,099	17	1, 2, 3, 4, 5, 6, 7, 10	○
EcoPro AP	0	36,982	0	-	-
Total emissions	43,179	338,210	3,056,463		

* GHG emissions based on the IPCC AR2 (Ministry of Environment); operational control approach to integrated GHG management for organizational boundary setting.
 * GHG-specific emissions and site-specific emissions totals may differ (for site-specific emissions, decimalized values are summed to estimate corporate totals).
 * Detailed Scope 3 data, please see Appendix: Greenhouse Gas Verification Statement.

Results of SBTi Reduction Target Setting

(Unit: tCO₂eq)



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Climate Change Response

TCFD Framework

Greenhouse Gas Reduction Plans

Achieve RE 100 <ul style="list-style-type: none"> Sign PPAs and invest in RE100 initiatives Select RE100-capable sites 	Develop low-carbon products <ul style="list-style-type: none"> Increase the use of low-carbon ingredients (Mn rich) Increase the use of high-carbon ingredients (cobalt) 	Install solar panels <ul style="list-style-type: none"> Install solar panels on roofs, parking lots, exterior walls, and other idle space
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Energy-Saving Measures

Improve air compressor efficiency <ul style="list-style-type: none"> Introduce an integrated air compressor control system Optimize compressed air output pressure Replace air compressor VSDs 	Optimize chilling and cooling systems <ul style="list-style-type: none"> Introduce high-efficiency turbo chillers Chilling pump/Cooling water pump revolution control Introduce outside air to electrical and air compressor rooms 	Introduce a heat recovery system <ul style="list-style-type: none"> Recover and reuse exhaust waste heat Reuse CO₂ dryer purge air
Improve kiln efficiency <ul style="list-style-type: none"> Reduce kiln volume Improve kiln insulation (reflective insulation) Improve kiln room air conditioning ducts 	Improve dryer efficiency <ul style="list-style-type: none"> Change dryer operation modes (types) Apply electric/PCM dryers Improve dryer insulation (spray insulation) 	Build green buildings <ul style="list-style-type: none"> Retrofit LED lights at Group operations Pursue green building conversions with geothermal systems, insulated windows, etc.

Carbon Trust Certification

The carbon footprint is a key environmental impact category in performance labeling schemes, representing the total emissions associated with the entire life cycle of a product or service, from raw material extraction to production, transportation, distribution, and final use, measured and labelled in CO₂ equivalent.

EcoPro has already received Carbon Trust Certification for two of its cathode materials and plans to expand this certification to more products.

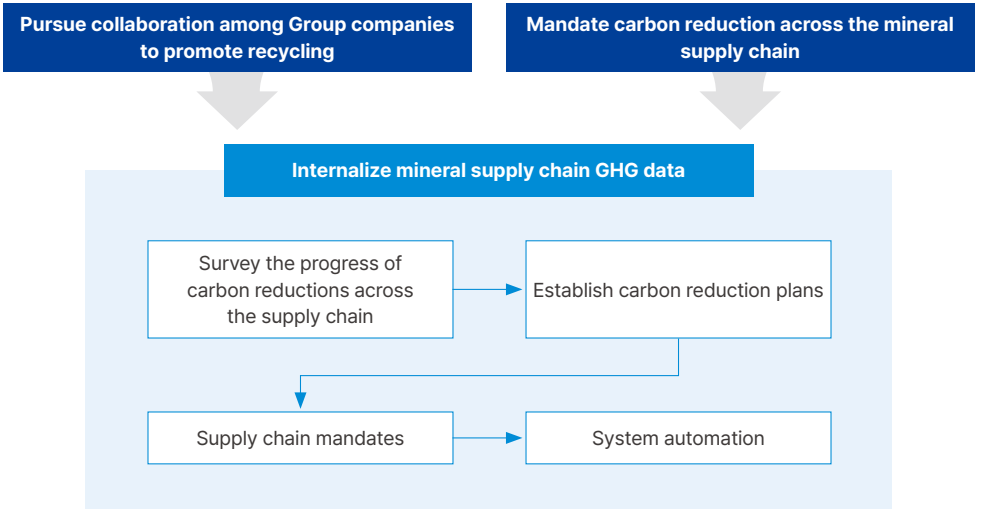


Renewable Energy Expansion Plan

EcoPro's renewable energy expansion plan focuses on securing renewable energy tailored to each business site. In Korea and Europe, we will source renewable energy by purchasing Renewable Energy Certificates (RECs) and entering into Power Purchase Agreements (PPAs). In North America, we are prioritizing regions with ample renewable energy resources. Moving forward, we will continue exploring new ways to expand our use of renewable energy sources.

	Korea	Europe	North America
Power purchase agreements (PPAs)	○	○	
Renewable energy certificates (RECs)	○	○	
Select sites with access to renewable energy			○

Develop measures to reduce GHGs in the minerals supply chain



Climate Change Response

Climate Change Response for a Sustainable Future

EcoPro, in collaboration with environmental solution specialist EcoPro HN, has developed carbon-neutral and resource-recycling technologies to meet the evolving demands of global markets and industries. This foundation allows us to drive sustainable growth and the development of original technologies in our key business areas. Through these innovations, we aim to generate both environmental and economic value for all EcoPro Group companies, while also delivering enhanced environmental value to our customers.

Carbon-Neutrality Technology Development

Carbon Capture Technology

EcoPro HN is actively developing carbon capture and utilization (CCU) technology and building a robust business model around it. Leveraging carbon capture materials technology obtained from a state-funded research institute, along with our proprietary technology, we aim to enable CCU across EcoPro Group companies and other industrial applications. By capturing carbon dioxide from the atmosphere and oceans and converting it into high-value-added products, we are committed to playing a significant role in achieving carbon neutrality.

Green Ship Technology

As part of its commitment to the hydrogen economy and carbon neutrality, EcoPro HN is developing innovative technology to reform and convert ammonia into hydrogen. This technology is designed for eco-friendly LNG-hydrogen hybrid propulsion ships, addressing the increasing demand for carbon reduction in the maritime industry. Beyond shipping, the technology has the potential to significantly reduce emissions across various industries in Korea by substituting hydrogen for traditional energy sources.



Recycling Technology Development

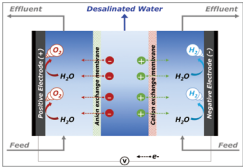

Recycling of Sodium Sulfate from Secondary Batteries

This technology is designed to reuse wastewater from secondary batteries. Battery recycling and precursor production generate significant amounts of sodium sulfate as a by-product. At EcoPro HN, we utilize our proprietary technology to decompose this sodium sulfate and reintegrate it into the secondary battery materials development process. This approach not only supports the EcoPro Group companies in achieving zero wastewater but also contributes to the Eco-friendly Closed-Loop System, a resource-recycling initiative within the EcoPro Group, by efficiently recycling the recovered sodium sulfate.

Waste Plastic Pyrolysis

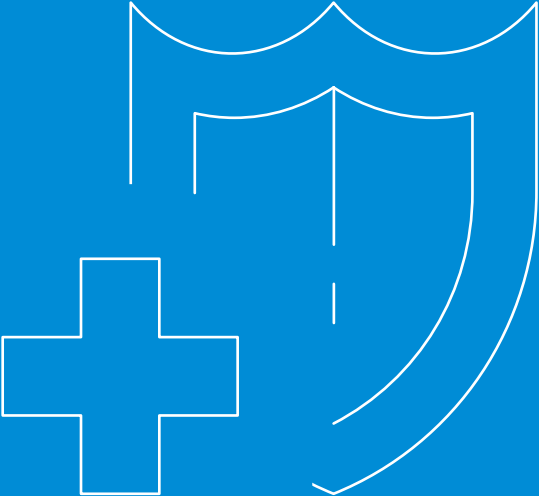
EcoPro HN advances carbon neutrality by recycling the rapidly increasing volume of waste plastics through waste plastic pyrolysis. This process converts waste plastics into pyrolysis oil or naphtha, which are then used in petrochemical production. This not only supports the transition to a circular economy but also contributes to reducing greenhouse gas emissions from the petrochemical industry, which is the second largest emitter in Korea.

Carbon Neutrality	
<h4>CO₂ Capture Technology</h4> 	<h4>Green Ship Technology</h4> 
<ul style="list-style-type: none"> • Key greenhouse gases driving climate change • carbon capture storage and utilization (CCUS) • Wet and dry process (mineral carbonation, etc.) • Participating in CCU mega projects 	<ul style="list-style-type: none"> • IMO shipping industry carbon tax imposition issue • LNG engine exhaust gas treatment catalyst • CH₄ removal, ammonia reforming • Green energy supply systems

Circular Economy	
<h4>Recycling of Sodium Sulfate from Secondary Batteries</h4> 	<h4>Waste plastic pyrolysis</h4> 
<ul style="list-style-type: none"> • Low-cost desalting process • Based on electrolysis technology development • Production of high-value-added resources 	<ul style="list-style-type: none"> • A key issue in waste resource recycling • Syngas and hydrogen production • Commercialization for the local economy

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EHS



Background




To achieve sustainability, companies must ensure safe workplaces and favorable work conditions, encompassing not only workplace safety but also activities to control and reduce environmental emissions and protect employees' health. This is especially crucial in Korea, where recent amendments to the Occupational Safety and Health Act, coupled with the enforcement of the Serious Accident Punishment Act, have heightened safety awareness and fostered a growing social consensus on these matters. As a result, companies are now expected to adopt proactive approaches to safety management. Furthermore, global stakeholders are increasingly focused on environmental issues such as water resource management, waste reduction, and natural capital considerations like biodiversity.

Management Approach

At EcoPro, we are committed to applying standards that exceed both domestic and international regulations across all aspects of our business operations. This approach is key to achieving our goal of zero occupational accidents and preventing work-related illnesses, including mental health issues. We also take a proactive stance in managing pollutant emissions, adhering to stricter guidelines than those mandated by domestic laws.

- Environmental, health, and safety system
- Green workplace management
- Health and safety activities and achievements
- Emergency response

Key Performance

- 
Established the EHS Support Office
- 
Management based on the ISO 14001 and ISO 45001 global standards
- 
Advanced closed-loop ecosystem

EHS System

EcoPro has established an environment, health, and safety (EHS) system to preserve clean environments and provide a safe work environment for its employees. With viable and practical objectives, multifaceted measures are taken to guarantee its operations remain clean and safe. Furthermore, EcoPro is committed to disaster prevention by proactively eliminating potential risk factors for occupational accidents.

EHS Policy



EcoPro has established a policy to drive EHS management affirmatively across all Group companies. The EHS management system is subject to continuous monitoring and periodic evaluation of managerial policies, goals, and tasks to ensure their adequacy, fulfillment, and effectiveness. The ISO 45001 global safety and health management system and ISO 14001 environmental management system requirements are taken into account to develop and internalize an internationally recognized system. Regular training and communication with stakeholders are also provided to guarantee transparent disclosure of the company's EHS performance.

EHS Policy

At EcoPro, all management activities are envisioned by the CEO's commitment to safety and environment being the top priorities in its business management. EcoPro Group is dedicated to the health and safety of the employees of its Group companies and partner companies, as well as environmental protection for the community. The following EHS policy is EcoPro's public declaration for sustainable management as a trustworthy business recognized both at home and abroad.

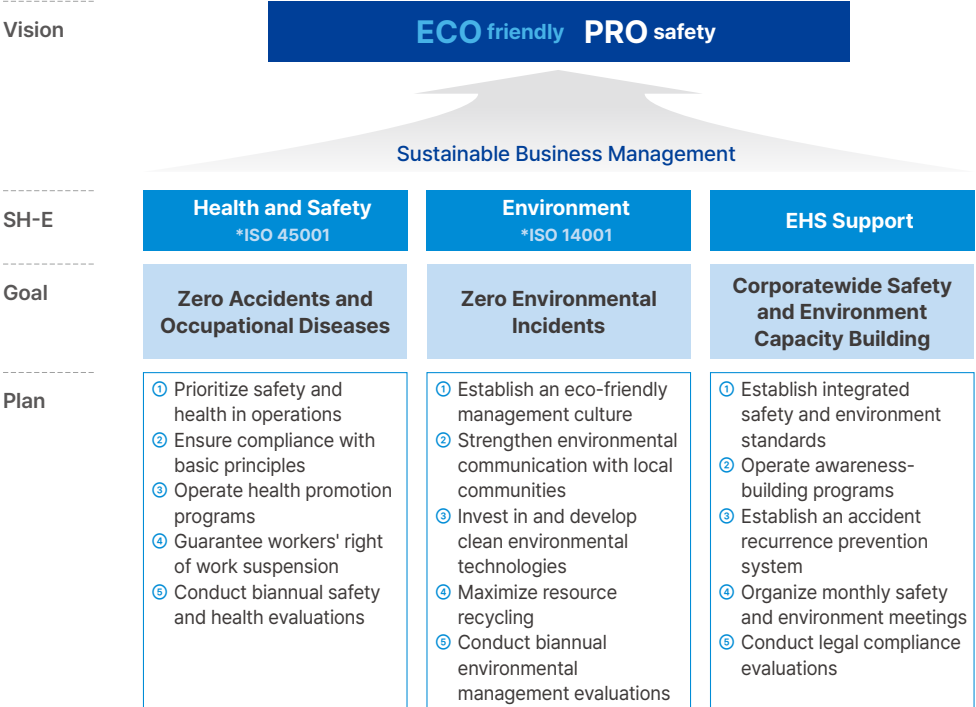
- ① We value environment, health, and safety as the top priority of business management.
- ② We comply with domestic and international laws, regulations, and agreements relating to environment, health, and safety.
- ③ We establish and implement concrete goals for the improvement of environment, health, and safety.
- ④ We make continuous investments in accident prevention and environmental pollution prevention at all EcoPro operations.
- ⑤ We proactively manage risks through spontaneous environment, health, and safety initiatives.
- ⑥ We practice environmental protection and share information for mutual growth with the local communities.
- ⑦ We fulfill our social responsibility through communication with all stakeholders.

Fully understanding and acknowledging this policy, all employees of EcoPro and EcoPro Group companies will actively practice the policy and strive to make the workplace eco-friendly and free of accidents.

Song Ho-jun, CEO  

EHS Goals

EcoPro has established EHS goals to develop a sustainable and eco-friendly ecosystem, prevent industrial accidents, and foster a pleasant work environment. To this end, comprehensive action plans have been devised to achieve zero accidents and occupational diseases, as well as zero environmental incidents. Looking ahead, we will continue to dedicate resources to maintaining the continuity of our corporate management by, for example, the establishment of an accident recurrence prevention system and the mitigation of compliance risks.



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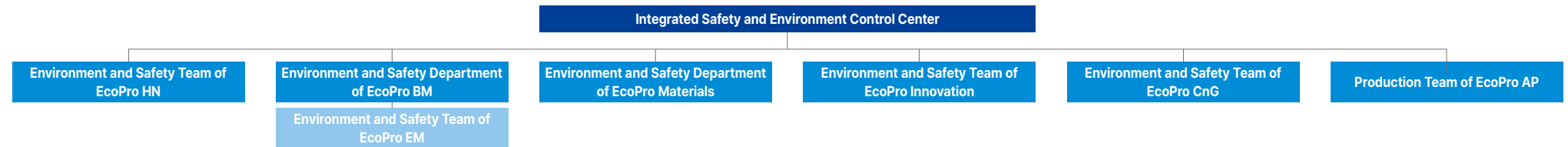
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EHS System

EHS Governance

At EcoPro, the Integrated Safety and Environment Control Center plays a key role in groupwide environmental governance. Led by a C-level executive, the center oversees collaboration across various departments, comprising of the Environment and Safety Department of EcoPro BM, the Environment and Safety Teams of EcoPro HN, EcoPro Materials, EcoPro EM, EcoPro CnG, and EcoPro Innovation, and the Production Team of EcoPro AP. This structure promotes close collaboration among administrative staff (handling safety and environmental matters), operational staff (focused on implementation), and the center's own staff members and team leaders.



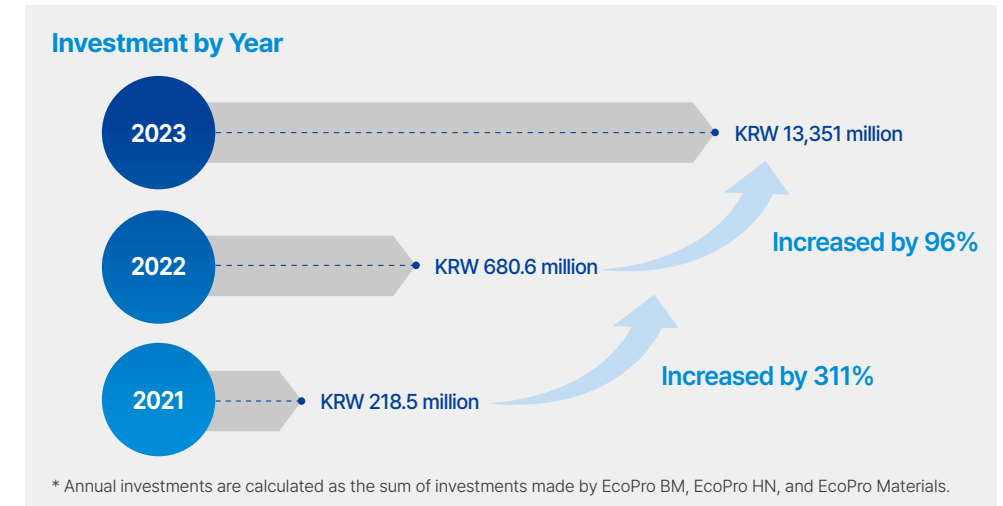
EHS Certification

All EcoPro Group companies are certified under the ISO 45001 safety and health management system and the ISO 14001 environmental management system. These certifications ensure that each company's major operations are systematically managed. EcoPro remains committed to maintaining and adhering to these global standards.



EHS Investment

At EcoPro, we actively invest in water and air pollution prevention facilities to protect the environment. In terms of workplace safety, our investments prioritize facility improvements and fire prevention measures to create a safer work environment. These initiatives are aimed at ensuring workplace safety, promoting employee health, and safeguarding our operations.



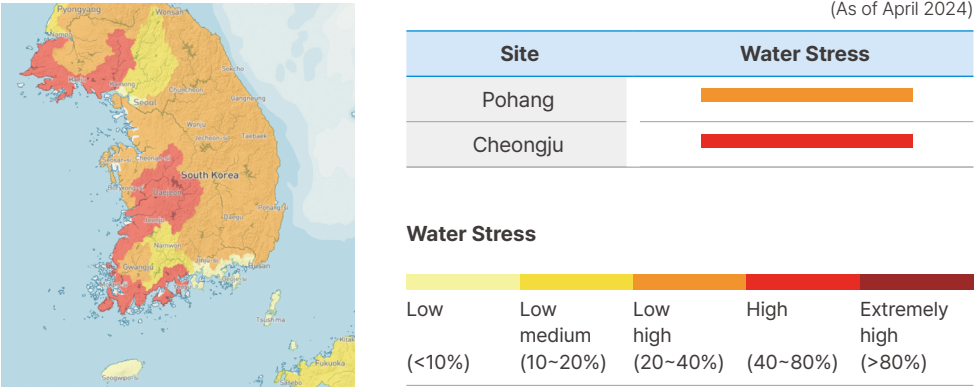
Green Workplace Management

At EcoPro, we have implemented data-driven reduction measures and targets to create a greener workplace. We systematically identify the environmental impacts of our business activities and regularly assess their significance. Through advanced analysis and proactive management of potential environmental events and risk factors, we continuously work to reduce both direct and indirect environmental impacts.

Water Management

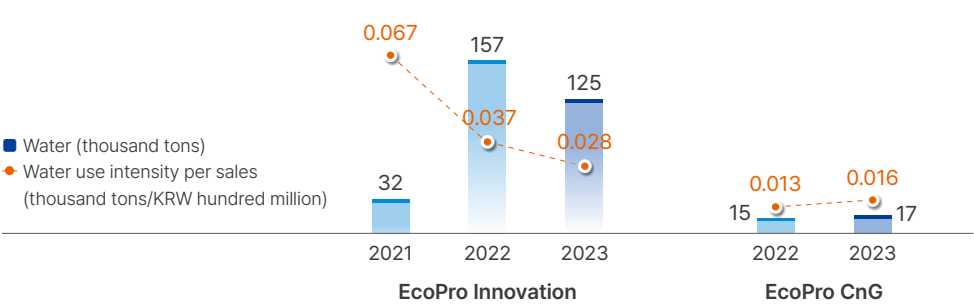
EcoPro actively manages water use across all Group companies' workplaces, considering site-specific water stress levels, and identifying areas exposed to water scarcity. This information is shared with stakeholders to foster a collective understanding of the importance of water conservation. In addition, we engage employees through campaigns and programs aimed at promoting the protection of water resources.

Site-Specific Water Stress Levels



* Source: World Resource Institute (WRI) Aqueduct, <https://www.wri.org>.

Water Consumption



Waste Management

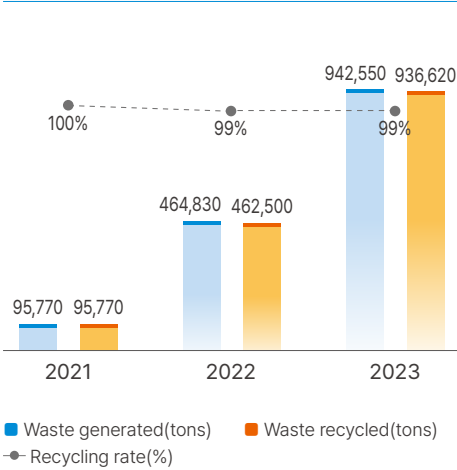
At EcoPro, waste is categorized by type and disposal method, ensuring that all waste is registered and systematically managed. For both general and designated waste, we use external services for disposal, with strict attention to waste permits, contract details, and disposal methods tailored to each type to maximize recycling.

As a waste battery recycling specialist, EcoPro CnG plays a key role in supporting the secondary battery industry's sustainable growth.

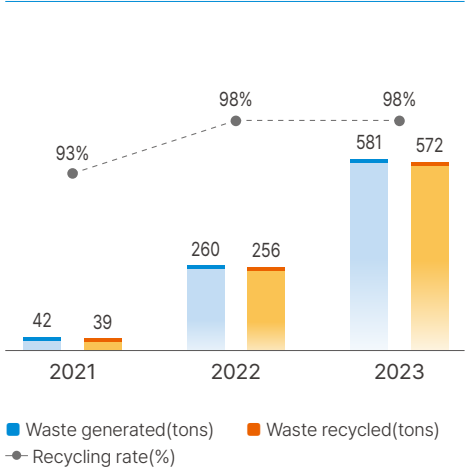
Category	Unit	EcoPro Innovation			EcoPro CnG		
		2021	2022	2023	2021	2022	2023
Waste generated	Tons	95,770	464,830	942,550	42	260	581
Waste recycled	Tons	95,770	462,500	936,620	39	256	572
Recycling rate	%	100%	99%	99%	93%	98%	98%

* EcoPro AP uses air as the main ingredient, resulting in less than 5 tons of waste per year.

EcoPro Innovation



EcoPro CnG



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Green Workplace Management

Wastewater Management

At EcoPro, water pollutant discharging facilities are registered and monitored by an integrated system to track pollutant measurements. This system includes the management of prevention facilities, chemicals impacting water quality, wastewater, and sludge. We apply pollutant-specific data controls that account for site locations, permit holders, and types of discharge. To ensure accuracy and compliance, we conduct self-administered measurements to verify the data and confirm that all facilities are operating effectively.

EcoPro Innovation manages the wastewater produced at Pohang Campuses 1 and 3.¹⁾ In 2023, the company introduced a mechanical vapor recompression (MVR) system and a reverse osmosis (RO) system to enhance water recycling efforts. These technologies contribute to maintaining a clean and safe local ecosystem.

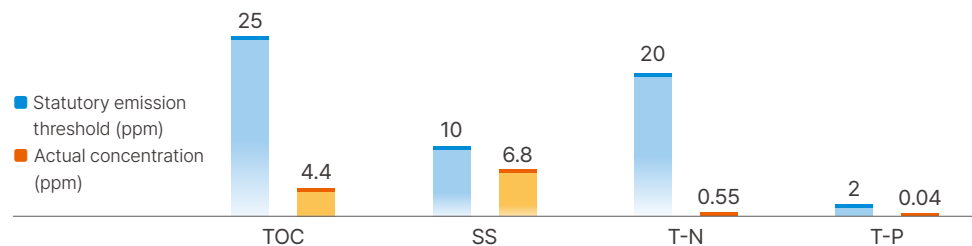
1) Pohang Campus 1, EcoPro BM; Pohang Campus 3, EcoPro EM, EcoPro Innovation, and EcoPro CnG.

EcoPro CnG has implemented a comprehensive EHS policy as a public commitment to environmental conservation. In line with this, its newly expanded facility recycles 40m³ of wastewater daily, which is re-fed into the production process. This approach reduces both wastewater discharge and overall water consumption, contributing to the conservation of water resources and a cleaner water environment.

Category	Unit	Statutory emission threshold	Actual concentration	Pollutant concentration relative to the emission threshold (%)
TOC	ppm	25	4.4	18
SS	ppm	10	6.8	68
T-N	ppm	20	0.55	3
T-P	ppm	2	0.04	2

* EcoPro AP uses air as the main ingredient, hence no pollutants contained in the wastewater.

Pohang Campus 1

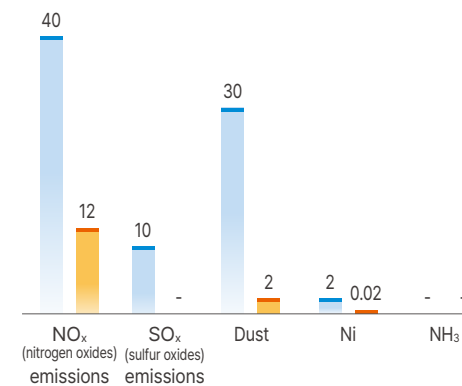


Air Pollutant Management

At EcoPro, air pollutant management is organized through a self-measurement registration and monitoring system. Pollutant-specific data are managed by site, permit holder, and discharge type, with clearly defined measurement cycles to ensure regular and timely data reporting. The company maintains strict control over air pollution reduction systems and consumables by using detailed operation logs and checklists.

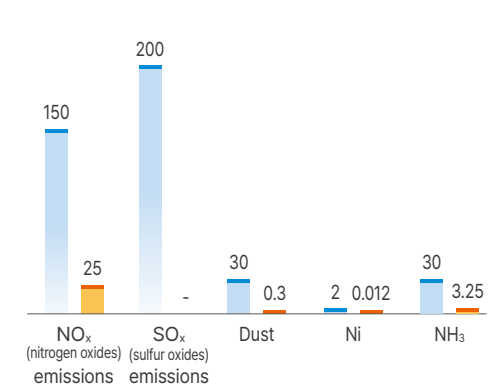
Category	Unit	EcoPro Innovation			EcoPro CnG		
		Threshold	Emission concentration	Emission concentration compared to the threshold (%)	Threshold	Emission concentration	Emission concentration compared to the threshold (%)
NO _x (nitrogen oxides)	ppm	40	12	31	150	25	16
SO _x (sulfur oxides)	ppm	10	-	0	200	-	0
Dust	mg/Sm ³	30	2	8	30	0.3	1
Ni	mg/Sm ³	2	0.02	1	2	0.012	0.6
NH ₃	ppm	-	-	-	30	3.25	10.8

EcoPro Innovation



■ Threshold(NO_x, SO_x, NH₃-ppm/Dust, Ni-mg/Sm³)
 ■ Emission concentration(NO_x, SO_x, NH₃-ppm/Dust, Ni-mg/Sm³)

EcoPro CnG



■ Threshold(NO_x, SO_x, NH₃-ppm/Dust, Ni-mg/Sm³)
 ■ Emission concentration(NO_x, SO_x, NH₃-ppm/Dust, Ni-mg/Sm³)

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Environmental Risk Assessment and Management

At EcoPro, we conduct comprehensive environmental impact analyses by managing key data relating to workplaces, processes, and revision dates through an internal management program. This enables us to identify and assess major environmental impact factors and manage critical factors such as detailed processes and operating conditions. Our environmental impact checklist is used to evaluate and optimize each work process. In addition, we employ a real-time management system to track detailed information, including materials balance sheet data.

Environmental Information Registration and Monitoring

At EcoPro, we ensure that each site is properly registered with basic information to confirm they hold the necessary permits and operate under suitable conditions. In addition, we have a meteorological information management system in place to monitor the surrounding environments of our business operations. This system tracks critical data such as standby power usage, as well as air and water quality operation logs.

Biodiversity Management

At EcoPro, we collaborate closely with government authorities to manage biodiversity actively at all our manufacturing sites, which are located within national industrial parks. Our commitment extends to regular monitoring of endangered wildlife around our major sites. We foster awareness and engagement in ecosystem protection through various initiatives, including hydrangea gardens and tree planting programs involving local communities and employees.

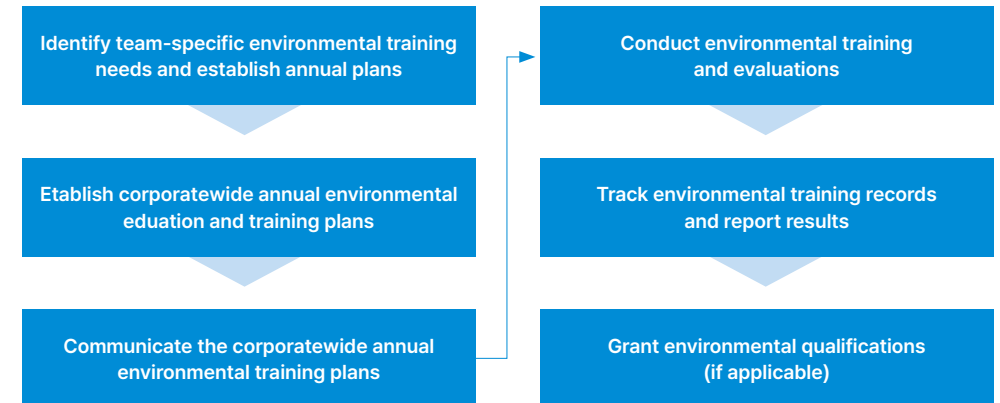
Moving forward, we aim to expand our biodiversity efforts by implementing comprehensive activities. These include reducing the loss of natural habitats, preserving genetic diversity, promoting sustainable agriculture practices, managing aquaculture areas and forests sustainably, and ensuring responsible management of fishery resources.

Category	Cheongju	Pohang
Endangered Wildlife Class I	Otter	Otter Stumpy bullhead Charonia sauliae
Endangered Wildlife Class II	Cigaritis Long-billed plover Gold-spotted pond frog Narrow-mouthed toad	Prickly lotus flower Glaux maritima

Environmental Awareness Building

EcoPro is committed to enhancing employee expertise through regular and ad hoc training sessions, as well as external training opportunities when necessary. We ensure the quality of our training programs by closely monitoring all aspects, from the establishment of our annual training plan to the evaluation of its effectiveness.

Regular Environmental Training Process



Environmental Training

Category	Unit	EcoPro Innovation			EcoPro CnG		
		2021	2022	2023	2021	2022	2023
Total Training Hours	Hour	104	444	1,040	822	1,839	1,134
Total Trainees	People	52	83	185	49	125	89

* EcoPro AP is not subject to statutory training requirements; hence, they are not subject to tracking of training or data.

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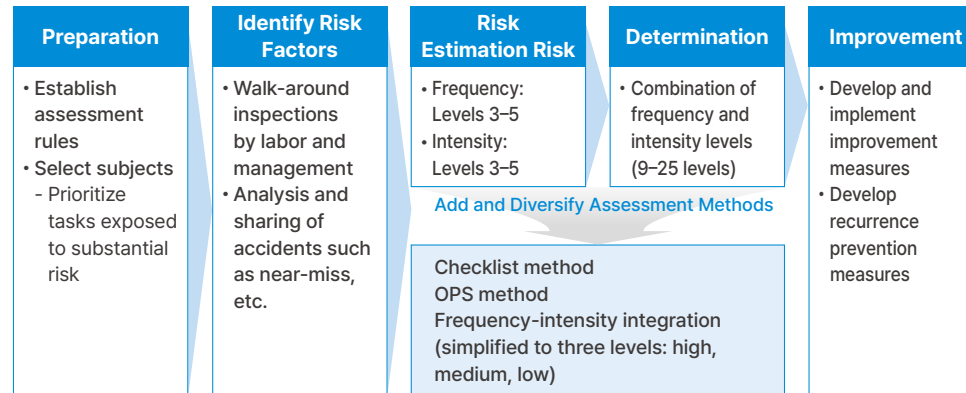
EHS Activities and Performance

To create a safe workplace, we conduct comprehensive assessments and establish a safety-driven monitoring system to eliminate major risks through self-analysis. We provide training and implement various programs to internalize a strong safety culture within our organization and encourage our suppliers to participate actively in these initiatives as well.

Safety Risk Assessment

To enhance workplace safety, EcoPro has implemented an environmental safety and health assessment alongside a cross-diagnosis of all Group companies. These initiatives focus on key safety aspects, including the effectiveness and enhancement of the safety and health organizational system and compliance with the Serious Accident Punishment Act and the Occupational Safety and Health Act.

Assessment Process



Occupational Accidents

The results of the risk assessment guide us in our efforts to make our workplace accident-free.

Indicator	Unit	EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
Fatality	People	0	0	0	0	0	0	0	0	0
Injury(serious)	People	0	0	0	0	0	0	0	0	0
Injury(minor)	People	0	1	0	0	1	0	0	0	0
LTIFR	Rate	0	1.93	0	0	3.33	0	0	0	0

Occupational Safety and Health Committee

The Occupational Safety and Health Committee at EcoPro convenes quarterly, led by the Chief Safety and Health Officer. Co-chaired by an employee representative and an employer representative, the committee fosters collaborative labor-management discussions on safety and health issues. Key agenda items include occupational accident prevention plans, management of regulations and standards, safety and health training, work environment assessments, and analysis of serious disaster accidents.

Safety and Health Training

EcoPro delivers safety and health training in line with domestic statutory standards, encompassing both workplace safety and health training as well as management training. The workplace safety training is organized into categories such as new hire orientation, task-specific updates, special safety sessions, and regular training. Supervisors and managers are also required to complete additional training. To enhance employees' safety awareness and ensure that safety personnel stay informed about the latest developments, we use external training services.

EcoPro Innovation enhanced employees' readiness for safety incidents by providing emergency rescue training and demonstrations. This hands-on safety experience included simulations of eight types of potential disasters that could occur on-site, allowing employees to understand the critical importance of wearing protective gear and cultivating strong safety awareness.

EcoPro CnG conducts comprehensive occupational safety experience training for employees, focusing on theoretical knowledge relating to falls and enclosed spaces, alongside practical safety and rescue activities. Looking ahead, the company plans to partner with specialized organizations to offer safety education and feedback for new hires regularly. In addition, to enhance safety awareness, EcoPro CnG will implement a reward system that encourages voluntary participation in training.

Indicator	Unit	EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
Total training hours	Hour	3,896	4,954	5,442	698	5,030	5,262	179	504	724
Total employees trained	People	124	182	204	237	937	1,817	16	25	34

EHS Activities and Performance

Employee Health Management Activities

EcoPro conducts a range of medical examinations for field workers to ensure a safe work environment and enhance safety awareness. These include periodic medical examinations, special medical checkups, pre-placement screenings, and regular health assessments to monitor employee health levels. For workers showing symptoms or health conditions, the company offers various health promotion programs to maintain and protect their well-being.

Healthcare program

Health counseling

Guidance and advice on how to prevent occupational diseases

Guidance on clinic visits and examinations

Lifestyle advice



▲ Responsible Drinking Campaign in 2023: Happy Workplace, Happy Energy



▲ Know Your Door Number: Red Circle Zone

Employee Health Promotion

EcoPro provides comprehensive medical examinations for all employees, focusing on both physical and mental health, which include assessments for musculoskeletal hazards as well as mental health support, such as depression and stress management programs. For field workers, we conduct specialized medical examinations to ensure a safe work environment and increase safety awareness.

EcoPro Innovation promotes employee health through body fat reduction and quit-smoking campaigns, aiming to prevent respiratory diseases and improve overall well-being. We also run the Healthy Innovation Challenge, which focuses on helping employees, especially those exposed to shift work and extended hours, to adopt healthier habits and prevent cerebrovascular diseases. As part of the challenge, employees are encouraged to exercise at least three times a week, track their progress through an app, and receive rewards for their efforts.

At EcoPro CnG, quit-smoking and fitness programs are designed to empower employees in managing their health. The company offers congratulatory grants to employees who successfully quit smoking. Similarly, employees who set fitness goals and meet interim and final targets, verified through an InBody device, are also rewarded with grants. To inspire others, EcoPro CnG plans to post the names of successful participants on the EHS bulletin board and organize grant-winning ceremonies, further motivating employees to quit smoking.

건강한 2023년

헬시 이노베이션 운동습관챌린지

HEALTHY INNOVATION CHALLENGE

지난해부터 시행중인 이노베이션 건강증진프로그램에 80여명이 참여했고, 30%이상이 금연 및 다이어트에 성공해 축하금을 받았습니니다. 2023년을 맞아 사내 건강을 중요하게 생각하는 분위기를 만들고, 이노베이션 임직원이 함께 운동습관을 위해 노력하고자 챌린지를 시작합니다.

참여 대상 에코프로 이노베이션 임직원

연월 1월 30일 ~ 2월 26일 (4주간) 챌린지 진행
-1월 12일 ~ 20일 모집

챌린지 내용 4주간 주 3회 운동 및 금연
-본인에게 맞는 운동은 무엇이든 가능!

참여 혜택 참여상, 실천장나무상, 프로승원박상, 건강프로상

활동 목표 (100%) 100% 달성 시 10,000원 (10명) 지급

참여 방법 ① 챌린지 참가 신청 양식 입력
-챌린지 참가 신청서
② 그로유 가입 및 챌린지 참여 (만자로 공유물은 링크로 참여)
-4내일 양식: 부사+이름 / 예: 한정민한정민규
③ 1월 30일 챌린지 시작
-그로유에 첫, 3회, 6회, 9회, 12회 인증샷 업로드

건강한 나를 위한 운동 습관 만들기, 우리 함께 시작해요.

EcoPro Innovation

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EHS Activities and Performance

Workplace Safety and Prevention Activities

EcoPro adopts a proactive approach to safety accident prevention by regularly conducting inspections and evaluating supervisors' compliance with the Occupational Safety and Health Act and the Serious Accident Punishment Act. Biannual evaluations are conducted on safety-related tasks associated with the Serious Accident Punishment Act. These evaluations assess the implementation of safety and health measures both within the company and among contractors. Any identified issues are addressed by establishing improvement tasks and countermeasures, which are incorporated into future safety plans.

Ten Safety Accidents Management

At EcoPro, we categorize safety accidents into ten types, analyze them thoroughly, and develop type-specific countermeasures.

Ten Safety Accident Issues

<p>Human Issues</p> <ol style="list-style-type: none"> 1. By job 2. By age 3. By length of service 	<p>Characteristic Issues</p> <ol style="list-style-type: none"> 1. By location 2. By occupation 3. By accident type 4. By accident cause 	<p>Temporal Issues</p> <ol style="list-style-type: none"> 1. By month 2. By day 3. By time slot
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Workplace Safety Cross-Checks

EcoPro has formed a diagnostic team comprising members from the safety and health organizations across all EcoPro Group companies. This team conducts biannual cross-checks of each company's safety and health management systems. The goal is to identify new risk factors from an external perspective and proactively address potential hazards to mitigate risks. By sharing and applying the strengths of each company's safety management practices, the Group continually enhances its overall safety management standards.

Self-Administered Safety Checks

EcoPro collaborates with external safety organizations to perform comprehensive workplace safety diagnoses. These assessments evaluate the company's safety and health management system, the functioning of the 12 elements of process safety management (PSM), and the condition of major facilities. Identified issues are prioritized based on their importance and urgency, with solutions ranging from immediate improvements to long-term investments.

My Area, My Machine Initiative

The MAMM (My Area, My Machine) initiative is part of EcoPro's efforts to ensure equipment reliability and workplace safety. Through this program, employees are assigned clear roles for specific areas and machinery, allowing them to check roles, share status updates, and monitor risks and improvements. By defining responsibilities and activities in the field, the initiative enhances the accountability and expertise of personnel.

Safety Suggestions

EcoPro's Employee Safety Suggestion System fosters a culture of proactive safety by encouraging employees to identify and eliminate harmful and dangerous factors in advance. The system promotes employee participation, incorporates best practices, and fosters a creative and proactive safety environment. Employees submit safety suggestions, and outstanding ideas are selected based on criteria such as feasibility, creativity, and cost-effectiveness. The system helps raise companywide safety awareness, with the CEO personally participating as a jury member to recognize and reward outstanding contributions.



Suggestion Highlights in 2024

Furnish rescue handkerchiefs	Install rooftop rain barriers (guards)	Modify and add support to process pulp tubing lines
Reinforce critical equipment crash cushions	Install larger convex mirrors in logistics blind spots	Add emergency assembly point signage

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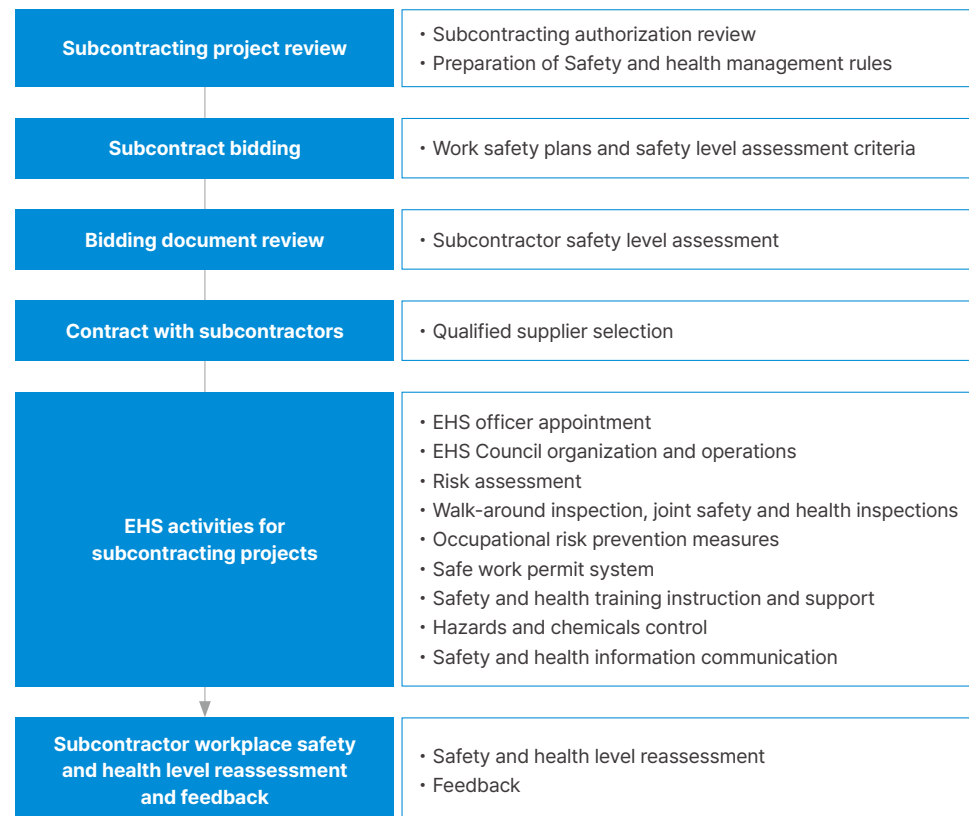
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EHS Activities and Performance

Supply Chain Safety Audit

EcoPro emphasizes the importance of safety, health, and environmental compliance by specifying these requirements in contracts and training for suppliers. We conduct thorough safety, health, and environmental analyses, measurements, and evaluations, incorporating the results into our contracts.

To minimize accidents involving subcontractors, we assess their safety management capabilities during the selection process and provide comprehensive training before they begin work.



Hazardous Chemicals Management

EcoPro prioritizes safety in handling chemicals by preparing and providing Material Safety Data Sheets (MSDSs) that are easily accessible to workers. Warning signs are clearly displayed on chemical packaging to enhance awareness. In addition, any introduction of hazardous chemicals is reported to the Safety Management Department, ensuring they are managed and handled according to established safety measures.

Category	Activity	Method	Cycle	Standards
Hazardous chemicals	Manage toxic and hazardous materials used in production activities or generated as by-products	<ol style="list-style-type: none"> Use and dispose of according to the Chemicals Management Guidelines Follow post-use waste management instructions 	As needed	Chemicals management
MSDS management	Substance-specific safety management for toxic and hazardous materials used in production	<ol style="list-style-type: none"> Obtain and manage MSDS when purchasing chemicals Disseminate and maintain to relevant process and activity teams Conduct regular training 	According to training plans	Compliance test

*** Key Information on Material Safety Data Sheets (MSDSs)**

- Chemical product and manufacturer
- Hazard and risks
- Name and content of ingredients
- First aid
- Response in the event of explosion or fire
- Response in the event of leakage
- Handling and storage
- Exposure prevention and personal protective equipment
- Physicochemical properties
- Stability and reactivity
- Toxicity
- Environmental impact
- Disposal precautions
- Information required for transportation
- Legal and regulatory status
- Other notes

*** MSDS Management**

- Product name
- Health and environmental hazards, physical hazards
- Safety and health handling precautions
- Proper protective equipment
- First aid tips and accident response

Emergency Response

To protect the safety of our employees and minimize damage to our workplaces in the event of an emergency, we have established scenarios for each type of emergency and response plans.

Emergency Response System

EcoPro has established procedures and measures for initial response and prevention of accidents in the workplace. Emergencies, including environmental incidents, fire, and disasters, are defined with scenario-specific response strategies.

Our emergency command structure consists of the emergency command group, fire and disaster prevention, rescue and medical, facility, evacuation, and standby teams led by the emergency response group leader. This system ensures close cooperation with government agencies, local authorities, and fire departments.

We distribute individual mission cards before fire disaster drills to assign specific roles in case of emergencies and maintain an emergency contact network to streamline reporting.

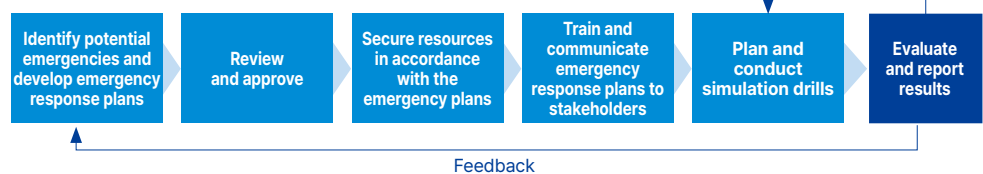
In 2023, EcoPro revised its processes to empower employees to halt work when they identify significant hazards, in accordance with the Serious Accident Punishment Act. Employees and safety teams are authorized to take action in dangerous situations, including self-action, evacuation, guidance, and work stoppage. Workers are encouraged to assess risks and implement measures to eliminate hazards, including pressing emergency stop buttons or stopping work. After addressing the hazard, they report the result to the supervisor. Employees are protected from negative repercussions for work stoppage and evacuation.

Emergency Response Drill

EcoPro conducts emergency response drills at least annually for employees and in-house suppliers to evaluate their emergency preparedness. These drills include assessments using feedback forms to gauge effectiveness. We also gather insights from external organizations involved in the drills to identify areas for improvement.

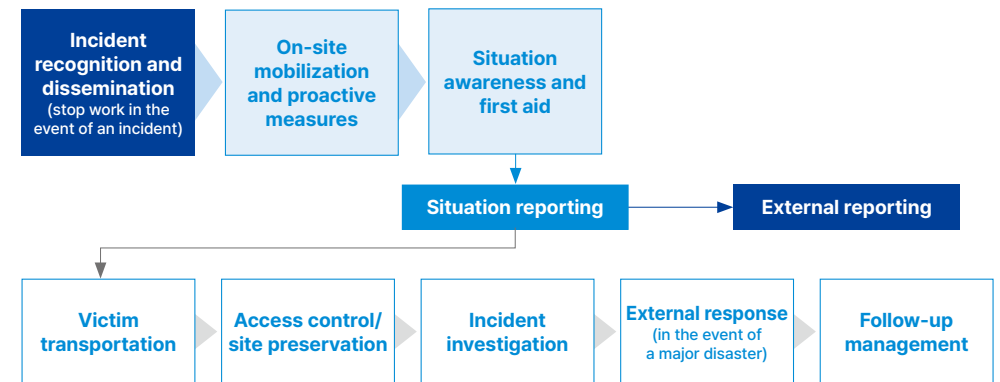
EcoPro CnG was recognized on the 61st Fire Day with a citation for its contributions to disaster response and prevention through its self-defense fire brigade and support for fire drills.

Prepare for potential emergencies



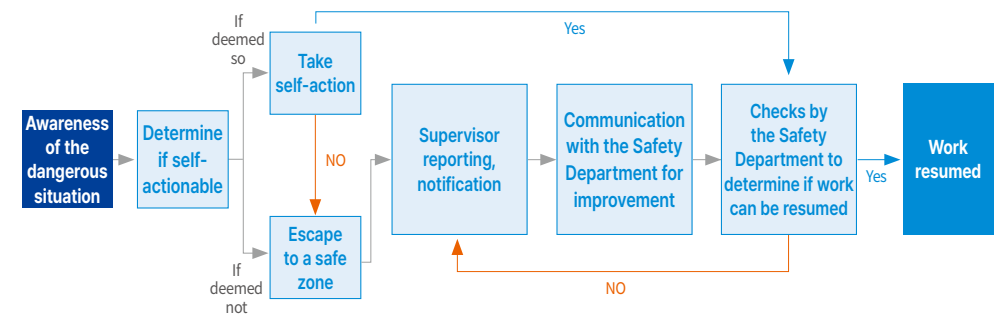
Emergency Response Procedure

EcoPro has developed response scenarios for emergencies and potential emergencies. In case of an emergency, we follow the risk response manual, ensuring a swift response through a structured reporting system that includes the CEO, the holding company CEO, and the head of EHS. In addition, we conduct simulation drills for effective action.



Workflow for Stop Work in Dangerous Situations

* Imminent risk of a major industrial accident



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Human Rights Management



Background

Everyone deserves to live in a society where there is no discrimination based on gender, age, religion, race, nationality, disability, or sexual orientation.

As members of society, companies bear a significant responsibility to uphold human rights within their operations. This entails respecting the rights of all stakeholders, including employees, and incorporating strong human rights practices into all business activities.

Management Approach

EcoPro and all EcoPro Group companies actively support international human rights guidelines and have formally adopted the Human Rights Management Charter.

To ensure ethical behavior and sound decision-making, EcoPro shares a set of rules designed to guide employees in upholding these values. The company is dedicated to ensuring that no stakeholder's rights are violated during the course of its management and business activities.

- Human Rights Management System

Key Performance



Established the Human Rights Management Charter

Human Rights Management System

EcoPro has proclaimed its Human Rights Management Charter to demonstrate its commitment to respecting and protecting the rights of all stakeholders, including employees, suppliers, customers, and local communities impacted by the company's business activities. This charter is supported by a human rights management policy and detailed principles that guide EcoPro in cultivating a corporate culture rooted in respect for human rights and mutual trust

Human Rights Management Policy

To implement human rights management, we have adopted the Human Rights Management Charter as our endorsement of and compliance with international standards and guidelines on human rights and labor, such as the Universal Declaration of Human Rights and the Ten Principles of the UNGC. We will establish a corporate culture that respects and considers the human rights of all stakeholders and strive to internalize human rights management.

Human Rights Management Charter

EcoPro declares this Human Rights Management Charter to implement human rights management actively and prevent human rights violations of all stakeholders, including employees, partners, and customers, who are affected by its business operations. For the implementation of human rights management, EcoPro will exert its utmost efforts to endorse and comply with international standards and guidelines relating to human rights and labor, such as the Universal Declaration of Human Rights, the UN Global Compact, the core conventions of the International Labor Organization, and the OECD Due Diligence Guidance for Responsible Business Conduct, and develop a corporate culture that respects human rights.

- First, we put people first and respect and actively practice national and international universal norms and values regarding human rights.
- First, we prohibit any discrimination based on nationality, gender, age, disability, sexual orientation, region, religion, and social status.
- First, we respect the dignity and worth of our employees as human beings and ensure their human rights.
- First, we support and work with our suppliers to practice human rights management for responsible supply chain management.
- First, we are committed to protecting the life, health, and safety of our customers in our business activities.
- First, we respect the human rights of local people and strive to improve their rights.

Song Ho-jun, CEO

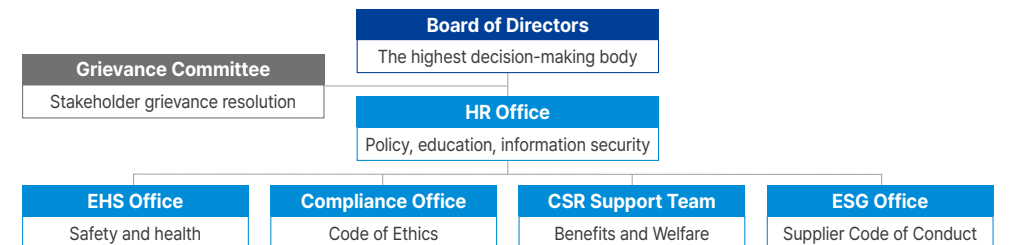


Human Rights Management Guiding Principles

Prohibition of Forced Labor, Child Labor, and Human Trafficking Prohibit all forms of slavery, forced labor, and human trafficking.	Occupational Safety Comply with health and safety laws and standards to ensure all employees work in a safe work environment.	Protect Local People's Fundamental and Environmental Rights Respect and protect the rights of local people, including their right to life, freedom to relocate, right to health and safety, and right to property ownership.
Compliance with Labor Conditions Comply with country-specific statutory work hours as required by labor laws and regulations.	Nondiscrimination Prohibit discrimination in employment, including recruitment, hiring, promotion, training, wages, and benefits, on the basis of gender, race, ethnicity, national origin, religion, disability, age, sexual orientation, familial status, social status, and political opinion.	
Freedom of Association and Collective Bargaining Comply with the labor laws of countries that have adopted the Human Rights Charter, provide employees with opportunities for free communication, and guarantee freedom of association.	Customer Rights Protection Prioritize the protection of customers' life, health, and property and take the best available measures to protect personal information collected in the course of business activities.	Responsible Supply Chain Management Establish supply chain ESG risk management policies and guidelines for suppliers and business partners.

Human Rights Management Structure

We make decisions relating to human rights management, including cases of human rights violations and human rights regulations, through the Board of Directors, which includes top decision-makers, and working-level meetings organized by decision-makers.





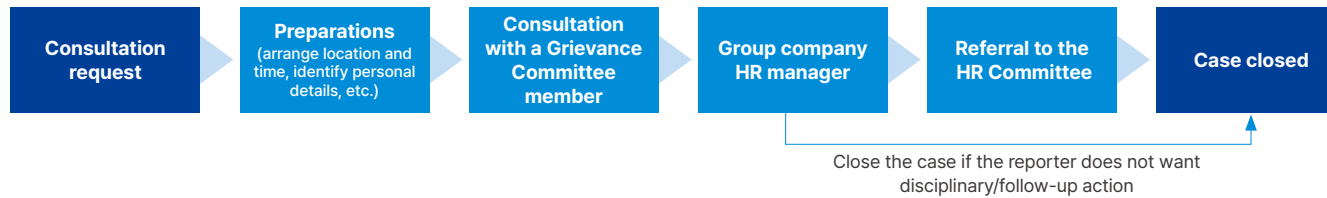
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Human Rights Management System

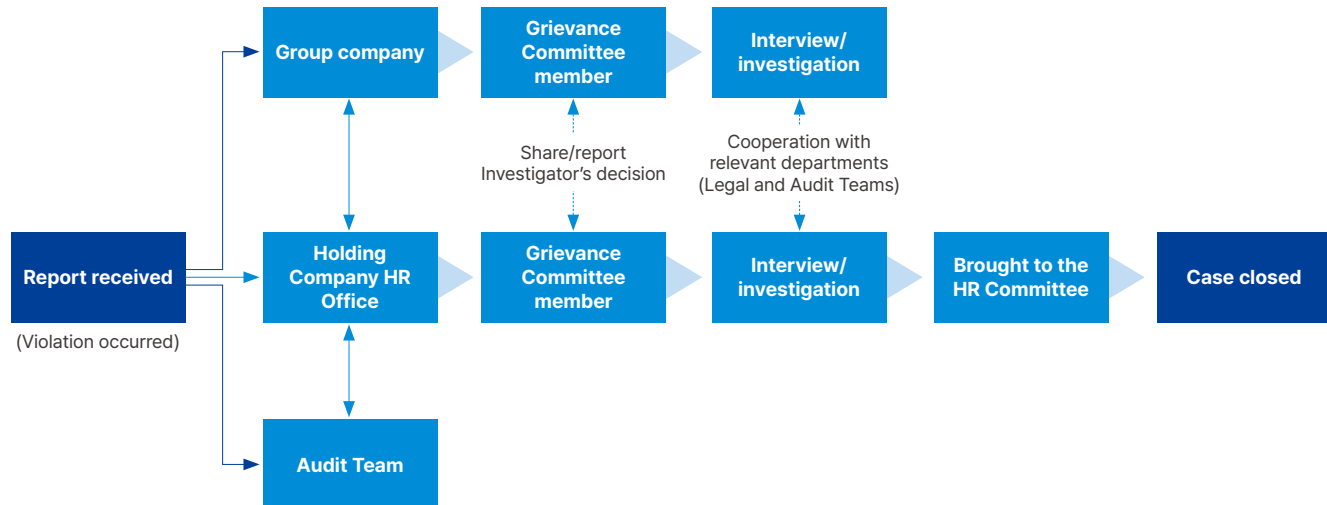
Grievance Handling

EcoPro has implemented a comprehensive grievance-handling system to allow employees and stakeholders to report instances of unfair conduct or grievances. This system enables reports through multiple channels, including online platforms (website, email, social media) and telephone. Once a report is submitted, a responsible person is promptly assigned to ensure the case is handled professionally and efficiently. EcoPro is committed to understanding the concerns of its employees and stakeholders, with a focus on improving work conditions and reducing safety accidents.

Grievance-Handling Process (general)



Grievance Process (cases that may result in serious disciplinary action)



Grievance Principles

EcoPro prioritizes protecting whistleblowers' safety and rights. We provide accessible channels for all stakeholders to make anonymous reports, ensuring that confidentiality is strictly maintained. We guarantee that no individual will face any penalties or adverse consequences for making a report.

Anonymity guaranteed	Whistleblower protection	No disadvantages
Open to all	Fast and accurate processing	Objection process

Grievance Counseling Program

EcoPro offers expert counseling programs to provide professional support for employees dealing with challenges such as work-related stress, mental health issues, work-life balance, or any other workplace concerns. We also ensure access to emergency counseling services when needed. These grievance programs are specifically designed to protect the rights of our employees.

Human Rights Management Enhancement Plan

EcoPro has set clear goals and activities to enhance human rights management within the company. In 2024, we will introduce a comprehensive human rights management system, which includes designating a specific department responsible for human rights management and establishing related programs. In 2025, we plan to strengthen this initiative further by launching human rights education programs and forming a Human Rights Management Committee. As we move forward, we will also implement a system to monitor human rights risks.

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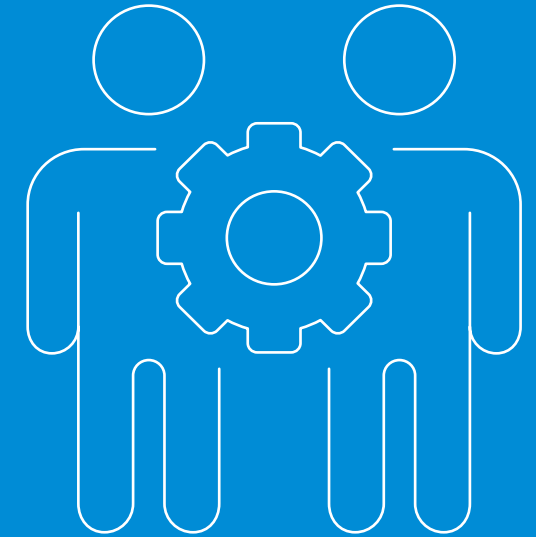
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Background

Attracting and nurturing outstanding talent is crucial for companies to remain adaptable in a rapidly evolving business environment and maintain sustainable management practices. To achieve global success, fostering creative and innovative talent is essential. Equally important is creating a positive organizational culture that promotes collaboration and respect for diverse values.

Management Approach

EcoPro, guided by its unified talent management system, is committed to recruiting exceptional talent and fostering a corporate culture that enables employees to realize their capabilities fully.

- Cooperative human resources management
- Creative organizational culture
- Work-life balance
- Mutually beneficial labor-management relationship

Key Performance



International field trip for all employees: 3,044 people



Introduced flexible work arrangements

Cooperative Human Resources Management

At EcoPro, we recognize that innovative products and services are critical to thriving in the global marketplace. To achieve this, we focus on attracting and nurturing talented individuals, providing them with opportunities to grow and reach their full potential. We are building a corporate culture that encourages employees to challenge themselves and embrace creative thinking continually.

EcoPro's Model Talent

EcoPro has established a model for the ideal talent, encouraging employees to challenge themselves and pursue trust, change, and innovation. The core values are deeply embedded in every facet of our human resources management from recruitment processes to talent development programs.



Challenge

We are EcoPro people who tolerate failure and constantly challenge ourselves, based on autonomy and initiative, to be the best.

- ✓ Challenge-taking
- ✓ Risk tolerance
- ✓ Autonomy
- ✓ Ownership

Trust

We are EcoPro people who respect diversity and earn trust through ethical work practices, to be the best.

- ✓ Respect for diversity/communication
- ✓ Sense of community
- ✓ Ethical management
- ✓ Respect and consideration
- ✓ Confidence/pride

Change and Innovation

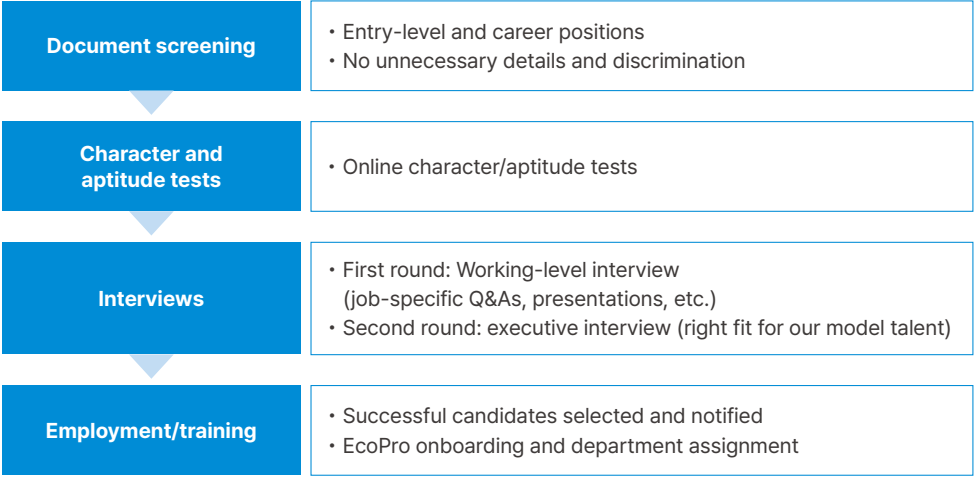
We are EcoPro people who constantly change and innovate to create new market opportunities based on creative thinking and R&D innovation, to be the best.

- ✓ R&D oriented
- ✓ Creative talent
- ✓ Proactive adaptation to market changes

Cooperative Human Resources Management

EcoPro's Recruitment System

EcoPro operates a transparent and systematic recruitment process aimed at attracting top talent. The process is divided into two main categories: entry-level and career positions, with career positions further split into administrative and operational roles. This structure allows the company to consider the specific expertise and skill sets of each candidate. In addition, EcoPro employs a differentiated recruitment process, conducting job suitability assessments tailored to the nature of each role.



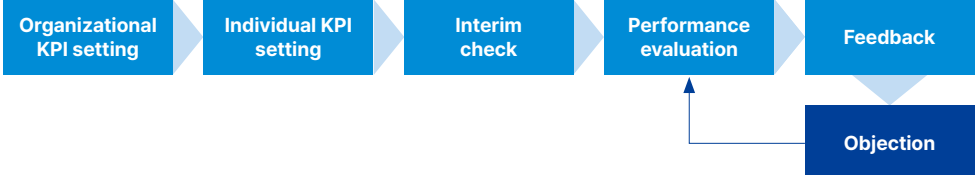
Diversity and Equity

EcoPro strictly complies with the Fair Hiring Procedure Act, explicitly prohibiting any form of discrimination in the recruitment process. The company ensures that no candidate is discriminated against based on disability, gender, religion, race, family relationship, or other such factors. In line with diversity and inclusion principles, EcoPro considers various aspects of diversity during recruitment, adhering to relevant laws such as the Veterans Support Act and the Act on Welfare of Persons with Disabilities.

Fair Performance Evaluation

We employ a well-structured, performance-based system to ensure that employees are fairly evaluated. All employees undergo individual self-evaluations and four stages of evaluation meetings. The outcomes of these performance evaluations form the foundation for our compensation practices, including incentives and promotions. Employees receive feedback based on the evaluation results and have the right to lodge an objection.

We maintain a strict policy of not applying different compensation systems for male and female new hires and are fully compliant with the government's minimum wage regulations.



Reasonable Compensation

EcoPro upholds fair salary and incentive systems rooted in annual performance evaluations. Proper rewards and recognition for top performers and long-term employees help boost employee morale. To recognize and reward employee efforts further, we offer special rewards to winners of innovation contests and provide opportunities for overseas training programs.

2023 Innovation Contest



▲ 2023 Innovation Contest

Cooperative Human Resources Management

Orientations for Human Resources Development

EcoPro has developed an integrated talent management structure across all Group companies, focusing on cultivating future-leading talents. Guided by three core principles—expertise, growth, and creativity—the initiative aims to unlock employee potential and foster their development into globally capable professionals.

Human Resources Development System

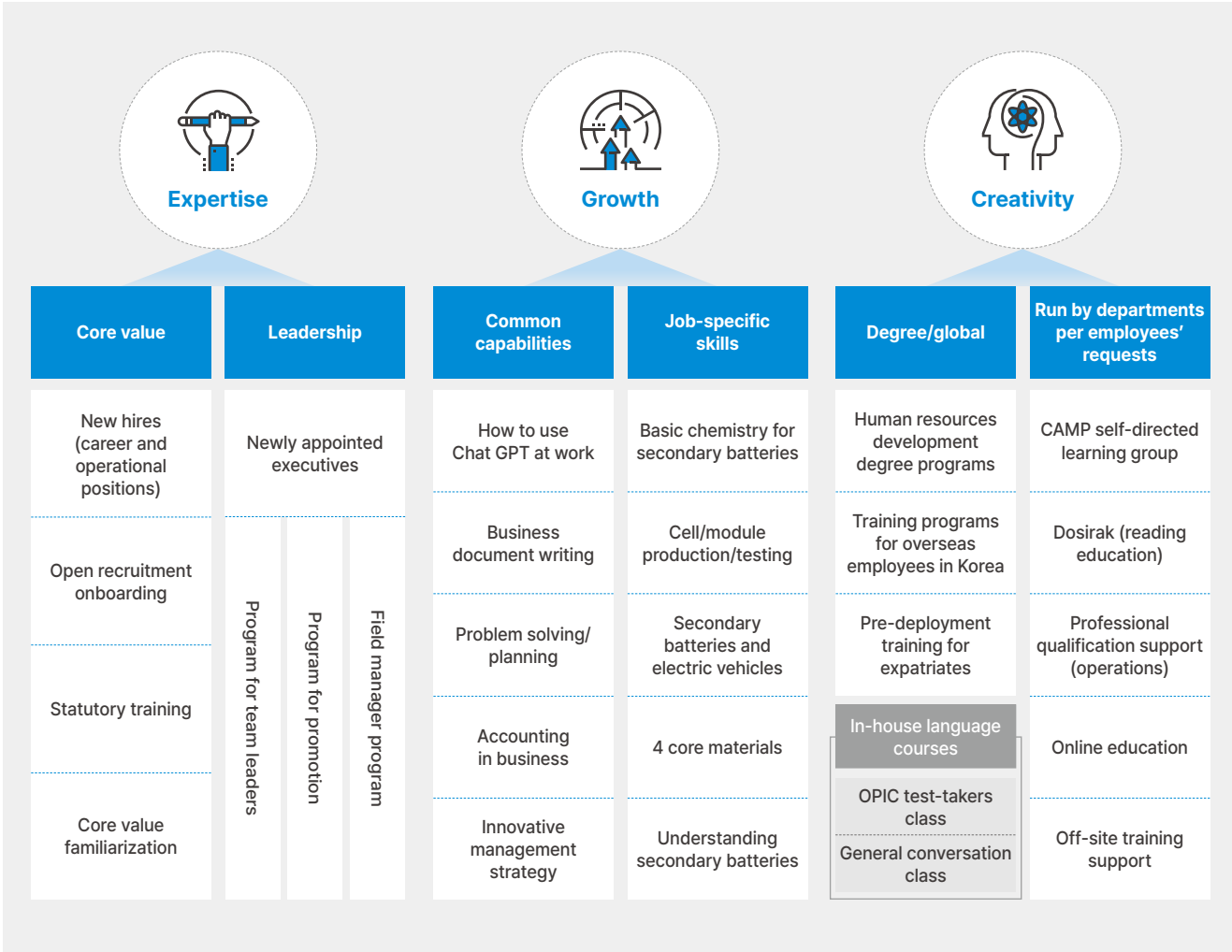
EcoPro implements a comprehensive talent development system across the Group, led by the holding company. This system supports employees at all levels—from new hires to executives—in enhancing their job expertise and future competitiveness. Training programs are designed to instill EcoPro’s core values while fostering essential skills in leadership, common competencies, job-specific knowledge, and global awareness.

Each year, the training courses are updated to align with evolving business needs and employee feedback. In addition, EcoPro offers a variety of educational opportunities, empowering employees to take charge of their learning and pursue areas of interest for self-development.

Human Resources Development Training Advancement

EcoPro conducts satisfaction surveys for key training programs to improve the training flow, content, and methods continuously.

Talent Development Structure



Cooperative Human Resources Management

Common Competency Courses

EcoPro provides common competency courses aimed at enhancing practical skills and effective work methodologies. These include essential training in Microsoft Office, reporting skills, accounting, statistics, and business writing. In response to the company’s strategic direction and market trends, EcoPro continuously develops new programs focused on innovation, talent competitiveness, and technology leadership. The courses encompass three main areas: smart work, problem-solving, and a business mindset. In addition, detailed courses are offered on topics such as using ChatGPT at work and innovative management strategies. These initiatives encourage employees to leverage their creativity, equipping them with the tools needed to gain a competitive edge in their roles.

Professional Courses

EcoPro offers professional job competency courses tailored to employee needs through collective training at its Ochang and Pohang sites. These courses cover essential topics such as secondary battery fundamentals, statistical analysis, and equipment diagnosis and maintenance, all delivered through hands-on training. With an average satisfaction score exceeding 4.5, the courses have proven to be highly effective. Looking ahead, EcoPro plans to structure specialized courses focused on the secondary battery industry, allowing employees at various levels and roles to choose training that aligns with their expertise and experience.

External Training Support

EcoPro supports employees seeking to enhance their common or professional competencies through external programs. Employees are encouraged to attend conferences and seminars, which not only broaden their job knowledge but also count toward required training hours. In addition, when specific training needs arise within departments, EcoPro allows those departments to organize their own training sessions and recognizes the training hours accordingly.

Category	Details
External training guide	Common competencies, professional competencies, government-authorized organizations that provide free training for employees, etc.
Support for various forms of capacity building	App learning (subscription payment), telephone/video call language programs, AI-assisted learning, etc.
Conference and seminar support	Job-related conferences and seminars
Self-organized training by departments	Tailored training to meet department-specific needs

Onboarding for Overseas Employees

EcoPro offers comprehensive support for employees hired locally by its overseas operations, ensuring a smooth transition into the company. This includes safety training, adaptation training, and education on Korean culture and EcoPro’s values. To foster a sense of belonging, employees participate in an eight-week on-the-job training program with Korean mentors, complemented by activities that promote understanding of modern Korean culture, such as farewell tours.

Onboarding for Overseas Employees



In-House Global Training

As EcoPro expands in the global market, it is committed to enhancing global competencies among its employees. The company supports external training courses that help employees prepare for English tests and understand local cultures, recognizing these as training credits. In addition, EcoPro offers in-house language courses available to all employees. Future plans include expanding training options through video language training, AI-assisted learning, and online courses, allowing administrative staff to access foreign language training and develop their global competencies.

Cooperative Human Resources Management

Degree Programs

To foster core talent, EcoPro offers employees with strong potential the opportunity to pursue master's and doctoral degrees. These degree programs are designed to help employees enhance their job competitiveness by deepening their expertise. Additionally, the programs allow employees to expand their professional networks, indirectly developing their experience while fostering motivation for continuous growth.

Self-Development Support

EcoPro encourages employees to enhance their job competencies and pursue self-development through various support programs. The self-development support system is tailored for both administrative and operational staff, taking into account job-specific work patterns and relevant courses. For operational employees, EcoPro provides congratulatory payments for obtaining qualifications such as certified technician, industrial engineer, and master craftsman. For administrative staff, EcoPro offers KRW 500,000 annually for 20 hours of self-development training.

Category	Operational staff	Administrative staff
Eligibility	All operations positions at EcoPro Group companies	Administrative positions at EcoPro Group companies (including contract workers with 1+ year contract period)
Supporting Course	Nationally recognized work-related credentials	Internal/external online training, seminars, reading, learning organizations, degree programs, etc.
Support	Congratulatory payments for applications and completions	Up to KRW 500,000 per person
Evaluation	Credentials counted as credits for personnel evaluations	Reflected in Personal KPIs (20-hour training target per year)



Dosirak (Reading Support)

At EcoPro, employees participating in self-development programs can also take advantage of Dosirak, a reading education initiative for book lovers. Participants select books—ranging from self-development guides to professional literature—and receive them either as printed books or e-books. After finishing a book, employees are encouraged to take reading notes to foster deeper learning. Each participant is eligible for funding for up to five books per year. In 2023, 57 employees joined Dosirak. EcoPro plans to continue supporting employee growth through this program, encouraging a culture of continuous development through reading.

CAMP (Self-Directed Learning Group)

CAMP is a collaborative learning initiative at EcoPro, where autonomous, self-directed groups of three or more employees come together to pursue knowledge and skill development. Through CAMP, employees study for professional certifications, share work-related tips and best practices, and exchange know-how, knowledge, and experience on topics like current affairs and financial statements. Launched in 2022, CAMP has garnered significant interest from employees. EcoPro plans to enhance the program further by increasing funding and promoting it within the organization.

EcoPro
자율형 학습조직 CAMP
 (Creative + AMP)
 우리의 창의성을 증명시키자!

자식 / 노후를 공유하고 **행복을 선도하는** 학습조직 지원

- 자율형 학습조직 CAMP란?**
 지원률이 높고 관심유예별로 자제와 노후를 책임 / 공유하는 열린 공동체
- CAMP 가능 예시**
 전문자격 취득을 위한 스터디 모임
 공통적인 업무노하우 공유 모임
 직무지식 향상을 위한 외부 강사 초청 강의
- CAMP 지원기준**
 자기개발시간 인정
 도입처용: 다과비, 외부전문가 초빙 등 학습활동 지원
- CAMP 관련문의**
 에코프로 조직문화팀 이태호 책임
 T: 043-714-7531
 E: taehoo91@ecopro.co.kr

!자세한 CAMP 시행 방법은 첨부파일 참조

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Special. EcoPro Young Scientist Award and Innovation Contest

EcoPro is dedicated to fostering innovation and creativity in areas such as energy, environment, R&D, and secondary batteries. To support these efforts, we host the Innovation Contest and the Young Scientist Award.

The EcoPro Young Scientist Award, first held in 2023, recognizes university students conducting exceptional research in energy and environmental fields. The award supports research projects focused on areas such as sustainable plastics and battery raw materials.

The Innovation Contest, launched in 2016, rewards innovative ideas in development, manufacturing, and other areas within the company. It has become a platform for sharing best practices and creating a culture of innovation. EcoPro remains committed to supporting creative research activities to drive industry growth and development.

< 2023 Young Scientist Award >

- **Environment and energy:** sustainable plastics and battery raw materials research



▲ The 1st EcoPro Young Scientist Award in 2023

< 2023 Innovation Contest Winners >

- **Grand Prize:** EcoPro Innovation, eco-friendly lithium recovery technology
- **Gold Prize:** EcoPro EM, process cost innovation
- **Silver Prize:** EcoPro HN, ammonia reforming catalyst
EcoPro CnG, improved process yield, etc.



▲ Innovation Contest

Creative Organizational Culture

EcoPro fosters a creative organizational culture centered on communication and collaboration. To encourage synergistic cooperation across all EcoPro Group companies, we have established groupwide organizational culture programs, which provide a platform for employees from different companies within the Group to engage with each other.

TRUST Compliment and Appreciation Campaign

EcoPro, along with its Group companies, organizes special events to celebrate Lunar New Year and Korean Thanksgiving with a focus on fostering a culture of gratitude and recognition among employees. Employees are encouraged to praise colleagues who have excelled in their work or express gratitude through thank you messages to those who have been particularly helpful. As part of the celebration, gifts are distributed through a raffle. These events help cultivate trust and positive relationships among coworkers by highlighting beautiful stories of appreciation.



TRUST YOU

추석맞이 칭찬감사 캠페인

결과 발표

- 추석맞이 칭찬감사 캠페인을 9월 18일부터 29일까지 진행했습니다. 함께라서 힘이 되는 동료에게 마음을 담은 메시지를 보내는 이 캠페인에 337명이 참여해주셨습니다. 건수로는 모두 552개의 칭찬, 감사 메시지가 오갔는데요.
- 이 중 100건을 선정해 발송인 100명, 수신인 100명 (총 200명에게 스타벅스 기프트콘을 발송하겠습니다.)
- 당첨자 명단 및 훈훈한 칭찬감사 내용은 첨부파일을 확인하시기 바랍니다.

Challenge: Achieve Your New Year Resolutions

Every January, EcoPro employees participate in a goal-setting campaign, where they outline personal resolutions, ranging from reading and health improvements to savings and hobbies. Later in the year, they come together to celebrate their achievements. In 2023, 494 employees took part in this initiative. In addition, EcoPro organizes programs, such as quit-smoking campaigns and other health management initiatives, tailored to the specific needs of each Group company. EcoPro Innovation actively supports employees' health through health and beauty clubs, promoting wellbeing and fitness. This initiative has become a best practice shared across all EcoPro Group companies, encouraging employees to adopt and maintain healthy habits.

에코프로인 새해다짐

에코프로인의 새해 목표 알아보기

새해를 맞아 봉채영 비상하길 바라며 2024 새해다짐 이벤트를 진행하였습니다.

- 기간 : 2023. 12. 22(목) ~ 27(수)
- 대상 : 에코프로 그룹사 직원
- 상품 : 스타벅스 기프트콘 1만원권 150명

모두 494명이 참여했으며 이 중 랜덤 당첨된 150명에게 상품을 보냈습니다. (당첨자 명단 첨부)

키시이노베이션 챌린지에 도전하는 소림원 매디

"헬스를 꾸준히 하며 성취를 위해 최선을 다하겠습니다"
 -서경화 사원(내재조팀)

"아기와 산책으로 간단한 운동이라도... 참가상은 나의 것"
 -한창수 책임(ENG팀)

"체력 관리와 업무능률을 위해 에코프로인의 자세로 도~건!"
 - I ♡ ecopro(익명)

Summertime Snack

Each summer, EcoPro Group companies host a snack-sharing event to boost employee morale during the hot season. One morning, as employees arrived at work, they were pleasantly surprised to find breakfast boxes being handed out by a group of colleagues. Additionally, we extended this gesture of appreciation to the employees of our suppliers working on-site, delivering snacks along with thank you notes. As part of this snack-time initiative, EcoPro Materials organized various events to boost employee morale and foster a sense of belonging, including events to celebrate reaching KRW 1 trillion in sales and cheering on the night shift workers.



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Special. Overseas Training for All Employees on the 25th Anniversary

In celebration of EcoPro's 25th anniversary, all employees across the Group were invited to participate in an overseas training program. This three-day, five-night itinerary was designed to immerse participants in programs focused on change and innovation, global culture, advanced infrastructure, and vision sharing. The program also provided employees with an opportunity to recharge by experiencing advanced infrastructure and global culture. The initiative was highly appreciated, as evidenced by an impressive satisfaction rating of 4.6 out of 5. This overseas training significantly enhanced their sense of loyalty to the company.

I feel like I've written a line of my life. Now I can work hard while remembering my memories of Singapore!

After the previous trip to Japan, I was honored to be invited to the Singapore trip. And I'm looking forward to seeing where the 30th anniversary will take me. It's been a tough time with a lot of work lately, but it was an unforgettable moment of refreshment.

During this overseas training program, I felt how much the company cares about its employees. As an employee, I will strive to make EcoPro better, and I'm looking forward to the 30th anniversary!

Singaporeans say that traveling is the only way to get a change of pace in the hot weather, because they'd only go back and forth between work and home. I guess we needed a change too, because we spend a lot of time inside the factory. Go EcoPro! I love EcoPro!

Through this 25th anniversary overseas training program, I was able to broaden my horizons and gain new energy by seeing different ethnicities living in harmony.

It was a happy trip where I made the most of every second. I would like to come back next time with my family.



Work-Life Balance

EcoPro operates a variety of welfare programs aimed at making the company a great place to work. These programs are designed to enhance employees' quality of life and increase satisfaction with their work environment by actively collecting feedback from employees and continuously improving these welfare initiatives.

Welfare and Benefits

EcoPro's Employee Welfare Fund serves as a key resource for providing comprehensive support to employees, offering programs like housing subsidies, child tuition, medical expenses, and recreational support. Emphasizing health, childbirth, and child-rearing, EcoPro operates on-campus daycare centers to assist working parents. In celebration of its 25th anniversary, the company provided welfare points to eligible employees as a token of appreciation and motivation. EcoPro also uses its welfare bulletin board as a platform to collect employee feedback on welfare programs and benefits. By listening to their voices, the company ensures continuous improvements in its welfare offerings, aiming to create a work environment where employees feel happy and motivated.

Living Support	<p>EcoPro supports its employees' well-being by offering housing or settlement subsidies for those who live far from work, ensuring they can maintain a comfortable living situation. For student workers, EcoPro provides tuition support, helping them complete their studies while working. In addition, the company enhances employees' quality of life through various reward systems, a progressive retirement benefit system, and payouts for family events, all aligned with internal regulations.</p> <div style="display: flex; justify-content: space-around; text-align: center;"> <div> Housing support</div> <div> Welfare points</div> <div> Family event payout</div> </div>	Recreation Support	<p>EcoPro encourages employees to use their entitled annual leaves fully, allowing them to recharge and enjoy time away from work, often at one of the partner resorts. The company is also committed to enhancing employees' lives beyond the workplace by supporting various club activities and celebrating personal anniversaries.</p> <div style="display: flex; justify-content: space-around; text-align: center;"> <div> Recreation support</div> <div> Club activity support</div> <div> Anniversary celebration</div> </div>
Health Support	<p>EcoPro is dedicated to supporting the physical and mental well-being of its employees by covering medical expenses and providing comprehensive health checkups. In addition to regular health assessments, the company offers stretching yoga classes and jiu-jitsu programs to promote physical fitness.</p> <div style="display: flex; justify-content: space-around; text-align: center;"> <div> Health promotion programs</div> <div> Medical expenses</div> </div>	Childbirth and Rearing Support	<p>To create a supportive environment for pregnant and child-rearing employees, we cover their children's tuition and operate daycare centers. This ensures an environment where employees can fully immerse themselves in work while raising their children.</p> <div style="display: flex; justify-content: space-around; text-align: center;"> <div> Children's tuition</div> <div> Daycare centers</div> </div>

Employee Survey on Their Satisfaction with Workplace Improvement (Culture Survey)

The Culture Survey is conducted to gauge employee satisfaction with workplace improvements at EcoPro and to understand their expectations of the company. In the latest survey, 1,960 employees shared their insights across four key areas: the company's orientation, work processes, motivation, and their roles at work. The overall satisfaction level increased from the previous year, reaching a groupwide satisfaction level of 3.5 points. This feedback is invaluable as it enables us to understand their needs and improve the work environment accordingly.

Horizontal Labor-Management Relationship

To promote the welfare of employees and the sound development of the company, each EcoPro Group company has organized a Family Council that involves both employee and employer representatives.

Family Council

The Family Council at EcoPro is a collaborative body consisting of three employee representatives, three employer representatives, and two assistant administrators. The council convenes quarterly to discuss key matters, and in 2023, it held four meetings. It serves as a platform for discussing significant topics such as enhancements to the labor management system and employee benefits. It also plans and organizes workshops to facilitate communication with employees.

Time	Agenda and discussions
Q1	Corporatewide workshop
Q2	Meeting with new employee representatives
Q3	Request a meal allowance raise for the Seoul Office
Q4	Share management status

Family Council Workshop

EcoPro's holding company organized an overnight workshop for all Group companies' Family Council members. The workshop focused on addressing key company issues and providing training on leadership competencies, grievance counseling, and organizational culture innovation. Looking ahead, the Family Council aims to enhance the company's organizational culture by expanding communication with employees through future workshops.

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Work-Life Balance

Family-Friendly Management

EcoPro offers various family-friendly welfare programs to support employees in balancing work and family responsibilities. These include gifts for children's school entrance and book support. We encourage staggered commuting system, shortened work hours for pregnant employees, and an early leave system. To address societal pressures that make it difficult for pregnant women to take parental leave, EcoPro plans to activate parental leave automatically when female employees give birth, ensuring they can fully use this benefit. As part of its family-friendly management, EcoPro is also reviewing its annual leave system to promote work-life balance further for all employees.

Support for Employees' Children

EcoPro sends a letter and gift to employees' children when they start school. Additionally, the company offers a book support program, available upon request, to assist further with children's education. By supporting employees' children throughout their life stages, EcoPro aims to create an environment where employees feel a strong sense of belonging and comfort.



▶ Poster about our support programs for employees' children

Parenting Training for Working Moms and Dads

EcoPro organized a training program on parenting and mindfulness for working moms and dads across the Group companies. The program provided a platform for employees to share their concerns and opinions about balancing work and family responsibilities.



▲ Parenting training

Workplace Daycare Centers

EcoPro operates workplace daycare centers to ease the burden of childcare and help employees balance work and family life. By providing a supportive environment where employees can entrust the care of their children during work hours, the company helps reduce stress and enhances job satisfaction.

Dancing Book Cafe

As part of its commitment to fostering a comfortable work environment, EcoPro operates an in-house café known as the Dancing Book Café. This space encourages employees to engage in discussions and collaborate in a relaxed atmosphere. By providing a casual setting for work and interaction, EcoPro promotes horizontal communication and creativity among employees.



▲ EcoPro BM Dancing Book Cafe



▲ EcoPro HN Dancing Book Cafe

Work Environment Improvement

Flexible Work Arrangements

EcoPro has implemented flexible work arrangements to enable employees to adjust their commuting times according to their needs. This initiative includes a "quarter-day leave" system, allowing employees to take short leave for personal matters. By promoting these flexible options, EcoPro encourages employees to manage their time effectively.

Vacation Use Plan

EcoPro has introduced the "Plus Three Days Off" system to motivate employees to use their annual leave fully. This initiative encourages employees to extend their time off by combining their entitled leaves with weekends, effectively providing them with nine consecutive days off. By promoting this approach, EcoPro aims to enhance employees' quality time with their families and support their overall work-life balance.

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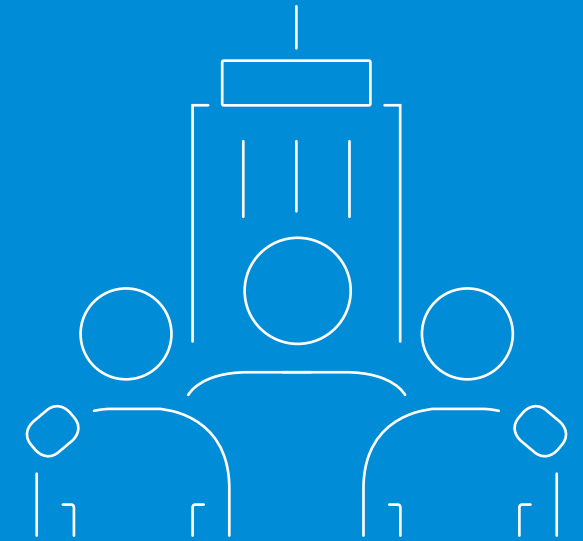
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Background

To enhance global competitiveness, companies must prioritize sustainable supply chain practices that minimize negative impacts.

In particular, the European Union's Supply Chain Due Diligence Directive mandates businesses to evaluate and manage potential human rights and environmental issues throughout their supply chains, including those involving suppliers.

This heightened focus on corporate responsibility necessitates improved supply chain management, requiring companies to oversee all transactions transparently and actively engage with stakeholders regarding their supply chain strategies.

Management Approach

EcoPro is dedicated to maintaining a responsible supply chain policy that aligns with OECD guidelines. We systematically identify potential risks associated with our suppliers and manage these risks through a thorough due diligence process grounded in stringent standards. The outcomes of our efforts are transparently shared with both internal and external stakeholders.

- Shared Growth
- Responsible Supply Chain
- Supply Chain Risk Management

Key Performance



Established and disseminated the Supplier Code of Conduct



Published the second Responsible Minerals Report



Conducted supplier ESG evaluations

Shared Growth

To foster continuous shared growth with our suppliers, EcoPro has implemented the Supplier Code of Conduct that lays the groundwork for mutual respect and fair trade practices. We prioritize understanding our suppliers' needs through regular communication, which enables us to address any challenges relating to shared growth proactively.

Supplier Code of Conduct

EcoPro is dedicated to creating sustainable value and upholding social responsibility alongside our suppliers. To this end, we have established the Supplier Code of Conduct, which sets clear standards for our suppliers and business partners regarding their responsibilities in human rights, environmental protection, and safety. We expect all our partners to adhere to these guidelines and to conduct their business operations ethically.

Supplier Code of Conduct			
<p>Protecting and Respecting Human Rights</p> <ul style="list-style-type: none"> • Prohibition of forced labor and human trafficking • Compliance with ethical recruitment practices • Prohibition of child labor • Compliance with local regulations on work hours • Non-discrimination in the workplace • Freedom of association and collective bargaining 	<p>Health and Safety</p> <ul style="list-style-type: none"> • Maintain a safe work environment • Provide safety and health training • Promote employee health • Eliminate risks • Assess and control hazards 	<p>Ethical Management</p> <ul style="list-style-type: none"> • Zero-tolerance policy for bribery, corruption, extortion, and embezzlement • Disclosure in accordance with industry practices, including labor, health and safety, and environmental management • Privacy and intellectual property protection • Compliance with fair trade, advertising, and competition standards • Anonymous whistleblowing channels • Compliance with trade controls and economic sanctions • Responsible mineral sourcing and due diligence on the source and chain of custody of tantalum, tin, tungsten, and gold 	<p>Environmental Protection</p> <ul style="list-style-type: none"> • Compliance with environmental requirements and policies • Minimize impact on climate change in accordance with the United Nations Framework Convention on Climate Change • Continuous environmental improvement by reducing emissions, increasing energy efficiency, and using renewable energy • Identify hazardous materials and use proper handling and control measures • Use recycled and renewable materials and minimize the use of hazardous substances • Characterize organic compounds and comply with proper operation of air pollution prevention equipment • Prevent illegal discharge and leaks with systematic wastewater management

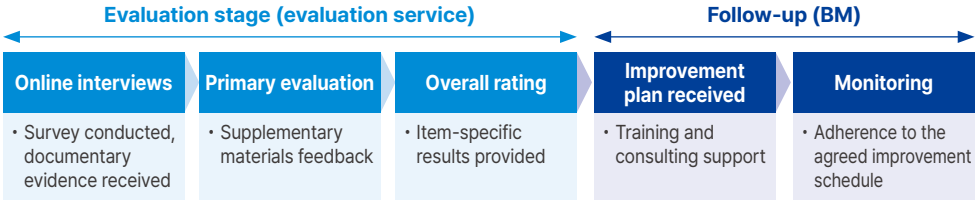
Supplier ESG Evaluation

We conduct thorough screenings of new supplier candidates to ensure they meet our standards. For our existing suppliers, we offer support in ESG evaluations and provide advice through credit rating services.

In 2023, EcoPro BM implemented supplier ESG evaluations, and we are proud to report that over 80% of our suppliers underwent external audits, demonstrating that their ESG management levels surpass the industry average for manufacturing companies.

In 2024, EcoPro plans to expand its ESG evaluation program to include suppliers from three Group companies: EcoPro HN, EcoPro BM, and EcoPro Materials. Based on the evaluation results, we will offer incentives to high-performing suppliers, such as plaques of appreciation and additional credits. Conversely, suppliers that do not meet our standards will face penalties. To ensure the evaluations are fair and relevant, the questions will be tailored according to the size and industry of each supplier, allowing us to capture a comprehensive view of their ESG performance.

ESG Evaluation Process



Supplier Communication

EcoPro operates a groupwide whistleblowing channel through which suppliers can raise concerns.

We enforce a strict whistleblower protection policy to ensure that all reports can be made anonymously and whistleblowers are not subjected to unfair treatment. In 2023, we did not receive any reports from our suppliers. We will maintain these supplier communication channels to enhance our business competitiveness and manage ESG risks.

Responsible Supply Chain

EcoPro recognizes the social and environmental impacts of mineral extraction, processing and transportation. To promote transparency in mineral sourcing and production, we adhere to international standards, including the OECD Due Diligence Guidance and disclose our supply chain management activities and performance through our annual Responsible Minerals Report.

Responsible Supply Chain Policy

EcoPro has implemented a responsible supply chain policy in accordance with the OECD Due Diligence Guidance. In addition to the 3TGs (tin, tantalum, tungsten, and gold), which are classified as conflict minerals, we have also identified cobalt, nickel, lithium, manganese, and aluminum—key materials used in the production of secondary batteries—as responsible minerals. We require all suppliers to adhere to these standards to ensure ethical sourcing practices.

Furthermore, EcoPro and its battery-related Group companies commit to transparency by disclosing the results of their supply chain due diligence and related activities through annual reports, aligned with international standards.

Risks mentioned in the OECD Due Diligence Guidance Annex II

Risk	Details
Serious abuses associated with the extraction, transport, or trade of minerals	Torture, abuse, inhuman and degrading treatment
	Forced labor
	Child labor
	Sexual abuse
	War crimes, violations of international humanitarian law, crimes against humanity, genocide
Direct or indirect support to non-state armed groups	-
Public or private security forces	-
Bribery and fraudulent misrepresentation of the origin of minerals	Money laundering
	Non-payment of taxes, fees, and royalties due to governments

Responsible Minerals Management Structure

EcoPro has established a Task Force on Responsible Minerals Management, which includes participation from all battery-related Group companies. This task force holds regular weekly meetings to monitor the status of supply chain due diligence management, identify challenges, and share the latest international trends and information. It ensures that EcoPro promptly reflects international regulations and standards in its responsible minerals management system.



Supply Chain

EcoPro sources its raw materials from a supply chain comprising 52 suppliers, including 22 direct suppliers and 30 indirect ones. These suppliers are categorized based on their role in the refining process. Primary refining or smelting plants remove impurities from extracted raw materials or waste batteries through physical separation and refining. Secondary refining plants then extract high-purity metals through chemical reactions.

* Further details can be found in our Responsible Minerals Report.

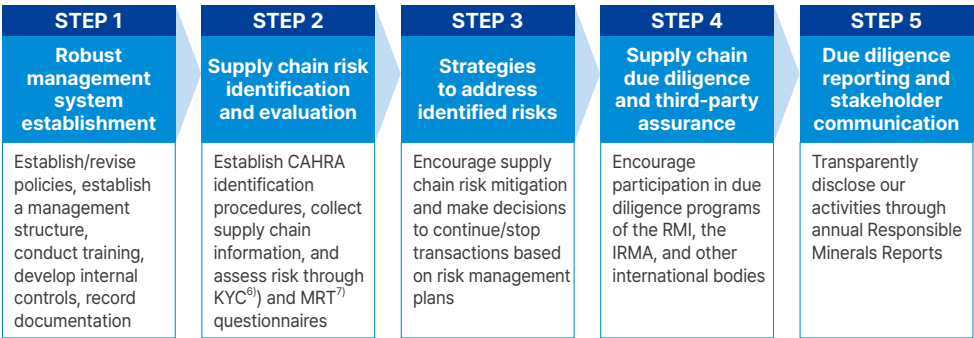
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Supply Chain Risk Management

In line with the Responsible Minerals Management System, EcoPro conducts thorough due diligence on its suppliers to ensure they are free from human rights violations, environmental harm, and money laundering throughout the supply chain. EcoPro BM has enhanced its policies and procedures based on findings from the RMI¹⁾ and DAP²⁾ assessments. Meanwhile, EcoPro Materials is intensifying its responsible procurement efforts, including its participation in the RMI's third-party assurance program, the RMAP.³⁾

Supply Chain Risk Management Process

EcoPro has implemented the EcoPro Group Responsible Supply Chain Policy, in alignment with the OECD Due Diligence Guidance, to ensure responsible procurement practices. The company traces the origin of minerals and manages its supply chain through a five-step approach that includes employee training, thorough documentation of the supply chain, and monitoring. For mineral supply chains that pass through or originate from CAHRA⁴⁾, we verify certifications from recognized global organizations such as the RMI and the IRMA⁵⁾. All of these activities are transparently disclosed to stakeholders through EcoPro's annual Responsible Minerals Report.



1) RMI: Responsible Minerals Initiative
 2) DAP: Downstream Assessment Program by the RMI
 3) RMAP: Responsible Minerals Assurance Process by the RMI
 4) CAHRA: conflict affected and high-risk area
 5) IRMA: Initiative for Responsible Mining Assurance (an internationally recognized mining certification body dedicated to socially and environmentally responsible mining practices)
 6) KYC(Know Your Counterparty): Due diligence questionnaire for collecting basic company information from direct suppliers including their identity
 7) MRT(Minerals Reporting Template): Due diligence questionnaire for collecting transport information from the origin of minerals

Supply Chain Risk Identification

Direct and indirect suppliers of secondary battery materials to EcoPro Group companies have been categorized as high-risk and low-risk suppliers. Fifty-two suppliers were evaluated, with four identified as high risk and 48 identified as low risk.

Risk Criteria

High risk	<ul style="list-style-type: none"> • If operating in a CAHRA • If the smelter/refinery not included in the RMAP-compliance list • If the RMI CID⁸⁾ number of the smelter/refinery expired • If a serious humanitarian crisis is present, for example, war or genocide
Low risk	<ul style="list-style-type: none"> • Non-high-risk situations

8) CID number: The presence of a CID number indicates that the RMI is aware of the company actively working to verify its status and potential compliance as a conflict-free smelter.

Supply Chain Risk Evaluation for EcoPro Group Companies Engaged in Battery Business

	Smelters/primary refineries		Secondary refineries		Total	
	High risk	Low risk	High risk	Low risk	High risk	Low risk
Cobalt	4	6	0	6	4	12
Nickel	0	12	0	6	0	18
Lithium	0	12	0	6	0	18

Risk Improvement Activities

EcoPro conducts comprehensive supply chain risk assessments and implements mitigation measures according to the identified risk levels. We maintain business relationships with suppliers who take specific, measurable corrective actions. However, if a significant risk is detected, we may temporarily suspend transactions, or terminate the supply agreement if the risk is deemed unmanageable. Monitoring results and progress on risk mitigation are regularly reported to management for oversight. Starting in 2024, EcoPro will include third-party assessments, such as those from the IRMA or RMI, in all new contracts for the supply of responsible minerals to prevent risks proactively. To address risks linked with raw materials sourced from the DRC or CAHRA areas, we are committed to building a responsible supply chain from the mine level by encouraging our suppliers to comply with IRMA's ESG Standard for Large-Scale Industrial Mines.

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Supply Chain Risk Management

Internal Control System

EcoPro has implemented a robust internal control system to enhance supply chain management, focusing on efficient communication, grievance handling, and ensuring transparency and traceability throughout the supply chain. Through our traceability management system, we record all supply chain data, monitor the status of warehousing, raw materials, and track product transaction history. To promote human rights and environmental protection across the supply chain, we have shared our Responsible Supply Chain Policy and Supplier Code of Conduct with our suppliers. By applying strict standards, we proactively prevent and manage potential supply chain risks, taking decisive actions such as contract termination if necessary. We maintain a comprehensive database of all communication records and invoices for at least ten years, allowing for verification at any time. In addition, we avoid cash transactions to enhance transparency and accountability.

Responsible Minerals Training

To enhance the understanding of responsible minerals management among teams involved in sourcing, EcoPro offers specialized training programs. These programs focus on key international frameworks such as the OECD Due Diligence Guidelines, and best practices from organizations such as the RMI and the IRMA. In 2023, a total of 247 employees, including those from battery-related Group companies, participated in the training, with 223 successfully completing the program. In addition, we have established a weekly task force, primarily involving procurement personnel, to stay updated on the latest international trends and supply chain due diligence practices, improving our supply chain management's adaptability. Going forward, we aim to broaden the scope and target of these training programs to embed further the principles of responsible mineral management across the company.

2023 training results	EcoPro	EcoPro BM	EcoPro EM	EcoPro Materials	EcoPro Innovation	EcoPro CnG	Total
Training targets (people)	17	92	55	41	24	18	247
Participants (people)	16	82	42	41	24	18	223

Supply Chain Management Performance and Future Plans

In 2023, EcoPro reinforced its responsible supply chain management by distributing the Responsible Supply Chain Policy to its suppliers and securing their documented commitments. We categorized all suppliers into direct and indirect groups, as well as high-risk and low-risk categories, based on their operations and risk profiles. Our risk evaluation process saw significant improvements over 2022, particularly in identifying suppliers operating in CAHRA regions and assessing their compliance with RMI standards. To ensure clear communication of our expectations, we also developed and distributed a tailored training program for both new and existing suppliers, emphasizing our requirements and responsible sourcing standards.

As EcoPro has commenced nickel and cobalt refining and precursor production, we have introduced the RMAP assessment for EcoPro Materials, for which we are anticipating certification. EcoPro BM has implemented improvement measures based on feedback from the DAP assessment, with a reassessment scheduled soon. Beginning in 2024, we also plan to expand the RMAP and DAP assessments gradually to other Group companies. To strengthen our supply chain management further, we will broaden the scope of disclosed minerals, enhance employee training, and require third-party assurance from suppliers through contractual obligations.

Key Tasks

System Improvement	<ul style="list-style-type: none"> • Modify and improve the due diligence management system based on risk assessments and DAP. • Assess supplier risk to ensure transparency of direct and indirect suppliers. • Consider the relevant requirements of the EU Battery Regulation and China's Responsible Mineral Supply Chain Due Diligence Guidelines and incorporate them into our management regulations. 						
Customized Training	<table border="0"> <tr> <td style="background-color: #0070C0; color: white; padding: 5px;">Training for new hires and employees assigned to new duties</td> <td style="padding: 5px;">• Focus on developing training programs to understand the concept and importance of responsible sourcing</td> </tr> <tr> <td style="background-color: #0070C0; color: white; padding: 5px;">Regular awareness training</td> <td style="padding: 5px;">• Annual training for all employees</td> </tr> <tr> <td style="background-color: #0070C0; color: white; padding: 5px;">In-depth training for the purchasing team</td> <td style="padding: 5px;">• Weekly responsible minerals meetings, revision of policies and internal procedures to comply with the EU battery regulation, supply chain risk management strategies, etc.</td> </tr> </table>	Training for new hires and employees assigned to new duties	• Focus on developing training programs to understand the concept and importance of responsible sourcing	Regular awareness training	• Annual training for all employees	In-depth training for the purchasing team	• Weekly responsible minerals meetings, revision of policies and internal procedures to comply with the EU battery regulation, supply chain risk management strategies, etc.
Training for new hires and employees assigned to new duties	• Focus on developing training programs to understand the concept and importance of responsible sourcing						
Regular awareness training	• Annual training for all employees						
In-depth training for the purchasing team	• Weekly responsible minerals meetings, revision of policies and internal procedures to comply with the EU battery regulation, supply chain risk management strategies, etc.						

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Background

To gain a competitive advantage in the global marketplace, it is essential to meet customer needs and enhance customer satisfaction. This endeavor necessitates ongoing research focused on continuous quality improvement and innovative product development.

In addition, with the advancement of digital technology, concerns regarding information security threats are on the rise. To address these threats effectively, it is crucial to establish robust information protection governance and systems designed to safeguard sensitive information.

Management Approach

EcoPro has implemented a comprehensive quality management policy and system aimed at ensuring customer satisfaction. To enhance our quality competitiveness, we actively pursue certification for both our quality management system and our products, thereby fostering trust among our customers.

We are also bolstering the protection of our information assets through dedicated information security initiatives.

- Quality Management
- Information Security

Key Performance



ISO 9001 and IATF 16949
Quality Management System Certification



Regular Quality Council Meetings



Robust Security System for National Core Technology Protection

Quality Management

EcoPro is committed to driving quality management actively to meet and exceed customer expectations. We implement a global-level quality management system that applies quality principles across all business stages, from the procurement of raw materials to production, research and development, and use. To ensure uncompromising quality management, we are dedicated to cultivating a team of quality experts, backed by the strong commitment of our top management.

Quality Management Policy

EcoPro has implemented a quality management policy aimed at raising awareness of quality among all employees, starting from top management, and fostering participatory quality activities. We place a strong emphasis on prioritizing quality principles to enhance customer trust.

- Quality Management Policy and Goals -

To provide the best quality products to satisfy our customers and stay competitive, EcoPro Innovation has established the following quality policy.

- 1 Customer-centered quality**
We aim for quality that exceeds customer expectations and prioritizes customer value.
- 2 Highest quality**
We realize the world's best quality through advanced quality management and ceaseless quality innovation.
- 3 Principle-driven quality management**
We produce products in strict compliance with the standards. We guarantee quality with honesty and integrity.
- 4 Employee participation in quality innovation**
All employees continuously participate in quality innovation activities to play their roles in achieving the world's best product competitiveness.

All EcoPro Innovation employees are fully committed to the company's quality policy and dedicate themselves to delivering the highest quality products to customers.

Kim Yoon-tae, CEO of EcoPro Innovation

Quality Management Policy

To provide the best quality products to satisfy our customers and stay competitive, EcoPro CnG has established the following quality policy.

- 1 Recycling Quality Optimization**
We achieve the optimal quality to meet customer expectations based on global-level battery recycling raw materials.
- 2 Advanced Recycling Quality Management System**
We strive to upgrade our quality management system to stay competitive in the battery recycling market.
- 3 Principle-Driven Quality Management**
We establish and strictly abide by rigorous standards for production and ensure quality with honesty and responsibility.
- 4 Participatory Quality Improvement**
We involve all employees in quality improvement and innovation activities to achieve world-class competitiveness.

Park Seok-hwe, CEO of EcoPro CnG

Quality Management Directions

EcoPro has defined its quality management direction to emphasize customer-centered management. We have implemented a global-level quality management system that adheres to both domestic and international laws, including product liability regulations, while aligning with customer needs and obtaining relevant certifications. To achieve optimal quality, we are promoting quality enhancement activities across multiple stages, focusing on advanced quality, process quality, supplier quality, and customer quality.



Quality Management Governance

For utmost customer satisfaction, each EcoPro Group company operates a quality management system under the leadership of the CEO. Clear roles and processes have been defined for each stage, including development quality, supplier quality, process quality, and customer quality, to pursue rigorous quality management.

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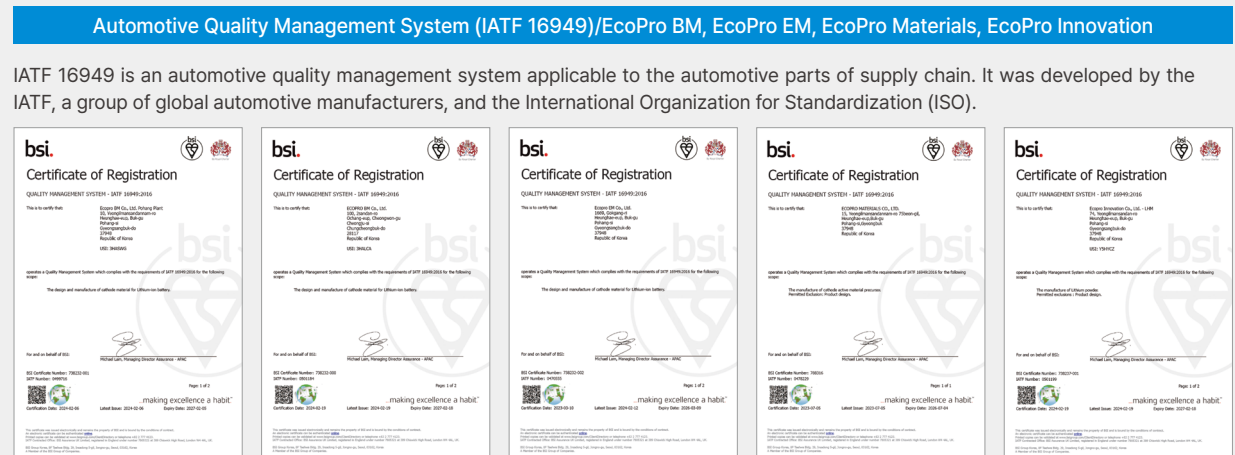
Quality Management

Reinforcement of Global Quality Competitiveness

EcoPro has successfully obtained and maintains certifications for the ISO 9001 international standard quality management system and the IATF 16949 automotive quality management system, showcasing our commitment to product reliability and quality. In addition, we operate as a KOLAS-accredited testing laboratory, which further validates the reliability of our data. To ensure customer confidence, we also periodically verify our data with external organizations.



ISO 9001 is an international quality management system standard that verifies the consistent quality of products and services.



IATF 16949 is an automotive quality management system applicable to the automotive parts of supply chain. It was developed by the IATF, a group of global automotive manufacturers, and the International Organization for Standardization (ISO).

UL Certification/EcoPro HN



UL Certification is issued by UL, a not-for-profit testing body in the United States. It demonstrates that the materials and devices have met the performance and safety standards.

KOLAS Accreditation/EcoPro HN, EcoPro Materials



The KOLAS (Korea Laboratory Accreditation Scheme) evaluates and confirms conformity according to the requirements of ISO/IEC 17011 and recognizes KOLAS-accredited testing organizations.

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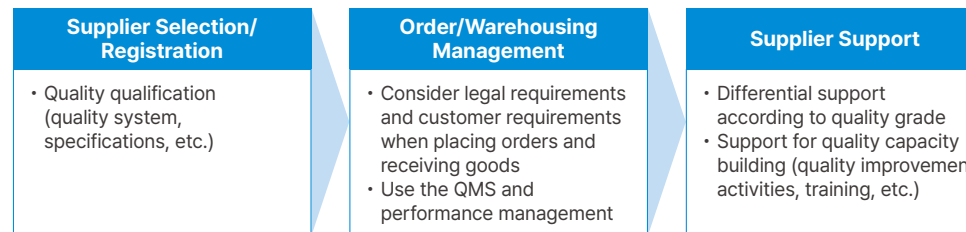
Quality Management

Phased Quality Management

EcoPro is committed to achieving top quality through comprehensive company-specific quality policies, goals, and management systems. Our approach encompasses all stages of quality control, including advanced quality, supplier quality, process quality, and customer quality. We diligently monitor every aspect of these activities, emphasizing that maintaining quality is a collective responsibility shared by all employees.

Supplier Quality Management

At EcoPro, we evaluate the qualifications of parts and raw materials when selecting and registering suppliers. Before warehousing, we require test reports for products, and all items undergo reinspection upon receipt to ensure they align with our quality specifications. Our commitment to enhancing quality management involves developing advanced quality analysis techniques, automating inspections, implementing gage R&R controls, and standardizing inspection processes while building capacity. In the event of any defects, we collaborate closely with the supplier to resolve the issue. In addition, we organize regular meetings to improve the overall quality control standards continuously.



Regular Quality Council Meetings

EcoPro organizes Quality Council meetings that bring together key executives and operational teams from our suppliers. The purpose of these councils is to strive for excellence in quality and foster mutual growth by addressing significant quality issues and discussing effective countermeasures. We emphasize shared goals for mutually beneficial quality improvement, rather than imposing demands on our suppliers. This collaborative approach enables us to work together toward achieving these objectives. In addition, we practice quality-first management by engaging in various supportive activities.



Development/Process Quality Management

At EcoPro, we develop and produce our products in accordance with both domestic and international laws, as well as customer requirements. During the development stage, we establish the quality level based on customer specifications and conduct quality reviews at each phase of the development process to ensure alignment. In the production phase, our focus is on identifying nonconformities and managing any abnormal factors, including changes in work content, raw materials, and methods, to maintain stable quality during mass production. Should any defects arise, we act swiftly to address them by forming a task force dedicated to cause analysis and improvement planning, underscoring our unwavering commitment to quality.

Customer Satisfaction

EcoPro actively identifies areas requiring attention to comply with various international regulations and develops appropriate countermeasures. Notably, we are collaborating with our customers in preparation for the EU Digital Battery Passport regulation set to take effect in February 2027. This regulation aims to track and manage the lifecycle and sustainability of electric vehicles and industrial batteries with a capacity of 2 kWh or more circulated within the EU. As a member of the Global Battery Alliance (GBA) consortium, we are committed to addressing this regulation by accurately deriving product carbon footprints based on comprehensive data throughout the entire battery lifecycle, as well as tracking and analyzing process data.

Regulatory Frameworks
EU Battery Regulation
The Corporate Sustainability Due Diligence Directive (EU CSDDD)
The Critical Raw Materials Act (EU CRMA)
EU Conflict Minerals Regulation
The Corporate Sustainability Reporting Directive (EU CSRD)
Carbon Border Adjustment Mechanism
EU taxonomy for sustainable activities
Modern Slavery Act
US Dodd Frank Sanction
US Uyghur Forced Labor Prevention Act

1) Global Battery Alliance: An alliance of battery producers, raw material extraction companies, energy companies, government agencies, etc., established at the 2017 World Economic Forum.

Quality Management

Regulatory Response

When designing materials, EcoPro HN adheres to REACH requirements and ensures that relevant test reports are verified by a third party. The company is dedicated to minimizing the use of substances of very high concern (SVHC) in line with REACH requirements and provides Material Safety Data Sheets (MSDSs) to all customers to prevent safety issues and address potential problems.

EcoPro BM, EcoPro Innovation, and EcoPro HN have also achieved Restriction of Hazardous Substances (RoHS) certification, confirming that the electrical and electronic products they produce are free from hazardous substances as specified in RoHS regulations. Notably, EcoPro HN has obtained RoHS certification for various products, including pallets, halogens, gaskets, non-woven fabrics, cationic and anionic exchange resins, as well as activated carbon types 2040 and 3060.

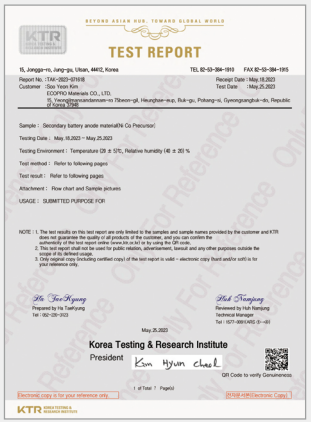
Additionally, EcoPro BM has secured SVHC certification, demonstrating that its products and substances do not contain substances of very high concern (SVHC) as regulated by REACH requirements.

RoHS




EcoPro BM

RoHS




EcoPro Materials

RoHS



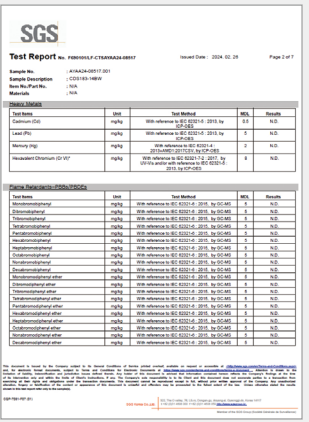
EcoPro Innovation

RoHS



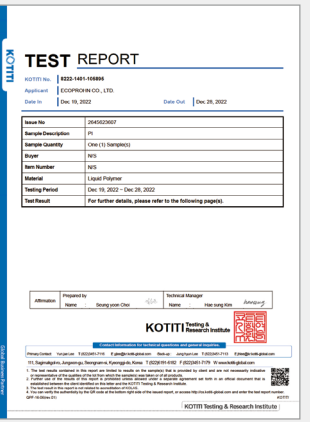
EcoPro HN

SVHC



EcoPro BM

SVHC



EcoPro HN

* REACH: Registration, Evaluation, Authorisation and Restriction of Chemicals based on quantity and hazard

** RoHS: Restriction of Hazardous Substances

*** SVHC: Substances of Very High Concern

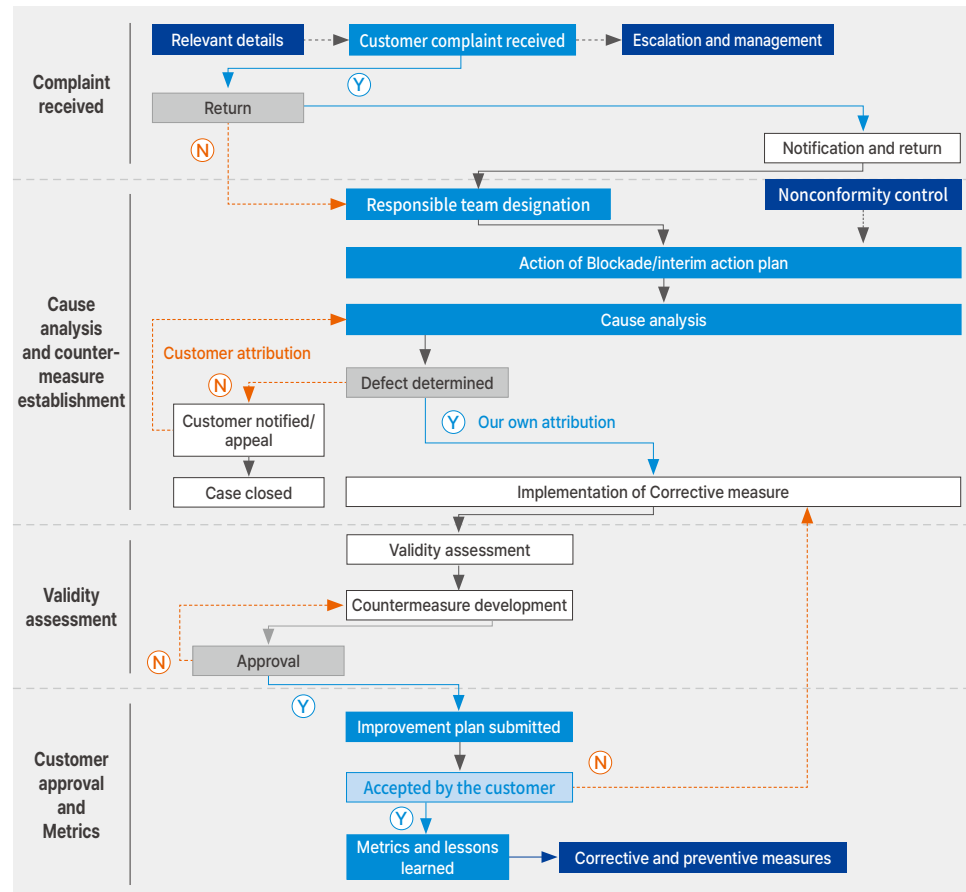
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Quality Management

Customer Communication and Management

We establish quality specifications grounded in customer requirements from the development stage to the final mass production. To ensure we meet these standards, we regularly gather and consider customer feedback or Voice of Customers (VoCs) and actively involve all Group companies and suppliers in addressing any issues that arise.

Customer response process



Fostering Quality Professionals

EcoPro offers training programs aimed at enhancing quality competency and raising awareness among employees, particularly targeting new hires and those involved in quality-related roles. New employees receive foundational training on quality principles and the specific quality elements associated with the company's products and processes. For employees engaged in quality-related duties, we focus on strengthening their practical skills and competencies. Additionally, we provide specialized training programs to cultivate quality professionals, covering topics such as quality standards and internal auditing practices.

Category	Details
Employees involved in quality-related duties	<ul style="list-style-type: none"> Strengthening the understanding of quality management systems (ISO 9001 and IATF 16949) Strengthening basic training on the core quality management tools and developing an operation system Training on product and process characteristics
Strengthening quality specialist systems	<ul style="list-style-type: none"> Training internal auditors for IATF 16949 and VDA 6.3 Advanced core quality management tool courses and internal process and system audit activities Statistical process management for continuous improvement activities

EcoPro Innovation and EcoPro CnG organize companywide quality mindset campaigns to address critical issues identified through supplier and customer quality inspections. As part of the Quality Campaign, we also celebrate quality milestones and build a stronger awareness of quality.



▲ EcoPro Innovation Quality Training Campaign

Quality Training Highlights

Program	Improvement	Activities
Think about Quality	• Technology improvement	• Workshops on standards
Quality Basic	• What I can do for quality	• Employee training - Quality mindset, quality improvement practice, basics of cost reduction, etc.
Enjoy the Quality	• Team work activity	• Quality slogan contest to build quality awareness

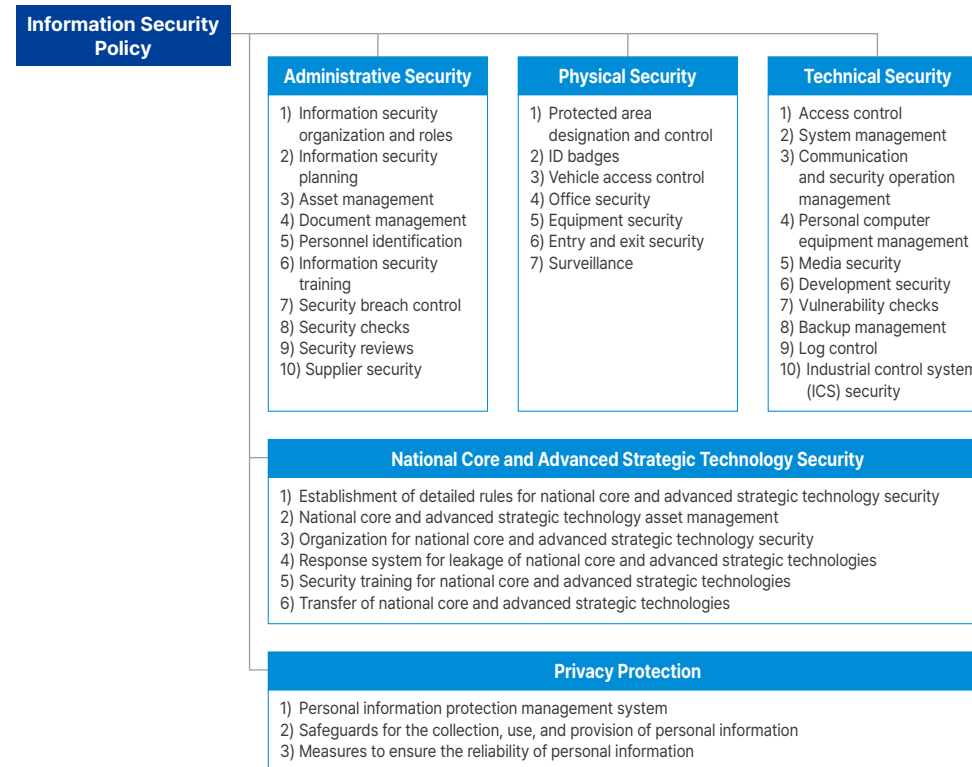
* Quality training activities by EcoPro Innovation and EcoPro CnG

Information Security

The growing risk for cyberattacks and information breaches following advancement in technology highlights the importance of companies' response to this threat. To this end, EcoPro has established an information security system and is dedicated to safeguarding stakeholders' information and its own technology.

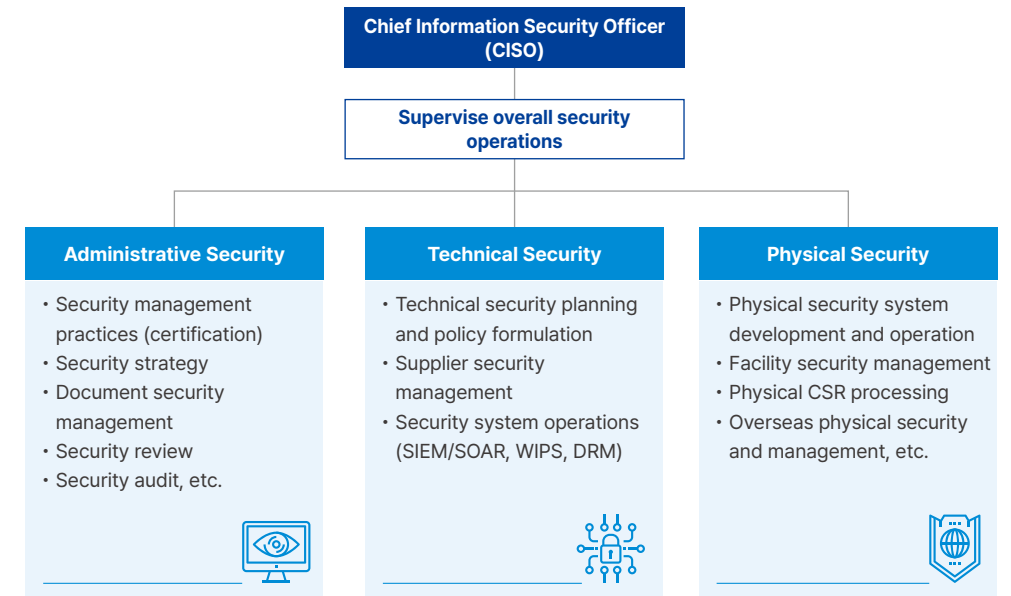
Information Security System

EcoPro has developed a comprehensive information protection system that addresses multiple dimensions of information security, including administrative, physical, and technical safeguards, as well as security for national core and advanced strategic technologies, and privacy protection. We continuously update our information security regulations to adapt to changes in both internal and external environments, ensuring our system remains robust and effective in safeguarding sensitive information.



Information Security Governance

EcoPro has appointed a Chief Information Security Officer (CISO) to lead a dedicated organization for information security. To bolster companywide information security further, we have assigned specialized personnel for administrative security, technical security, and physical security. This helps us minimize legal risks relating to information security and take proactive measures against cyberthreats.



Information Security

Information Security Activities

To enhance information security, EcoPro implements a range of programs aimed at both internalizing security capabilities and developing a robust management system. We conduct regular information security education and campaigns to prevent security-related incidents. On the technical front, we carry out cyber crisis response drills and IT infrastructure infiltration drills to identify vulnerabilities. Based on the findings, we formulate and execute improvement plans to ensure our information security remains at a high level, proactively safeguarding against potential threats.

<p>Management System</p> <ul style="list-style-type: none"> • Define security organization, committees, and roles (four areas) • Create and revise security policy and guidelines (one policy, five bylaws) • National core technology audits (three audits) • Overseas (Hungary and Canada) security management systems • Information security disclosures, etc. • Online and offline security training and security campaigns 	<p>Technical Security</p> <ul style="list-style-type: none"> • IT infrastructure infiltration drills and vulnerability assessment • Cyber crisis response mock drills • Eight security systems (watermark, DRM, WIPs, authorized email, etc.) • Integrated security control systems (SIEM/SOAR) 	<p>Physical Security</p> <ul style="list-style-type: none"> • Designate key protected areas and update instructions • Security guard operations at our Ochang site, security system, and guard operations at the Seoul Office • Five-post system for physical security at Ochang (x ray, speed gate, etc.) • Perimeter security, CCTVs 	<p>National Core Technology</p> <ul style="list-style-type: none"> • National core technology export to Hungary in process

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Communities



Background

Social issues are continuously arising across various sectors, requiring dedicated attention and action. In response, stakeholders increasingly expect companies to act as responsible corporate citizens and foster coexistence with local communities.


Social contribution activities that identify and address these needs are becoming essential for businesses to promote shared growth with society and ensure sustainability.


Management Approach


At EcoPro, our CSR activities are organized and promoted across four key directions: responding to climate change, fostering future talents, creating jobs for people with disabilities and supporting their independence, and supporting communities and vulnerable classes.

- Responding to climate change
- Fostering future talents
- Creating jobs for people with disabilities and supporting their independence
- Supporting communities and vulnerable classes

Key Performance

- 

CSR in the Community Recognition:
Five years in a row (2019–2023)
- 

Onnuri Sports Team:
Won 52 Gold Medals
at the 43rd National Para Games
- 

EcoPro's university student volunteer group
EcoBridge Term 4

CSR Structure

EcoPro places great importance on communities and is committed to creating lasting, sustainable value for them. To achieve this, the company has outlined four key directions for its social contribution efforts. In order to enhance the impact of these initiatives, EcoPro has established a volunteer organization where employees participate voluntarily, driven by the strong commitment of the management.

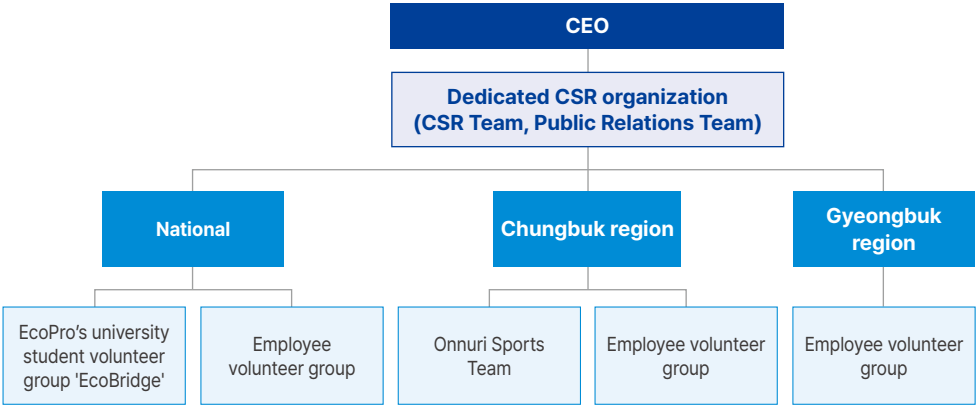
CSR Directions

At EcoPro, our CSR activities are organized and promoted across four key directions: responding to climate change, fostering future talents and helping them realize their dreams, creating jobs for people with disabilities and supporting their independence, and pursuing shared growth through communication with local communities.

Direction	Responding to climate change	Fostering future talents and helping them realize their dreams	Creating jobs for people with disabilities and supporting their independence	Pursuing shared growth through communication with local communities.
UN SDGs				
CSR programs	<ul style="list-style-type: none"> • Particulate Matter (PM) Green Light: PM notification board • Eco-walking Campaign • EcoPro Children's Environmental Festival 	<ul style="list-style-type: none"> • EcoPro university student volunteer group: EcoBridge • Electric Vehicle Club activity support • EcoPro scholarships • Book donations 	<ul style="list-style-type: none"> • Onnuri Sports Team • Good Cycling Campaign 	<ul style="list-style-type: none"> • Disaster relief • Mother Box Project • Happy Village Project • Community/vulnerable class support • Year-end matching grant • Medical expenses for the underprivileged • Blood donations

CSR Organization

At EcoPro, the CSR organization is led by the CSR Team, which reports directly to the CEO of the EcoPro holding company, and EcoPro Materials' Public Relations Team. Together, these teams coordinate and structure the Group's CSR activities to ensure that efforts across the organization are cohesive and impactful. EcoPro fosters a culture of community engagement through its employee volunteer group and the university student volunteer group, EcoBridge, both of which play active roles in local communities.



Engagement in CSR Activities

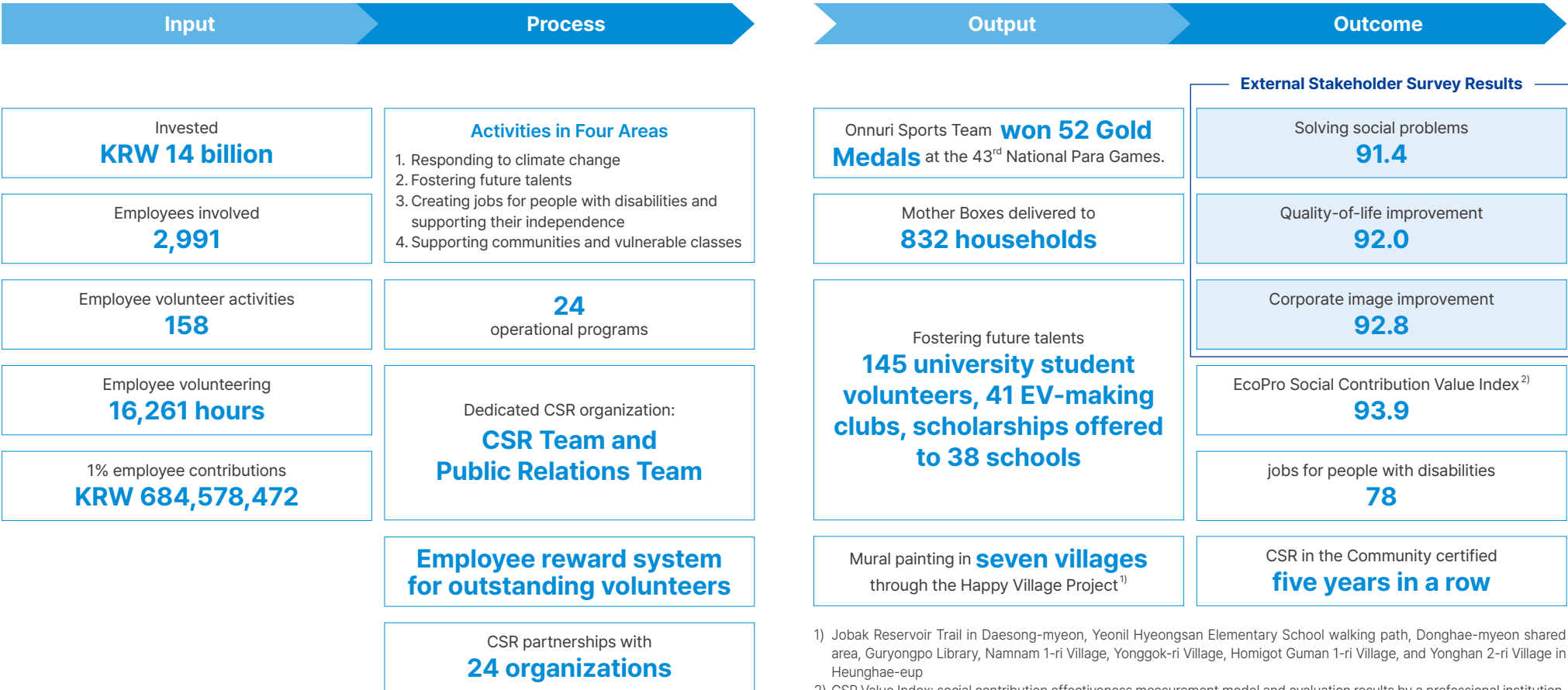
EcoPro recognizes and rewards employees who actively contribute to community service through its Outstanding Volunteer Awards. These awards are presented to those who have demonstrated exceptional dedication to volunteering throughout the year. These recognized volunteers take part in EcoPro's official CSR campaigns, helping raise awareness of volunteer efforts and inspiring others to engage in volunteer activities on a personal level, creating a virtuous cycle of community involvement.

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CSR Structure

CSR Value Creation Flow

EcoPro conducted an impact assessment on local communities to gain a deeper understanding of the value generated by its CSR activities. By analyzing the inputs, processes, outputs, and outcomes of these initiatives, EcoPro was able to measure their impact on stakeholders and society in various areas such as solving social issues, improving quality of life, enhancing the company's image, and creating employment opportunities for people with disabilities. Additionally, EcoPro collaborated with a professional institution to develop a social contribution effectiveness measurement model, allowing the company to estimate the value index of its CSR efforts.



1) Jobak Reservoir Trail in Daesong-myeon, Yeonil Hyeongsan Elementary School walking path, Donghae-myeon shared area, Guryongpo Library, Namnam 1-ri Village, Yonggok-ri Village, Homigot Guman 1-ri Village, and Yonghan 2-ri Village in Heunghae-eup
 2) CSR Value Index: social contribution effectiveness measurement model and evaluation results by a professional institution

CSR Activities

EcoPro, together with its Group companies, is actively working to create a better community by operating CSR programs organized in four areas: responding to climate change, fostering future talents, creating jobs for people with disabilities and supporting their independence, and supporting communities and vulnerable classes.

Eco – Climate Change Response

Installation of PM Notification Board: Particulate Matter Greenlight

We launched this project to install particulate matter (PM) notification boards in local elementary, middle, and high schools. Since the program began in 2019, we have installed notification boards in 25 schools. These boards allow students and teachers to monitor PM levels and take appropriate actions. We are committed to participating in additional initiatives aimed at raising awareness of climate change.

Children's Environmental Festival: ECO GREEN DAY

EcoPro launched this festival to provide children in the local community with hands-on experiences aimed at fostering environmental awareness through engaging, environment-themed activities. The festival featured fun and educational programs tailored to children, along with an environment-themed drawing contest. Held in 2023, the event attracted over 4,000 participants, including approximately 1,000 children.

Eco-Walking Campaign

The Eco-Walking Campaign encourages employees to incorporate walking into their daily routines, promoting both health and environmental protection. Donations are made in proportion to the total number of steps taken, with funds going toward supporting children from low-income families. In 2023, 1,973 employees participated in the campaign, collectively taking 347 million steps and raising KRW 12 million in donations. EcoPro is committed to continuing efforts to improve the lives of the underprivileged through the active involvement of its employees.

* These CSR activities are carried out by EcoPro Group with the commitment of all the Group companies. For more information, please refer to our CSR Report published in July 2024.



▲ PM Notification Board



▲ Completion Ceremony of the 4th Eco-Bridge



▲ Children's Environmental Festival



▲ EV Making Club (Dongguk University)



▲ Eco-Walking Campaign



▲ Book Donations

Dream – Future Talent Fostering

University Student Volunteer Group: EcoBridge

EcoBridge acts as a vital link between EcoPro and the local community, fostering collaboration through its annual initiatives since 2020. This program engages university students in a variety of environmental protection activities, empowering them to generate their own ideas and plan programs. Through this hands-on involvement, students cultivate environmental awareness and leadership skills while making meaningful contributions to the improvement of their local environments.

EV Making Club Support

EcoPro is dedicated to supporting university clubs focused on nurturing students' aspirations in the secondary battery industry. By providing financial donations, the initiative helps students build their own electric vehicles. Selected clubs have the chance to visit EcoPro's plants in Cheongju or Pohang.

EcoPro Scholarships

EcoPro is committed to supporting students facing social and economic challenges by providing scholarships. To date, we have donated KRW 677 million to 38 schools. EcoPro plans to continue its scholarship program, fostering opportunities for students with a strong interest in learning.

EcoPro Book Donations

Since 2019, EcoPro has been dedicated to promoting access to education by donating books to the community. To date, the company has contributed approximately 8,000 books, striving to foster a culture where everyone has the opportunity to learn and grow.

CSR Activities

Cheer Up – Job Creation and Sports Support for People with Disabilities

Onnuri Sports Team

EcoPro established the Onnuri Sports Team in 2019 to provide athletes with disabilities in the local community with opportunities to engage in fair and safe sports activities. Originally comprising 23 athletes across six sports, the team has grown significantly and now includes 58 athletes competing in 11 different sports. In 2023, at the 43rd National Para Games, the team achieved remarkable success, winning a total of 52 medals: 10 gold, 12 silver, and 30 bronze. Through the Onnuri Sports Team, EcoPro has created 78 jobs and remains committed to enhancing the sports environment for athletes with disabilities.

Onnuris Sports Team

Billiards 	Bowling 	Badminton 	Shooting
Swimming 	Weightlifting 	Boccia 	Curling
Table Tennis 	Fencing 	Athletics 	



▲ Onnuri Sports Team Welcome Ceremony



▲ National Para Games

2023 Medalist Interview

My name is Ji Sang-hoon, a badminton player for the Chungcheongbuk-do Para Athletic Association and the EcoPro Onnuri Sports Team. I'm currently training for four hours every day for the 44th National Para Games, but I feel that it's still not enough, so I also do personal training with my fellow athletes at dawn, such as running and weight training. The best thing about being a member of the EcoPro Onnuri Sports Team is that I can concentrate on my training and only think about my training. I also have access to things like uniforms and shuttlecocks. I hope that all members of the EcoPro Onnuri Sports Team win a gold medal and let the world know that we're proud members of EcoPro.



▲ Ji Sang-hoon, Badminton

Good-Cycling Campaign

EcoPro Group company employees contribute to social welfare by donating unused clothing, books, and other items to the Goodwill Store. This store, operated as a vocational rehabilitation facility for people with disabilities, employs individuals with disabilities to sort, display, and sell the donated goods. The proceeds from these sales are then used to create job opportunities for people with disabilities. In 2023, our colleagues in Cheongju and Pohang participated in this campaign, with 1,762 items donated by 159 employees.



CSR Activities

Community – Shared Growth through Communication with the Community

Disaster Relief

EcoPro actively engages in disaster relief projects annually to assist local communities affected by various disasters and accidents, including those related to climate change and the COVID-19 pandemic. We also conduct damage recovery initiatives involving our employees to foster a collective commitment to helping those in need. In 2023, together with other EcoPro Group companies, we donated KRW 600 million to aid victims of the heavy rains in the Gyeongbuk and Chungbuk regions.



▲ Flood relief activity

Mother Box Project to Fight the Declining Birthrate

EcoPro is committed to addressing the challenges posed by the declining birthrate by providing consistent support for child-birth and childrearing. We understand the difficulties that come with raising children and strive to create a nurturing environment for families. Through the Mother Box Project, we aim to alleviate the burden on vulnerable families in local communities and assist them in achieving independence. Delivered by EcoPro employees, each Mother Box includes essential childcare items, such as a baby bottle, thermometer, and handkerchiefs, to help families in need.



▲ Mother Box delivered to child-rearing families in Chungbuk

Happy Village Project

EcoPro actively engages in facility improvement and cultural projects to support underprivileged villages in Pohang. These efforts include repairing outdated facilities, organizing cultural performances, providing meals, fitting magnifying glasses for the elderly, and painting murals. In 2023, EcoPro's project was carried out in Yonghan 2-ri, Buk-gu, Pohang, which was selected as Happy Village No. 24. The initiative involved collaboration with eight organizations and participation from 110 volunteers to enhance the living conditions and amenities for the village.



▲ Mural painting in the Happy Village

Year-End Matching Grant

Launched in 2011, the Year-End Matching Grant Program aims to encourage employees to share what they have with the community. Through this donation initiative, when our employees opt to donate 1% of their monthly salary, we match their contributions, effectively doubling the donation. In 2023, 1,908 EcoPro Group employees participated in this program and donated KRW 156 million to those in need in local communities.



CSR Activities

Community – Shared Growth through Communication with the Local Residents

Programs for Local Communities and the Underprivileged

Beat the Heat

Many individuals remain in the blind spot of social welfare and urgently need community support. To help them cope with the summer heat, EcoPro donated daily necessities worth KRW 20 million to 200 households. The company is committed to continuing its efforts to support the underprivileged and improve their living conditions.



▲ Supplies for vulnerable households during heat waves

Celebrating Holidays with Low-Income Classes

EcoPro believes that everyone in the community deserves happiness during holidays like the New Year and Korean Thanksgiving. To support this, the company helps low-income households afford their holiday meals. In 2023, EcoPro donated KRW 30 million, bringing the total cumulative donation to KRW 120 million.



▲ Donations for the New Year

Providing Traffic Safety Items

In response to the growing concern over children's traffic safety, EcoPro took action by producing and delivering traffic safety umbrellas to elementary schools near its operations. These umbrellas serve as a visual reminder for drivers to slow down, helping children walk safely. Looking ahead, EcoPro plans to expand this initiative by providing more umbrellas to additional schools and exploring further measures to enhance traffic safety for children.



▲ Children's traffic safety umbrellas

Local Culture and Arts Sponsorship

EcoPro actively participates in and sponsors local cultural events to promote the development of culture and arts in the community. By supporting local artists, the company helps them sustain their cultural and artistic endeavors. In addition, EcoPro is expanding its sponsorship efforts to discover new artistic talents, foster connections between artists and companies, and enhance the cultural and artistic infrastructure of the community.



▲ Philharmonic DER 'KLANG' concert at EcoPro

CSR Activities

Programs for Local Communities and the Underprivileged

Child Sponsorship

EcoPro is committed to supporting the growth and education of children in the community by providing financial assistance for food, snacks, tuition, and other educational expenses. The company's dedication is further demonstrated by its employees, who volunteered to make desks and chairs for children. EcoPro remains steadfast in its efforts to ensure that children from underprivileged households have the resources they need to play and learn.



▲ DIY wooden desks and chairs for local children's center



▲ Medical support agreement between EcoPro and Cheongju Medical Center



▲ Food Box of Love



▲ Employee blood donation campaign



▲ Kimchi making

Food Box of Love

EcoPro delivers food boxes filled with essential ingredients and meals to locals facing food insecurity. Committed to addressing hunger in vulnerable communities, we plan to continue supporting those at risk of food shortages.

Kimchi Making for Neighbors

Each winter, EcoPro employees come together as a volunteer group to share warmth with the local community through our kimchi making program. In 2023, we prepared and delivered 3,150 heads of kimchi to 1,050 families in need.

Medical Expenses for the Underprivileged in the Community

Economically marginalized individuals often face limited access to healthcare. To address this, EcoPro supports the provision of medical services to the underprivileged, helping them maintain peace of mind even during illness. We have established memorandums of understanding with local public hospitals, under which we cover medical expenses of up to KRW 3 million for recipients of medical benefits.

Blood Donation

Every year, EcoPro organizes a blood donation campaign with participation from employees across its Group companies to support individuals at risk of not receiving medical treatment due to blood shortages. In 2023, an average of 42 employees participated each month, contributing to help those in medical blind spots. We are committed to continuing this initiative by fostering a donation system that encourages voluntary participation in blood donation campaigns.




CSR Activities

Partners of EcoPro

EcoPro has collaborated with 24 organizations to implement social contribution programs jointly. As part of this initiative, we conducted interviews with these partners to gather feedback on our current CSR efforts and explore future directions. By actively listening to diverse perspectives, we aim to refine and enhance the impact of EcoPro's CSR activities continually.

“
EcoPro works with Good Neighbors to build environment awareness in the community and foster talents.”

We are collaborating with EcoPro on a range of social contribution initiatives, including the EcoBridge university student volunteer group and various employee volunteer activities. I am impressed by EcoPro's relentless commitment to community service. They are never complacent. Instead, they continuously seek improvements and strive to make the world a better place.



Im Min-seo | Good Neighbors Chungcheong Office

“
EcoPro collaborates with the Korea Employment Agency for the Disabled to ensure that its Onnuri Sports Team remains competitive and sustainable, empowering athletes with disabilities to achieve independence.”

Through this partnership, EcoPro's Onnuri Sports Team has become a reliable source of employment for athletes in the Chungbuk region, allowing them to concentrate on their sporting pursuits. In close cooperation with the athletes and its partners, EcoPro is committed to fostering the sustainable growth of the team.



Kim Jong-moon | Korea Employment Agency for the Disabled Chungbuk Office

“
EcoPro collaborates with the Community Chest of Korea Gyeongbuk Chapter to address a range of social and welfare issues.”


This partnership aims to raise funds to tackle various welfare challenges within the community. EcoPro's CSR activities are centered on listening to the voices of all stakeholders, ensuring mutual prosperity between the community and the business, and making sure that no one is left behind.



Chun So-young | Community Chest of Korea Gyeongbuk Chapter

“
EcoPro is making a positive impact on the community through its partnership with the Pohang Volunteer Center.”

Together, they focus on serving children, people with disabilities, and the elderly in Pohang City. By actively listening to the needs of the community, EcoPro continually improves its projects, expanding their scale and effectiveness to serve local residents better.



Lee Yoon-jeong | Pohang Volunteer Center

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Governance



Background

Corporate governance hinges on professionalism achieved through the separation of ownership and management, the balance in decision-making provided by an independent director system, the independence of auditors, the advancement of accounting systems, and the strengthening of shareholder rights.

In addition, cultivating a culture of ethics and compliance is essential for ensuring that employees understand and fulfill their responsibilities and obligations. This commitment guides organizations into an era defined by global ethical standards.

Management Approach

EcoPro strives to establish itself as a trustworthy company based on sound and transparent governance. All EcoPro Group companies are committed to compliance and ethical management that meets global standards.

- Board Composition and Operations
- Ethics and Compliance Management

Key Performance



Corporate Governance Charter



ESG Committee Operations



Installed the Audit Committee

Board Composition and Operations

At EcoPro, we are committed to ensuring the objectivity and transparency of our Board of Directors, which is essential for maintaining a balance between sustainable business growth and responsible management in our community. To ensure efficiency in board operations, we hold regular and ad hoc board meetings to promptly discuss and make decisions on key agenda.

Corporate Governance Charter

The Corporate Governance Charter at EcoPro serves as our public commitment to fair and transparent governance practices. By clearly outlining the rules and responsibilities associated with corporate governance, we strive to enhance shareholder value while fulfilling our social responsibilities to all stakeholders, including employees and suppliers.

EcoPro Corporate Governance Charter

At EcoPro, we aspire to become a leading global company by fostering strong relationships with stakeholders who trust us. Our journey toward sustainable growth is guided by our core management philosophy: "We pursue change and innovation to be the best."

We provide the following values to our stakeholders:

- At EcoPro, we are committed to providing customers with meaningful value and ensuring their continued satisfaction to earn their trust. Our ultimate goal is to grow and develop alongside them.
- We foster a fair and competitive ecosystem with our business partners, leading the way in mutual development by creating a virtuous circle of cooperation. For our shareholders, we strive to increase corporate value through consistent and sustained value delivery. In addition, we actively contribute to society by playing our part in environmental protection, job creation, improving quality of life, and supporting community initiatives, ensuring we grow together with the broader society.
- We are dedicated to achieving harmony and balance with our stakeholders, considering both present and future well-being for long-term sustainability.
- Embracing this management philosophy will significantly contribute to the company's enduring growth and development. To this end, we are committed to establishing a robust and transparent governance structure, led by our Board of Directors, and to seeking external recognition of our efforts.

As a formal commitment to sound governance and responsible business management, the Board of Directors has resolved to adopt the EcoPro Corporate Governance Charter.

Song Ho-jun, CEO



Board Composition

As the highest decision-making body, the Board of Directors represents the interests of shareholders and stakeholders and oversees and resolves major management issues from a long-term perspective. The Board of Directors is composed of six directors: three executive and three independent directors who are experts in their respective fields. The tenure of a director does not exceed three years as provided by the General Shareholders' Meeting. The Board of Directors is chaired by the company's CEO.

(As of December 31, 2023)

Category	Name	Gender	Career highlights	Tenure
Executive Directors	Song Ho-jun	Male	• (Present) CEO, EcoPro B.A. in Economics, Seoul National University	Mar 2023–2026
	Choi Sang-woon	Male	• (Present) Vice President, EcoPro Helsinki Graduate School of Economics	Mar 2023–2026
	Park Jae-ha	Male	• (Present) Director, Business Management B.Sc. in Physics, Sogang University	Mar 2022–2025
Independent Directors	Kim Jae-jeong	Male	• (Present) Professor, Seoul National University Department of Chemical and Biological Engineering M.Sc. in Chemical Engineering, Seoul National University	Mar 2023–2025
	Ahn Tae-sik	Male	• (Present) Professor, Seoul National University Business School, Center for Sustainable Public Accounting and Finance Ph.D. in Accounting, University of Texas Austin	Mar 2023–2025
	Ha Jong-hwa	Male	• (Present) President, Doori Tax Service M.A. in Tax Administration, Konkuk University	Mar 2023–2025

Board Composition and Operations

Appointment of Directors

At EcoPro, the appointment of independent directors is conducted through a transparent process led by the General Shareholders' Meeting. Prior to the meeting, directors receive detailed information about the candidates and the purpose of their appointment two weeks in advance. During the meeting, candidates undergo a thorough evaluation process, assessing their expertise and experience while also verifying any potential disqualifications.

Independence, Expertise, and Diversity of the Board of Directors

EcoPro places a strong emphasis on the independence, expertise, and diversity of its Board of Directors. In the appointment of independent directors, we adhere to Board regulations that ensure selections are based on unbiased and objective information, preserving their independence. Candidates are chosen from a wide array of fields, including business administration, accounting, finance, and law. To assess the competencies of our directors systematically, we have implemented a board skills matrix (BSM), which helps ensure that our Board members possess the necessary expertise.

In addition, we have established a dedicated team focused on Board operations, tasked with sharing relevant information and assisting independent directors in enhancing their expertise. Looking ahead, we plan to offer professional training and organize forums to strengthen the skills and knowledge of our directors further.

Board Skills Matrix

Board Members	Executive Directors			Independent Directors		
	Song Ho-jun	Choi Sang-woon	Park Jae-ha	Kim Jae-jung	Ahn Tae-sik	Ha Jong-hwa
Industry expert	○	○	○	○		
Accounting and financial expert	○	○	○		○	○
Global business experience	○	○	○	○	○	
Leadership	○	○		○	○	
Investment and capital market expert	○	○	○			○
Legal and public policy expert						○

Board Meetings and Activities in 2023

The Board of Directors at EcoPro conducts regular meetings once a month in accordance with established Board regulations and convenes additional ad hoc meetings as necessary. During these meetings, directors address a range of topics, including not only business and financial matters but also important ESG management issues such as environmental sustainability, safety, and compliance. Decisions are made with the presence of a majority of the total number of directors, requiring a majority vote from those present. However, certain critical matters as outlined in relevant laws, such as Article 398 of the Commercial Act, necessitate a two-thirds majority of the directors. To promote active participation, directors are permitted to cast their votes via telecommunication channels if they cannot attend in person.



Board Composition and Operations

Board Committees

The Board of Directors at EcoPro is structured into three subcommittees: the Internal Transaction Committee, the Compliance Committee, and the ESG Committee. Each committee is comprised of members with significant expertise in their respective areas, enhancing the professionalism and transparency of our governance processes. Notably, each committee includes a minimum of three independent directors. In 2023, the Internal Transaction Committee convened nine times, the Compliance Committee held four meetings, and the ESG Committee met twice, demonstrating our commitment to Board-centered management practices.

Board of Directors	Purpose	Members
Internal Transaction Committee	Accounting practice supervision, internal accounting control, operational practice evaluation, annual audit planning	Kim Jae-jeong (Chair) Ahn Tae-sik Ha Jong-hwa
Compliance Committee	Deliberations on compliance management policies and activities, human rights policies, compliance monitoring, etc.	Ha Jong-hwa (Chair) Kim Jae-jeong Ahn Tae-sik
Audit Committee	<ul style="list-style-type: none"> Request for business reporting from directors Request for an extraordinary shareholders' meeting Subsidiary audits 	Ahn Tae-sik (Chair) Kim Jae-jeong Ha Jong-hwa
ESG Committee	ESG management planning, implementation, and evaluation	Ahn Tae-sik (Chair) Song Ho-jun Kim Jae-jeong Ha Jong-hwa

ESG Committee

EcoPro operates an ESG Committee under its Board of Directors, which includes one executive director and three independent directors. This committee is responsible for discussing and making decisions relating to the ESG management of the Group companies. It plays a crucial role in establishing ESG management strategies and setting mid- to long-term goals and is tasked with tracking the ESG management activities across the Group and examining matters relating to material risks. In 2023, the committee convened twice to deliberate on ESG activity plans and review reports.

ESG Committee Agenda

Time	Agenda
August 2023	2023 ESG activities and plans
November 2023	Group companies' ESG training plans

Ethics and Compliance Management

EcoPro has established the Code of Ethics to guide its ethical management practices. It serves as a framework for various ethical management activities and regular monitoring. By adhering to these ethical principles, employees internalize the standards of correct behavior and sound value judgment.


Code of Ethics

EcoPro has established the Code of Ethics and shared it with all Group companies as a public declaration of its commitment to transparent and uncompromising ethical management.

EcoPro Code of Ethics

At EcoPro, we are committed to creating value for a wide range of stakeholders—including customers, shareholders, employees, suppliers, competitors, the state, and local communities—guided by our management philosophy: “We pursue change and innovation to be the best.” Our ultimate goal is to earn trust and respect from all stakeholders while contributing to the improvement of life for humankind. To achieve this, we emphasize rigorous and sound management practices that build an ethical corporate culture and enhance corporate value through continuous innovation and growth. As a foundation of our commitment, we have established the Code of Ethics, which serves as the guiding principle for all employees' actions and decisions, and we pledge to uphold and practice this Code.

- 1 We respect our customers and strive to satisfy and impress them.
- 2 We diligently protect the investment returns of our shareholders through transparent and efficient management.
- 3 We pursue fair competition and strive to establish a sound trade order.
- 4 We build mutual trust and pursue mutual development through fair trade with our suppliers.
- 5 We comply with all laws and ethical principles and fulfill our social responsibilities through environmental protection and social contributions.
- 6 We will create an organizational culture of mutual trust and respect and maintain the dignity and honor of being a member of EcoPro.



Ethical Management System

The ethical management system serves as the ethical standards for all business conduct and decisions at EcoPro. All EcoPro Group companies are committed to complying with the groupwide ethical standards.

Category	Overview	Details
Code of Ethics	Attitudes and practices for employees	<ul style="list-style-type: none"> • Responsibilities and obligations to customers • Responsibilities and obligations to shareholders • Pursuit of fair competition and sound trade order • Responsibilities and obligations to suppliers • Compliance with laws and ethics and responsibility to society • Sound organizational culture and work ethics
Code of Ethics Guidelines	Guidelines with specific procedures for implementing the Code of Ethics	<ul style="list-style-type: none"> • Guidelines for handling gifts and monetary offerings • Guidelines for handling meals, entertainment, and hospitality • Guidelines for handling inappropriate conduct and abuse of position and authority
Whistleblowing Channels and Whistleblower Protection	Rules for whistleblowing and whistleblower protection to establish an ethical organizational culture	<ul style="list-style-type: none"> • Basic principles • Who can report • How to report • Whistleblower protection
Disciplinary Policy	Rules to maintain order in the workplace by sanctioning misconduct	<ul style="list-style-type: none"> • Plan profit-seeking • Abuse of authority • Delinquency • Negligence • Breach of confidentiality • Service rule violation • Debasement, misconduct, and wrongdoing • Others

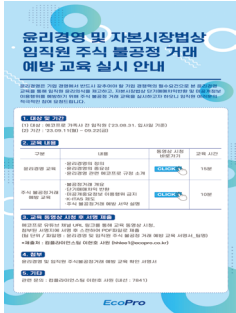
Ethics and Compliance Management

Compliance Management

EcoPro encourages all employees to pledge their commitment to compliance management. In 2023, 100% of our employees have signed the compliance commitment letter.

Ethics and Compliance Management Training

EcoPro conducts ethics and compliance management training for all employees. The training focuses on the theory of ethical management and prevention of unfair stock trading under the Capital Market Act. In doing so, we use actual case studies to help them better understand the issues. Other topics covered include the Fair Trade Act and the Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises.



Ethical Management Self-Assessment

The Ethical Management Self-Assessment at EcoPro is designed to evaluate the organization's commitment to ethical management and its influence on stakeholders. This assessment involves participation from team leaders and higher-level positions across EcoPro's four listed companies. By analyzing the results of the assessment, EcoPro gains insights into its ethical management practices.

Self-Assessment Items

Commitment to ethical management and strategy 	Ethics norms and guidelines 	Ethical management organization and systems 	Ethical management practices and internal and external communication
--	--	--	---

Identifying Risks for Unfair Trade

EcoPro promotes ethics and compliance management among its suppliers by encouraging them to adopt fair trade practices. Each year, the company sends a letter to suppliers to provide information on reporting channels for any unfair trade activities. EcoPro also conducts subcontracting inspections to monitor and identify risks relating to unfair trade practices.

Whistleblowing Channels

At EcoPro, we ensure transparency and accountability by offering an online reporting channel where employees and external stakeholders can safely report ethical issues. This system is designed to guarantee full anonymity and protection for whistleblowers, safeguarding them from any potential disadvantages. Once a report is submitted, we thoroughly verify the facts, conduct an investigation, and inform the whistleblower of the results.

In particular, we operate the Ethics Violation Reporting Center to monitor unethical behavior among suppliers. To encourage fair trade and ethical conduct, we send annual letters to our suppliers, urging them to report any violations. We maintain a zero-tolerance policy toward unethical behavior.

Types of Reports

Workplace sexual harassment and bullying	Embezzlement, bribery	Unfair trade	Supply chain policy, due diligence system
Leaking non-public information	Internal accounting, fraud	Discriminatory (unfair) conduct	Other unethical or illegal behavior

Whistleblower Protection

EcoPro is dedicated to safeguarding whistleblowers and strictly prohibits any form of retaliation against individuals who report unethical conduct. We guarantee the anonymity of whistleblowers and maintain the utmost confidentiality of all reports. Furthermore, we ensure that whistleblowers are protected from any negative consequences related to their employment, including personnel actions or work conditions.

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**EcoPro, a Trusted and Respected Company
Committed to a Better Life for Humanity**



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ESG Data

Economic Performance

Financial Statements

Category		Unit	2021	EcoPro 2022	2023
Assets	Current assets		1,619,673,745,793	3,162,551,112,304	3,977,045,752,111
	Fixed assets		1,780,771,227,611	2,183,231,490,740	3,579,933,022,961
	Total assets		3,400,444,973,404	5,345,782,603,044	7,556,978,775,072
Liabilities	Current liabilities		967,353,222,621	2,082,665,018,806	2,743,576,237,480
	Fixed liabilities		736,177,922,357	741,336,930,529	1,327,266,810,791
	Total liabilities		1,703,531,144,978	2,824,001,949,335	4,070,843,048,271
Equity	Capital stock	KRW	11,987,836,000	12,628,762,500	13,313,835,500
	Capital surplus		1,374,645,000,983	1,490,371,725,183	1,734,971,404,190
	Capital adjustment		(618,109,076,557)	(617,455,773,295)	(538,152,047,322)
	Accumulated other comprehensive income		11,026,200,152	(2,619,680,753)	2,320,372,155
	Retained earnings		364,413,332,658	424,859,393,453	457,815,317,407
	Non-controlling interest		552,950,535,190	1,213,996,226,621	1,815,866,844,871
	Total equity		1,696,913,828,426	2,521,780,653,709	3,486,135,726,801

Comprehensive income

Category		Unit	2021	EcoPro 2022	2023
Sales			1,504,112,975,430	5,639,741,327,318	7,260,200,345,722
Cost of sales			1,271,819,777,691	4,844,673,246,693	6,756,076,724,085
Gross profit margin			232,293,197,739	795,068,080,625	504,123,621,637
Operating profit			86,470,031,942	613,226,487,106	298,172,334,242
Net income before tax expenses		KRW	(171,026,994,161)	306,616,814,981	144,197,541,983
Net profit			278,946,294,640	220,591,650,311	135,268,663,790
Other comprehensive income			(497,138,870)	(15,877,532,539)	5,098,153,006
Total comprehensive income			278,449,155,770	204,714,117,772	140,366,816,796

Distribution of Economic Performance

Distribution of Economic Value

Index		Unit	2021	EcoPro 2022	2023
Corporate tax			85,359,229,962	86,025,164,670	8,928,878,193
Shareholder dividend			11,049,064,350	24,948,230,370	202,571,274,878
Donations		KRW	786,412,048	11,059,735,049	1,941,368,014
Employee labor cos	Wage ¹⁾		25,190,707,790	45,639,911,917	49,524,542,675
	Retirement benefits		3,464,604,079	5,198,545,368	6,162,924,694

1) Including bonuses.

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Environmental Performance

* As EcoPro is the holding company of EcoPro Group and EcoPro AP uses air as the ingredient, they have less of a negative environmental impact than other companies. Therefore, we have disclosed environment-related quantitative data for EcoPro CnG and EcoPro Innovation

** Please note that for EcoPro CnG, only verifiable data have been disclosed for 2021 due to the unexpected instability of that year's data

*** Only energy, water resource, and greenhouse gas data disclosed for EcoPro AP

Energy

Index	Unit	EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
Energy consumption (power)	Non-renewable energy	11,328	31,635	36,608	-	5,947	6,515	12,306	69,463	80,498
	Renewable energy (via KEPCO)	0	0	0	-	0	0	0	0	0
	Renewable energy (own facilities)	0	0	0	-	0	0	0	0	0
	Total	11,328	31,635	36,608	-	5,947	6,515	12,306	69,463	80,498
Energy consumption (natural gas)	Non-renewable energy	307	1,404	2,094	-	853	1,093	0	0	0
	Renewable energy	0	0	0	-	0	0	0	0	0
	Total	307	1,404	2,094	-	853	1,093	0	0	0
By energy source	Power	109	304	351	-	57	63	118	668	770
	Fuel	13	61	90	-	37	47	0	0	0
	Steam	0	0	0	-	2	2	0	0	0
	Others	0	0	0	-	0	0	0	0	0
Energy intensity	Total energy consumption	122	364	442	-	96	112	118	668	770
	Energy consumption per sales	0.26	0.09	0.10	-	0.09	0.11	2.61	3.12	2.48

Water Resources

Index	Unit	EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
Water consumption	Non-renewable water	31,579	156,725	124,836	-	14,583	16,628	34,468	103,436	117,083
	Renewable water	0	0	0	-	0	0	0	0	0
	Total	31,579	156,725	124,836	-	14,583	16,628	34,468	103,436	117,083
By water source	Third-party water supply (general/industry waterworks etc.)	31,579	156,725	124,836	-	14,583	16,628	34,468	103,436	117,083
	Groundwater	0	0	0	-	0	0	0	0	0
	Seawater	0	0	0	-	0	0	0	0	0
	Surface water	0	0	0	-	0	0	0	0	0

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Environmental Performance

Greenhouse Gas

	Index	Unit	EcoPro Innovation			EcoPro CnG			EcoPro AP		
			2021	2022	2023	2021	2022	2023	2021	2022	2023
Greenhouse gas emissions	Scope 1 (direct)	tCO ₂ eq	1,328	6,467	8,079	-	1,871	2,415	0	0	0
	Scope 2 (indirect)		5,204	14,533	16,818	-	2,829	3,099	5,653	31,912	36,982
	S1+S2		6,532	21,000	24,897	-	4,700	5,513	5,653	31,912	36,982
Greenhouse gas emission intensity	GHG emissions per sale	tCO ₂ eq/KRW hundred million	14	5	6	-	4	5	124	149	119
Greenhouse gas emissions (Scope 3)	CATEGORY 1 (purchased goods and services)	tCO ₂ eq	-	-	98,576	-	-	22,153	-	-	-
	CATEGORY 2 (capital goods)		-	-	9,496	-	-	392	-	-	-
	CATEGORY 3 (fuel- and energy-related activities)		-	-	1,751	-	-	475	-	-	-
	CATEGORY 4 (upstream transportation and distribution)		-	-	966	-	-	1,495	-	-	-
	CATEGORY 5 (waste generated in operations)		-	-	130	-	-	125	-	-	-
	CATEGORY 6 (business travel)		-	-	145	-	-	57	-	-	-
	CATEGORY 7 (employee commuting)		-	-	175	-	-	129	-	-	-
	CATEGORY 8 (upstream leased assets)		-	-	-	-	-	-	-	-	-
	CATEGORY 9 (downstream transportation and distribution)		-	-	-	-	-	-	-	-	-
	CATEGORY 10 (processing of sold products)		-	-	12,482	-	-	16,583	-	-	-
	CATEGORY 11 (use of sold products)		-	-	-	-	-	-	-	-	-
	CATEGORY 12 (end-of-life treatment of sold products)		-	-	-	-	-	-	-	-	-
	CATEGORY 13 (downstream leased assets)		-	-	-	-	-	-	-	-	-
	CATEGORY 14 (franchises)		-	-	-	-	-	-	-	-	-
	CATEGORY 15 (investments)		-	-	-	-	-	-	-	-	-
	Total		-	-	145,857	-	-	19,273	-	-	

Air Pollution

Index	Unit	EcoPro Innovation			EcoPro CnG		
		2021	2022	2023	2021	2022	2023
NOx emissions (nitrogen oxides)	Tons	0.00	1.17	0.74	0.81	0.41	3.30
SOx emissions (sulfur oxides)		0.00	0.10	0.00	0.00	0.00	0.00
PM emissions (particulate matter)		0.00	0.06	0.44	0.00	0.00	0.00
Others		0.00	0.54	0.09	0.00	0.08	0.16

* EcoPro AP uses air as the input material; hence, no air pollutants are generated

ESG Data

Environmental Performance

Water Pollution

Index	Unit	EcoPro Innovation			EcoPro CnG		
		2022	2023	2023	2022	2023	2023
TOC	kg	540.65	232.76	232.76	86.73	18.95	18.95
SS		340.78	147.32	147.32	54.67	11.99	11.99
T-N		303.13	191.29	191.29	48.63	15.57	15.57
T-P		5.44	6.03	6.03	0.873	0.491	0.491

* EcoPro AP uses the air as the input material, hence no water pollutants are produced
 ** Changed water pollutant metric from COD monitoring to TOC monitoring
 *** TMS installed at the end of 2021; data disclosed from 2022

Other Pollution

Index	Unit	EcoPro Innovation			EcoPro CnG		
		2021	2022	2023	2021	2022	2023
VOC emissions	Tons	0	0	0	0	0	0

Harmful Chemicals

Index	Unit	EcoPro Innovation			EcoPro CnG		
		2021	2022	2023	2021	2022	2023
Use of harmful chemicals	Tons	4,239	17,178	15,719	107	5,908	7,596

ESG Data

Environmental Performance

Waste

Index	Unit	EcoPro Innovation			EcoPro CnG		
		2021	2022	2023	2021	2022	2023
Waste generation	General waste	95,770	462,500	936,620	39	256	572
	Designated waste	0	2,330	5,930	3	4	9
	Total	95,770	464,830	942,550	42	260	581
Waste treatment	Incineration	0	0	0	3	4	4
	Landfill	0	0	0	0	0	5
	Neutralization	0	0	0	0	0	0
	Recycling	95,770	462,500	936,620	39	256	572

Green Products/Services

Index	Unit	EcoPro Innovation			EcoPro CnG		
		2021	2022	2023	2021	2022	2023
Green business sales ¹⁾	KRW million	47,158	423,641	439,439	0	109,010	102,923

1) We are an eco-friendly business given the nature of secondary battery materials; hence, 100% of our sales counted toward eco-friendly business sales

Environmental Training

Index	Unit	EcoPro Innovation			EcoPro CnG		
		2021	2022	2023	2021	2022	2023
Total training hours ²⁾	Hours	104	444	1,040	822	1,839	1,134
Total number of people trained	People	52	83	185	49	125	89

2) Statutory training (area-specific statutory training for environmental engineers, statutory training for technicians, managers, inspectors handling chemicals, etc.)

Environmental Violations

Index	Unit	EcoPro Innovation			EcoPro CnG		
		2021	2022	2023	2021	2022	2023
Violations of environmental laws and regulations	Monetary penalty ³⁾	Cases	0	0	0	0	0
	Non-monetary penalty	Cases	0	0	0	0	0
	Fines and administrative fines	KRW million	0	0	0	0	0

3) Fines or stricter penalties (excluding administrative fines)

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Safety Performance

Safety Management (Employees)

Index	Unit	EcoPro Innovation			EcoPro CnG			EcoPro AP			
		2021	2022	2023	2021	2022	2023	2021	2022	2023	
Number of injuries	Fatalities	People	0	0	0	0	0	0	0	0	0
	Injuries (serious)	People	0	0	0	0	0	0	0	0	0
	Injuries (minor)	People	0	1	0	0	2	0	0	0	0
	Injury rate	(%, number of injuries / number of employees) * 100	0	0.46	0	0	0.80	0	0	0	0
	Major workplace incidents		N/A	Burn	N/A	N/A	sprain	N/A	N/A	N/A	N/A
	LTIFR	(Total injuries) * (1,000,000 hours / total work hours ¹)	0	1.93	0	0	3.33	0	0	0	0

1) All EcoPro Group companies apply the Ministry of Labor's 2,400-hour standard multiplied by the number of employees at the end of the year

Safety Management (In-house)

Index	Unit	EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
In-house supplier hazard rate	%	0	0	0	0	0	0	0	0	0

Safety Training

Index	Unit	EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
Total hours trained	Hours	3,896	4,954	5,442	698	5,030	5,262	179	504	724
Total number of people trained	People	124	182	204	237	937	1,817	16	25	34

Safety Violations

Index	Unit	EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
Violations of safety laws and regulations	Monetary penalties ²	Cases	0	0	0	0	0	0	0	0
	Non-monetary penalties	Cases	0	0	0	0	0	0	0	0
	Fines	KRW million	0	0	0	0	0	0	0	0

2) Fines or stricter penalties (excluding administrative fines)

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Social (Employee) Performance

Workforce

Index	Unit	EcoPro			EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Gender	Male, domestic (executive + regular full time)	58	110	146	162	205	225	65	117	145	11	23	32
	Female, domestic (executive + regular full time)	21	34	48	8	10	18	1	6	6	3	3	3
	Fixed term (including contract based)	4	4	7	1	1	2	0	2	5	0	0	2
	Total	83	148	201	171	216	245	66	125	156	14	26	37
By position	Male managers	17	30	36	9	26	31	8	21	24	2	4	8
	Female managers	1	1	4	1	1	2	0	0	0	0	0	0
	Total	18	31	40	10	27	33	8	21	24	2	4	8
	Percentage of female managers or higher positions out of all managers	%	6	3	10	10	4	6	0	0	0	0	0
Diversity	People with disabilities	0	1	3	0	0	0	0	0	0	0	0	0
	Foreign nationals	1	1	2	1	1	1	0	0	0	0	0	0
	Veterans	3	4	5	4	4	4	1	1	1	0	1	1

Changes in Employment

Index	Unit	EcoPro			EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Job creation and turnover	New hires	16	52	64	51	53	27	113	206	131	5	10	8
	New hires – female	7	10	16	3	3	6	5	7	6	2	0	0
	New hires – people with disabilities	0	1	2	0	0	0	0	0	0	0	0	0
	New hires – veterans	1	1	1	1	0	0	0	0	0	0	1	0
	Turnover (voluntary + de hiring)	15	13	10	14	9	4	2	14	3	1	1	0
	Turnover (end of contract)	5	2	3	3	1	1	0	0	2	0	0	0
	Turnover (dehiring)	0	0	0	0	0	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	0	1	0	0	0	0	0	0
	Average length of service (number of employees at current year end)	Year	4.5	3.5	3.1	3.6	3.6	4.2	1.2	1.5	2.0	3.2	2.8

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Social (Employee) Performance

Work-Life Balance

Index	Unit	EcoPro			EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Total benefits cost	KRW thousand	1,430,465	1,716,800	2,173,051	51,330,858	2,758,662	2,853,980	153,487	1,082,046	1,648,089	99,463	241,146	368,418
Benefits cost per employee	KRW thousand/person	17,235	11,600	10,811	300,180	12,772	11,649	2,326	8,656	10,565	7,105	9,275	9,957
Employees on parental leave and returns	Employees on parental leave	3	3	1	0	0	1	0	0	0	0	0	0
	Employees returned	3	2	1	0	0	1	0	0	0	0	0	0
	Percentage of employees who have worked for 12 months or longer after returning from parental leave	%	100	100	-	0	0	-	0	0	-	0	0

Employee Education and Training¹⁾

Index	Unit	EcoPro			EcoPro Innovation			EcoPro CnG			EcoPro AP			
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	
Total education and training (including statutory)	Total education and training	Hours	3,094	5,284	5,961	1,896	3,039	4,337	572	1,549	2,933	169	673	679
	Employee participation	People	95	133	180	63	80	121	17	45	80	10	18	21
	Compulsory training	KRW	64	99	149	41	50	74	14	32	46	4	12	14
	Total employee training cost	KRW thousand	66,775,974	159,191,167	287,321,558	6,188,227	9,559,064	71,544,346	0	7,200,870	19,427,881	2,129,780	1,652,390	5,996,863
	Training cost per employee	KRW thousand/person	804,530	1,075,616	1,429,460	36,188	44,255	292,018	0	57,607	124,538	152,127	63,553	162,077
Sexual harassment prevention	Total hours trained	Hours	79	78	136	40	65	112	24	33	51	15	14	22
	Total number of people trained	People	79	78	136	40	65	112	24	33	51	15	14	22
Workplace bullying prevention ²⁾	Total hours trained	Hours	-	-	136	-	-	112	-	-	51	-	-	22
	Total number of people trained	People	-	-	136	-	-	112	-	-	51	-	-	22
Disability awareness	Total hours trained	Hours	64	126	180	164	215	219	16	122	157	0	0	34
	Total number of people trained	People	64	126	180	164	215	219	16	122	157	0	0	34

1) ESG training for all employees introduced in 2024
 2) Workplace bullying prevention training introduced in 2023

Grievance/Whistleblowing

Index	Unit	EcoPro			EcoPro Innovation			EcoPro CnG			EcoPro AP			
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	
Ethics violations (audit/compliance) ³⁾	Received/closed	Cases	4	7	14	1	0	1	0	0	0	0	0	0
	Average processing time		2.8	6.7	0.8	14.0	0	6.0	0	0	0	0	0	0

3) Sexual harassment and bullying in workplace / leakage of non-public information / embezzlement, bribery / internal accounting fraud / grievances relating to discrimination, unfair conduct, supply chain policy, due diligence system / other unethical or illegal conduct, etc

ESG Data

Social (General) Performance

Shared Growth

Index	Unit	EcoPro			EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Total suppliers	Companies				84	72	125	70	55	102	31	22	37
Core suppliers		41	30	48	17	15	43	10	5	12			
Total purchases from suppliers	KRW million				117,006	391,169	506,471	48,609	81,686	158,453	25,076	14,891	29,494
Purchases from core suppliers		110,422	389,478	489,935	39,739	81,168	143,824	22,671	9,886	18,392			

Responsible Minerals (Groupwide Management)

Index	Unit	EcoPro			EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Responsible minerals suppliers		0	49	52									
High-risk suppliers	Companies	0	3	4									
Low-risk suppliers		0	14	48									

CSR

Index	Unit	EcoPro			EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Social responsibility (cash donations)	KRW	131,631,090	322,598,380	185,043,110	4,632,540	5,305,210	259,379,760	1,748,990	2,588,580	54,443,590	626,530	782,020	1,163,592
In-kind donations	Cases	395	517	898	2	45	90	0	15	332	0	0	44
Talent donation and pro bono activities	People	98	174	373	38	73	121	17	29	78	17	11	25

ESG Data

Social (General) Performance

Information Security

Index	Unit	EcoPro			EcoPro Innovation			EcoPro CnG			EcoPro AP			
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	
Privacy protection ¹⁾	Total hours trained	Hours	-	-	212	-	-	-	-	-	-	-	-	-
	Total number of people trained	People	-	-	53	-	-	-	-	-	-	-	-	-
Information security ²⁾	Total hours trained	Hours	0	166	171	0	166	232	0	92	151	0	24	35
	Total number of people trained	People	0	166	171	0	166	232	0	92	151	0	24	35

1) Privacy training is for data controllers; conducted for EcoPro Holding Company and EcoPro BM only

2) Information security/privacy training have been separated since 2023

Ethics and Human Rights Training³⁾

Index	Unit	EcoPro			EcoPro Innovation			EcoPro CnG			EcoPro AP		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Total hours trained	Hours	75	75	169	162	211	235	56	112	155	36	25	36
Total number of people trained	People	75	75	169	162	211	235	56	112	155	36	25	36

3) Training on the prevention of unfair stock trading under the Capital Market Act introduced in 2023

ESG Data

Governance

Board Operations

Index	Unit	EcoPro		
		2021	2022	2023
Meetings held	Regular	12	12	12
	Temporary	17	13	7
Resolutions	Cases	38	44	45
Reports		17	17	15

* The EcoPro holding company notifies the Board of Directors of the agenda items three weeks prior to the convening of the Board of Directors and reminds them three days in advance to consider each agenda item before proceeding with the Board resolution

Board Composition

Index	Unit	EcoPro		
		2021	2022	2023
Executive directors	People	3	3	3
Independent directors		2	3	3
Auditors/Audit Committee		1	1	1

Board Compensation

Index	Unit	EcoPro		
		2021	2022	2023
Registered directors (excluding independent directors and Audit Committee members)	KRW million	2,151	1,293	900
Independent directors (excluding Audit Committee members)		102	163	75
Audit Committee members		0	0	138

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GRI Content Index

Statement of use: EcoPro has reported in accordance with the GRI Standards for the period (management activities from January 1, 2023 to the publication of this report in 2024).				
GRI 1 used GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s): N/A				
Topic	GRI Disclosure	Page	Remarks	
GRI 2: General Disclosures 2021				
GRI 2: The organization and its reporting practices	2-1	Organizational details	8	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency, and contact point	2	
	2-4	Restatements of information	-	First report
	2-5	External assurance	109-110	
GRI 2: Activities and workers	2-6	Activities, value chain, and other business relationships	8-9, 12-22	
	2-7	Employees	8, 98	
	2-8	Workers who are not employees	-	Subject to groupwide management; as of the end of June 2024, 93 people are stationed at EcoPro BM (Ochang), 47 at EcoPro HN, 106 at Pohang Campus 1, 81 at Pohang Campus 2, and 158 at Pohang Campus 3 who are employees of in-house contractors.
GRI 2: Governance	2-9	Governance structure and composition	86-87	
	2-10	Nomination and selection of the highest governance body	87	
	2-11	Chair of the highest governance body	86	
	2-12	Role of the highest governance body in overseeing the management of impacts	86-88	For more information, including our sustainability reporting agenda, please refer to our Business Report.
	2-13	Delegation of responsibility for managing impacts	25	
	2-14	Role of the highest governance body in sustainability reporting	25, 88	
	2-15	Conflicts of interest	-	Omission (Confidentiality constraints) We prevent conflicts of interest among directors in accordance with the Board of Directors' Regulations. Any conflicts of interest among directors are disclosed to stakeholders in business reports.
	2-16	Communication of critical concerns	86-88	
GRI 2: Strategy, policies, and practices	2-17	Collective knowledge of the highest governance body	88	
	2-18	Evaluation of the performance of the highest governance body	-	Omission (Confidentiality constraints) We pay equal wages.
	2-19	Remuneration policies	Business report 371-374	
	2-20	Process to determine remuneration	Business report 371-374	
	2-21	Annual total compensation ratio	-	Omission (Confidentiality constraints) We do not disclose our compensation ratios for confidentiality reasons.
GRI 2: Stakeholder engagement	2-22	Statement on sustainable development strategy	4-5	
	2-23	Policy commitments	24, 39, 50, 64, 65, 69, 86	
	2-24	Embedding policy commitments	24, 39, 50, 64, 65, 69, 86	
	2-25	Processes to remediate negative impacts	51	
	2-26	Mechanisms for seeking advice and raising concerns	51	
	2-27	Compliance with laws and regulations	Business report 392-934	We disclose the status of our compliance with laws and regulations imposed by investigative, judicial, and administrative authorities in our Business Reports.
	2-28	Membership associations	117	
GRI 2: Stakeholder engagement	2-29	Approach to stakeholder engagement	29	
	2-30	Collective bargaining agreements	61	

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Topic	GRI Disclosure	Page	Remarks
GRI 3: Material Topics 2021			
GRI 3: Disclosures on material topics	3-1	Process to determine material topics	30
	3-2	List of material topics	31
Quality Management and Technological Innovation			
GRI 3: Material Topics 2021	3-3	Management of material topics	69-73
Investments in Future Growth			
GRI 3: Material Topics 2021	3-3	Management of material topics	12-22
Ethics and Anti-corruption Activities			
GRI 3: Material Topics 2021	3-3	Management of material topics	89-90
Own index	-	Ethics and compliance management practice	90
Climate Change Response			
GRI 3: Material Topics 2021	3-3	Management of material topics	34-37
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	34
	302-1	Energy consumption within the organization	93
	302-2	Energy consumption outside of the organization	93
	302-3	Energy Intensity	93
	302-4	Reduction of energy consumption	93
GRI 302: Energy 2016	305-1	Direct (Scope 1) GHG emissions	35, 94
	305-2	Energy indirect (Scope 2) GHG emissions	35, 94
	305-3	Other indirect/Scope 3 GHG emissions	35, 94
	305-4	GHG emissions intensity	94
	305-5	Reduction of GHG emissions	94
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	43, 94
			EcoPro Group has estimated and verified its Scope 3 GHG emissions from 2023.
Environmental and Safety Responsibility for Chemicals			
GRI 3 Material Topics 2021	3-3	Management of material topics	47
Own index		Use of harmful chemicals	95
Resource Cycling and Circular Economy			
GRI 3: Material Topics 2021	3-3	Management of material topics	21, 41-42
Work Environment Improvement for Work-Life Balance			
GRI 3: Material Topics 2021	3-3	Management of material topics	61-62
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	99
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A
			No relevant business premises or suppliers.

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

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Topic	GRI Disclosure	Page	Remarks
Workplace Safety and Health Management			
GRI 3: Material Topics 2021	3-3	Management of material topics	39-40, 44-48
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	39-40
	403-2	Hazard identification, risk assessment, and incident investigation	44
	403-3	Occupational health services	45, 61
	403-4	Worker participation, consultation, and communication on occupational health and safety	44
	403-5	Worker training on occupational health and safety	44
	403-6	Promotion of worker health	46
	403-8	Workers covered by an occupational health and safety management system	97
	403-9	Work-related injuries	97
	403-10	Work-related illness	97
	Anti-Child/Forced Labor		
GRI 3: Material Topics 2021	3-3	Management of material topics	64-65
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	N/A No relevant business premises or suppliers
GRI 409: Forced Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A No relevant business premises or suppliers
Responsible Supply Chain Management			
GRI 3: Material Topics 2021	3-3	Management of material topics	65-67
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	65-67
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	66
	414-2	Negative social impacts in the supply chain and actions taken	67
Efforts for Customer Satisfaction			
GRI 3: Material Topics 2021	3-3	Management of material topics	69-73
Expansion of legal and compliance management			
GRI 3: Material Topics 2021	3-3	Management of material topics	89-90
GRI 206 : Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practice	N/A No anti-competitive or anti-trust violations during the reporting period

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UN SDGs Commitment

EcoPro, together with all Group companies, is committed to achieving the UN SDGs to create sustainable value across our business.

SDGs and Directions		Key Activities
	Resilience and better conditions for vulnerable populations End poverty in all its forms everywhere	<ul style="list-style-type: none"> Supporting communities/vulnerable populations
	Healthy and happy lives Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> Programs to promote employee health Workplace safety inspections and risk assessments Employee welfare programs Supply chain safety reviews
	Quality education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> Talent development programs Community programs to foster future talents
	Gender equality Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> Family-friendly management (programs for employees' children, in-house daycare centers, etc.)
	Healthy and safe water management Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none"> Water stress management Installing monitoring and treatment facilities for wastewater management
	Environmentally friendly production and consumption of energy Ensure access to affordable, reliable, sustainable, and modern energy for all	<ul style="list-style-type: none"> Building eco-friendly buildings to save energy Adopting more renewable energy
	Decent jobs and economic growth Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all	<ul style="list-style-type: none"> Creating jobs for the vulnerable (people with disabilities) ESG consulting for supplier capacity building
	Eliminate inequality of all kinds Reduce inequality within and among countries	<ul style="list-style-type: none"> Onnuri Sports Team operations and support Human rights management policy
	Sustainable cities and communities Make cities and human settlements inclusive, safe, resilient, and sustainable	<ul style="list-style-type: none"> Community environmental improvement activities
	Sustainable production and consumption Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> Waste recycling Green technology-certified new products
	Climate change response Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy	<ul style="list-style-type: none"> Establishing GHG emission reduction targets and detailed measures Establishing Scope 3 estimation criteria Government-funded projects to install carbon neutral facilities
	Conserve terrestrial ecosystems Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss	<ul style="list-style-type: none"> Wildlife monitoring to protect biodiversity
	Embrace peace and justice Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	<ul style="list-style-type: none"> Establishing a human rights management system based on the human rights management policy Corporate Governance Charter to establish a sound governance
	Strengthen partnerships and collaboration Strengthen the means of implementation and revitalize the global partnership for sustainable development	<ul style="list-style-type: none"> Responsible Minerals Report for responsible supply chain management Supplier Code of Conduct for sustainable management

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SASB Index

Topic	Code	Category	Metric	Unit of Measure	Page
Table 1. Sustainability Disclosure Topics & Metrics					
Greenhouse Gas Emissions	RT-CH-110a.1	Quantitative	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	Metric tonnes(t) CO ₂ -e, Percentage(%)	94
	RT-CH-110a.2	Discussion and Analysis	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	34-37
Air Quality	RT-CH-120a.1	Quantitative	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Metric tonnes(t)	94
Energy Management	RT-CH-130a.1	Quantitative	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	Gigajoules(GJ), Percentage(%)	36, 93
Water Management	RT-CH-140a.1	Quantitative	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic metres(m ³), Percentage(%)	93
	RT-CH-140a.2	Quantitative	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	N/A
	RT-CH-140a.3	Discussion and Analysis	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	41
Hazardous Waste Management	RT-CH-150a.1	Quantitative	(1) Amount of hazardous waste generated, (2) percentage recycled	Metric tonnes(t), Percentage(%)	42, 96
Community Relations	RT-CH-210a.1	Discussion and Analysis	Discussion of engagement processes to manage risks and opportunities associated with community interests	N/A	-
Workforce Health & Safety	RT-CH-320a.1	Quantitative	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Rate	97
	RT-CH-320a.2	Discussion and Analysis	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	N/A	44-47
Product Design for Use-phase Efficiency	RT-CH-410a.1	Quantitative	Revenue from products designed for usephase resource efficiency	Presentation currency	N/A
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.1	Quantitative	(1) Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	Percentage(%) by revenue, Percentage(%)	N/A
	RT-CH-410b.2	Discussion and Analysis	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	N/A	47
Genetically Modified Organisms	RT-CH-410c.1	Quantitative	Percentage of products by revenue that contain genetically modified organisms(GMOs)	Percentage(%) by revenue	N/A
Management of the Legal & Regulatory Environment	RT-CH-530a.1	Discussion and Analysis	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	N/A	28
Operational Safety, Emergency Preparedness & Response	RT-CH-540a.1	Quantitative	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Number, Rate	-
	RT-CH-540a.2	Quantitative	Number of transport incidents	Number	N/A
Table 2. Activity Metrics					
Production by reportable segment	RT-CH-000.A	Quantitative		Cubic metres(m ³) or metric tonnes(t)	-

TCFD (Task Force on Climate-Related Financial Disclosures)

	Category	TCFD Recommendations	Page
Governance	Disclose the organization's governance around climate-related risks and opportunities	A. Describe the board's oversight of climate-related risks and opportunities B. Describe management's role in assessing and managing climate-related risks and opportunities	34
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term B. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning C. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	34
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks	A. Describe the organization's processes for identifying and assessing climate-related risks B. Describe the organization's processes for managing climate-related risks C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	34-37
Metrics & Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	35

Third-Party Assurance Statement



LRQA Independent Assurance Statement Relating to ECOPRO Co., Ltd.'s Sustainability Report for the calendar year 2023

This Assurance Statement has been prepared for ECOPRO Co., Ltd. in accordance with our contract but is intended for the readers of this Report.

- Met the requirements above
- Covered all the issues that are important to the stakeholders and readers of this report.

Terms of engagement

LRQA was commissioned by ECOPRO Co., Ltd. to provide independent assurance on its 'ECOPRO Sustainability Report 2023' ("the report") against the assurance criteria below to a moderate level of assurance and materiality of professional judgement using AccountAbility's AA1000AS v3, where the scope was a Type 1 engagement.

The opinion expressed is formed on the basis of a moderate level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a moderate assurance engagement is less than for a high assurance engagement. Moderate assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.

Our assurance engagement covered ECOPRO Co., Ltd.'s operations and activities in Korea and specifically the following requirements:

- Evaluating adherence to the AA1000 AccountAbility Principles¹ of Inclusivity, Materiality, Responsiveness and Impact
- Confirming that the report is in accordance with GRI Standards 20212

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

Our assurance engagement excluded the data and information of ECOPRO Co., Ltd.'s suppliers, contractors and any third-parties mentioned in the report.

- Assessing ECOPRO Co., Ltd.'s approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this through reviewing documents and associated records.
- Reviewing ECOPRO Co., Ltd.'s process for identifying and determining material issues to confirm that the right issues were included in their Report. We did this by benchmarking reports written by ECOPRO Co., Ltd. and its peers to ensure that sector specific issues were included for comparability. We also tested the filters used in determining material issues to evaluate whether ECOPRO Co., Ltd. makes informed business decisions that may create opportunities that contribute towards sustainable development.
- Checking that the GRI Content Index allows stakeholders to access sustainability indicators.
- Reviewing additional evidence made available by ECOPRO Co., Ltd. at its Seoul office.

LRQA's responsibility is only to ECOPRO Co., Ltd. LRQA disclaims any liability or responsibility to others as explained in the end footnote. ECOPRO Co., Ltd.'s responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of ECOPRO Co., Ltd.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that ECOPRO Co., Ltd. has not, in all material respects:

Third-Party Assurance Statement

Observations

Further observations and findings, made during the assurance engagement, are:

- **Inclusivity:**
We are not aware of any key stakeholder groups that have been excluded from ECOPRO Co., Ltd.'s stakeholder engagement process.
- **Materiality:**
We are not aware of any material issues concerning ECOPRO Co., Ltd.'s sustainability performance that have been excluded from the report. It should be noted that ECOPRO Co., Ltd. has established extensive criteria for determining which issue/aspect is material and that these criteria are not biased to the company's management. However, ECOPRO Co., Ltd. should strengthen its relevant procedures to be able to select and report appropriate performance indicators that describe its management performance associated with material topics.
- **Responsiveness:**
We have confirmed that ECOPRO Co., Ltd. is continuously striving to implement responsible business conduct. For instance, ECOPRO Co., Ltd. is continually improving the human rights management system related to its products and operations, including its supply chain, and is striving to integrate human rights risks into the organisation's decision-making processes.
- **Impact:**
ECOPRO Co., Ltd. is recommended to improve the materiality assessment process by not only considering stakeholders' opinions but also utilizing a broader range of information sources and applying clearer criteria.

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification engagement is the only work undertaken by LRQA for ECOPRO Co., Ltd. and as such does not compromise our independence or impartiality.

Dated: 10 September 2024

LRQA Lead Verifier | Tae-Kyoung Kim

On behalf of LRQA
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

LRQA reference: SEO00001581



Greenhouse Gas Verification Statement

GHG Emissions – ECOPRO INNOVATION



Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Scope 1, 2 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of ECOPRO INNOVATION (hereinafter 'Company') for 2021~2023.

Verification Scope

KFQ's Verification Scope covered on all facilities and emission sources under the operational control and organizational boundary of ECOPRO INNOVATION during 2021~2023.

Verification Criteria

The verification process was based on [Rule for emission reporting and certification of greenhouse gas emission trading Scheme¹⁾] [Rule for emission reporting and certification of greenhouse gas emission trading Scheme²⁾] for every applicable part.

1) Notification No. 2023-221 of Ministry of Environment
 2) Notification No. 2021-112 of Ministry of Environment

Level of Assurance

The Verification has been planned and conducted as the 'Rule for verification of operating the greenhouse gas emission trading Scheme', and the level of assurance for verification shall be satisfied as reasonable level of assurance. And it was confirmed through an internal review whether the process before the verification conducted effectively.

Verification Limitation

The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Verification Opinions

Regarding to the data of the Greenhouse Gas Emission Consumption from the report through the verification, KFQ provides our verification opinions as below;

- 1) GHG emissions for 2021~2023 of Company were properly calculated according to the verification standards.
- 2) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found. The materiality assessment result of GHG emissions has met the agreed-upon criterion of less than 5%.
- 3) Thus, KFQ concludes that the GHG emissions of Company in 2021~2023 is correctly calculated and stated in accordance with 'Rule for emission reporting and certification of greenhouse gas emission trading Scheme'.

(Unit: tCO₂eq)

Verification Year	Scope 1	Scope 2	Total
2021	1,328	5,204	6,532
2022	6,467	14,533	21,000
2023	8,079	16,818	24,897

* The totals in this verification statement do not match the totals in emission trading scheme because the total emissions of each facility are calculated by truncating to integer units

May 31th, 2024

Ji Young Song

CEO | Ji-Young Song
 Korean Foundation for Quality



Greenhouse Gas Verification Statement

GHG Emissions – ECOPRO CNG



Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Scope 1, 2 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of ECOPRO CNG (hereinafter 'Company') for 2022~2023.

Verification Scope

KFQ's Verification Scope covered on all facilities and emission sources under the operational control and organizational boundary of ECOPRO CNG during 2022~2023.

Verification Criteria

The verification process was based on [Rule for emission reporting and certification of greenhouse gas emission trading Scheme¹⁾] [Rule for emission reporting and certification of greenhouse gas emission trading Scheme²⁾] for every applicable part.

- 1) Notification No. 2023-221 of Ministry of Environment
- 2) Notification No. 2021-112 of Ministry of Environment

Level of Assurance

The Verification has been planned and conducted as the 'Rule for verification of operating the greenhouse gas emission trading Scheme', and the level of assurance for verification shall be satisfied as reasonable level of assurance. And it was confirmed through an internal review whether the process before the verification conducted effectively.

Verification Limitation

The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Verification Opinions

Regarding to the data of the Greenhouse Gas Emission Consumption from the report through the verification, KFQ provides our verification opinions as below;

- 1) GHG emissions for 2022~2023 of Company were properly calculated according to the verification standards.
- 2) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found.
- 3) Thus, KFQ concludes that the GHG emissions of Company in 2021~2023 is correctly calculated and stated in accordance with 'Rule for emission reporting and certification of greenhouse gas emission trading Scheme'.

(Unit: tCO₂eq)

Verification Year	Scope 1	Scope 2	Total
2022	1,871.244	2,828.896	4,700
2023	2,414.639	3,089.813	5,513

* The totals in this verification statement do not match the totals in emission trading scheme because the total emissions of each facility are calculated by truncating to integer units

May 23th, 2024

Ji Young Song

CEO | Ji-Young Song
Korean Foundation for Quality



Greenhouse Gas Verification Statement

GHG Emissions Verification – ECOPRO INNOVATION



Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Scope 3 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of ECOPRO INNOVATION¹⁾ (hereinafter 'Company') for 2023.

1) Organization address (based on headquarters) : 3, Yeongilmansandannam-ro, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsngbuk-do

Verification Purpose

The purpose is to ensure the reliability of the company's Scope 3 emissions.

Verification Scope

The Verification Scope covered the emissions categories selected by the company and the emissions between January 1st, 2023 to December 31st, 2023.

Verification Criteria

The following criteria and coefficients used by the company were applied.

- **Criteria**
 - WBCSD/WRI, Corporate Value Chain (Scope 3) Accounting and Reporting Standard
 - ISO 14064-1:2018
 - GHG Protocol Corporate Standard
 - Rule for emissions reporting and certification of greenhouse gas emission trading Scheme¹⁾
 - ISO 14064-3:2019
- 1) Notification No. 2023-221 of Ministry of Environment
- **Coefficient**
 - Environmental Product Declaration evaluation coefficient (2021)
 - Ecoinvent database 3.8.1 & 3.9.1

Level of Assurance

The verification was performed in accordance with the procedures specified in ISO 14064-3 and the assurance level of the verification was performed to satisfy the limited assurance level.

Verification Limitation

GHG emissions verification involves inherent limitations that may arise depending on the organization's data characteristics, calculation and estimates, sampling method, and limited assurance level. Additionally, this verification dose not include responsibility for the accuracy of the original data provided by the company.

Verification Opinions

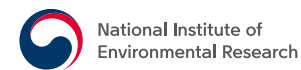
Through the verification process according to the 'ISO 14064-3:2006' KFQ could obtain reasonable basis to express following conclusion on the Greenhouse Gas Emission Report.

- 1) GHG emissions for 2023 of Company were properly calculated according to the verification standards.
- 2) For GHG emissions, no material errors of omissions were found, except for emissions information not considered within the selected category range.
- 3) The criteria and process established or estimated/assumed by the company to calculated GHG emissions were transparently reflected in the internal calculation process.

Appendix A. Summary of Scope 3 GHG Emission Results

August 28th, 2024

CEO | Ji-Young Song
Korean Foundation for Quality



Greenhouse Gas Verification Statement

GHG Emissions Verification – ECOPRO CNG



Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Scope 3 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of ECOPRO CNG¹⁾ (hereinafter 'Company') for 2023.

1) Organization address (based on headquarters) : 3, Yeongilmansandannam-ro, Heunghae-eup, Buk-gu, Pohang-si, Gyeongsngbuk-do

Verification Purpose

The purpose is to ensure the reliability of the company's Scope 3 emissions.

Verification Scope

The following criteria and coefficients used by the company were applied.

Verification Criteria

The following criteria and coefficients used by the company were applied.

- **Criteria**
 - WBCSD/WRI, Corporate Value Chain (Scope 3) Accounting and Reporting Standard
 - ISO 14064-1:2018
 - GHG Protocol Corporate Standard
 - Rule for emissions reporting and certification of greenhouse gas emission trading Scheme²⁾
 - ISO 14064-3:2019

2) Notification No. 2023-221 of Ministry of Environment

- **Coefficient**
 - Environmental Product Declaration evaluation coefficient (2021)
 - Ecoinvent database 3.9.1

Level of Assurance

The verification was performed in accordance with the procedures specified in ISO 14064-3 and the assurance level of the verification was performed to satisfy the limited assurance level.

Verification Limitation

GHG emissions verification involves inherent limitations that may arise depending on the organization's data characteristics, calculation and estimates, sampling method, and limited assurance level. Additionally, this verification dose not include responsibility for the accuracy of the original data provided by the company.

Verification Opinions

Through the verification process according to the 'ISO 14064-3:2006' KFQ could obtain reasonable basis to express following conclusion on the Greenhouse Gas Emission Report.

- 1) GHG emissions for 2023 of Company were properly calculated according to the verification standards.
- 2) For GHG emissions, no material errors of omissions were found, except for emissions information not considered within the selected category range.
- 3) The criteria and process established or estimated/assumed by the company to calculated GHG emissions were transparently reflected in the internal calculation process.

Appendix A. Summary of Scope 3 GHG Emission Results

August 28th, 2024

Ji Young Song

CEO | Ji-Young Song
Korean Foundation for Quality



Greenhouse Gas Verification Statement



Appendix A. Summary of Scope 3 GHG Emission Results

Organization

ECOPRO INNOVATION

Emission calculation period

The emission calculated period is from January 1st to December 31st, 2023.

Company Scope 3 Emissions verification Results

(Unit: tCO₂eq)

	Category	Scope 3 Emissions
1	Purchased goods & services	98,576.223
2	Capital goods	9,496.726
3	Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	1,751.392
4	Upstream Transportation and Distribution	966.727
5	Waste Generated in Operations	130.414
6	Business Travel	145.044
7	Employee Commuting	175.635
8	Upstream Leased Assets 0	0.008
9	Processing of Sold Products	12,482.576
	Total	123,724.746

* As total emissions are summed by rounding emissions by category to whole numbers, a difference of ±1tCO₂eq may occur.

Organization

ECOPRO CNG

Emission calculation period

The emission calculated period is from January 1st to December 31st, 2023.

Company Scope 3 Emissions verification Results

(Unit: tCO₂eq)

	Category	Scope 3 Emissions
1	Purchased goods & services	22,153.797
2	Capital goods	392.662
3	Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	475.494
4	Upstream Transportation and Distribution	1,495.261
5	Waste Generated in Operations	125.077
6	Business Travel	57.834
7	Employee Commuting	129.430
8	Upstream Leased Assets 0	0.237
9	Processing of Sold Products	16,583.854
	Total	41,413.647

* As total emissions are summed by rounding emissions by category to whole numbers, a difference of ±1tCO₂eq may occur.

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Awards and Memberships

Awards

No.	Date	Awarder	Title	Awardee
1	Dec 2 2021	Ministry of Science and ICT	Korea Social Contribution Award	EcoPro
2	Dec 3 2021	Ministry of Health and Welfare	CSR in the Community Award (3 consecutive years)	EcoPro
3	Apr 21 2021	Community Chest of Korea Chungbuk Chapter	The Best Place to Work	EcoPro
4	May 5 2021	Chungcheongbuk-do	Commendation of Distinguished Service on the 99th Children's Day	EcoPro
5	Oct 1 2021	Community Chest of Korea Gyeongbuk Chapter	2021 Community Chest of Korea Gyeongbuk Chapter Award	EcoPro
6	Dec 30 2021	Chungcheongbuk-do	Chungbuk Para Sports Association Best Organization Award	EcoPro
7	Jan 7 2022	Korea Corporate Reputation Association	Brand Reputation Index Award for Listed Chemical Companies	EcoPro
8	Dec 2022	Ministry of Health and Welfare	CSR in the Community Award (4 consecutive years)	EcoPro
9	Dec 2022	Korea International Trade Association	Hundred million Dollar Export Tower on the 59th Trade Day (EcoPro Innovation)	EcoPro Innovation
10	Dec 14 2022	Pohang City	Pohang Mayor's Citation at 2022 Pohang Volunteer Awards	EcoPro
11	Dec 22 2022	Korea Paralympic Committee	Certificate of Appreciation from the Korea Paralympic Committee	EcoPro
12	Mar 3 2023	Ministry of Strategy and Finance	100 Billion Won Tax Tower on the 57th Taxpayer Day	EcoPro Innovation
13	Mar 16 2023	Sunrin Community Home	Certificate of Appreciation from Sunrin Community Home	EcoPro
14	May 23 2023	Pohang City	2023 Best Taxpayer in Pohang	EcoPro CnG
15	Jul 5 2023	Ministry of Trade, Industry and Energy	2023 Accelerated Technology Company (ATC+) designation	EcoPro Innovation
16	Sep 11 2023	Pohang City	Certificate of Appreciation from Pohang City (secondary-battery-specialized complex)	EcoPro
17	Oct 24, 2023	Gyeongbuk Provincial Assembly	Citation from Gyeongbuk Provincial Assembly	EcoPro
18	Nov 27 2023	Ministry of SMEs and Startups	2023 100 Billion Won Venture Award	EcoPro Innovation
19	Dec 12 2023	Ministry of Health and Welfare/ Korea National Council on Social Welfare	CSR in the Community Award (5 consecutive years)	EcoPro
20	Feb 29 2024	Korea SMEs and Startups Agency	Best Worker Award by Korea SMEs and Startups Agency	EcoPro Innovation
21	Jun 1 2024	Gyeongsangbuk-do	2024 Best Taxpayer Award	EcoPro Innovation
22	Jun 5 2024	Office of the Prime Minister	Commendation of Distinguished Service on Environment Day	EcoPro CnG
23	Jun 10 2024	Cheongju City	Certificate of Recognition for Blood Donation - Cheongju City	EcoPro

Awards and Memberships

Certifications

	Category	Time (validity)	Description	Company
1	ISO 14001	Jun 20, 2023 – Jun 19, 2026	Environmental Management System	EcoPro CnG
2	ISO 14001	Nov 24, 2023 – Nov 23, 2026	Environmental Management System	EcoPro Innovation
3	ISO 45001	Nov 24, 2023 – Nov 23, 2026	Occupational Health and Safety Management System	EcoPro Innovation
4	ISO 9001	Dec 6, 2022 – Dec 5, 2025	Quality Management System	EcoPro CnG
5	IATF 16949	Feb 19, 2024 – Feb 18, 2027	International Automotive Task Force	EcoPro Innovation
6	CSR in the Community	2023	The CSR in the Community program recognizes companies and organizations that have partnered with non-profit organizations to make a consistent contribution to their local communities.	EcoPro

Memberships

	Category	Organization	Description	Company
1		Federation of Korean Industries	The Federation of Korean Industries is an association whose members include companies and industry organizations. Its mission is to conduct research on various economic issues at home and abroad, make policy recommendations to the government on major economic issues, promote networking and cooperation with international organizations and foreign business associations, advocate a free market economy, and promote corporate social responsibility.	EcoPro

EcoPro