2026 GS E&C SUSTAINABILITY REPORT

About This Report

Report Overview

GS E&C is committed to creating stable financial value through its business activities while pursuing environmental and social values, as a global E&C company. Guided by its Vision of 'Leaping Forward as a Sustainable Global Company', the Company is fulfilling its environmental and social responsibilities and accelerating ESG(Environmental, Social, and Governance) management. Through the publication of its 15th Sustainability Report, GS E&C aims to transparently disclose its financial and non-financial performance driven by ESG management to all stakeholders.

Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative(GRI) Standards of 2021.

Reporting Period

This report covers the period from January 1, 2025, to December 31, 2025, and includes some key achievements from the first half of 2026. This report is published on an annual basis, with the latest edition released in June 2026.

Reporting Scope

The reporting scope for non-financial performance across environmental, social, and governance areas includes the headquarters and 139 domestic and overseas sites. Any inclusion of performance related to major suppliers is indicated separately. Financial performance is reported on a consolidated basis in accordance with the Korean International Financial Reporting Standards(K-IFRS).

Report Assurance

To ensure the credibility and integrity of the reporting process and data, this report has undergone third-party assurance by an independent assurance provider. The assurance results are available in the Independent Assurance Statement.

Cover Story

The cover design, featuring diverse architectural elements and flows, symbolically represents GS E&C's commitment to growing through sustainable value creation with stakeholders and advancing toward a better future based on ESG management.

Interactive PDF

This report is published as an interactive PDF, featuring internal page navigation and external web links.

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COMMITMENT

CEO Message

GS E&C CEO, **Yoon-hong Huh**

Dear Valued Stakeholders,
I am deeply honored to greet you through the GS E&C Sustainability Report.

Over the past year, despite an uncertain business environment, GS E&C has further solidified its foundation for growth by adhering to the fundamentals and fulfilling its responsibilities in every role. All our challenges and achievements ultimately begin on-site and are brought to completion on-site. Moving forward, GS E&C will place the voices from the field at the core of management, build competitiveness on-site, and become a company that delivers greater trust and value to its stakeholders.

The foremost principle GS E&C must uphold is safety. Safety is the starting point of all our values and the top priority that cannot be compromised under any circumstances, and "Zero Serious Accidents" is the minimum promise we must keep. We will continuously strengthen our systems and on-site support so that a culture of strictly observing the established fundamentals and procedures and preemptively eliminating risks can take root.

Quality, together with safety, is a core value that sustains trust in GS E&C. What we build is not merely a structure, but a living space for our customers and the future of Korea. By observing the fundamentals and following procedures on-site, we will realize quality that remains robust over time and produce responsible results in every project.

Sustainable growth, moreover, stems from the ability to deliver on our commitments. GS E&C will enhance the accuracy of its judgments and the speed of its execution through preliminary verification, preemptive risk management, and the advancement of an Agentic AI-based work environment, connecting AI to tangible capabilities that strengthen our competitiveness in safety, quality, process management, and cost.

We will also carry out our responsibilities across all areas of the environment, society, and governance without wavering. We will continuously expand our capabilities in climate change response and eco-friendly technologies and strengthen our efforts to reduce environmental impact throughout the entire business process. We will deliver tangible value to our customers and local communities, and build fair and sound partnerships with our suppliers. Furthermore, by making fair trade compliance and compliance management our absolute principles, we will establish a transparent and responsible governance structure, thereby creating a business environment that all stakeholders can trust.

GS E&C's vision—"Perfecting a safer today, Forging a brighter tomorrow: With transparent trust and relentless innovation, we create a better future for all"—is not a mere declaration. It is a promise we must keep on-site every day, and a standard we must live up to in order to advance toward becoming a company that endures for a century. GS E&C will make its fundamentals even stronger, build its future capabilities, and complete a sustainable growth framework.

Going forward, GS E&C will respond responsibly to the expectations of you, our stakeholders, and build a safer and better future. We ask for your continued interest and support.

Thank you.

Business Overview

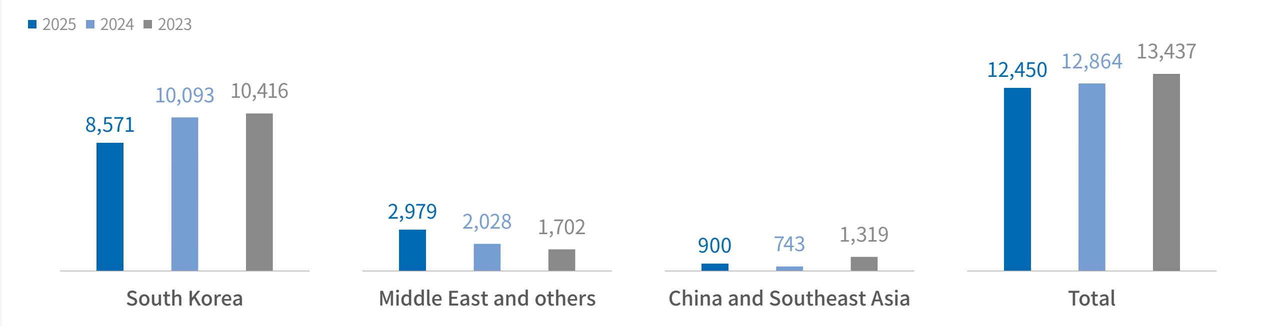
Founded as Lackhee Development Co.(LDC) on December 19, 1969, the Company changed its name in March 2005 and has grown into today's GS E&C. GS E&C has realized customer satisfaction as a core value across all industrial sectors, including Building and Housing, Plant, and Infra. As a leading ESG(Environmental, Social, and Governance) company, GS E&C creates and delivers sustainable value globally, continuously striving to leap forward as a global top-tier construction company.

General Information

Company Name		GS E&C(GS Engineering & Construction Corp.)
Date of Establishment		December 19, 1969(Listed in August 1981)
Total Assets		KRW 18.5 trillion
Credit Rating	Commercial Paper	A2(Korea Investors Service)
	Corporate Bonds	A(Korea Investors Service)
Number of Business Locations		139
Number of Employees		4,996

Revenue by Major Market

Unit: KRW billion



2025 Ratio by Client Type

Unit: %

Category	Based on Revenue	Based on New Orders
Private	65	80
Overseas	31	15
Public	4	5

2025 Financial Performance

Unit: KRW 100 million

Revenue	124,503
New Orders	192,070
Operating Profit	4,378

Overseas Subsidiaries and Branches

As of April 2026

25 locations

Overseas Branches

9 countries 9 branches

UAE, Saudi Arabia, Bahrain, China, Japan, Vietnam, Singapore, Indonesia, United Kingdom

Overseas Subsidiaries

12 countries 16 subsidiaries

UAE, Saudi Arabia(2), India(2), China, Vietnam(2), Thailand, Singapore, Indonesia, Australia, Poland(2), United Kingdom, United States

Business Portfolio

Building and Housing Business

GS E&C possesses advanced technological expertise and specialized construction capabilities across a wide range of building projects, including state-of-the-art office buildings, data centers, cleanrooms, and research facilities. The Company has earned market trust by directly constructing major domestic and international landmarks such as IFC Seoul, Gran Seoul, and Brighten Yeouido. Furthermore, the Xi residential brand has established itself as Korea's leading apartment brand over the past 22 years through innovative design and advanced technology. In 2024, the Company rebranded Xi to shift from a supplier-centric to a user-centric brand. The brand now designs new residential experiences by embedding the "Experience Inspiration" philosophy across all customer touchpoints, from architecture, interior design, and landscaping to online platforms and concierge services.

Xi Rebranding

Looking Ahead

Driven by the growth of digital technologies such as AI, cloud computing, and IoT, the building business is seeing a significant rise in demand centered on data centers. GS E&C has completed the most data center projects among construction companies in Korea. In 2024, the entire data center value chain was expanded by completing the Anyang EPOCH Data Center and establishing DC Bridge, a subsidiary dedicated to leasing and operations. Going forward, the scope of the building business is planned to be steadily broadened to include ultra-high-rise high-tech buildings and semiconductor and display production facilities. The housing business is solidifying its position as a global developer by actively pursuing overseas development projects in countries such as the U.S., Vietnam, and Saudi Arabia. Domestically, a foundation for stable growth will be built by expanding into diverse residential types such as mixed-use complexes and officetels, and by adopting new construction methods including prefabrication and modular construction.

① Maple Xi
- Construction Period: October 2021 – June 2025
- Project Scale: 3,307 units

② Jangwi Xi Radiant
- Construction Period: March 2022 – March 2025
- Project Scale: 2,840 units

③ Sangmu Central Xi
- Construction Period: May 2022 – April 2025
- Project Scale: 903 units

④ Cheolsan Xi The Heritage
- Construction Period: December 2021 – May 2025
- Project Scale: 3,804 units

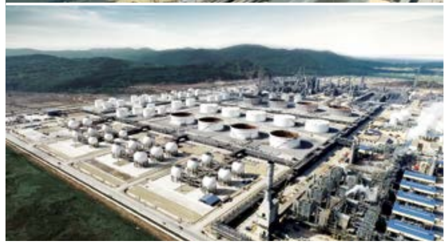
Business Portfolio

Plant Business

GS E&C develops energy and environmental infrastructure across a broad spectrum—from traditional plant sectors such as oil refining, gas, and petrochemicals to LNG power generation, nuclear power generation, renewable energy, waste management, and water treatment. Leveraging EPC capabilities encompassing engineering, procurement, and construction, along with technological expertise and project management experience accumulated throughout the entire project lifecycle, GS E&C secures competitiveness in the global energy and environmental infrastructure market. Stable execution capabilities have been built in the oil refining, gas, and petrochemical plant sectors through a wide range of domestic and overseas projects, with business continuing to expand in global markets, particularly in the Middle East and Asia. In the power generation sector, experience in constructing power generation facilities—centered on LNG power plants—has been accumulated to support the stable electricity production. Execution capabilities in the nuclear energy sector have also been secured based on experience in constructing large-scale nuclear power plants, with business opportunities now being explored in Small Modular Reactors(SMRs), a next-generation nuclear technology. Renewable energy development and construction is being advanced with a focus on solar and wind power to expand the eco-friendly energy production base, while competitiveness in the environmental infrastructure sector is being strengthened through experience in constructing and operating waste management and water treatment facilities. Building on this diverse business experience and technological expertise, GS E&C continues to grow as a comprehensive plant business operator spanning the full spectrum of energy and environmental infrastructure.

Looking Ahead

The global energy market is rapidly evolving amid the expansion of carbon neutrality targets and the ongoing energy transition. GS E&C is building a foundation for sustainable growth by strengthening the competitiveness of its existing plant business while expanding into the eco-friendly energy sector. In the Oil & Gas sector, stable business opportunities are being secured in the Middle East and Asia based on a track record in refinery and gas plant projects, while the business scope is expanding into energy transition areas including Sustainable Aviation Fuel(SAF), hydrogen and ammonia, and Carbon Capture, Utilization and Storage(CCUS). In the power generation sector, opportunities centered on LNG power projects continue to be secured, with the power plant business expanding to ensure stable electricity production. In the nuclear power sector, participation in new nuclear projects and opportunities in next-generation technologies such as SMRs are being prepared, drawing on experience in large-scale nuclear power plants. Renewable energy development and investment are being expanded with a focus on solar and wind power in response to the global energy transition, and business opportunities in environmental infrastructure—including waste management and water treatment facilities—are being steadily secured. By proactively responding to the shifting energy market and continuously enhancing its technological competitiveness and business capabilities, GS E&C will continue its sustainable growth in the energy and environmental infrastructure sector.



① ② ③ ④

① MFC Project
· Construction Period: August 2018 - March 2021
· Project Scale: Ethylene 700,000 tons/year, Propylene 350,000 tons/year, Polyethylene 500,000 tons/year

② North LPG Tank Farm(Kuwait)
· Construction Period: April 2011 - January 2018
· Project Scale: 5 propane tanks, 5 butane tanks(72,500m^3 x 10 units)

③ NSRP(Vietnam)
· Construction Period: July 2013 - February 2017
· Project Scale: RFCC 200,000 barrels/day

④ Daesan Imhae Seawater Desalination Facility
· Construction Period: November 2021 - February 2026
· Project Scale: Seawater Desalination Facility(100,000 m^3/day), Water Intake Pumping Station(210,000 m^3/day), Pipeline(21.3 km)

Business Portfolio

Infra Business

The infrastructure industry is a vital sector that creates new spaces for the public good within natural environments and constructs foundational facilities for other industries. In the domestic market, accumulated construction expertise and technology have been leveraged to participate in various public and private civil engineering and Social Overhead Capital(SOC) projects, contributing to balanced regional development and national economic growth. In overseas markets, an early presence was established in Vietnam to advance new town development projects, and multiple subway construction projects in Singapore have been successfully executed based on outstanding technological capabilities and extensive experience. Safe and smart construction sites are also being created through the application of smart construction technologies and the automation of construction equipment. GS E&C will continue to lead the future of the infrastructure industry both domestically and overseas, providing innovative solutions for sustainable development in the global construction sector.

Looking Ahead

The Infra business is expected to expand following the revision of domestic legislation permitting private investment in public facilities. The construction of transmission lines is also projected to accelerate in response to growing domestic demand for power grids, and tangible results have been achieved through orders including underground power transmission tunnels in the Gyeonggi and Busan Gangseo regions. Efforts will continue to expand infrastructure orders in the private sector by strengthening the quality and profitability of private investment projects. Building on its domestic achievements, GS E&C is exploring opportunities to participate in sustainable overseas projects. In 2021, GS E&C became the first Korean construction company to successfully enter the Australian infrastructure Public-Private Partnership(PPP) market, with the newly established Australia Business Office now spearheading full-scale operations across the construction and energy sectors. The North East Link(NEL) project, currently underway in 2025, is the largest tunneling project in Victoria's history, and is being executed utilizing GS E&C's unrivaled large-diameter Tunnel Boring Machine(TBM) method, with operation and maintenance(O&M) to be overseen for 25 years upon completion. Having secured the order for the Suburban Rail Loop(SRL)-East project, GS E&C is also actively participating in bids for infrastructure PPPs, road and rail Design and Construct(D&C) contracts, and power grid projects. In the mid- to long-term, new business opportunities are being sought by expanding into eco-friendly sectors.

①
②
③
④

① Construction of New Highway Connecting Saemangeum and Jeonju(Section 1)
· Construction Period: May 2018 - December 2025
· Project Scale: 7.4km highway / 1 interchange(IC)

② Construction of National Expressway Route No. 14, Changnyeong–Miryang(Section 3)
· Construction Period: October 2016 - March 2025
· Project Scale: 6.32km highway / 2 tunnels

③ Cheongju High-Tech Industrial Complex
· Construction Period: January 2023 - March 2026
· Project Scale: Development of a 304,607-pyeong industrial complex

④ NEL Project(Australia)
· Construction Period: October 2021 - December 2028
· Project Scale: 6.9km underground roadway

Business Portfolio

New Business

New Business represents the areas GS E&C is pioneering to secure future growth engines beyond the traditional construction framework. In the Prefabrication sector, business has been expanded through the acquisition of Danwood, a leading European prefabricated housing company based in Poland, and the establishment of GPC and Xi Geist in Korea. In the battery recycling sector, operations are actively underway through subsidiary Energy Materials to recycle 20,000 tons of end-of-life electric vehicle batteries annually. For Smart Aquaculture, Eco Aqua Farm was established to lead Korea's first large-scale Atlantic salmon farming by adopting advanced technologies from Norway and Denmark, with the facility completed in 2024. In the Water Treatment sector, subsidiary GS Inima is elevating its status as a global private water treatment company by expanding across global markets including Europe, Latin America, and the Middle East. GS E&C also directly oversees the entire lifecycle of its development projects—moving beyond simple construction to encompass planning, investment, permitting, financing, and operation. Domestically, diverse real estate offerings are planned and operated, including senior residences, data centers, offices, retail spaces, and residential complexes, while overseas, a stable revenue base is being built through sales and leasing to serve as a future growth engine.

Prefabrication | Eco Aqua Farm Salmon Farming

Looking Ahead

In the prefabrication business, Danwood is solidifying its position in Europe by supplying approximately 1,500 units annually, primarily in Germany. Xi Geist is expanding its scope from individual detached houses to residential complex developments by utilizing 3D volume and 2D panel construction methods, while construction efficiency and cost reduction are being simultaneously achieved through new construction methods that improve fire-resistance and structural joint systems. In the battery recycling business, competitiveness will be built around Energy Materials in line with the expanding electric vehicle market and stricter environmental regulations. In the development business, strategies aligned with global trends are being advanced—including digital-based urban development such as smart cities and infrastructure construction—while overseas development projects being pursued include the Nha Be and Long Binh new towns in Vietnam, The Sevens in the U.S., and Oasis Residence in Saudi Arabia. GS E&C will further strengthen its role as a global developer that directly leads projects from planning through to operation.

Danwood




① Energy Materials(Pohang)
· Lithium-ion battery recycling business
· Black mass processing capacity of 20,000 tons/year

② Eco Aqua Farm
· Korea's first large-scale onshore Atlantic salmon aquaculture
· Reuses up to 99% of rearing water based on Recirculating Aquaculture Systems(RAS)

③ The Sevens
· Site area: 39,821 m²
· Facility: Multi-family apartments(572units in total)

④ High-end prefabricated housing by Danwood(Poland)
· Produces and supplies 1,500 housing units annually

Innovation Connection

Digital Innovation Strategy

To accelerate its company-wide digital transformation, GS E&C has established a specialized digital organization centered around the Chief Data Officer(CDO) and systematically redefined its functions and roles. By building an end-to-end digital system that spans from data-driven strategy formulation to execution and operations, the Company is enhancing on-site execution capabilities and creating tangible business value. This digital transformation contributes to elevating ESG risk management by improving transparency across all operations and strengthening data-driven decision-making. Furthermore, the Company is solidifying its foundation for sustainability management by improving resource efficiency and expanding the potential for carbon emission reductions.

Organization and Roles(Process Flow)

GS E&C is building a digital transformation framework driven by the CDO organization, spanning planning, development, and operation. During the planning phase, the Company formulates a company-wide digital strategy, roadmap, and data governance. In the development phase, it implements key digital initiatives by building AI, platforms, and project management systems. During the operation phase, the Company supports a stable digital environment through IT asset and security management, as well as system maintenance. Through this end-to-end framework, GS E&C simultaneously strengthens its strategic execution and operational stability.

Planning(Strategy)	Development(Build)	Operations(Run)
CDO Planning Team Formulating company-wide Digital Transformation strategies, managing roadmaps, analyzing performance, and establishing data policies and governance	**AI CoE Team** Researching core AI technologies, conducting proof-of-concept(PoC) projects, enhancing models, and building and operating data platforms **Platform Development Team** Developing IT systems in-house and creating common services **PMS TF** Developing and optimizing PMX features	**IT Management Team** IT asset and security management, ensuring infrastructure stability, and outsourced development **IT Operations Team** System maintenance(SM) and user technical support

2026 Plans and Expected Benefits

GS E&C has designated 2026 as the execution-focused phase of its Digital Transformation, advancing a phased plan that progresses from foundation building to enhancement and expansion. The Company plans to strengthen practical adoption by business units by refining its data management system and expanding its Project Management System(PMX) and AI-based operations. Furthermore, it aims to improve operational efficiency and accelerate decision-making by upgrading its data platforms and AI analytics.

1Q	2Q	3Q	4Q
Foundation Building	**Launch & Expansion**	**Advancement**	**Stabilization & Expansion**
· Drafting a data governance framework · Planning the development of a data catalog · PMX Phase 1 Integration Test	· Official Launch of PMX Phase 1(May) · Launch of AI Lab · Full-Scale Implementation of DTRM Operating System	· Data Catalog Pilot · Process Assetization(BPA) PoC · Housing Business System Integration Test	· Company-wide Expansion of Governance · Launch of Housing Business System(November) · Enhancement of Catalog Operations

Expected Value

❶ Scientific Decision-Making	Moving away from intuition-based decisions and reducing risks
❷ Cost Optimization(TCO)	Preventing duplicate investments and streamlining operations
❸ Increased Operational Efficiency	Automating repetitive tasks and enabling focus on core work
❹ Securing Future Competitiveness	Internalizing AI and data technologies

Innovation Connection

Digital Innovation Activities

PMX Implementation: Site-Centric Digital Platform

GS E&C is developing PMX(Project Management Excellence) as a digital platform based on a Single Source of Truth to drive site-centric digital transformation. The Company improves data accuracy and operational efficiency through mobile-based site operations and a real-time progress management system, and enhances decision-making reliability by integrating and standardizing company-wide project data.

PMX Phase 1
Implementation
Launch in May 2026

Core Implementation Scope

Common Features	Construction Management	QHSE(Quality, Safety, and Environment)

· **Mobile-centric site operations**
Reducing PC dependency with instant on-site data entry and retrieval

· **Real-time visualization of progress**
Providing dashboards for progress status and issues

· **Ensuring data completeness**
A collection system that captures on-site data without omissions

PMX Phase 2
Advancement
May 2026 - February 2027

Extended Implementation Scope

Estimation	Budget	Profit and Loss Management	Outsourcing and Procurement

· **Applying integrated standard breakdown codes**
Standardizing enterprise-wide master data and strengthening data connectivity

· **Sophisticated profit and loss management**
Real-time cost analysis and profit-and-loss forecasting simulation

· **Value chain integration**
A complete data flow across all stages, from order award to completion

Implementation Effects

Data Accuracy	Improved Operational Efficiency	Mobile Utilization
99.9%	30%	100%

WORX: Smart Collaboration Platform

GS E&C is advancing the digital transformation of its work processes by establishing WORX, a smart collaboration platform that seamlessly connects sites and headquarters. Features such as real-time messaging, project and schedule management, document sharing, and mobile optimization enhance collaboration efficiency and communication quality. This accelerates decision-making and fosters an agile, site-centric work environment. In particular, promoting remote collaboration minimizes unnecessary travel, contributing to reduced carbon emissions. Furthermore, transitioning to digital document-based processes reduces paper consumption and improves resource efficiency.

1 Real-Time Messenger
Provides an instant communication environment through group chats, 1:1 messaging, and file sharing

2 Task Management
Systematically manages tasks at the individual and team levels and tracks work progress in real time

3 Project Management
Visualizes complex workflows and provides project-specific collaboration spaces to enhance productivity

4 Document Sharing
Ensures the latest version control and a secure collaboration environment through cloud-based document centralization

5 Calendar Synchronization
Prevents scheduling omissions by integrating and managing individual and team schedules with notifications

6 Mobile Optimization
Secures site-centric work continuity through a mobile app accessible anytime, anywhere

Implementation Effects

Improved Work Efficiency	Improved Decision-Making Speed	Integration of On-Site Communication Channels
30%	2x	100%

2026 Target iOS/Android

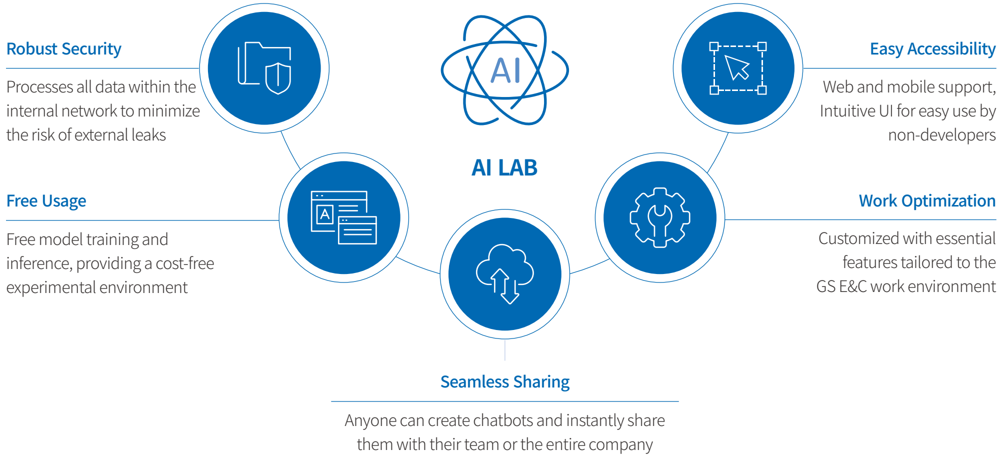
Company-Wide Active Users	Average Monthly Access Rate	Mobile Usage Ratio
5,000 persons	85%	70%

Innovation Connection

Digital Innovation Activities

AI LAB: Freely Accessible AI Tools

GS E&C has established AI LAB, an in-house GPU-based secure AI platform, to foster an environment where employees can safely and freely utilize AI. The platform enables the development and sharing of AI services without the risk of external data leaks. Furthermore, the Company applies AI to various tasks, including document processing, workflow automation, and knowledge retrieval. These initiatives enhance operational productivity and decision-making efficiency while securing sustainable digital competitiveness by strengthening data security and internalizing knowledge assets.



Key Applications and Current Status

DIY Chatbot Creation	Support for Various Document Formats	Advanced Features
Creating document-based Q&A chatbots for work manuals, regulations, and quality standards	Support for TXT, MD, and PDF formats; processing of large files up to 200MB	Private chatbots, LLM API integration, and favorites folder management

Key Current Status

Daily Chatbot Creation	Improved Search Efficiency	High-Performance GPU Utilization
10+	300%	A100

Establishing the DDDM System

To respond to a rapidly changing business environment and increasingly complex operational conditions, the Company is gradually establishing a Data-Driven Decision Making(DDDM) system, moving away from experience- and intuition-based approaches. This aims to improve decision-making quality across the organization while simultaneously enhancing management efficiency and sustainability. The DDDM system is built on three core pillars: Visibility—making invisible data visible; Standardization—shifting from individual, experience-based work to system-based processes; and Strategy—connecting sporadic technology adoption into a mid- to long-term direction.

Key Initiatives	Task Details	Expected Benefits
Foundation Building Establishing Data Governance	· Defining Standard Terms and Formats: Unifying company-wide data language and ensuring consistency · Establishing Operational Policies: 10 policies, including access control, quality standards, and lifecycle · Establishing R&R: Assigning data ownership and stewards	Ensuring data reliability and reducing interdepartmental communication costs
Enhancing Usability Establishing a Data Catalog	· Metadata Management: Identifying and cataloging legacy system data · Data Lineage: Visualizing data flows and tracking sources · Convenience Features: Integrated search, quality monitoring, and user tagging support	Reducing data discovery time by 70% and securing asset visibility
Definition and Standardization Metadata Management	· Business Glossary: Clarifying data meanings · Attribute Specification: Defining data attributes and relationships	Improving data understanding and reducing utilization errors
Master Data Master Data Management(MDM)	· Integrating core information: Unifying customer, material, and supplier data · Eliminating duplicates: Maintaining data consistency	Preventing operational confusion by unifying master data
Future Strategy DTRM Operating System	· Technology Roadmap: Technology strategy linked to business goals · Innovation Idea Hub: Timely technology matching	Preventing duplicate investments and securing technological competitiveness

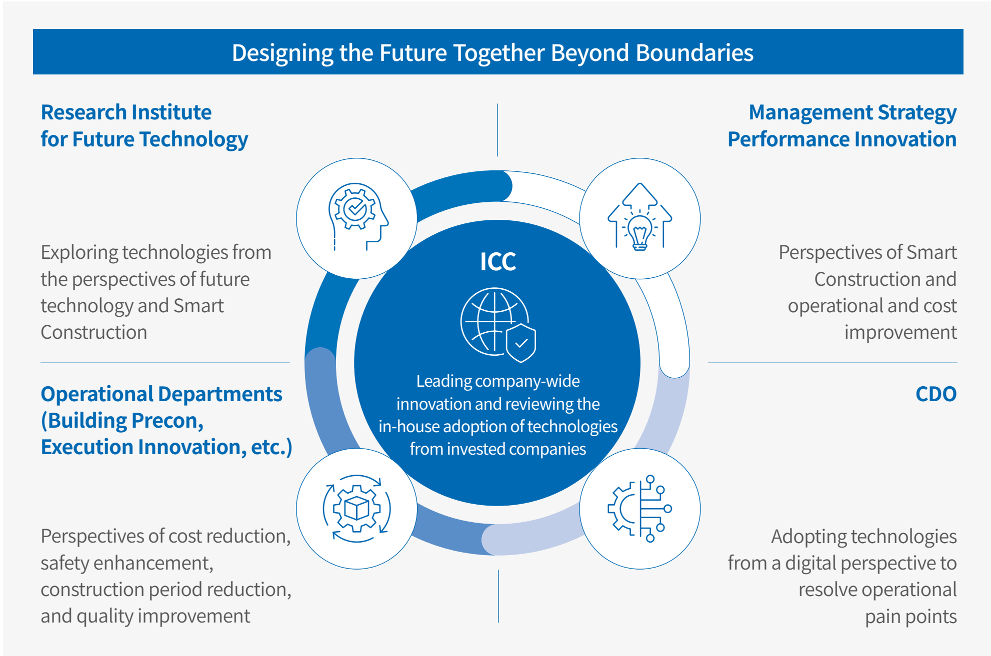
Innovation Connection

Innovation Connect Council

In 2025, GS E&C launched the ICC*, a company-wide innovation council, to systematically advance enterprise-wide innovation activities. As a company-wide innovation platform, the ICC sets common innovation goals and establishes consistent execution plans to achieve them. It centrally manages dispersed internal innovation activities and PoCs**, establishing an implementation system aligned with the data-driven digital strategy. The council advances practical digital and process innovation through a virtuous cycle of identifying and verifying technologies(PoC) based on operational needs, and linking verified initiatives to company-wide expansion and investment. In 2026, the ICC is expanding its scope beyond the PoC stage to encompass process innovation and discussions on introducing smart construction technologies across the Company.

* Innovation Connect Council

** Proof of Concept



ICC Implementation Status

GS E&C operates the ICC, a company-wide innovation council, holding regular meetings every two months(five times in 2025). Through the ICC, working groups engage in ongoing communication to share information on innovation initiatives. Key agenda items include sharing the status of PoC projects and technology adoption across participating organizations, reviewing the progress of CDO Innovation initiatives and R&D, sharing technologies discovered or held by invested companies, and jointly analyzing and assessing new external technologies. Furthermore, the Company strengthens its company-wide innovation execution capabilities by reviewing the selection and progress of PoC technologies and continuously managing follow-ups on project outcomes.

Company-wide Process Innovation for Smart Construction Technology

STEP 1. Defining On-site Needs

Identifying On-site Pain Points
- Identifying on-site pain points and analyzing user needs
- Specifically identify repetitive tasks, high-risk work, and inefficient processes experienced directly on-site, and set priorities for improvement

STEP 2. Prioritizing Technologies to Introduce

Open Discussion at ICC on Technologies to Introduce
- Identify and preemptively secure promising technologies early, and evaluate their suitability and feasibility
- Gather experts from various fields to discuss and reach a consensus; determine priorities based on feasibility and effectiveness

STEP 3. PoC and Verification

Conduct PoCs
- Conduct PoCs for Robotics and smart construction, led directly by the implementing team
- Establish clear KPIs tailored to site conditions, then verify the technology and evaluate its practicality

STEP 4. On-site Application and Rollout

On-site Application and Rollout
- Convert successful technologies into corporate assets and establish standard processes
- Apply verified technologies to actual sites and rapidly expand them to other sites based on successful cases

STEP 5. Transition to Smart Sites

Lay the Foundation for Transitioning to Smart Sites
- Establish the infrastructure and institutional operating frameworks to evolve into AI-, IoT-, and data-driven smart construction sites
- Drive the introduction of follow-up technologies based on successful cases

Innovation Connection

Innovation Connect Council

Innovation Idea Hub

GS E&C has launched and is actively operating "Innovation Connect," an idea proposal platform designed to systematically discover, manage, and translate diverse ideas from partners and employees into tangible results. Through this platform, the Company continuously uncovers innovative potential by systematically introducing outstanding technologies from external partners and encouraging employees to freely propose and realize their concepts. Proposed ideas undergo a structured process—including proposal submission, document review, and technical review by an expert committee—before being selected as outstanding projects and given opportunities for on-site application and implementation. Focusing on areas highly relevant to its business and strategy, GS E&C supports PoC execution and integration with business divisions through the ICC, a company-wide innovation council, while also collaborating with startups to acquire necessary technologies and spread innovative achievements across the organization. Ultimately, GS E&C ensures that technological innovations lead to tangible business performance, such as cost reduction, shortened construction periods, quality improvement, and safety enhancement.

Innovation Idea Hub

Website Structure

Partner Technology Proposals	Internal Improvement Ideas	Research Project Proposals
· Outstanding Technology Proposals from Partners · PoC / Expanded application through evaluation	· Improvements in cost, process, quality, and safety · Resolution of operational pain points	· Proposals for technology R&D ideas · Areas requiring new technology development
CDO Innovation Project Proposals	**Proof of Concept Proposals**	**In-House Venture Proposals (Gstart-up)**
· Utilization of data, AI, and digital technologies · Ideas for operational improvement using digital technologies	· Verification of the effectiveness of new external technologies · Evaluation of technology applicability	· Proposals for venture business ideas · Business feasibility analysis and incubation support

2025 Proof of Concept Review Details

❶ Provision of a site management platform using drone data(Lapriche Xi Complex 2)
❷ Location coordinate-based drawing viewer and AI drawing/construction management system(Pyeongchon Xi Firsnity Complex 2, Yeoksam Central Xi)
❸ Real-time collection of human activity data in buildings using wireless thermal sensors(Gran Seoul Tower 2, 22nd Floor)

Startup Collaboration Details on Required Technologies

Technology Needs	Relevant Departments	Details of Collaboration and Investment Review
AI-based Energy Efficiency	Data Center Business Team	Reviewing a pilot deployment of the solution at the Anyang or Ilsan data center
Quantum Control and Measurement Equipment	Architecture Technology Research Center, GS Caltex	MOU on adopting and developing DC immersion cooling technology
Zero Liquid Discharge Wastewater Treatment	Environment Solution Research Team	Advancing the adoption of Energy Materials' wastewater treatment technology
Data-driven Energy Efficiency	New Business Development Team	Reviewing energy-saving measures for vertiports
Site Management Using Drone Data	Digital Construction Team	Developing crack detection technology for building exterior walls
Telemedicine Services	New Product Strategy Team	Introducing resident services via the Xi App
Eco-friendly Construction Materials	Infra Business Division	On-site application at the Jamwon Station ventilation relocation project
Comprehensive Safety Solution	CSSO, Building & Housing Construction Support Division	Introduction of safety management solutions
AI-based Safety Solution	CSSO	Introduction of AI video analytics-based safety management solutions
AI Solution	IT Management Team	Reviewing a PoC for an occupational safety and video-based quality management system at the GPC factory
Estimation Automation	Building & Housing Estimation Team	Reviewing the adoption of automated estimation for initial construction costs

ESG CORE

ESG Strategy

GS E&C is actively advancing its ESG management strategy based on its Vision to become a "Sustainable Global Company" and its Mission to "pursue growth through sustainable value creation with stakeholders." The Company has identified key focus areas across the Environmental, Social, and Governance(ESG) pillars and is systematically implementing strategic directions and initiatives for each area. GS E&C is committed to strengthening its ESG management to achieve sustainable development for both the Company and society, positioning itself as a sustainability leader in the construction industry.

Vision

Leap to a sustainable global company

Mission

Pursuing growth by creating sustainable value in conjunction with stakeholders

ENVIRONMENTAL	SOCIAL	GOVERNANCE
		
Eco-Friendly Technology and Process Innovation	**Realization of People-centered Trust Management**	**Establishment of Responsible ESG Management System**
Expansion of Eco-Friendly Construction Activities	Person-centered and Safe Site	Building ESG Governance Centered around the Board of Directors
Reinforcement of Climate Change Response Activities	Guaranteeing Consumer Rights and Strengthening Sustainability Management of Suppliers	Transparent and Fair Management

Company-Wide ESG Network

ESG Committee	ESG Office(ESG Team)	ESG Council and Subsidiaries
Setting and Determining ESG Management Directions	Establishing and Implementing ESG Strategy Operating and Supporting the ESG Council	Identifying and Responding to ESG Issues Managing and Monitoring ESG Performance

Stakeholder Communication

GS E&C operates various communication channels to broadly reflect key stakeholder interests in its management. The Company actively engages with stakeholders, including employees, shareholders and investors, affiliates and suppliers, customers, government and relevant institutions, and local communities. Feedback gathered through this communication is integrated into actual business operations, and the specific details of these activities are transparently disclosed in the Sustainability Report.

Stakeholder Groups and Communication Channels

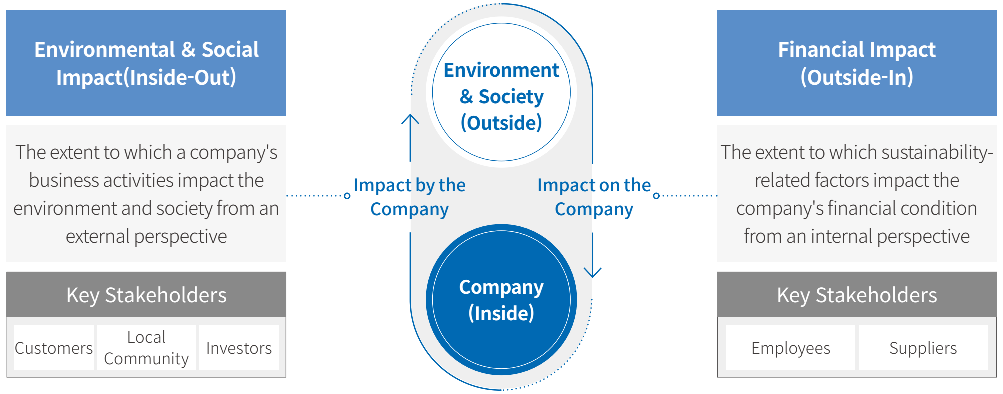
Stakeholders	Employees	Shareholders and Investors	Affiliates and Suppliers	Customers	Government and Relevant Organizations	Local Community
Key Issues	· Employment and welfare · Occupational safety and health management · Human rights management	· Economic value creation · Risk management · Ethical and anti-corruption management	· Supply chain management and strengthening of shared growth · Fair trade	· Products and services · Customer-centric management · Communication	· Regulatory compliance · Faithful tax payment	· Community development · Information disclosure and communication
Communication Channels	· Soljik Talk Talk · VOE(Voice of Employee) · Labor-Management Council and grievance log · Stress ZERO Program(individual counseling, online mental health screening)	· General meeting of shareholders · Institutional investor meetings · Disclosure materials	· Human rights assessment and human rights due diligence · Gran Partners Fiesta, Partners Board, Core Partnership · GS Partner / Cyber whistleblowing system	· Efficient complaint management system · Xi App / Customer satisfaction survey · Social media* / Xi TV (* YouTube/Instagram/Facebook/LinkedIn)	· Website · Press releases	· Social contribution activities · Meetings with local residents
GS E&C's Efforts	· Expansion of employee welfare programs · Happy corporate culture · Employee rights protection activities · Human rights management system	· Stable profit generation · Strengthening enterprise risk management · Establishing transparent governance	· Great Partnership Package · Supply chain evaluation and support · Fair-trade compliance program	· Enhancing customer satisfaction · Quality management and quality control system · Customer communication via social media	· Compliance with relevant laws and regulations · Implementation of government policies · Implementation of eco-friendly agreements	· Community Policy · Consultations for mutual growth with the local community

Double Materiality Assessment

Concept of Double Materiality Assessment

The Double Materiality Assessment is a process to identify key issues that impact corporate sustainability. GS E&C advanced its assessment process based on the methodology of the European Sustainability Reporting Standards(ESRS). First, the Company selected key ESG Issues by analyzing the internal and external business environments. For each issue, it identified the environmental and social impacts of its corporate activities, as well as the financial risks and opportunities arising from these ESG Issues. Subsequently, the Company comprehensively evaluated these impacts, risks, and opportunities through internal and external stakeholder assessments. The results of the Double Materiality Assessment were reviewed and approved by the Board of Directors, and three Material Issues were ultimately finalized.

Double Materiality Assessment



Double Materiality Assessment Process

STEP 1

Identification of ESG Issues

After establishing a pool of ESG Issues by analyzing global disclosure requirements and key industry issues, we incorporated our business model and ESG evaluation metrics to identify 13 core ESG Issues for GS E&C.

External Environment Analysis

- Global sustainability disclosure and ESG evaluation criteria
- Benchmarking analysis of industry peers
- Analysis of the Company's upstream and downstream operations
  - Media research
- Industry-specific initiatives and requests from major investors and the supply chain (including MSCI and SASB)

Internal Environment Analysis

- Review of internal ESG materials and identification of major internal issues
  - Review of agenda items for the Board of Directors and the ESG Committee
  - Analysis of the previous year's material issues
  - Review of the new year's message and management policy

STEP 2

Identification and Assessment of Impacts, Risks, and Opportunities

We systematically analyzed the environmental and social impacts of our corporate activities concerning these ESG Issues, identified how the associated risks and opportunities affect the Company's financial status, and evaluated each impact based on the Double Materiality Assessment methodology.

* Assessment Period
  - In-person: February 23–27, 2026
  - Written: February 27 – March 13, 2026

* Evaluation method
  - Face-to-face interviews and distribution of written questionnaires
  - Evaluations conducted for internal employees and external ESG experts
  - For external ESG experts, evaluations were conducted on all issues

Evaluation Criteria for Environmental & Social Impact		Evaluation Criteria for Financial Impact
Scale	Scope	Scale
Remediability (Negative Impact)	Likelihood (Potential Impact)	Likelihood

STEP 3

Review and Disclosure of Results

Based on the evaluation results of the 13 core ESG Issues, we prioritized them by importance and identified three Material Issues following the Board of Directors' review and approval of the assessment process and results. The findings are integrated into our ESG management strategy and transparently disclosed in our Sustainability Report.

Double Materiality Assessment

Double Materiality Assessment Results

GS E&C identified material issues by applying the Double Materiality Assessment methodology, comprehensively considering both Environmental and Social Impact and Financial Impact. For 2025, the Company strengthened its materiality criteria to enhance focus on core performance management, selecting three core material issues. However, the Company continues to manage and monitor other key issues, including the previous year's material issues, by retaining them on a Long-list.

Rank	Topic	Previous Year Rank (Change)
1	Occupational Safety and Health	2 (▲1)
2	Climate Change and Energy	3 (▲1)
3	Quality Management and Consumer Rights	1 (▼2)
4	Resource Circulation and Waste	5 (▲1)
5	Supply Chain ESG Management	7 (▲2)
6	Ethical Management	4 (▼2)
7	Integrated Risk Management	6 (▼1)
8	Biodiversity and Ecosystem Protection	New
9	Human Resources	9 (-)
10	Local Community	11 (▲1)
11	Pollution	12 (▲1)
12	Water Resources	10 (▼2)
13	Information Security and Privacy	New

Double Materiality Assessment

Double Materiality Assessment Results(Environmental and Social Impact)

GS E&C reflects the impacts, risks, and opportunities of the material issues identified through the Double Materiality Assessment in establishing its sustainability management strategies and initiatives. By disclosing its response strategies for these material issues in the Sustainability Report each year, the Company seeks to transparently communicate its activities and efforts to ensure corporate sustainability.

Environmental and Social Impact Results

Category	Value chain	Environmental and Social Impacts	Impact type	Time horizon	Impact Magnitude	Response Strategy
Occupational Safety and Health	Upstream, Own operation	· Safety accidents at construction sites cause severe physical harm to employees and supplier workers, including fatalities, serious injuries, and disabilities · Negative social impacts, such as deterioration in the quality of life of injured workers and their families and difficulties in social reintegration	Negative / Actual	Short- to long-term	HIGH	· Roll out pre-safety technical activities(identifying risk factors by construction type and phase, and providing safety training) · Continuously strengthen safety through advance inspections of high-risk construction machinery, including tower cranes, construction lifts, and large mobile cranes · Deploy structural experts at sites in advance
Climate Change and Energy	Own operation	· Greenhouse gases(GHG) emitted from fossil fuel combustion at construction sites raise atmospheric GHG concentrations, directly contributing to global warming and accelerating climate change · Climate change causes wide-ranging negative environmental impacts, such as increased extreme weather events due to climate change, as well as coastal erosion from sea level rise, and ecosystem disruption	Negative / Actual	Short- to long-term	HIGH	· Promote the phased electrification of construction equipment to reduce on-site carbon emissions
	Upstream	· Greenhouse gases(GHG) generated in the production and transportation of construction raw materials increase atmospheric GHG concentrations, driving up global average temperatures and accelerating climate change	Negative / Actual	Short- to long-term	MEDIUM	· Expand the application of low-carbon certified materials, such as eco-label and Environmental Product Declaration(EPD), at the design and construction phases · Develop low-carbon, eco-friendly construction products through subsidiaries GPC and Zero Next Materials · Reduce transportation-sector carbon emissions by converting company vehicles to electric vehicles and encouraging suppliers to adopt eco-friendly transport equipment
	Downstream	· Greenhouse gas emissions generated during the building operation phase accumulate over a long period, raising atmospheric CO2 concentrations, accelerating climate change, and causing negative environmental impacts · Excessive energy consumption by aging buildings with low energy efficiency amplifies greenhouse gas emissions and cause negative environmental impacts	Negative / Actual	Short-term	MEDIUM	· Use high-efficiency equipment, such as boiler pressure adjustment, optimized heating and cooling system temperatures, LED lighting, and sensors · Develop new technologies for renewable energy and thermal equipment optimization and for reducing energy use inside and outside buildings · Develop design techniques applying BIPV(building-integrated photovoltaics) to apartment facades and apply them in the construction and operation processes
Quality Management and Consumer Rights	Downstream	· Poor construction resulting from inadequate quality management at the design and construction phases leads to a decline in consumers' property value and an increased burden of defect repair costs · Structural cracks, leaks, inter-floor noise, and poor finishing degrade residents' comfortable living environment and quality of life	Negative/ Potential	Short- to long-term	HIGH	· Establish and implement a quality management level diagnosis system · Systematically operate a quality improvement process across the entire design, construction, and pre-completion phases · Secure quality reliability by establishing a procurement system for KS-certified and KOLAS-accredited materials
	Downstream	· Thorough quality management by construction phase and continuous improvement activities reduce defect occurrence rates and improve building durability and safety · Enhanced customer housing satisfaction and the provision of a comfortable, safe living environment improve quality of life · The supply of high-quality buildings protects consumer rights and enhances social trust	Positive/ Actual	Short- to long-term	MEDIUM	· Pre-construction: Establish quality standards and worker qualification requirements, and conduct quality management training. · During construction: Continuously monitor the quality of key construction types and materials, and take immediate action by responsible personnel when non-conformities occur · Post-construction: Implement completion inspections and analyze non-conformity data to feed back improvements.

* Results within ±10% of the threshold for each impact assessment were classified as Medium.

Double Materiality Assessment

Double Materiality Assessment Results(Financial Impact)

GS E&C reflects the impacts, risks, and opportunities of the material issues identified through the Double Materiality Assessment in establishing its sustainability management strategies and initiatives. By disclosing its response strategies for these material issues in the Sustainability Report each year, the Company seeks to transparently communicate its activities and efforts to ensure corporate sustainability.

Financial Impact Results

Category	Value chain	Financial Impacts	Risk/ Opportunity	Time horizon	Impact Magnitude	Response Strategy
Occupational Safety and Health	Upstream, Own operation	· Sanctions, including penalty surcharges under relevant laws, in the event of multiple fatalities, and revenue losses for the duration of any business suspension · Threat to business continuity from revocation of construction business registration if accidents recur after repeated business suspensions · Loss of new order opportunities from public tender participation restrictions and evaluation demerits if serious accidents recur	Risk	Mid- to long-term	HIGH	· Establish the Chief Safety Strategy Officer(CSSO) position and form the Safety Management Innovation TF · Build a Smart Safety Management system · Roll out Pre-Safety technical activities(identifying risk factors by construction type and phase, and providing safety training) · Deploy structural experts at sites in advance
Climate Change and Energy	Own operation	· Losses equivalent to average daily operating costs when construction is suspended due to severe weather · Deterioration in overall project profitability from recovery costs and higher disaster insurance premiums when temporary structures and equipment are damaged by meteorological disasters · Business suspension risk from work stoppages following a disaster, and a decline in brand value from reduced corporate credibility	Risk	Mid- to long-term	HIGH	· Strengthen on-site worker safety measures and design and operation manuals in preparation for extreme weather · Enhance disaster-resilient design and construction standards · Expand off-site and modular construction methods
	Own operation	· Annual emission allowance purchase costs arising from inclusion in the Emissions Trading Scheme(ETS) · Decline in order opportunities and revenue from bid evaluation demerits where carbon management is inadequate	Risk	Short- to long-term	HIGH	· Establish a response system for the Emissions Trading Scheme and advance the GHG calculation system · Develop renewable energy solutions to reduce carbon emissions at construction sites · Participate in carbon credit projects through the plant business division
	Upstream	· Increase in material costs per project from higher steel and cement purchase prices reflecting carbon costs · Deterioration in construction profit margins where cost increases cannot be passed on to clients under fixed-price contracts	Risk	Short- to long-term	MEDIUM	· Build a pool of eco-friendly construction material manufacturers and expand R&D investments · Classify raw material price surges as financial risks, and establish strategies for monitoring raw material markets and diversifying supply channels.
Quality Management and Consumer Rights	Own operation	· Large-scale defect repair costs in the event of quality or safety defects · Costs such as litigation expenses and settlement payments in the event of quality-related class action lawsuits · Decline in orders and revenue from reputational damage, and legal sanction risks such as business suspension, in the event of serious defect issues	Risk	Short- to long-term	HIGH	· Operate a site-centered quality management system · Manage the quality of key materials directly linked to structural stability, such as ready-mixed concrete · Collaborate with the Technology Research Institute for Quality Advancement to enhance quality
	Own operation	· Strengthened order competitiveness by securing an advantage in client evaluations through a track record of high-quality construction · Increased revenue from premium sales prices and higher sales rates driven by a strong brand reputation	Opportunity	Short- to long-term	MEDIUM	· Systematically operate a quality improvement process across all stages · Secure construction quality through the selection of key quality management work types and intensive management · Operate a system for documenting non-conformities based on TPMS and for analyzing causes and preventing recurrence · Conduct Quality Management Academy training.

* Results within ±10% of the threshold for each impact assessment were classified as Medium.

Materiality Issue 1. Occupational Safety and Health Management

Governance | Strategy | Risk Management | Metrics & Targets

The Governance Body

The Governance Body's Management and Oversight Responsibility

The highest governance body that comprehensively oversees GS E&C's occupational safety and health management system is the Board of Directors. In accordance with Article 14 of the Occupational Safety and Health Act, the Board regularly receives reports on, deliberates on, and approves the safety and health plans established under the Act, thereby fulfilling its management and oversight responsibility to ensure that the Company's safety and health management system operates appropriately. The Board also continuously oversees the direction and performance of the safety and health management system operated by the Chief Safety Strategy Officer(CSSO), ensuring that the management principle of prioritizing the safety and health of all stakeholders—including customers, employees, suppliers, and workers—is effectively implemented at sites.

The Governance Body's Competency

The GS E&C Board of Directors comprises individuals with expertise in the construction industry, finance, law, and policy. With directors who understand the construction industry as a whole and the laws and systems related to safety and health, together with experts in finance, banking, and law, the Board has the foundation to comprehensively and systematically review safety and health risks—including the prevention of serious accidents—and compliance with related laws and regulations.

※ For more details on the specific competencies of the board members, please refer to "Establishing Transparent Governance – Board of Directors Composition"

Reporting to the Governance Body

The GS E&C Board of Directors manages occupational safety and health as a key matter in management decision-making by receiving reports on, deliberating on, and approving safety and health plans each year. In March 2025, the Board approved the agenda item "Approval of the 2025 Safety and Health Plan," thereby clearly fulfilling its management and oversight responsibility for the safety and health management system at the Board level. In November 2025, the Board received the agenda item "Report on the Results of the External Comprehensive Safety and Health Diagnosis," comprehensively reviewing safety-related systems and infrastructure as a whole, along with factors that may affect occupational safety and health throughout the entire construction project lifecycle, and systematically carrying out key decision-making and risk management and oversight.

How the Governance Body Takes into Account Safety-Related Risks and Opportunities

The GS E&C Board of Directors takes into account safety-related risk factors and improvement opportunities when overseeing its overall management decisions. It inspects the occupational safety and health management system on a site-centered basis across major business divisions, including Building and Housing, Plant, and Infra, so that safety issues specific to each business's characteristics are reviewed together. In addition, in 2026, the Company appointed the CSSO, who oversees safety management, as an inside director, thereby strengthening the governance structure so that safety-related matters can be directly reflected in Board-level discussions and decision-making.

Materiality Issue 1. Occupational Safety and Health Management

Management

Management's Role

GS E&C grants the responsibility and authority for occupational safety and health implementation to the CSSO. By further strengthening the safety and health functions of the previous CSO system and elevating it to the CSSO system, the CSSO oversees safety and process planning across all business organizations. In addition, by serving as a control tower to ensure that safety and health planning and operations are internalized in the inherent functions of each key support organization across the entire value chain—including sales, design, procurement, and technology—the Company secures consistent safety standards and execution capabilities at every stage of business. Under the leadership of the CSSO, the Company operates the SH-QE* Strategy and Policy Committee, a company-wide strategy and policy body, to systematically discuss key risks and opportunities related to occupational safety and health. This Committee comprehensively manages and oversees safety-related issues across all business stages—including sales, design, purchasing, and construction—as well as key safety issues in each division. Furthermore, based on the SH-QE Committee, the Company holds biweekly video conferences for on-site safety and health managers to share and disseminate the key strategies and policy directions established by the SH-QE Strategy and Policy Committee, thereby strengthening the alignment between the company-wide safety management direction and its execution system. By operating a dedicated occupational safety and health organization under the CSSO, the Company advances functional roles such as training, inspection, and institutional improvements based on the PDCA cycle, and continuously enhances company-wide safety and health execution capabilities.

* Safety, Health, Quality & Environment Strategy and Policy Committee

Safety and Health Management Organization Chart

- Board of Directors
  - CSSO
    - Safety Management Innovation TF Department
      - Safety Management Innovation TF
      - Safety Innovation School
      - Technical Safety Team
    - Construction Safety PM
    - Safety & Health Department
      - Safety & Health Strategy Team
      - Safety & Health Operations Team
      - Safety Audit Team

Safety Management Innovation TF	Safety Innovation School	Technical Safety Team	Safety & Health Strategy Team	Safety & Health Operations Team	Safety Audit Team
· Company-wide safety and health innovation · Establishment of implementation plans for improvement tasks identified in external comprehensive safety and health diagnosis	· Establishment of company-wide safety and health training for employees · Delivery of statutory safety and health training · Training for suppliers, safety patrol officers, special-type workers, and others · Support for on-site visit training	· Structural review of main construction and temporary facilities · Technical safety support for PCM, new construction methods, and design · Support for on-site visit technical training	· Establishment and management of company-wide safety and health KPIs(ESG) · Response to government safety and health policies · Operation of safety and health consultative bodies · Collaboration with related departments company-wide	· Staffing management of safety and health managers · Support for industrial accident compensation · Operation of various headquarters-hosted events · Inspection and support of construction equipment	· Assessment and support of site safety management levels · Support for internal audits of site safety and health systems · Verification of compliance with safety-related statutes and regulations

Safety and Health Management Activities

GS E&C continuously practices on-site management, with the CSSO participating directly, to create a safe working environment and strengthen site-centered communication. In 2025, the CSSO visited sites a total of 93 times to encourage workers and directly inspect the status of on-site safety and health management. In addition, executives, including the CSSO, also regularly visit sites each month to listen to workers' difficulties and gather diverse opinions. Key opinions and issues identified through site visits are reported to the Management Council and actively used to develop concrete action plans for improving the on-site environment and resolving safety-related issues. Executives also carry out continuous on-site support and inspection activities, and the cumulative number of on-site support and inspections in 2025 reached a total of 886.

CSSO On-Site Visits

Linkage to Compensation

GS E&C strengthens executives' safety management responsibility by linking clear and measurable occupational safety and health KPIs to the performance evaluation of management, including the CSSO. These KPIs include targets such as "Zero Serious Accidents" and "Reduction in Accident-Related Injuries," and by reflecting them in performance evaluation and compensation, the Company enhances the effectiveness of its safety and health management system and drives continuous improvement.

Materiality Issue 1. Occupational Safety and Health Management

Strategy and Decision-Making

Safety and Health Management Implementation Strategy

In 2025, GS E&C has set "Zero Serious Accidents" and "Reduction in Accident-Related Injuries" as the core goals of its safety and health management, and has established and implemented four key initiatives to achieve them. Through its Safety and Health Management Policy, the Company systematically establishes and implements its safety and health strategy. In 2026, the Company newly incorporated a policy provision on the systematic establishment and implementation of the safety and health strategy, clarifying its commitment to advancing the safety and health management system. Notably, the Company's safety and health policy has been established to apply comprehensively not only to all employees, including both permanent and contract employees, but also to workers of suppliers, ensuring that consistent safety and health standards are maintained throughout all business operations. GS E&C also reviews its safety and health management system through external comprehensive safety and health diagnoses, identifies key safety and health initiatives that reflect the characteristics of each business division, and implements in phases the detailed action tasks linked to the company-wide strategy. Through these systematic management activities, the Company is strengthening the standard of its site-centered safety management and continuously enhancing the effectiveness of its safety and health activities.

Slogan

Core Value: Safety!

2025 Safety and Health Goals

Zero Serious Accidents	Reduction in Accident-Related Injuries

Key Initiatives

Establish preventive management activities as standard practice	Deploy and operate organizations and personnel efficiently	Minimize legal risks	Provide accident prevention-focused training

Safety and Health Policy

2025 Key Safety and Health Initiatives by Division

Division	Initiatives
Building and Housing	· Carry out work within controlled limits based on analysis of high-risk operations · Strengthen training for workers in high-risk work types and safety and health personnel · Prevent serious accidents by reducing general injuries(minor injuries)
Infra	· Strengthen equipment accident prevention activities · Strengthen construction and technical safety · Comply with safety-related statutes and regulations for preventive purposes
Plant	· Strengthen on-site safety inspection activities · Provide basic safety training for supervisors · Improve the safety communication system between sites and headquarters

Evaluation of Personnel Responsible for Safety and Health

GS E&C operates a regular biannual evaluation system to assess the management capabilities and role performance of its personnel responsible for safety and health. The evaluations are based on the results of on-site safety and health inspections, the implementation of required measures, and the overall level of management and supervisory activities. This process allows the company to objectively verify personnel performance and systematically identify areas requiring improvement. Furthermore, GS E&C implements phased follow-up measures based on the evaluation outcomes. Personnel with unsatisfactory results are required to complete mandatory e-learning courses at the Safety Innovation School, and if a regular employee receives low evaluations for two consecutive periods, the results are reflected in their performance appraisal. Through these evaluations and subsequent measures, GS E&C aims to strengthen the expertise and accountability of its personnel responsible for safety and health, while continuously improving the standard of site-centric safety and health management.

2025 Evaluation Results of Personnel Responsible for Safety and Health

Unit: Persons, Points

Evaluator	Evaluatee	Number of personnel	Average score	
			First half	Second half
Construction Executives	CM (including site managers of operating sites)	112	93.5	92.5
CM	Supervisor (including building, electrical, and mechanical supervisors, and foremen)	1,276	88.0	89.3

Materiality Issue 1. Occupational Safety and Health Management

Strategy and Decision-Making

'Xi Voice', a Safety Meeting & Communication Project for Foreign Workers

GS E&C has developed and deployed the on-site translation app "Xi Voice" across all its sites to support safety briefings and training for foreign workers. Foreign nationals account for approximately 30% of the on-site workforce, representing a diverse range of nationalities. To accommodate this, the app recognizes speech in real time and provides accurate simultaneous translation—even for specialized construction terminology—thereby enhancing the accuracy and efficiency of safety communication. As of 2025, the app supports a total of 137 languages and is used daily by approximately 20,000 workers during safety briefings and training sessions.


Xi Voice Interface

Establishment of a Smart Safety Management System

GS E&C is actively adopting Fourth Industrial Revolution technologies to further strengthen safety management at its construction sites. Using a range of advanced IT systems and equipment, the Company systematically manages workers' safety conditions while operating a pre-emptive safety management system that detects and analyzes potential hazards at an early stage to prevent accidents.

Status of Smart Safety Management Activities

Category	Details
On-site TBM TV(monitor) mirroring	Application of smart mirroring technology to video equipment during on-site TBM* → Improving visibility and enhancing worker training effectiveness by sharing screens such as risk assessments and TBM logs
Integrated CMS** operation	Provision of installation guides based on CCTV installation and operation and the on-site CMS operation plan → Minimizing risks that may arise in on-site blind spots and building a rapid response system in the event of an accident
Construction machinery AroundView	Reflection of safety management notes for construction machinery AroundView*** → Simplifying on-site staff's work and delivering all equipment after installing smart devices
Tower crane collision prevention system	Application of a tower crane collision prevention system and linkage with CMS → Preventing accidents in advance through monitoring directly below the tower and alarms for tower crane operators when there is a collision risk
Body cameras for high-risk workers	Application of on-site safety activity recording devices(body cameras) → Preventing unsafe behavior voluntarily and improving signal person concentration through body camera operation
Drone safety inspections	Safety inspections of high-risk zones using drones → Preventing safety accidents by identifying risk factors in advance in zones that are difficult for personnel to access

* Tool Box Meeting(TBM): Pre-work safety meeting
** Construction Management System(CMS): Integrated site management system
*** Machinery AroundView: Collision prevention systems(cameras installed on excavators and other heavy machinery that detect nearby workers and trigger an alarm)

Pre-construction Site Safety and Health Performance Presentation

GS E&C systematically implements a process for developing pre-construction safety and health management plans to ensure their effectiveness by supporting sites from the initial planning stages. Through on-site performance presentations, the Company comprehensively reviews the overall pre-construction safety and health management plan and ensures that site-specific and process-specific characteristics are fully reflected from the planning stage. In particular, by establishing milestones that reflect site conditions so that high-risk work types are not concentrated in a particular period, the Company minimizes risk factors arising from interference between work types.

Operation of Worker-Participatory Work Demonstrations

GS E&C conducts worker-participatory work demonstrations before high-risk work to identify in advance the risk factors that may arise during the actual work process. Identified risk factors are reflected in risk assessments to establish preventive measures—such as improving work methods, supplementing safety facilities, and providing additional training—thereby building an effective advance safety management system.

On-site Construction Equipment Support and Inspection

GS E&C thoroughly conducts pre-and-post delivery inspections of high-risk construction machinery at sites(tower cranes, construction hoists, large mobile cranes, pile drivers, etc.) and continuously strengthens the level of safety management through focused construction machinery inspections twice a month. In addition, to minimize risk factors in the course of equipment operation, the Company revised its "Delivery and Use Standards Guidelines" to supplement the institutional foundation so that on-site workers can operate equipment in accordance with safety standards. Furthermore, in 2025, the Company organized a separate team of experts to conduct intensive inspections of tower cranes, construction lifts, pile drivers, and other equipment, thereby further enhancing the expertise and effectiveness of safety inspections for high-risk equipment.

Status of On-site Construction Equipment Support and Inspection Activities

Unit: Cases

Category	2023	2024	2025
Number of Inspections	540	668	774

Materiality Issue 1. Occupational Safety and Health Management

Strategy and Decision-Making

Operation of Stop-Work Authority

GS E&C operates a stop-work authority system to protect the safety and lives of all workers, including both direct employees and those of suppliers, and to improve the overall working environment. This system is designed to enable immediate responses not only to safety and health risks that may arise during work but also to risk factors and matters requiring improvement at sites. When workers judge that there is a threat to safety during the work process or recognize that the working environment needs improvement, they can immediately stop work and raise their opinions, and for the matters received, the Company promptly implements improvement measures through cause analysis and on-site inspections. In 2025, a total of 4,225 stop-work requests were received, and improvement measures were completed for 99.2% of them. Some unaddressed cases involve matters that are difficult to improve within a short period due to site conditions, and improvement measures will be pursued in stages after further review.

2025 Stop-Work Authority Request Items

Category	Unit	First half	Second half	Total
Requests	Cases	1,581	2,644	4,225
Actions Taken	Cases	1,570	2,622	4,192
Action Rate	%	99.3	99.1	99.2

Gathering Workers' Opinions

In accordance with the Occupational Safety and Health Act, GS E&C operates the Occupational Safety and Health Committee and the consultative safety and health body, and broadly gathers workers' opinions related to safety and health, welfare and benefits, and grievances during risk assessment training and TBMs. Through this process of gathering opinions, the Company regularly identifies various suggestions and improvement requests from sites, and based on these, it promptly implements improvement measures for necessary matters, thereby strengthening site-centered communication and worker protection.

2025 Workers' Opinion Status

Category	Unit	First half	Second half	Total
Requests	Cases	740	1,103	1,843
Actions Taken	Cases	729	1,081	1,810
Action Rate	%	98.5	98	98.2

Materiality Issue 1. Occupational Safety and Health Management

Strategy and Decision-Making

Operation of Regional Consultative Safety and Health Body

GS E&C operates consultative safety and health body to ensure the effective implementation of its company-wide occupational health and safety policy at all sites. Through regional councils, the Company facilitates smooth communication between headquarters and sites and continuously strengthens the professional capabilities of safety and health managers by sharing technical safety materials and key management information. In addition, by substantively operating consultative body to reflect various opinions and issues from sites, the Company steadily improves the overall qualitative level of safety and health management.

Detailed Operation Plan for the Regional Consultative Safety and Health Body

Frequency	· Once every two months
Participants	· Designated headquarters staff by team, and safety and health managers by site
Content	· Risk analysis of changes in safety and health laws and systems · Establishment of on-site management measures reflecting government policy trends and discussion of improvement measures · Discussion of suggestions and inquiries related to safety and health work and sharing of feedback · Sharing of key safety and health issues and response status

Training Using Digital Content

GS E&C operates 'SIS-Tube', an online safety and health training platform, to overcome the limitations of traditional lecture-based training and provide suppliers and employees with easier access to safety and health education. In particular, in 2025, the Company produced and distributed 32 new training videos, including foreign-language subtitles in Chinese, Vietnamese, and others, and to date has produced a total of 167 safety and health training contents, which are used as practical training materials at various sites. In addition, GS E&C has a total of 153 VR-based safety training contents as of 2025 that reflect the work environments of hazardous work types and recurring accident types, thereby supporting workers in directly experiencing hazardous situations through virtual simulations similar to actual work environments and effectively strengthening their accident response capabilities.

Safety Innovation School Training

GS E&C systematically conducts safety innovation training tailored to specific roles and site conditions to raise workers' safety awareness and enhance their on-site response capabilities. By combining various training methods—including on-site visit training tailored to on-site workers' levels, online training, and group training—the Company improves training accessibility and provides effective safety training based on actual work environments. On-site visit training consists of experience- and practice-centered programs and customized training by work type and job. In particular, the accident prevention training by work type, operated as special training, is a program designed by taking into account the work characteristics and key risk factors of each process, focusing on strengthening prevention capabilities around accident types and key risk factors that may frequently occur at sites. Online training is operated at all times to suit various situations, such as upon hiring, when work content changes, and for special training, thereby enhancing the convenience and continuity of training completion. In addition, through group training for safety and health managers and on-site workers, the Company systematically strengthens basic safety capabilities and job understanding. Based on this training system, GS E&C continuously strengthens the foundation for spreading a company-wide safety culture and preventing accidents.

2025 Safety Innovation School Training Status

Unit: Sessions, Persons

Category			Number of Sessions	Number of Participants
On-site Visit Training	Experiential/ Practical Training	First aid(CPR), confined spaces	57	2,146
	Special Training	Equipment operators, signal person, tower crane, fall risks, etc.	46	1,462
Online Training		Upon hiring, work content changes, special training	Ongoing	2,861
Group Training		Introductory training for safety and health managers	2	46
		Introductory training for construction staff at Building and Housing sites	6	172

Materiality Issue 1. Occupational Safety and Health Management

Safety-related Risk Management

Occupational Health and Safety Management System Certification

GS E&C establishes a safety and health management system that meets domestic and international standards and continuously advances its site-centered preventive safety management system. Having obtained ISO 45001, the international standard for safety and health management systems, and domestic KOSHA-MS certification, the Company maintains these certifications through systematic management activities such as regular safety risk assessments and safety and health education and training. In addition, ISO 45001 undergoes regular follow-up management and renewal audits through LRQA, an external third-party verification body, and KOSHA-MS through the Korea Occupational Safety and Health Agency(KOSHA); the Company also conducts internal audits each year to review the operational status of its safety and health management system and continuously verify its conformity with certification standards.

KOSHA-MS Certificate
Valid Period:
2024.02.26~2027.02.25

ISO 45001 Certificate
Valid Period:
2026.06.22~2029.06.21

Risk Management Process

GS E&C operates a risk management process consisting of three stages: 'Prevention', 'Risk Occurrence', and 'Evaluation and Improvement'. By systematically carrying out various safety and health activities at each stage, the company continuously strengthens its company-wide safety and health management and promotes a culture of safety.

Safety Accident Response Process

Prevention	Risk Occurrence	Evaluation and Improvement
· Occupational safety and health risk management by stakeholder · Preliminary safety review · Strengthening supplier safety management · Strengthening emergency response capabilities	· Safety accident response process	· Safety accident assessment and improvement · Serious accident risk assessment at business sites

Occupational Safety and Health Risk Management by Stakeholder

GS E&C applies customized approaches tailored to the characteristics and roles of each stakeholder to systematically manage occupational safety and health risks. For key stakeholders such as workers, suppliers, and clients, the Company identifies in advance the potential risk factors inherent throughout the business process and establishes and operates management and response systems suited to each stakeholder. Through this, the Company strengthens its capabilities for proactive response to occupational safety and health risks and continuously improves company-wide safety management based on collaboration with stakeholders.

Occupational Safety and Health Risks and Responses by Stakeholder

Category	Risks	Responses
Workers	· Increased risk of cerebrovascular and cardiovascular diseases due to the rising number of elderly and hypertensive workers	· Preventing cerebrovascular and cardiovascular diseases and minimizing health impairments through strengthened worker health management and monitoring of high-risk groups
Suppliers	· Increased risks due to overlapping work routes caused by limited site space · Increased risks from the use of temporary structures and on-site fabrication tools	· Increasing safety investment due to higher supplier occupational safety and health management costs · Reducing risks and saving construction costs through changes in construction methods
Clients	· Demands for thorough compliance with safety and health guidelines and concerns over demerits and fines	· Enhancing safety and health and sharing information through client-led risk assessment meetings· Adopting smart safety management(CMS room operation, AroundView, etc.)
Government Relations	· Demands for thorough compliance with safety and health laws and concerns over administrative fines and penalties	· Increasing all employees' attention to and participation in safety and health through ongoing performance measurement for compliance with legal standards
Local Community	· Concerns over health impairments in the local community due to complaints from construction(noise, dust, vibration, etc.)	· Minimizing community impact through strengthened noise, dust, and vibration reduction activities and periodic communication with residents
Media	· Concerns over damage to external image due to suspicions of accident concealment and the occurrence of serious accidents· Concerns over media coverage of fugitive dust and noise at sites	· Minimizing external risks through strengthened safety and environmental management and the operation of a prompt and transparent response system

Materiality Issue 1. Occupational Safety and Health Management

Safety-related Risk Management

Preliminary Safety Review

GS E&C is continuously strengthening its Pre-Construction Meeting(PCM) system to systematically manage risk factors during the pre-construction phase. For high-risk work and safety-vulnerable work types, PCM is mandatory, and the Company focuses on organizing the safety management system from the early stages of construction and identifying and eliminating potential risk factors in advance. In particular, for high-risk work, Field PCM is applied to provide safety training for workers and to ensure that risk management reflecting site-specific characteristics is carried out. In addition, to secure safety at the structural and construction stages, the Company dispatches the Technical Safety Team to sites to thoroughly conduct preliminary reviews and inspects the implementation of safety plans, thereby preventing risk factors in advance.

2025 Technical Safety Support Inspection Status

Unit: Times

Pre-PCM Support	PCM Execution	Post-PCM Support	Structure Training Support	Total
77	102	214	107	500

Strengthening Supplier Safety Management

GS E&C applies stricter management standards to improve supplier safety management by upgrading its evaluation system and increasing the weight of safety-related criteria. For all third-party subcontracting, service, and consignment contracts, the Company conducts two safety level evaluations during the new registration and bidding processes and enters into contracts only with companies that meet certain standards. For registered suppliers, it conducts quarterly safety performance evaluations, and based on those results, it conducts semiannual safety evaluations and annual comprehensive evaluations, thereby operating a continuous and systematic safety management system.

Supplier Safety-Related Rewards and Sanctions

Category		Details	Incentives / Penalties
Rewards	Safety Champion(Annually)	Top-ranked suppliers in comprehensive safety evaluation	Private contract rights / Bidding participation rights
	Zero-Accident Mileage(Point)	Suppliers achieving zero accidents at site during the construction period	
Sanctions	Suppliers With poor safety evaluations	Suppliers falling below the standard scores in performance and safety evaluations	Written warning / Bidding restriction
Evaluation	Preliminary safety level evaluation	Suppliers falling below the safety level upon registration and bidding	Registration / Bidding Restriction

Strengthening Emergency Response Capabilities

GS E&C systematically conducts emergency response drills at least twice a year. Through this, the Company continuously strengthens its on-site response capabilities to enable rapid and effective initial responses when emergencies occur. In 2025, drills were conducted at a total of 89 sites based on various scenarios reflecting the possibility of actual accidents, including fires, falls, asphyxiation, collapses, collisions, and struck-by. After the drills, the Company analyzes the results to identify matters requiring improvement and reflects them in safety management procedures and site operations, thereby continuously enhancing the completeness of its emergency response system.

Five Action Steps for Emergency Evacuation Drills

Category	Details	Action Measures
Work Stoppage	· When unsafe conditions or actions exist · When there is an imminent risk of an occupational accident	· Disseminate relevant matters to workers by posting banners, etc. · Disseminate during safety and health training for new hires
Worker Evacuation	· Stop work and evacuate when there is an imminent risk of an occupational accident	· Workers exercise their right to evacuate on their own · Communicate regularly during emergency drill reviews, safety briefings, and safety and health training
Elimination of Risk Factors	· Necessary measures to prevent occupational accidents caused by hazards	· All site members identify and participate in uncovering hazardous and risk factors · Communicate through case-based training during safety meetings and TBMs
Rescue of Accident Victims	· Prompt rescue and first aid for injured personnel when a victim occurs(emergency transport to hospital)	· Check the victim's consciousness, breathing, posture, pulse, and pupils · Move the injured using rescue equipment · Provide on-site first aid according to the severity of the injury
Measures to Prevent further Damage	· Control measures for the relevant area to prevent further damage from accident-causing objects(fire, collapse, etc.) · Investigate the cause of the accident and establish preventive measures	· Identify the cause of the accident and prepare recurrence prevention measures · Monitor the implementation of improvement measures

Materiality Issue 1. Occupational Safety and Health Management

Safety-related Risk Management

Safety Accident Response Process

GS E&C operates an emergency contact and reporting system to enable rapid and systematic responses when safety accidents occur. By subdividing reporting and action procedures according to the type and risk level of accidents, the Company has established a management system that enables appropriate responses for each situation. As a rule, general accidents are reported within 30 minutes of accident recognition, and emergency situations such as serious accidents are required to be reported immediately. Through this, the Company secures the timeliness of initial responses when accidents occur and ensures that rapid and effective follow-up measures are carried out.

Serious Accident Follow-up Measures(Recurrence Prevention Measures)

Phase 1 Stand Down*	Phase 2 Serious Accidents Prevention Workshop	Phase 3 Company-wide Safety Management Workshop
· Suspend similar work · Disseminate accident case · Conduct on-site safety inspections led by the CM	· On-site and headquarters workshop led by the division head · Require submission of serious accident recurrence prevention measures	· Discuss problems and improvement measures: led by the CSSO, with division heads, support department team leaders, and CM team leaders · Confirm the implementation of improvement measures and share feedback

* Stand Down: Suspending similar work to prevent recurrence, followed by accident dissemination and safety inspections

Safety Accident Assessment and Improvement

GS E&C analyzes key safety metrics and inspection results on a monthly and quarterly basis to enhance the effectiveness of its safety management system, and shares the key issues identified through this with relevant departments. These analysis results are used to review the level of safety management and to derive improvement tasks, leading to strengthened site-centered safety management. In addition, the Company provides support and inspections for safety and health work at sites in the early stages of construction and continuously inspects and manages the implementation status of relevant systems and guidelines by the personnel in charge at each business division. Furthermore, the Safety Audit Team continuously monitors the safety management system through assessment of overall safety activities by business division, and by identifying and reflecting matters requiring improvement, it pursues the continuous advancement of company-wide safety management.

Workplace Hazard and Risk Assessment

GS E&C systematically organizes the safety and health obligations of the accountable executive to respond to the Serious Accident Punishment Act(SAPA) and, based on this, continuously manages serious accident-related risks within business sites through inspection and improvement procedures. The Safety Audit Team performs risk assessments across business sites using GS APS*, the Company's accident prevention system, and systematically identifies potential risk factors. For key risk factors identified during the assessment process, the Company establishes improvement measures and provides related training in parallel, thereby continuously enhancing the awareness level and response capabilities of sites. In addition, to strengthen on-site effectiveness, the Company is developing the PMX platform, which supplements the existing system, and through this, it plans to build a serious accident risk management system that more precisely reflects the characteristics of business sites and actual operating environments.

* APS: Accident Prevention System

2025 GS E&C APS Risk Assessment Inspection Status

Unit: Cases

Division	First half	Second half	Total
Building and Housing	272	290	562
Infra	46	48	94
Plant	37	34	71
Total	355	372	727

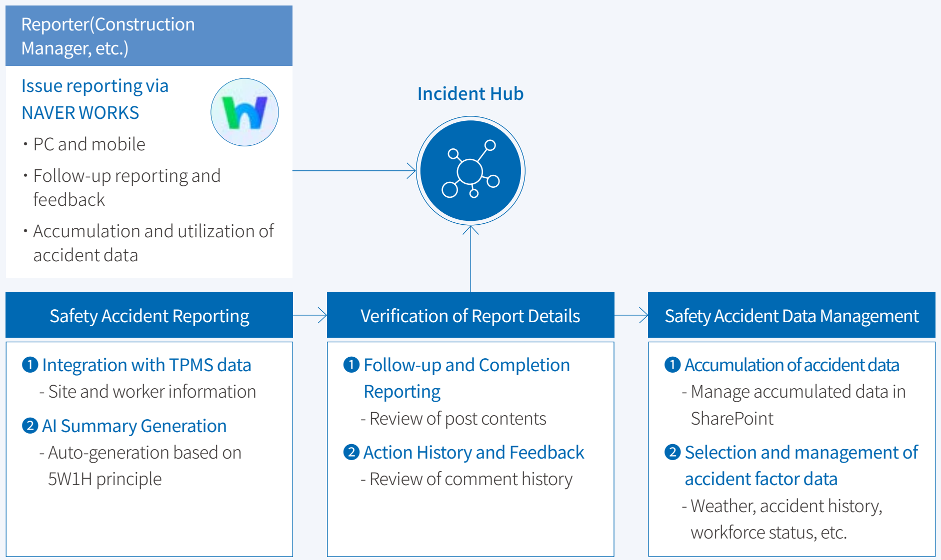
Materiality Issue 1. Occupational Safety and Health Management

Safety-related Risk Management

CASE GS E&C NAVER WORKS-based Emergency Contact and Reporting System

GS E&C has advanced its on-site issue response system by transitioning to an emergency contact and reporting system based on NAVER WORKS. This system enables the rapid receipt and sharing of various issues, including safety issues that arise at sites, so that relevant organizations and stakeholders can immediately recognize situations and take initial action. Issue reporters, such as site managers, register situations through NAVER WORKS posts and can continuously update follow-up progress using the comment function. Received information is shared company-wide for real-time consultation, and the results of measures are systematically managed as records. Initial reports are made rapidly through NAVER WORKS, and after follow-up measures based on subsequent progress are reported, a second and final report is made to the PMS system once the accident details are confirmed, thereby securing the accuracy and systematic nature of reporting.

GS E&C NAVER WORKS-based Emergency Contact and Reporting System



Metrics & Targets

Occupational Safety and Health Metrics and Targets

GS E&C continuously pursues various occupational safety and health activities to create a safe working environment for employees and supplier workers. In 2025, the Company reviewed the level of safety management through an external comprehensive safety and health diagnosis, expanded communication with sites to strengthen prevention-focused safety management, and established a management system for rapid response when accidents occur. In addition, by elevating the previous CSO system to the CSSO system and reorganizing and operating the SH-QE Strategy and Policy Committee, a company-wide strategy and policy body, the Company reviews the status of safety and health management more systematically. In 2026, GS E&C plans to continuously pursue the achievement of its "Zero Serious Accidents" target while setting the reduction of general accidents and the improvement of LTIFR* as key management metrics, thereby continuously improving safety and health performance through site-centered prevention activities and a data-based management system.

* LTIFR(Lost Time Injury Frequency Rate): the number of lost-time injuries per one million working hours

Occupational Safety and Health Metrics and Targets

Indicator	Unit	2025		2026	2027	2028
		Performance	Target			
Zero Serious Accidents	Cases	1	0	0	0	0
Reduction in Accident-Related Injuries	%	15.5	Continuous decrease	Continuous decrease	Continuous decrease	Continuous decrease
Supplier Industrial Accident Rate(LTIFR)	Cases per million working hours	2.55	2.35	2.30	2.25	2.20

Materiality Issue 2. Pursuing Customer Satisfaction through Systematic Quality Management

The Governance Body

The Governance Body's Management and Oversight Responsibility

The ESG Committee under the GS E&C Board of Directors is the highest governance body responsible for deliberating and resolving on ESG policies and related regulations, and it reviews key matters across ESG and manages and oversees their implementation. In particular, recognizing quality management as a key social issue, the Committee approved the consumer rights protection policy in 2023. Going forward, the ESG Committee plans to continuously monitor quality-related risks and opportunities and to strengthen its management and oversight so that related strategies and implementation frameworks are systematically reflected in management decision-making.

The Governance Body's Competency

The GS E&C Board of Directors and its ESG Committee comprise individuals with expertise in the construction industry, finance, law, and policy. In particular, with experts who understand the construction industry and policy, together with experts in finance, banking, and law, the Board has the foundation to review from multiple perspectives the customer rights, contractual risks, and regulatory responses associated with quality issues. Furthermore, based on expertise in construction policy, the Board ensures that changes in quality-related systems and the external environment are taken into account in decision-making. In addition, the ESG Committee continuously shares key ESG-related issues and response status through regular meetings, thereby enhancing the members' understanding and expertise in ESG.

※ For more details on the specific competencies of the board members, please refer to "Establishing Transparent Governance – Board of Directors Composition"

Reporting to the Governance Body

The ESG Committee holds regular meetings at least four times a year, and at each meeting it receives reports on key matters across ESG, including ESG trends and response directions, the implementation status of key initiatives, and the publication status of the Sustainability Report. The reports include quality-related risks and opportunities and the corresponding response strategies, so that the Committee addresses quality issues from a sustainability perspective.

How the Governance Body Takes into Account Quality-Related Risks and Opportunities

The GS E&C Board of Directors takes into account quality-related risks and opportunities as a key review factor in major management decision-making. Quality and safety systems are inspected through a site-centered decision-making structure across major business divisions, including Building and Housing, Plant, and Infra, and quality-related matters are also reviewed in the course of pursuing new businesses such as Prefab. In addition, in 2025, the Company appointed the CSSO, who oversees safety and quality management, as an inside director, thereby establishing a governance structure in which quality-related matters can be directly reflected in the Board's decision-making.

Materiality Issue 2. Pursuing Customer Satisfaction through Systematic Quality Management

Management

Delegation of Roles to Management and Oversight Methods

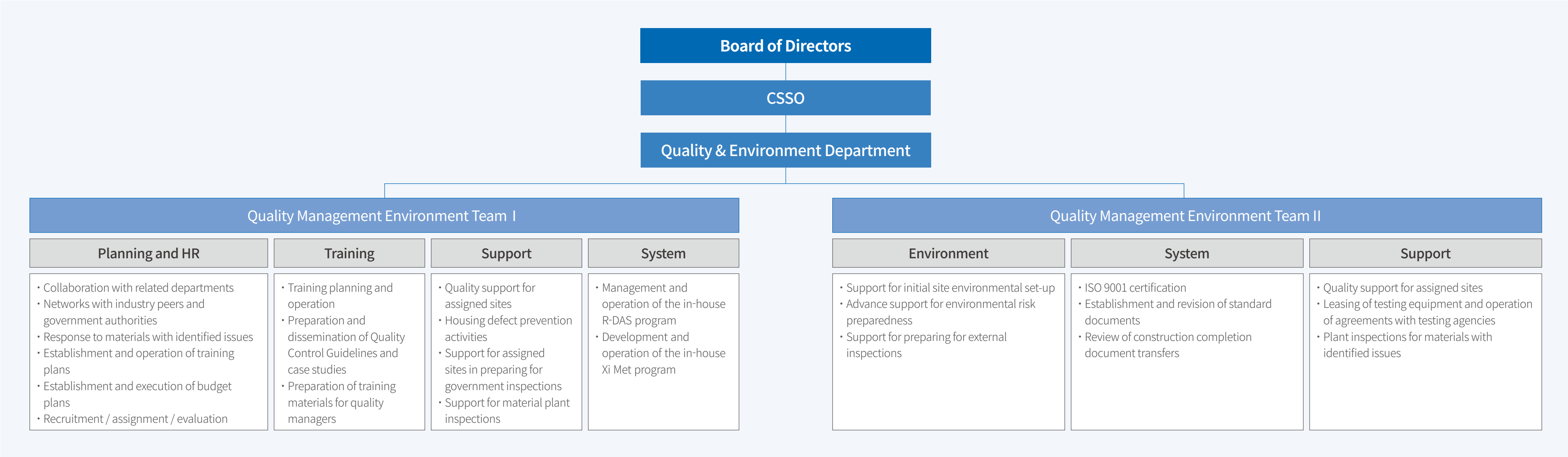
GS E&C operates a quality-centered management and oversight system based on consumer rights protection. To this end, in 2025 the Company reorganized the previous CSO structure into the CSSO system and elevated the level of the top responsible officer, reducing the decision-making steps to enable faster and more effective responses when quality issues arise. The CSSO oversees the quality and process planning of business organizations and integrally manages quality, cost, delivery, and process. In addition, by inspecting key quality issues and driving improvement activities across the entire value chain—including design, procurement, construction, completion, and after-sales management—the CSSO strengthens the execution capabilities of the quality management system. Centered on the CSSO, management regularly reviews the implementation status of quality targets and initiatives and manages and oversees risk factors and improvement tasks. Based on the results of monitoring customer satisfaction, quality performance, and key issues, management determines improvement measures, and for significant matters, it establishes and implements company-wide response measures. Through this, GS E&C systematically manages quality risks and pursues enhanced customer trust and continuous improvement in quality competitiveness.

Consumer Rights Protection Policy

Quality-Related Working Group

Centered on Quality Environment under the CSSO, the Company operates Quality Management Environment Team I and Quality Management Environment Team II. Quality and Environment Team I is responsible for systematic quality management through a work structure subdivided by function, including planning and HR and training, systems, and support. Quality Management Environment Team II performs the function of preventing environmental law violations through the establishment of environmental management systems for each site and preliminary inspections. Through this working-level organizational structure, the Company manages quality risks that may arise throughout the entire business process, including design, construction, support services, and defect repair.

Quality Management Organization Chart



Materiality Issue 2. Pursuing Customer Satisfaction through Systematic Quality Management

Strategy and Decision-Making

Quality Management Strategy

Based on a customer-centered management philosophy, GS E&C recognizes quality as a key element of corporate competitiveness and pursues a systematic company-wide quality management strategy. Building on a quality management system based on the international standard ISO 9001 certification, the Company applies consistent quality standards throughout its business operations and pursues the continuous advancement of its quality management system by strengthening site-centered execution capabilities. In particular, as quality requirements rise across the construction industry, the Company is strengthening proactive risk management and a data-based management system. Through this, it operates a system to identify and respond in advance to quality risks that may arise in the course of project execution. In addition, to enhance the effectiveness of its quality management system, the Company is strengthening its management capabilities across personnel, processes, and systems, and it is establishing a quality-centered organizational culture through a quality management operating system based on collaboration between sites and headquarters.

Quality Enhancement Activities

To proactively manage quality risks and improve the operational level of its quality management system, GS E&C focuses on quality enhancement activities that span site diagnosis, support, materials management, data-based management, and workforce capability building. In particular, the Company systematically manages quality risks by inspecting the level of quality management through demerit-based site diagnoses and by operating a materials quality verification and data-based management system. In addition, through the training of specialized personnel and an education system, the Company promotes the standardization of on-site quality management capabilities and pursues continuous improvement activities based on quality management.

Key Quality Enhancement Activities

Category	Key Details
Operation of a system for diagnosing and improving on-site quality management levels	· Conduct regular diagnoses of on-site quality management levels by applying demerit criteria · Identify quality risks by site and analyze their key causes · Derive improvement tasks based on diagnosis results and manage their implementation
Advancement of the material quality management and verification system	· Establish and operate quality performance verification standards for key construction materials · Manage supply chain quality by inspecting key production plants, such as those for ready-mixed concrete, wooden windows and doors, and furniture · Secure construction quality through preliminary verification of incoming materials
Establishment of a quality data system	· Establish and operate a company-wide integrated quality and environment database · Systematically manage and analyze data such as construction quality and test results · Analyze and respond to the causes of quality issues through the linkage of BS/CS data
Strengthening quality management capabilities through professional workforce development and training	· Operate systematic training programs based on the Quality Academy · Provide customized, step-by-step training that takes into account job and competency levels · Secure specialized quality management personnel and strengthen quality capabilities across the organization

Quality Management System

Establishment of Standards	Quality Policy(Development)	Quality Policy(Support)	Measurement and Analysis	Improvement of Standards
Establishment of global-level standards	Development of autonomous quality capabilities	System support for optimal quality management	Continuous inspection and auditing of processes	Disclosure of failures and a culture of improvement

Materiality Issue 2. Pursuing Customer Satisfaction through Systematic Quality Management

Strategy and Decision-Making

Site-centered Quality Management System

GS E&C recognizes quality management as a key element in strengthening competitiveness and operates a systematic management system. By setting specific quality targets and KPIs suited to site characteristics for each division, the Company enables site managers and team members to perform their work based on clear standards. To enhance the effectiveness of this site-centered quality management, the Company has continuously operated regular video conferences involving quality team leaders and site team leaders each month, holding a total of 12 video conferences in 2025. In these meetings, participants share actual quality management cases and problem-solving methods from each site and seek efficient quality improvement measures through collaboration between sites. In particular, by sharing the results of supplier plant inspections and regional quality risk information for key materials, the Company supports site personnel in identifying key management points in advance during inspection and construction. In addition, the Company promptly disseminates changes in internal quality standards, government inspection cases, and regulatory changes so that they can be immediately applied and responded to at sites. Furthermore, by operating the Regional Council of Quality Team Leaders, the Company directly listens to opinions from sites through the sharing of quality issues by business division and open discussion, and plans follow-up measures, thereby continuously improving quality management by gathering diverse opinions from sites.

Key Agenda for the Quality Team Leaders' Video Conference

Category	Agenda(Building and Housing)
Construction Quality	· Sheet film color-difference defect cases · Recent defect cases in occupied complexes · Results of support for verifying the implementation status of tile construction quality
Quality Management	· Accident cases at infrastructure sites · Management of government inspection demerit risks · Furniture plant inspections
Material Quality	· Checklist following the implementation of the fire door certification system · Results of PC product plant inspections · Notice of change in the testing equipment procurement
External Inspection	· Special inspection plans and inspection cases by the Ministry of Land, Infrastructure and Transport

Category	Agenda(Infra, Plant)
Construction Quality	· Revision of the concrete standard specifications and response measures · Improvement of the ready-mixed concrete management process
Quality Management	· Quality management measures for PCM-target construction · Sharing of non-conformity cases in ready-mixed concrete plant inspections
External Inspection	· Quarterly inspection trends of the Ministry of Land, Infrastructure and Transport · Results of rainy-season and special inspections

Conducting Quality Management Level Diagnosis

GS E&C plans to establish and implement a quality management level diagnostic system starting in March 2026 to systematically improve quality management at each site. The headquarters Quality and Environment Team plans to conduct regular inspections of ongoing sites and will comprehensively evaluate matters such as the operational status of quality management organizations, on-site quality management levels, and the availability of quality-related documents. Based on the diagnosis results, the Company will assign grades, and for sites classified as vulnerable, it will analyze direct and indirect causes and provide improvement support for deficient items. Through this, the Company plans to strengthen company-wide quality management capabilities in stages.

Quality Management Level Diagnosis Process

Quality Management Level Diagnosis
- Diagnosis of all sites' levels once every half-year by the headquarters inspection team
- Evaluation items
  - Evaluation of organizational operation based on the quality management plan(checking the implementation of R&R in the quality management plan)
  - Inspection of on-site quality management status
  - Verification of the availability of quality documents

→ **Derivation of Diagnosis Results**
- Preparation of evaluation reports
- Scoring of items and classification of results into stages
- Listing up of vulnerable sites and
- Establishment of support plans

→ **Cause Analysis**
- Analysis of direct causes
  - Insufficient planning
  - Insufficient verification of material quality and performance
  - Insufficient inspection and training
  - Insufficient inter-departmental communication, etc.
- Analysis of indirect causes
  - Cost, construction period, supplier competence, etc.

Strengthening On-site Quality Management Capabilities

Intensive support and training for deficient items at vulnerable sites	Selection of personnel for development and operation of appropriate staffing

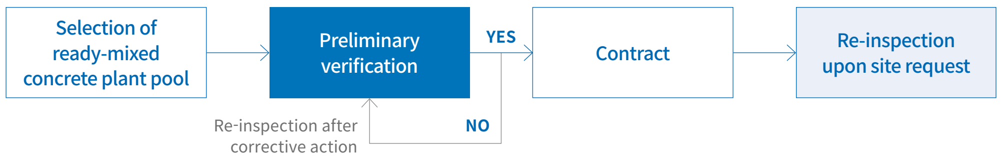
Materiality Issue 2. Pursuing Customer Satisfaction through Systematic Quality Management

Strategy and Decision-Making

Preliminary Inspection of Key Materials

Through its materiality assessment, GS E&C has identified "quality management" as a material issue and recognizes it as a key risk directly linked to consumer rights and interests. In particular, the quality of key materials tied to structural safety, such as ready-mixed concrete, is a core element of consumer rights protection, and the Company identifies quality risks in advance through materials quality management. Led by the HQ Purchasing Team, GS E&C selects a pool of ready-mixed concrete plants and inspects their operational status before signing contracts, and conducts re-inspections when quality defects occur at sites. Through this, it identifies potential infringements of consumer rights—such as ready-mixed concrete falling below quality standards and defective finishing materials—as key risks. To mitigate these risks, GS E&C restricts deliveries from plants where non-conformities are found, monitors inspection results through on-site quality managers, and requires immediate corrective action so that only conforming plants supply materials. To measure effectiveness, the Company manages the "concrete compressive strength improvement rate" as a key metric; inspecting 96 plants in 2025 yielded an approximately 2% increase in concrete strength year-on-year. From 2025, the scope expanded beyond ready-mixed concrete to finishing-material plants, covering a total of 138 plants, including 9 PC plants and 33 wooden window plants(including OEM plants). In 2026, the Company plans to add inspections of sheet film production mixing and incoming inspections by LOT.

Ready-Mixed Concrete Plant Inspection Process



Effectiveness Evaluation of Ready-Mixed Concrete Plant Preliminary Inspections(Year-on-Year)

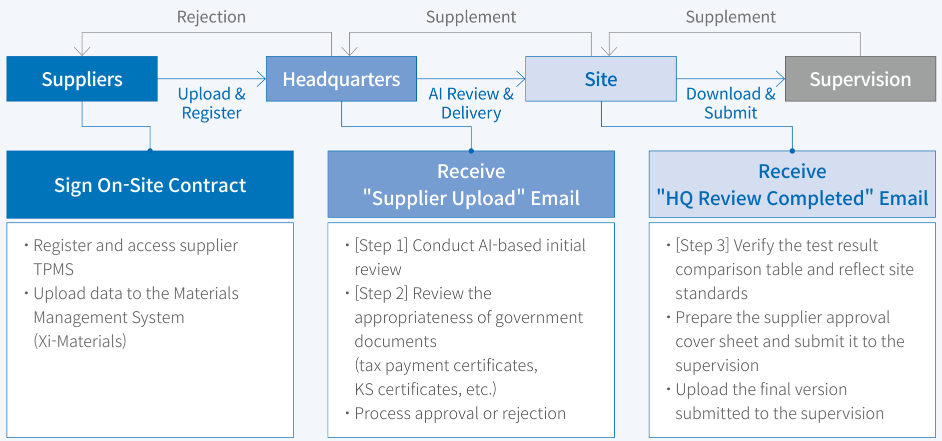
Concrete Strength Improvement	Approx. 2% increase

CASE Establishing a Quality Data System – Databasing Material Information via Xi-Materials

GS E&C developed the Materials Management System(Xi-Materials) to strengthen material quality verification and enable systematic quality management based on a company-wide integrated database. Previously, material documents were managed sporadically by email, making quality consistency difficult due to verification omissions and differing standards by site. The new system standardizes the quality performance and testing criteria for each material so that uniform verification is carried out at all sites. Quality documents uploaded by suppliers are automatically classified through AI-based review, assessed against GS E&C's own reinforced standards, and given final approval by headquarters.

By unifying the communication channel among suppliers, sites, and headquarters, the Company improved work efficiency and reduced suppliers' duplicate workload by linking the same material across multiple sites. It also integrally manages verification data and material usage history from construction through post-completion. After phased pilot tests, GS E&C aims to launch the system at all sites, and expects to derive optimal specifications reflecting cost and quality risks by linking defect history, thereby realizing quality assurance and data-based value creation.

Materials Management System Process



Materiality Issue 2. Pursuing Customer Satisfaction through Systematic Quality Management

Strategy and Decision-Making

Collaborating with the Architecture Technology Research Center for Quality Advancement to Enhance Quality

To advance quality, GS E&C collaborates with the Technology Research Institute for Quality Advancement when technical reviews are required for energy savings and condensation prevention. Particularly when introducing new materials to improve insulation performance, the Institute verifies material performance and supports optimal insulation design based on the findings. In addition, for areas with a high likelihood of condensation or issues of inter-floor noise and vibration, the Institute conducts technical reviews directly through site visits.

List of Research for Quality and Safety Enhancement

Strategic Category	Research Project
Proactive Responses to Prevent Technical Safety and Quality Accidents	· Development of Evaluation Methods for Concrete Compressive Strength in Structures · Development of Cold Weather Concrete · Development of Type 1 Slag Cement · Automation of EPS Block Design and Quantity Calculation for Apartment Buildings(Planned) · Development of a Real-Time Ready-Mixed Concrete Delivery Information System
Securing Differentiated Technological Competitiveness for Core Businesses	· Development of High-Performance Floor Cushioning Structures · Development of TBM Tunnel Engineering Tools and Establishment of a Digital Platform
Securing Core Technologies for Promising Future Businesses to Achieve Sustainable Growth	· Material selection and insulation design technology for CTES development
OSC Smart Construction	· Development of autonomous driving Lv4/4+ based urban environmental management service technology

Quality Management Training

GS E&C systematically operates customized training programs by level and stage to strengthen the expertise of quality managers. In 2025, to strengthen the expertise and upskilling of on-site quality managers, the Company systematically analyzed level- and stage-specific customized training for on-site personnel, established the Quality Academy, and implemented a phased development program to build the capabilities of new employees. In addition, in construction quality management job training, the Company trained dedicated quality managers on quality management measures centered on the four major defect-prone work types: framework, tile, waterproofing, and insulation. In 2026, the Company plans to fully operate this training system, providing Quality Academy training connected across three stages: introductory, practical, and specialized. The introductory course provides junior quality managers with training that builds broad quality management capabilities—such as quality laws and practical quality testing of construction materials—and establishes their mindset as quality managers. The practical course enhances understanding of construction quality standards for special methods among quality managers at special-method sites in each business division. The specialized course, the Academy, offers optional training composed of eight packages—including concrete theory and practice, construction management standards by work type, and defect cases—so that quality managers can take courses as needed. Through the three-stage Quality Academy launched in 2026, GS E&C strengthens the long-term development and expertise of quality managers, contributing to its quality competitiveness.

2025 Quality Training Status

Training Course	Target	Number of Participants
Quality Manager Capability-Strengthening Training (1st Session)	Quality manager(intermediate)	36
Quality Manager Capability-Strengthening Training (2nd Session)	Quality manager(junior)	47

2026 Quality Training Plan

Training Course	Target
Introductory Training	Junior quality managers in all business divisions
Practical Training	Quality managers in Building & Housing, Infra and Plant divisions
Quality Manager Expertise-Strengthening Academy (Packages 1-8)	Quality managers in all business divisions / Intermediate or higher quality managers in Building & Housing / HQ Quality Team members

Materiality Issue 2. Pursuing Customer Satisfaction through Systematic Quality Management

Quality Risk Management

Quality Improvement Process across All Stages

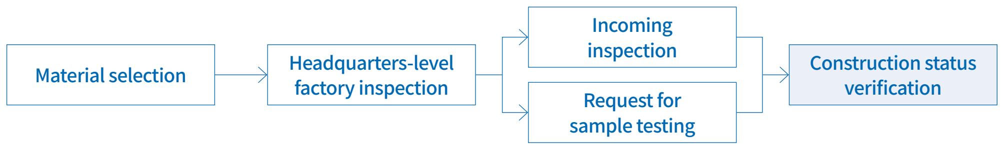
GS E&C has established a quality management process spanning all stages—before, during, and after construction—to ensure the safety and durability of buildings. By designating an inspection body for each stage, the Company integrally manages the quality of structures, construction, and materials, maintaining consistency in construction quality.

Construction Stage	Personnel in Charge	Key Tasks
Before Construction	CM (Construction Manager)	· Review of on-site organizations · Assignment of duties and designation of proxies · Selection of priority-management work types · Establishment of quality standards and qualification requirements
	Construction personnel	· Worker training(quality and safety)
During Construction	Personnel in charge	· Execution of work based on construction plans
	CM (Construction Manager)	· Continuous monitoring of priority-management work types and materials · Hosting of regular meetings · Periodic review of performance against the process schedule
	Upon non-conformity	· Marking, identification, and issuance of NCR (Non-Conformance Report) · TPMS documentation
After Construction	Construction Personnel	· Execution of all procedures for construction completion
	CM (Construction Manager)	· Preparation for completion inspection · Analysis of non-conformity data · Request for corrective actions · Strengthening of the recurrence prevention system

Strengthening the Quality Management Process for Material Verification

GS E&C strictly implements materials quality management to deliver high-quality buildings. The Company ensures the reliability of all core materials through preliminary plant inspections and quality verification, and improves customer satisfaction by strictly adhering to quality standards, particularly for finishing materials that come into direct contact with customers. To maintain high quality management standards, GS E&C collaborates with specialized quality inspection agencies and has established a system to procure only materials with KS and KOLAS certifications. It systematically manages test reports for major materials and certificates related to the Green Standard for Energy and Environmental Design(G-SEED). The Company establishes Quality Management Guidelines by material type and applies them to sites, while implementing separate testing methods for non-KS products and imported materials. Imported materials undergo a verification process to ensure their country-of-origin test reports meet domestic standards. Furthermore, the Company continuously expands its list of managed items to address materials involved in media exposure or complaints. Even when materials are changed on-site, GS E&C conducts preliminary verification to prevent quality degradation. Through this comprehensive approach, the Company minimizes material quality risks and is committed to executing high-quality construction projects.

Material Quality Management Process



Materiality Issue 2. Pursuing Customer Satisfaction through Systematic Quality Management

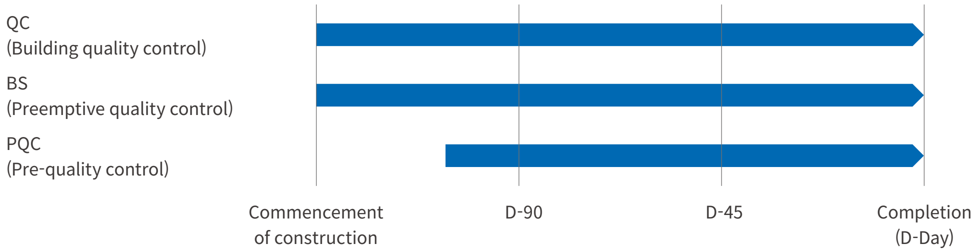
Governance | Strategy | Risk Management | Metrics & Targets

Quality Risk Management

Advancing the Quality Risk Management System

GS E&C operates a stage-by-stage quality inspection system throughout the entire process to complete high-quality buildings and prevent defects. Through QC(Quality Control), which inspects quality at each construction stage, and BS(Before Service), which conducts case-based on-site training and inspections, the Company identifies potential defect risks during construction in advance. In particular, the BS process combines visual and functional inspections of finishing materials to prevent frequent defects. PQC(Pre-Quality Control) is conducted 90 days before completion, and through pre-move-in visit events for residents and post-completion visit inspections, the Company promptly addresses construction deficiencies in private and common areas and inconveniences in the early move-in period. Through these stage-by-stage inspections, the Company has identified key risk factors—such as quality defects in finishing materials, frequent defects, construction deficiencies in private and common areas, and concentrated defects in the early move-in period—and carries out stage-by-stage improvement activities, including QC full inspections, BS combined visual and functional inspections, PQC, pre-move-in resident visits, and post-completion inspections. Quality management performance is managed by comparing the number of remaining defects per household at key points—move-in day, 2–3 weeks after move-in, and 6 months after move-in—with the same period of the previous year. As a result of advancing the preemptive quality inspection system, the number of remaining defects per household in complexes occupied in 2025 was 4.0 on move-in day, an approximately 15% decrease from 4.7 the previous year; 5.6 at 3 weeks after move-in, an approximately 25% decrease from 7.5; 3.0 at 10 weeks after move-in, an approximately 39% decrease from 4.9; and 1.4 at 6 months after move-in, a 30% decrease from 2.0. This demonstrates that proactive quality management at the construction stage leads to improved living quality after move-in.

Preliminary Quality Inspection



Quality Metrics and Targets

Quality Management Performance and Targets

GS E&C is advancing the systematic improvement of Construction Quality based on its quality management strategy and quality enhancement activities. For 2025, the Company has set "strengthening execution capabilities" as its key direction and manages the level of on-site quality management centered on the combined-demerit metric. In addition, by applying standardized construction procedures for each project and establishing a quality management system from the early construction stages, the Company ensures consistency in on-site quality management. Key quality issues are also identified and managed in advance through regular on-site inspections and proactive response activities. Meanwhile, for 2026, the Company has set the establishment of a materials quality verification system and the stabilization of quality management staffing as key targets, and plans to continuously strengthen the operational foundation of its quality management system through these.

Quality Management Performance Metrics and Targets

Unit: Points

Metrics	2025		2026	2027	2028
	Performance	Target			
Quality Penalty Points*	0	Less than 1.0	Less than 1.0	Less than 1.0	Less than 1.0

*Ministry of Land, Infrastructure and Transport, Quality Penalty Points

Materiality Issue 3. Climate Change Response

The Governance Body

The Governance Body's Management and Oversight Responsibility

The ESG Committee under the GS E&C Board of Directors is the highest governance body responsible for deliberating and resolving on ESG policies and related regulations. Since being elevated to a committee within the Board of Directors in 2022, the ESG Committee has reviewed key matters across the environmental, social, and governance areas, including climate change, and has managed and overseen their implementation. The ESG Committee reviews and deliberates on key non-financial risks and opportunities identified at the company-wide level, and recognizing climate change response as a key management task, continues to strengthen its management and oversight so that related strategies and implementation frameworks are systematically reflected in management decision-making.

Key Climate-Related Resolutions and Reports of the ESG Committee

Committee	Composition	Member Directors	Key Resolutions and Reports
ESG Committee	4 outside directors, 1 inside director	Cheol-kyu Hwang(chairman), Ho-Young Lee, Hyun-Sook Choi, Byeong-Seok Son, Tae-Jin Kim	· Establishment of a GHG inventory, a Climate Change Response Council, and disclosure of the reduction strategy for climate change response · Advancement of Scope 3 measurement · Establishment of the climate change response business strategy · Environmental metrics(energy, waste) performance results

The Governance Body's Competency

The GS E&C Board of Directors and its ESG Committee comprise individuals with expertise in the construction industry, finance, law, and policy, providing the foundation to review from multiple perspectives the transition risks, physical risks, and regulatory responses associated with climate change. GS E&C operates training programs on the topic of climate change to enhance the ESG Committee members' understanding of climate-related matters. In addition, the ESG Committee continuously shares key ESG-related issues and response status through regular meetings, thereby continuously strengthening the members' understanding and expertise in ESG.

※ For more details on the specific competencies of the board members, please refer to "Establishing Transparent Governance – Board of Directors Composition"

Reporting to the Governance Body

The ESG Committee holds regular meetings at least four times a year, regularly receiving reports on key climate-related matters, including climate change trends and response directions and the implementation status of GHG reduction targets. In particular, the operational performance of the company-wide Climate Change Response Council, established in 2024, and the progress of climate response strategies for each business division are periodically reported to the regular Board of Directors and the ESG Committee, thereby ensuring systematic Board-level oversight of management's climate change response activities.

※ For more details on the specific competencies of the board members, please refer to "Establishing Transparent Governance – Operation of BOD and Committees"

How the Governance Body Takes into Account Climate-Related Risks and Opportunities

GS E&C incorporates climate change issues as a mandatory review item in its investment and business planning processes and uses them in decision-making. For high-materiality investments, opinion papers reflecting the ESG organization's review of climate change risks and opportunities are reported to the Board of Directors on an as-needed basis.

Setting Climate-Related Targets and Overseeing Progress

The ESG Committee deliberates and resolves on the annual ESG activity plan, which includes climate-related targets, and continuously oversees progress towards GHG reduction targets through quarterly regular meetings. GS E&C has established a long-term target to reduce GHG emissions by 31.86% compared to a business-as-usual(BAU) scenario by 2050. Annual reduction targets are set based on quantitative metrics and KPIs established by the Climate Change Response Council, and implementation performance is systematically reviewed. The status of target implementation is tracked and managed through the Green Information Management System, and various environmental metrics—including GHG emissions, energy consumption, water consumption, and waste generation—are continuously monitored.

Materiality Issue 3. Climate Change Response

Management

Management's Role and Responsibility

The GS E&C Board of Directors has delegated oversight of climate-related risks and opportunities to the CEO. The CEO attends the Management Committee to review key climate change matters and leads the sustainable development strategy. In addition, progress and key matters are reported to and reviewed by the ESG Committee and Board of Directors, linking climate change response to the management decision-making process. Furthermore, through the Climate Change Response Council organized by the ESG Office, the Company strengthens its execution capabilities for responding to the Emissions Trading Scheme(ETS), with staff from the ESG Team, business division planning teams, and technical and planning departments participating to review energy and GHG reduction activities. Through this, climate-related response tasks are continuously managed throughout company-wide operations.

Definition of Response Organizations and Roles

Board of Directors	ESG Committee	ESG Office(ESG Team)	Climate Change Response Council and TF / Business Division(RM Organization) / Subsidiary
· Deliberate on significant agenda items among ESG Committee agenda items	· Establish and determine ESG management directions · Make decisions on climate change matters · Operate the climate change risk and opportunity management system	· Establish ESG and climate change response strategies · Establish and distribute climate change response guidelines · Respond to climate change initiatives	· Support the establishment of and implement climate change strategy responses by business division · Analyze climate change risks and opportunities

Climate-related Performance and Compensation System

To enhance management's execution capabilities for climate change response, GS E&C links climate-related performance metrics to its compensation system. Key executives, including the CEO, receive monetary incentives within a specified range of their fixed annual salary, and strategic activities, including climate change response, along with financial performance, are given significant consideration in calculating the short-term incentive plan. In addition, organizations directly responsible for climate and environmental work manage climate-related performance—such as compliance with environmental laws, zero environmental fines, and achievement of GHG emission targets—as an evaluation factor, and such performance is duly reviewed and reflected in organizational evaluation and compensation.

Management Performance Metrics Related to Climate Change Response

Category	Key Performance Indicators
Climate Change Response	· Climate risk impact assessment · Climate risk review process for investments
Business Model Development	· Low-carbon and eco-friendly technology R&D · Expansion of new businesses

Climate-Related Working Group

GS E&C's climate change response operations are led by the ESG Team, with a collaborative system in which relevant departments from each business division participate through the company-wide Climate Change Response Council. The ESG Team oversees the establishment of climate change response strategies, disclosure response, and ESG data management, and supports the operation of the Council. In addition, the company-wide Climate Change Response Council reviews the progress of climate response tasks for each business division and manages their alignment with company-wide strategy, operating through working-level and executive meetings. Furthermore, key matters discussed in the Council are reported to the ESG Committee and the Board of Directors and linked to decision-making, and the Council operates around core management areas, including the identification of climate response tasks, GHG emissions measurement and regulatory response, and the establishment of reduction targets.

R&R by Organization within the Climate Change Response Council

Category	R&R
ESG	· Operation of the company-wide Council and management of subsidiary data · Regulatory response(Target Management System and Emissions Trading Scheme) · Scope 1 and Scope 2 emissions measurement, inventory management, and reduction monitoring · Scope 3 emissions measurement, inventory management, and reduction monitoring · Support for climate scenario analysis and establishment of climate-related risk and opportunity management procedures
Business Division	· Management of risks and opportunities by business characteristics · Establishment and implementation of reduction strategies considering each division's business characteristics
Procurement	· Reflection of sustainability in supplier management strategies and support for suppliers' carbon management
Research Institute for Future Technology(R&D)	· Development of technologies for low-carbon materials and decarbonization businesses, and environmental impact reduction technologies
Finance	· Support for financial impact analysis of risks and opportunities by issue · Consideration of methodologies for including climate information in financial statements
HR(Life&Culture)	· Establishment and implementation of plans to reduce building energy consumption

Materiality Issue 3. Climate Change Response

Climate-related Risks and Opportunities

Identification of Climate-Related Risks and Opportunities

To systematically analyze the impact of climate change on its business operations, GS E&C defined its time horizons as short term(up to 3 years), medium term(3 to 8 years), and long term(8 to 26 years). Scenario analysis was then conducted across the entire value chain—including upstream, downstream, and new business areas—incorporating GS E&C's business strategy and GHG reduction targets. By taking into account external variables such as policy shifts, carbon pricing, and technological advancements, physical risks, transition risks, and opportunities were systematically identified. For each risk and opportunity identified, the Company assessed its impact on business operations, value chain stage, timing, likelihood, and magnitude, and established specific response measures accordingly. The identified risks and opportunities are now integrated into the enterprise risk management system. Going forward, GS E&C plans to conduct a more comprehensive evaluation by expanding the scope of analysis to its consolidated financial statements, and is already advancing proactive initiatives across various areas—including eco-friendly building technology innovation, energy efficiency solution development, and renewable energy infrastructure development.

Category	Type	Risk and Opportunity Factors	Impact on Business Activities	Value Chain	Time Horizon	Response Activities
Physical risk	Acute	Extreme weather events	Increase in costs such as safety management costs, recovery costs, and project insurance premiums	Own operation	Mid-term	· Strengthen on-site worker safety and design/operation manuals to prepare for extreme weather events · Participate in government climate change response SOC projects(deep rainwater retention facilities, climate response dams, port projects, etc.) ☞ p. 44 Climate Response Business Strategies by Business Division
Transition risk	Policy	Mandatory Zero-Energy Building certification	Risks arising from increased R&D investment and construction costs for zero-energy buildings	Downstream	Short- term	· Reflect Grade 5 zero-energy building design standards · Secure the performance and applicability of component technologies for upgrading zero-energy building ratings(e.g., high-efficiency lighting, improved heating and cooling efficiency) ☞ p. 58 Zero-Energy Building(ZEB)
		Mandatory climate disclosure	Damage to corporate image and reputation, and imposition of fines due to non-compliance with disclosure requirements	Own operation	Mid-term	· Establish GS E&C's climate response strategy in preparation for climate disclosure
		Inclusion in the Emissions Trading Scheme(ETS)	Incurrence of carbon credit purchasing costs due to emissions exceeding allocated quotas	Own operation	Mid-term	· Establish a response system for the Emissions Trading Scheme(ETS) · Enhance the GHG inventory system(including subsidiaries) · Review reduction targets and measures aligned with SBTi, NDC, and regulatory requirements
	Market	Increasing demand for low-carbon construction materials	Risk of increased costs for managing the manufacturer pool for low-carbon material R&D	Upstream	Mid-term	· Establish a pool of eco-friendly construction material manufacturers and expand R&D investment (Modular, Precast, low-carbon concrete, etc.)
		Rising electricity costs	Risk of rising costs due to electrical energy use	Own operation	Mid-term	· Develop an energy use portfolio incorporating renewable energy use and carbon credit purchases
	Technology	Increase in investment for low-carbon technology development	Increase in R&D investment costs due to growing demand for low-carbon technology and market expansion	Own operation	Mid-term	· Apply low-carbon construction methods, such as dry construction technology for non-load-bearing walls in residential units · Use eco-friendly construction equipment · Develop Off-Site Construction(OSC)-related technologies and establish plans for on-site application ☞ p. 44 Climate Response Business Strategies by Business Division
Opportunity	Products and services	Applying eco-friendly construction technologies	Increase in development costs for eco-friendly construction technologies and methods	Own operation	Mid-term	
		Transitioning to low-carbon materials	Increase in business opportunities for eco-friendly buildings and fulfillment of stakeholder demands	Upstream	Mid-term	· Develop low-carbon construction materials and expand their application in design through collaboration with manufacturers · Grant additional points upon acquiring low-carbon product certifications such as Green Standard for Energy and Environmental Design(G-SEED)
	Market	Growing demand for eco-friendly energy and climate change response	Revenue growth driven by the development of new products or services through R&D and innovation	Own operation	Short- term	· Establish and implement climate change response strategies by business division (SMR*, SAF**, CCUS***, BESS****, pumped-storage hydropower, etc.) ☞ p. 44 Climate Response Business Strategies by Business Division

* SMR: Small Modular Reactor
** SAF: Sustainable Aviation Fuel, Clean fuel produced through hydro-processing of biomass feedstocks such as vegetable oils, animal fats, and waste cooking oil
*** CCUS: Carbon Capture, Utilization and Storage
**** BESS: Battery Energy Storage System

Materiality Issue 3. Climate Change Response

Strategy and Decision-Making

Climate Response Business Strategies by Business Division

GS E&C recognizes climate change as a core management challenge and pursues sustainable growth through a systematic response. GS E&C has established a company-wide climate response strategy and is developing action plans tailored to the specific characteristics of each business division. In particular, the Company-wide Climate Change Response Council systematically identifies and manages climate-related risks and opportunities, leveraging them to create new business opportunities in conjunction with new business development. GS E&C is also strengthening its competitiveness in the era of climate change by developing and applying eco-friendly technologies and solutions across all business areas, including Building and Housing, Plant, and Infra. Through these efforts, GS E&C aims to proactively respond to climate change while securing new growth engines to lead towards a sustainable future.

Building and Housing

The Building and Housing Division recognizes the various impacts of climate change, such as strengthened government regulations, decreased site productivity, and increased demand for eco-friendly construction. In response, GS E&C operates strategies and implementation plans for climate change adaptation and carbon emission reduction(Net Zero) throughout the entire business cycle.

Strategy	Description
Disaster-resilient design and construction standards enhancement	• Strengthen design and construction standards for disaster preparedness - Adjust drainage design standards from the existing maximum 20-year frequency to a maximum 50-year frequency - Establish a flood and landslide information inquiry service to identify high-risk areas in advance • Strengthen building waterproofing standards
Expansion of off-site construction methods	• Respond to reduced on-site workdays and increased labor costs due to climate change - Develop a residential platform optimized for PC** construction method - Simplify processes by introducing dry construction for non-load-bearing walls in units
Efforts to reduce on-site carbon emissions	•Promote the gradual electrification of construction equipment • Expand the use of LED temporary lighting and consider the use of renewable energy for temporary power
Enhancing building energy efficiency and low-carbon material use	• Develop optimal design standards for renewable energy in response to Zero-Energy Building(ZEB) • Introduce energy-saving, high-efficiency lighting fixtures for residential units • Improve the efficiency of solar power systems and expand the installation range in multi-family housing • Enhance airtightness performance of units and promote the development of high-performance composite insulation materials

* Off-site Construction: A construction method that involves the fabrication of building components in a factory or production facility, rather than at the construction site. Once completed, these components are transported to the site for assembly.
** PC(Precast Concrete) method: A construction approach that entails the pre-manufacturing of concrete structures in a factory, rather than on-site. These structures are then transported to the construction location for assembly.

Infra

The Infra Business Division recognizes the impact of climate change on the infrastructure industry, including increased rainfall and rising sea levels. In response, GS E&C is establishing a comprehensive strategy that aligns with the government's enhanced design standards and adaptation measures. The company is developing innovative solutions in key areas such as urban flood prevention, water resource management, and coastal infrastructure reinforcement.

Strategy	Description
Deep underground rainwater storage facility construction	• Plan to participate in bidding for stormwater retention facility projects in major cities both domestically and internationally, based on accumulated tunnel construction technology and experience
Climate response dams and aging pipeline maintenance project	• Actively participate in the construction of climate response dams(mainly multipurpose dams) and the maintenance of aging pipelines(BTL for sewer lines and improvement of water supply lines) in response to the increased importance of water resource management due to climate change
Port infrastructure business	• Participate in the reinforcement of existing port facilities to prepare for rising sea levels and increased storm surges • Promote the construction of new ports using enhanced design standards

Plant

The Plant Business Division has set a goal to increase the proportion of energy transition projects by 2030 in alignment with the era of energy transition. To achieve this, GS E&C is focusing on developing sustainable energy solutions, expanding renewable energy, developing energy storage solutions, and participating in international carbon emission trading to secure competitiveness.

Strategy	Description
Sustainable aviation fuel production and waste-to-fuel conversion	• Produce Sustainable Aviation Fuel(SAF) utilizing HEFA(Hydroprocessed Esters and Fatty Acids) technology • Build a circular economy model through a waste-to-fuel project that utilizes waste as an energy source
Participation in hydrogen/ammonia business	• Participate in the development of a domestic hydrogen hub project • Establish hydrogen and ammonia production infrastructure through global partnership building • Secure technical expertise through strategic collaboration with leading companies in the field of ammonia cracking technology
CCUS technology discovery and strategic partnership	• Participate in the development of CCUS(Carbon Capture, Utilization and Storage) projects • Establish strategic partnerships with globally leading technology companies for the carbon capture module package business
Renewable energy and nuclear power	• Continuously expand renewable energy projects such as solar and wind power both domestically and internationally • Seek opportunities to secure contracts for large-scale nuclear power plants and i-SMRs abroad
Battery energy storage systems	• Focus on BESS(Battery Energy Storage System) projects to address the intermittency issues of renewable energy • Explore opportunities to enter domestic and international markets
Pumped-storage hydropower	• Prepare to participate in large-scale pumped-storage projects planned for construction by 2038 through collaboration with the PQ Sales and Infrastructure Division, exploring bidding opportunities for domestic pumped-storage projects • Identify participation opportunities in projects commissioned by power generation companies such as Korea Hydro & Nuclear Power Co., Ltd.
Carbon credits	• Identify overseas reduction projects to meet national NDC(Nationally Determined Contributions) and GS Group's carbon offset demand • Promote international reduction projects linking PV(Photovoltaic) and BESS(Battery Energy Storage System) in India

Materiality Issue 3. Climate Change Response

Climate Scenario Analysis

Overview of Physical Risk Analysis

To identify physical risks associated with climate change, GS E&C analyzed its owned assets, subsidiary assets, and major domestic and overseas construction sites, enabling an assessment of physical risks across a comprehensive scope of major assets spanning its entire business. Conducted using the S&P Global Climanomics Tool, the analysis evaluated key climate hazards, including extreme temperatures, fluvial, pluvial, and coastal flooding, typhoons, droughts, landslides, wildfires, and water stress.

Scope of Physical Risk Analysis

GS E&C defined the scope of its physical risk analysis to include its owned assets, subsidiary assets, and major domestic and overseas construction sites. The analysis covers operating assets and production facilities; production facilities were specifically included because they represent a key upstream segment of the construction value chain, where climate risks associated with material supply can directly impact business operations. Construction sites were also included given their direct exposure to the impacts of climate change during project execution, with major domestic and overseas sites selected based on factors such as contract size and location. Given the nature of the construction industry, where most activities during the construction phase are carried out outdoors and are directly exposed to a wide range of climatic conditions over extended project periods, the analysis focused on the potential impacts of physical climate risks arising during the construction phase and their implications for the Company.

Analysis Target

Assets	Elysian Gangchon, Elysian Jeju, GPC(Eumseong, Chungbuk), Danwood(Poland)
Construction Sites	Seoul, Daegu, Yeosu, Australia, Saudi Arabia, Singapore

Physical Risk Analysis Scenarios

GS E&C applied the Shared Socioeconomic Pathways(SSP) scenarios presented in the IPCC Sixth Assessment Report to conduct its physical risk analysis. Both the low-emission(SSP1-2.6) and high-emission(SSP5-8.5) scenarios were utilized to compare and evaluate the impacts across different climate change pathways. This scenario-based analysis will be used to determine the scope and intensity of climate change impacts and proactively assess potential physical risks in future business operations. Additionally, the findings will inform project management, regional business operations, and the establishment of risk response systems.

Analysis Scenarios

Category	Assumptions
SSP1-2.6	· Assumes that fossil fuel use is minimized due to the advancement of renewable energy technologies, achieving eco-friendly and sustainable economic growth.
SSP2-4.5	· Assumes moderate levels of climate change mitigation and socio-economic development.
SSP5-8.5	· Assumes high fossil fuel consumption and unchecked development expansion driven by rapid industrial and technological advancement.

Physical Risk Analysis Hazards

GS E&C analyzed the financial impact of major climate hazards, including fluvial, pluvial, and coastal flooding, typhoons, wildfires, droughts, landslides, extreme temperatures, and water stress. The analysis differentiated between the characteristics of assets and construction sites. To reflect mid- to long-term impacts, assets were analyzed in 10-year increments from the 2020s to the 2050s, while construction sites were assessed based on loss rates in the 2020s, considering the characteristics of project durations. Findings are presented as the Modeled Average Annual Loss(MAAL), which represents the average annual financial loss rate over a 10-year(decadal) period resulting from the impact pathways of each hazard.

Category	Hazards	Financial Impact Pathway
Acute	Flood	· Revenue loss due to business interruption caused by floods · Cleanup and repair costs for facilities and assets
	Typhoon	· Revenue loss due to business interruption caused by typhoons · Cleanup and repair costs for facilities and assets
	Wildfire	· Costs from deteriorating employee health and reduced productivity · Revenue loss due to business interruption · Restoration costs due to asset damage
	Drought	· Increased water costs due to drought · Revenue loss due to operational interruptions · Restoration costs due to facility foundation damage caused by soil desiccation
	Landslides	· Restoration costs due to asset damage caused by landslides · Revenue loss due to operational interruptions
Chronic	Extreme temperatures	· Increased cooling costs due to rising temperatures · Additional operating costs due to degraded HVAC performance · Costs from reduced employee productivity
	Water stress	· Revenue loss due to operational disruptions · Increased water costs due to water shortages

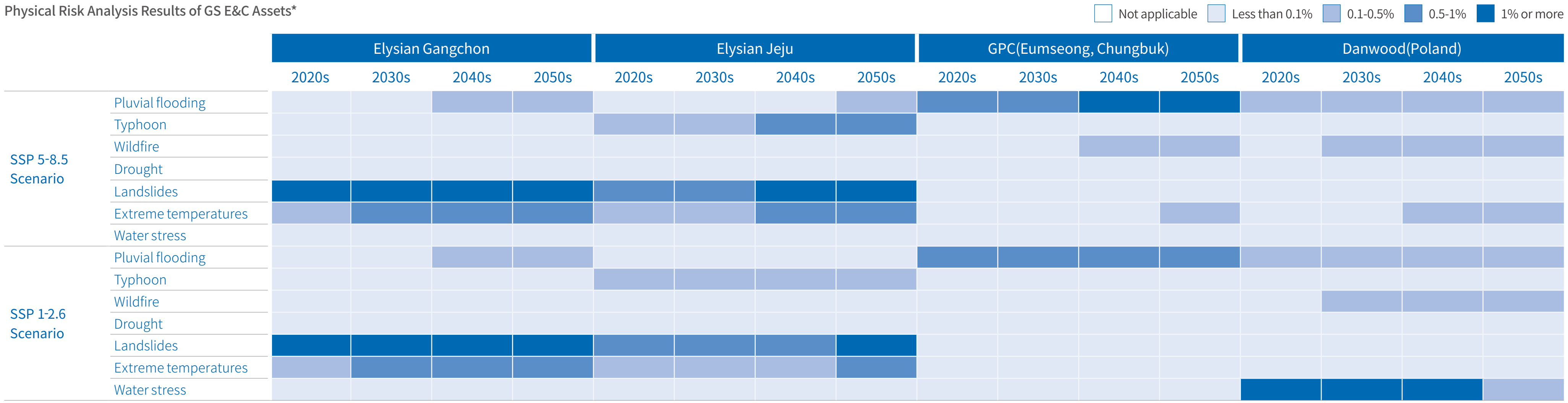
Materiality Issue 3. Climate Change Response

Climate Scenario Analysis

Physical Risk Analysis Results(Assets)

The physical risk scenario analysis reveals that among GS E&C's owned assets, the Elysian Gangchon and Elysian Jeju resorts show relatively high financial impacts from physical risks. At both assets, landslides were identified as the highest risk factor due to their proximity to mountainous terrain, and the impacts of extreme temperatures are projected to intensify steadily over time. Elysian Jeju in particular faces pronounced typhoon risk compared to other assets, as its island location places it directly in the path of typhoons. GPC(Eumseong, Chungbuk) is situated in an alluvial plain near a river, and its topographical characteristics—where surface runoff occurs rapidly during heavy rainfall—resulted in pluvial flooding being identified as the highest risk. Danwood(Poland), located in an inland forested region of Eastern Europe, shows elevated wildfire risk, and is also exposed to compound climate risks including pluvial flooding and drought. A comparison of the two scenarios(SSP5-8.5 and SSP1-2.6) indicates that landslide and extreme temperature risks at Elysian Gangchon and Elysian Jeju increase under both scenarios, with the rate of increase expanding more sharply under the high-emission scenario from the 2040s onward. Pluvial flooding risk at GPC remains at an overall high level under both scenarios. For Danwood, wildfire and pluvial flooding risks show a steeper upward trend under the high-emission scenario compared to the low-emission scenario. Taking these findings together, Elysian Gangchon and Elysian Jeju need to strengthen facility safety management against landslides and typhoons, while GPC should enhance its response capabilities through the development of drainage and disaster prevention infrastructure. Danwood requires continuous monitoring of water resource variability in the region, as water stress is projected to intensify during certain periods even under the low-carbon scenario(SSP1-2.6).

Physical Risk Analysis Results of GS E&C Assets*



* No risks were identified for fluvial and coastal flooding

Materiality Issue 3. Climate Change Response

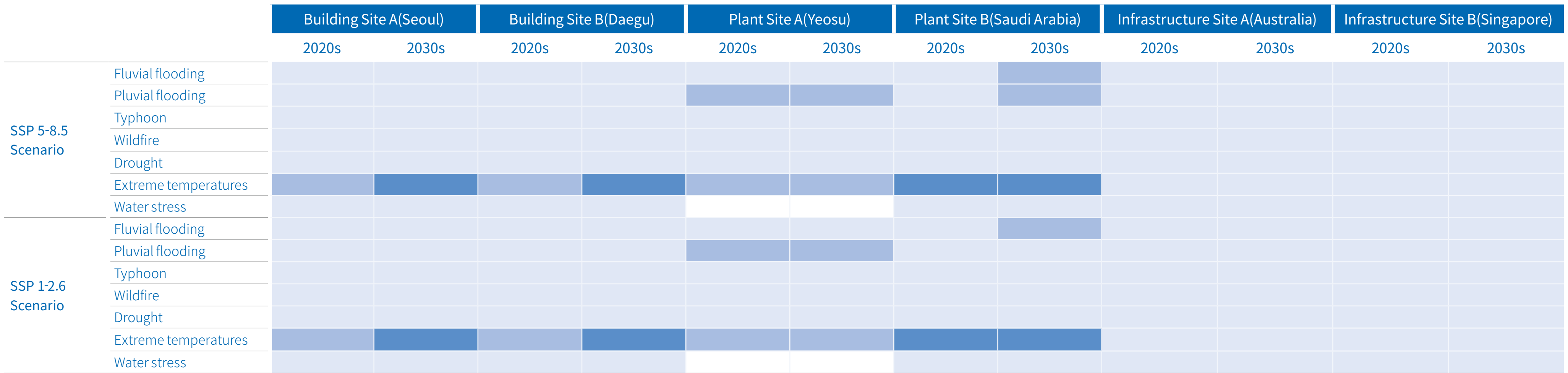
Climate Scenario Analysis

Physical Risk Analysis Results(Construction Site)

The physical risk scenario analysis revealed that Plant Site B(Saudi Arabia) faces the highest financial impact from physical risks among all GS E&C construction sites. Due to the desert climate of the Middle East, extreme temperature risk was recorded as the highest of all locations. Such extreme heat increases the risk of heat-related illnesses for outdoor workers and reduces workable hours, potentially leading to construction delays and decreased productivity. Despite the desert climate, fluvial and pluvial flooding risks were also identified. This reflects the region's topographical characteristics—where heavy rainfall can trigger temporary surface runoff or form intermittent waterways known as wadis—combined with the growing likelihood of extreme precipitation events driven by climate change. Domestic apartment construction sites, Building Site A(Seoul) and Building Site B(Daegu), exhibited a combination of extreme temperature and pluvial flooding risks. The high proportion of impermeable surfaces typical of urban areas makes these sites particularly vulnerable to flooding and construction suspensions during heavy rainfall. Plant Site A(Yeosu) recorded the highest pluvial flooding risk among all assessed sites. While Infrastructure Site A(Australia) demonstrated an overall low risk level, Infrastructure Site B(Singapore)—an urban infrastructure project—identified pluvial flooding as a major risk factor, making site drainage management a critical priority during heavy rainfall. A comparison of the two scenarios(SSP5-8.5 and SSP1-2.6) revealed that extreme temperature risk at Plant Site B(Saudi Arabia) increases more sharply under the high-emission scenario, indicating that sustained temperature increases could have a compounding long-term impact on working conditions and process management at Middle Eastern sites. Conversely, pluvial flooding and extreme temperature risks at Building Sites A and B remained similar across both scenarios, suggesting that—regardless of the climate scenario—establishing site drainage plans and strengthening worker safety management against heatwaves should be prioritized immediately. Based on these findings, GS E&C will strengthen customized climate response strategies tailored to the specific regional characteristics and risk profiles of each site.

Physical Risk Analysis Results of GS E&C Construction Sites*

Not applicable | Less than 0.1% | 0.1-0.5% | 0.5-1% | 1% or more



* No risks were identified for coastal flooding and landslides.

Materiality Issue 3. Climate Change Response

Climate Scenario Analysis

Physical Risk Response Strategy

Based on the results of the physical risk scenario analysis, GS E&C establishes differentiated response strategies tailored to the climatic and topographical characteristics of the regions where its assets and construction sites are located. The Company integrates these strategies with group-level emergency response procedures and seasonal health management guidelines. Elysian Gangchon and Elysian Jeju, identified as having high risks of landslides and extreme temperatures, have established situation-specific response procedures for flooding, heavy snowfall, and building collapse. These procedures are based on the Emergency Response Manual and Safety and Health Management Procedures, respectively. To ensure practical on-site response capabilities, both locations conduct emergency response drills at least biannually and regularly inspect emergency equipment. Specifically, Elysian Gangchon maintains separate evacuation guidelines for facility safety accidents caused by weather disasters such as typhoons, heavy rain, strong winds, and heavy snowfall. Given its island location, Elysian Jeju implements a comprehensive disaster preparedness emergency response action manual that covers maritime climate disasters, including typhoons, high waves, and tsunamis. GPC(Eumseong, Chungbuk), which faces a high risk of flooding from heavy rainfall, operates a standard emergency response system and an in-house fire brigade in accordance with its crisis management response action manual. It also conducts biannual emergency simulation drills to build resilience against complex disaster scenarios, including fires and explosions. The Company applies customized seasonal guidelines across its domestic construction sites. During the monsoon season, sites implement flood prevention inspections, CCTV monitoring, on-call duty systems, and slope collapse prevention measures. During the summer heat, the Company halts outdoor work when heatwave warnings are issued and mandates rest breaks based on the perceived temperature. In winter, the Company suspends outdoor work when temperatures drop below -12°C and closely monitors workers vulnerable to cold-related illnesses. Furthermore, in accordance with emergency response management procedures, the Company implements work stoppages and evacuation and relief protocols during severe weather conditions. For overseas sites, the Company complies with headquarters guidelines while continuously strengthening its physical risk response capabilities by managing the work environment and adjusting construction schedules to reflect local climatic conditions.

Physical Risk Response Strategies by GS E&C Asset and Construction Site

Category	Identified Hazards	Response Strategy
Elysian Gangchon	Landslides	· Operation of a three-level crisis alert system(normal → initial response → full mobilization) and building collapse response procedures and emergency evacuation maps
	Extreme temperatures	· Safety management for visitors inside facilities and application of emergency response procedures during heat waves and cold waves
	Pluvial flooding	· Operation of flooding crisis response procedures(drainage inspection, visitor evacuation, facility inspection)
	Typhoon	· Establishment and operation of evacuation guidelines for facility safety incidents during weather disasters including typhoons, heavy rain, strong winds, and heavy snow
	Wildfire	· Operation of fire crisis response procedures(initial firefighting → evacuation guidance → joint response with relevant agencies) and continuous operation of a disaster prevention center
Elysian Jeju	Landslides	· Operation of emergency preparedness and response procedures, emergency response drills at least once every half-year, and continuous maintenance and inspection of emergency response equipment
	Extreme temperatures	· Establishment of an immediate response system for sudden weather events in accordance with the disaster preparedness emergency response action manual
	Typhoon	· Operation of a comprehensive emergency response system covering maritime climate hazards—including typhoons, storm surges, and tsunamis—reflecting the characteristics of an island location
	Wildfire	· Operation of fire and explosion emergency response procedures and regular inspection of firefighting equipment
GPC (Eumseong, Chungbuk)	Extreme temperatures	· Application of headquarters heat wave and cold wave health management guidelines
	Pluvial flooding	· Operation of standard procedures for work stoppage, evacuation, and risk factor elimination in accordance with the crisis management response action manual; organization of a self-defense fire brigade; emergency simulation drills once every half-year
	Wildfires	· Operation of a fire emergency response system; organization and training of a self-defense fire brigade

Category	Identified Hazards	Response Strategy
Domestic construction sites	Extreme temperatures	· Heat waves: provision of at least 20 minutes of rest every 2 hours when the apparent temperature exceeds 33°C; suspension of outdoor work during heat wave warnings · Cold waves: suspension of outdoor work below -12°C; management of workers vulnerable to cold-related illnesses
	Pluvial flooding	· Operation of flood prevention inspections, CCTV monitoring, and on-duty systems; access control for flooded areas; securing of water pumps and flood prevention materials; buoyancy review of underground structures
	Typhoons	· Weather warning monitoring; safety inspections of tower cranes and gang forms; material securing and flying object prevention
	Landslides	· Slope collapse prevention measures(maintaining cut slope angles, securing surface drainage channels)
	Overall weather instability	· Work stoppage, evacuation and relief procedures, and establishment and operation of an emergency contact system in accordance with the emergency response management procedures
Overseas construction sites	Extreme temperatures	· Application of headquarters heat wave and cold wave guidelines; work environment management and process schedule adjustments reflecting regional climate characteristics
	Pluvial flooding	· Application of headquarters emergency response management procedures and rainy-season prevention measures
	Fluvial flooding	· Plans to establish response measures for fluvial flooding and drought/water stress, taking into account local climate conditions at overseas construction sites
	Drought / Water stress	

Materiality Issue 3. Climate Change Response

Climate Scenario Analysis

Overview of Transition Risk Analysis

GS E&C quantitatively analyzed the financial impact of major transition risks, such as the emissions trading scheme and material price fluctuations, on its business using international scenarios from the IEA and NGFS.

Analysis Scenarios

Category	Overview	Impact on Business Activities	IEA*	NGFS**
Low-carbon Scenario	· Thorough implementation of GHG emissions reduction to keep the global average temperature rise below 1.5°C	More transition risks	NZE 2050	Net Zero 2050
Intermediate Scenario	· Significant implementation of GHG reduction policies and measures beyond the levels disclosed by each country	More physical risks	APS	NDCs
High-carbon Scenario	· Passive implementation of policy measures and technological changes to suppress GHG emissions	Severe physical risks	STEPS	Current Policies

* International Energy Agency
** Network for Greening the Financial System

Scenario Assumptions and Descriptions

Category	Assumptions
IEA	· (IEA NZE 2050) Assumes achievement of Net Zero in the energy sector by 2050 to limit global temperature rise below 1.5°C by 2100 · (IEA APS) Assumes full implementation by governments of Nationally Determined Contributions(NDCs) and Net Zero targets within pledged periods · (IEA STEPS) Assumes continuation of current policy trends, considering ongoing policy measures, reduction targets, and plans
NGFS	· (NGFS Net Zero 2050) Assumes a pathway to achieve Net Zero by 2050 and limit the global average temperature increase to below 1.5°C compared to the pre-industrial era(1850–1900) · (Delayed Transition) Assumes a pathway where greenhouse gas emissions continue to rise until 2030, followed by rapid reductions to limit the increase in global average temperature to within 2°C · (NGFS Current Policies) Assumes a pathway where no additional policies beyond existing climate policies are introduced, leading to intensified global warming

Materiality Issue 3. Climate Change Response

Climate Scenario Analysis

Transition Risk Scenario Analysis

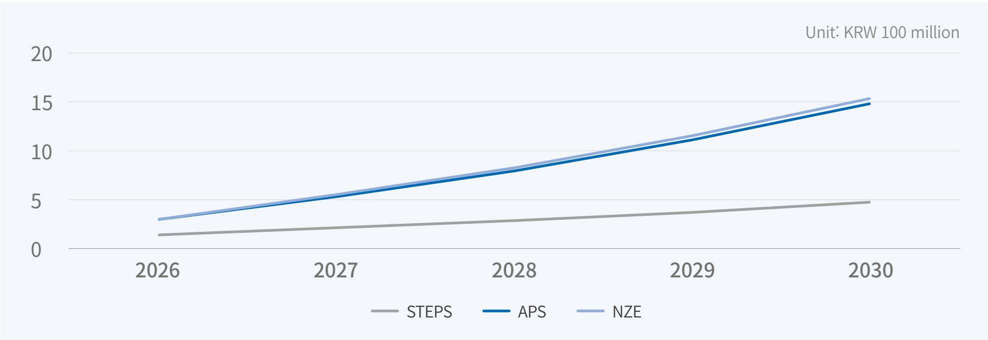
[1] Emissions Trading Scheme(ETS)

Starting from the 4th planning period(2026–2030), GS E&C will be included as a subject of the emissions trading scheme, prompting a quantitative assessment of transition risks related to greenhouse gas emissions. To this end, the company have analyzed the financial impact of future emissions allowance costs under three scenarios proposed by the International Energy Agency(IEA): the Stated Policies Scenario(STEPS), Announced Pledges Scenario(APS), and Net Zero Emissions by 2050 Scenario(NZE). GS E&C evaluated the cost impacts of carbon neutrality scenarios based on BAU(Business As Usual) emissions, which include direct emissions(Scope 1) and indirect emissions(Scope 2) from major business sites. The company then conducted a comparative analysis of the expected costs for purchasing emissions allowances under each scenario. The analysis revealed a gradual increase under the STEPS scenario, whereas the APS and NZE scenarios predict a rapid rise in emissions allowance prices, potentially resulting in a cost burden of approximately KRW 500 million to 1.5 billion or more. Based on these findings, GS E&C is developing a carbon cost internalization strategy, establishing priority frameworks for reduction investments at each site, and expanding investments in renewable energy adoption and high-efficiency equipment. Additionally, GS E&C is conducting sensitivity analyses on emissions allowance prices to assess the impact of increasing carbon costs on site-specific budgets and profitability. These insights will be integrated into our budget planning and business risk assessment processes.

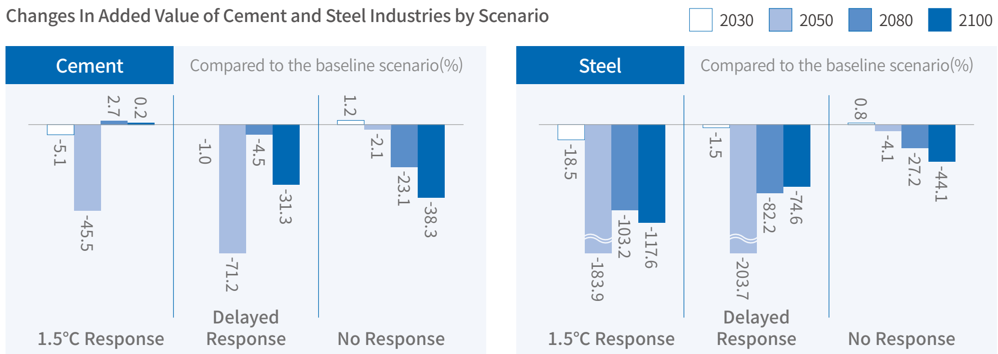
[2] Impact Analysis of Cement and Steel Material Supply Chains

Cement and steel are core raw materials in the construction industry, accounting for a significant portion of construction costs. Consequently, their price volatility directly impacts profitability. GS E&C analyzed the projected changes in value-added for the cement and steel industries based on scenarios from the Bank of Korea, the IPCC, and the NGFS. The analysis indicates that under the 1.5°C scenario, the value-added for the cement and steel industries is expected to decrease by 5.1% and 18.5%, respectively, by 2030. These declines are projected to widen further by 2050. This downward trend stems from structural changes, including stricter GHG emission regulations, rising carbon costs, and increased investments in eco-friendly facilities. Market research shows that the cement industry is experiencing deteriorating profitability due to rising electricity rates and stricter environmental regulations, prompting some worksites to suspend kiln operations. The steel industry is also undergoing rapid shifts in its cost structure, driven by global production cuts, pressure to transition to electric arc furnaces, and the need to comply with the Carbon Border Adjustment Mechanism(CBAM). Consequently, supply chain risks—specifically rising material prices and supply instability—are materializing across the construction industry, increasing the burden of material procurement and overall construction costs. In response, GS E&C operates a flexible supply system in the short term by regularly monitoring raw material market conditions, securing inventory preemptively at the first sign of disruption, and diversifying procurement methods. In the long term, the Company aims to ensure supply stability by introducing alternative materials, expanding the use of eco-friendly certified materials, and strengthening strategic partnerships with key suppliers. Through these measures, GS E&C plans to proactively manage supply chain risks and establish a sustainable cost structure.

Estimated Carbon Emission Allowance Costs by Scenario



Changes In Added Value of Cement and Steel Industries by Scenario



※ Source: The Impact of Climate Change Risk on the Real Economy, Bank of Korea, 2024

Materiality Issue 3. Climate Change Response

Risk Management

Climate Change Risk Management Process

GS E&C recognizes climate change risks as significant factors affecting both business risks and management environment risks, and manages them in an integrated manner under its enterprise risk management framework. From the early stages of a project through to the operational phase, relevant departments—including the Business Support Office, business division RM organizations, and the Quality and Environment Team—collaborate to systematically identify and assess climate-related risks and opportunities, establish response strategies, and monitor implementation outcomes. Key identified risks and opportunities are prioritized through a combination of quantitative analysis, scenario-based assessment, and input from internal and external experts, with results reported regularly to the CEO and the ESG Committee. Matters assessed as significant risks are brought before the ESG Committee, where in-depth analysis and discussion of their financial and non-financial impacts take place. Through this process, GS E&C aims to establish the strategic direction for climate change response, minimize the financial impacts of risks, and leverage emerging opportunities as a springboard for business growth.

Climate Change Risk Management Process

Identification of Climate Change Risks and Opportunities	· Compose risks and opportunities pool considering the requirements of global initiatives such as TCFD and CDP · Consider industry characteristics, including case studies from peers and relevant SASB topics · Benchmark against global advanced companies
Assessing Climate Change Risks and Opportunities (Assessment)	· Evaluate comprehensively the likelihood and magnitude based on in-depth interviews with relevant departments · Determine the importance of each risk and opportunity based on scores for likelihood and scale · Utilize scenario analysis for key risk and opportunity factors or for factors where scenario analysis is applicable · Determine final priorities comprehensively by incorporating feedback from internal and external experts **Physical Risks**: Derive risk exposure levels and replacement costs for each climate scenario using professional analytical solutions based on climate modeling data **Transition Risks and Opportunities**: Conduct quantitative financial impact analysis using international scenarios such as those from the IEA and NGFS
Establishing Response Strategies (Strategy Planning)	· Develop avoidance and mitigation strategies for risks and maximization strategies for opportunities based on evaluation results · Execute strategy development and implementation in collaboration with relevant departments such as the business division, technical department, and quality and environment team
Implementing Follow-up Measures (Monitoring & Review)	· Regularly monitor the implementation and effectiveness of response strategies · Evaluate performance quantitatively based on key performance indicators(KPIs) · Update the risk and opportunity pool and scenario analysis results periodically according to external environmental changes · Review issues evaluated as significant risks in the ESG Committee for in-depth analysis of financial and non-financial impacts

Materiality Issue 3. Climate Change Response

Metrics & Targets

Climate Change Metrics Management

GS E&C has established and operates the Green Information Management System to enhance the efficiency of its environmental management. Through this system, GHG emissions are systematically monitored and environmental performance is managed, with key environmental metrics—including waste generation and recycling rates, water consumption and recycling status, and green purchase ratios—tracked in real time. Specific KPIs have also been set for long-term environmental performance targets to be achieved by 2050, and progress towards these targets is continuously monitored to enhance the effectiveness of environmental management and pursue sustainable growth.

Metrics and Targets Related to Climate Change and Environmental Management

Target	2025	2030	2050
Total annual GHG emissions	32.18% reduction compared to BAU (14.77% reduction compared to 2018)	10.62% reduction compared to BAU (20.59% reduction compared to 2018)	31.86% reduction compared to BAU (31.70% reduction compared to 2018)
Wastewater reuse rate	4.0% or higher	10.0% or higher	30.0% or higher
Waste recycling rate	98.0% or higher	100.0%	100.0%
Green purchase ratio*	10.5% or higher	11.8% or higher	15.0% or higher
Green technology R&D Investment ratio**	0.4% or higher	0.5% or higher	0.7% or higher
Environmental compliance (number of fines)	0 cases per year	0 cases per year	0 cases per year

* Calculated as green materials purchases as a proportion of total materials purchases
** Calculated as green technology R&D investment amount compared to total R&D investment

Greenhouse Gas Emissions Management

GS E&C has designated 2030 and 2050 as its key target years and established specific reduction targets in line with the government's carbon neutrality policy. The targets are set to reduce GHG emissions by 20.59% by 2030 and 31.70% by 2050 compared to the base year. Meanwhile, following the government's upward revision in October 2021 of the 2030 Nationally Determined Contribution(NDC) to a 40% reduction from the base year, GS E&C set a target to reduce emissions by 5.40% compared to the 2025 BAU(business-as-usual projected emissions), established a systematic long-term reduction strategy, and has continued to monitor progress. As a result, a GHG reduction of 32.18% was achieved, surpassing the target. Continuous improvement activities will be pursued to sustain carbon emission reduction efforts going forward.

Greenhouse Gas Emissions*

Unit: tCO_2-eq

Category		2023	2024	2025
Domestic	Scope 1	35,050	44,856	24,768
	Scope 2	72,665	71,856	66,439
	Scope 3	5,249,243	4,628,892	5,370,004
	Subtotal	5,356,958	4,745,604	5,461,211
Overseas	Scope 1	16,670	13,580	12,031
	Scope 2	995	1,146	798
	Scope 3	26,121	31,663	65,506
	Subtotal	43,786	46,389	78,336
Total	Scope 1	51,720	58,436	36,799
	Scope 2	73,660	73,002	67,237
	Scope 3	5,275,365	4,660,555	5,435,510
	Subtotal	5,400,744	4,791,993	5,539,546

* Some figures differ from those reported in the previous year due to changes in internal GHG calculation standards.

Climate Change Target Management Performance

GS E&C is making diverse efforts to achieve its GHG reduction targets. High-efficiency equipment—such as boiler pressure adjustment, optimized heating and cooling temperatures, LED lighting, and sensors—is being utilized to improve energy efficiency. Energy-saving activities are also being practiced, including turning off lights in unused spaces, minimizing unnecessary power consumption, and eco-driving. These activities are systematically managed in accordance with quantitative metrics and reduction targets established by the Energy Management Committee.

Greenhouse Gas Reduction Performance

Unit: tCO_2-eq

Category		2021	2022	2023	2024	2025
Reduction through energy efficiency	Building	460	425	526	619	440
	Site	855	605	463	556	613
Reduction through the use of highly efficient equipment	Building	37	0	7	8	7
	Site	3,499	4,400	3,972	6,556	7,044
Reduction through energy savings	Building	991	550	401	646	858
	Site	697	547	585	867	657
Reduction through eco-driving	Building	37	18	21	56	100
	Site	5,527	2,867	2,253	3,047	4,913
Total GHG reductions		12,052	9,412	8,229	12,356	14,634

ESG FACTBOOK

Environmental
Social
Governance

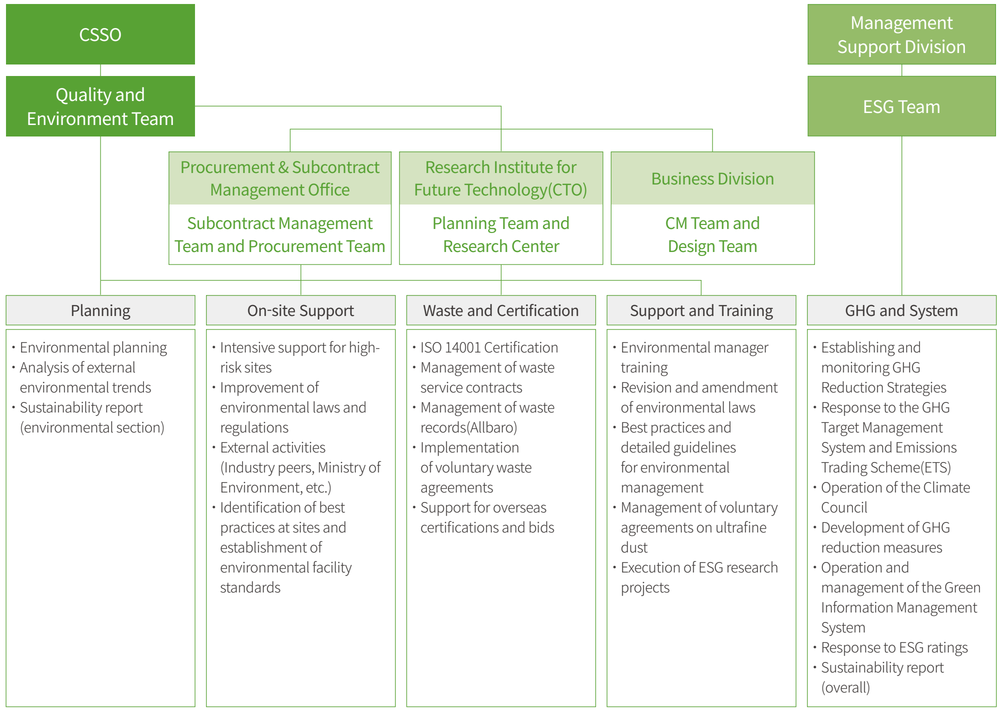
Environmental Management

Environmental Management Implementation

Environmental Management Governance

GS E&C operates a governance structure based on clear company-wide responsibilities and roles to support systematic environmental management. The CSSO, who serves as the company-wide environmental officer, oversees environmental management, reviews the establishment and implementation status of key action plans, and provides direction for improvement. Environmental performance metrics are also reflected in management KPIs to strengthen a responsibility-based management system that ensures key environmental risks—such as violations of environmental laws—are properly managed. The Quality and Environment Team, as the operational department, takes a leading role in environmental management system certification, environmental performance monitoring, and collaboration with stakeholders. At the site level, a prevention-centered management system is operated to proactively prevent environmental law violations and complaints, enabling preemptive responses to external environmental issues. GS E&C systematically manages its environmental performance based on KPIs and has achieved its 2025 target of zero incidents for its primary metric, the “Occurrence of Major Environmental Incidents”.

Environmental Management Organization Chart



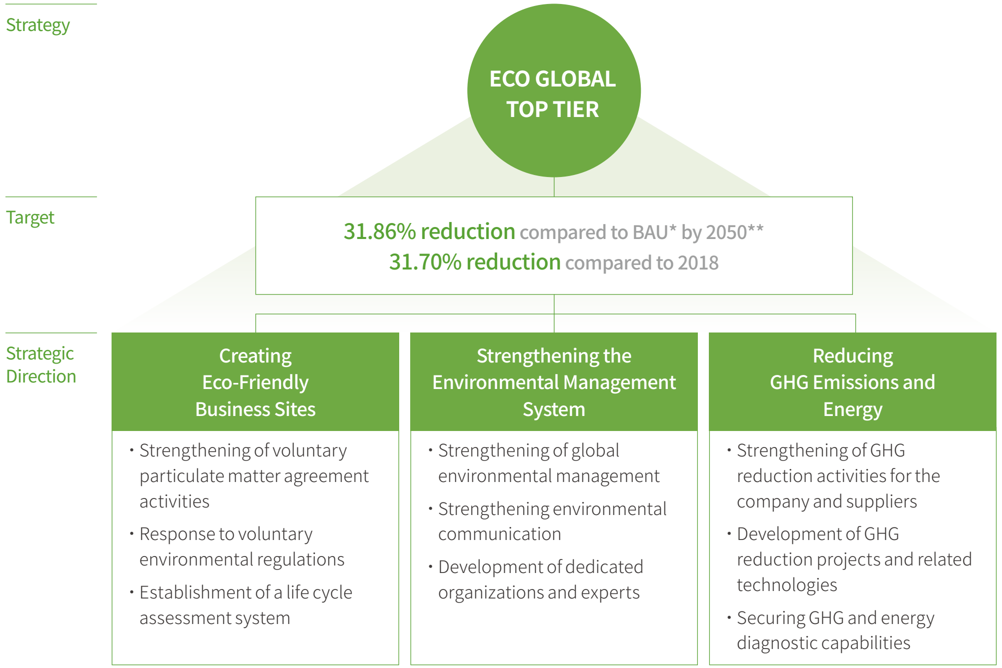
Environmental Management System

Environmental Management Strategic Framework

GS E&C has proclaimed a quality and environmental management policy with quality and safety as its foremost values, aimed at securing the highest level of quality and building eco-friendly business sites through preemptive management. As the strengthening of global environmental policies and climate change response have become key priorities for the international community, environmental management capabilities are increasingly recognized as a core indicator of corporate competitiveness. To proactively respond to these shifts in the environmental paradigm, GS E&C continuously advances its environmental management strategic framework as a leading global construction company. Specifically, a target has been set to reduce GHG emissions by 31.86% compared to a business-as-usual(BAU) scenario by 2050, and three strategic directions and ten strategic initiatives are being systematically pursued to achieve this goal.

Environmental Management Policy

Environmental Management Strategy and Goals



* Business As Usual: Projected future GHG emission trends
** GHG reduction targets currently being revised

Environmental Management

Environmental Management System

GS E&C has established and operates a systematic Environmental Management System in accordance with ISO 14001, the internationally recognized standard. ISO 14001 provides the procedures and guidelines for companies to minimize their environmental impact and realize sustainable management. Based on the core principle of the PDCA(Plan-Do-Check-Act) cycle, company-wide environmental management activities are carried out systematically, ensuring that environmental considerations are incorporated into decision-making from the early stages of a project through construction and operation, and pursuing continuous improvement in environmental performance.

ISO 14001 Certificate

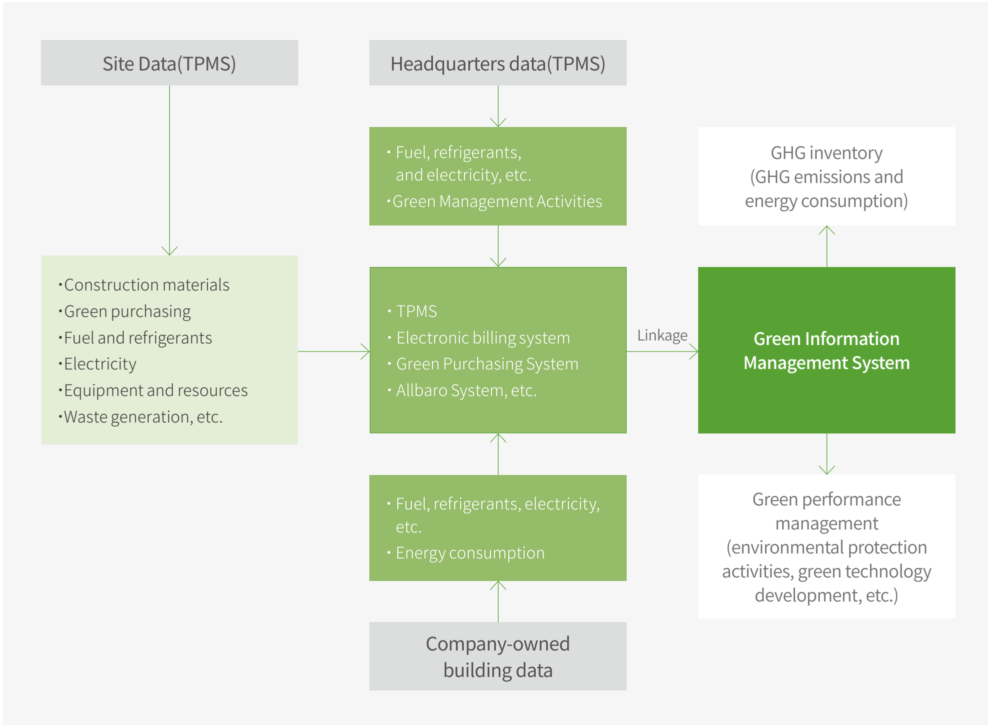
Operation of Green Information Management System

GS E&C operates its own Green Information Management System for the systematic management of environmental performance. Designed to organically link with existing internal systems such as TPMS and the electronic billing system, the platform enables environmental data generated across diverse business sites to be collected and managed in an integrated manner. Data collected from domestic and overseas construction sites as well as company-owned buildings is classified and managed as GHG inventory and environmental performance data through the Green Information Management System. This enables key environmental metrics—including energy consumption, GHG emissions, waste generation, and water use—to be quantitatively analyzed, and trends by site and year to be systematically monitored. The collected statistics are used not only for internal decision-making but also to respond to external disclosure requirements, contributing to the transparency and reliability of environmental performance.

Environmental Targets and Key Initiatives

Category	2024	2025	2026
Target	· Zero environmental fines	· Zero environmental fines	· Zero environmental fines
Key Initiatives	· Proactive prevention of environmental risks · Tailored support based on business unit characteristics	· Proactive prevention of environmental risks and improving operational efficiency	· Proactive prevention of environmental risks and improving operational efficiency

Operation of Green Information Management System



CASE Cases of Proactive Environmental Risk Prevention

Since 2024, GS E&C has been strengthening its efforts to "proactively prevent environmental risks and improve operational efficiency", which is a key initiative of its environmental management system. In 2025, a remote environmental monitoring system utilizing CCTV installed at all sites was fully introduced to conduct continuous inspections of particulate matter and waste stockpiling conditions. In terms of environmental management, intensive on-site support visits were conducted at high-risk sites for environmental accidents—such as earthwork and demolition sites—and environmental inspections and training were carried out at least once a year across all sites. During visits, the status of environmental management implementation and environmental activity record management was assessed, and corrective actions were taken to prevent environmental risks in advance.

Environmental Management

Environmental Management Activities

First in Korea to Win the GGBS* CHAMPION Award from the Singapore Building and Construction Authority

GS E&C has participated in the Green and Gracious Builder Scheme(GGBS), jointly administered by Singapore's Building and Construction Authority(BCA) and certification bodies, since 2014, achieving the highest grade for 12 consecutive years through 2025 and cementing its standing as a leading global eco-friendly construction company. GGBS is an international certification that objectively demonstrates a company's capabilities in realizing a sustainable construction culture, comprehensively evaluating a range of criteria including environmental protection at construction sites, noise and vibration reduction, and community communication and complaint response. Going forward, GS E&C will continue to contribute to creating a sustainable future alongside the world, backed by construction capabilities that consider environmental and social responsibilities at an international level.

Winning the GGBS CHAMPION Award

* Building and Construction Authority

Strengthening Environmental Regulatory Compliance and Inspections

GS E&C strictly complies with domestic and international environmental laws and regulations and faithfully fulfills its legal responsibilities. Beyond simple regulatory compliance, close collaboration with the Ministry of Environment and local governments enables active participation in eco-friendly policies and systems, with a focus on creating eco-friendly business sites in harmony with local communities. At sites, a QHSE(Quality, Health, Safety, Environment) system is operated to integrally manage quality, health, safety, and the environment. In the environmental area in particular, self-inspections of essential standards are being strengthened to practice voluntary and proactive environmental management that goes beyond legal requirements. Going forward, GS E&C plans to continuously strengthen autonomous inspections and improvement activities—not only to comply with legal regulations—to enhance the transparency and effectiveness of environmental management and realize responsible environmental stewardship.

Environmental Regulations and Current Response Status

Management Area	Applicable Environmental Regulations	Compliance Measures
Fugitive Dust	· Air Quality Preservation Act · Special Act on Fine Dust Reduction	· Strengthened inspections of construction site dust emissions · Restrictions on Grade 5 emission vehicles · Alternate-day driving policy for public sector vehicles
Waste Management	· Framework Act on the Construction Industry · Construction Waste Recycling Promotion Act · Water Environment Conservation Act · Wastes Control Act · Framework Act on Resources Circulation	· Segregated waste storage · Installation of covers · Installation of drainage channels · Compliance with on-site storage duration limits
Noise and Vibration	· Noise and Vibration Control Act	· Installation of monitoring equipment · Installation of CCTV at main entrances and exits
Water Quality	· Water Environment Conservation Act · Wastes Control Act · Framework Act on Resource Circulation	· Review of industrial wastewater treatment and discharge · Prevention of soil runoff during rainfall · Adherence to discharge standards
Soil	· Soil Environment Conservation Act	· Contamination checks during excavation and pipeline work · Management of waste oil and paint · Monitoring of contaminated soil generation
Demolition and Asbestos	· Occupational Safety and Health Act · Regulations on Occupational Safety and Health Standards · Asbestos Safety Management Act · Wastes Control Act· Building Act	· Inspection of actual usage · Distribution of on-site work procedure guidelines

Environmental Facility Installation Guide for Construction Sites

GS E&C publishes and distributes the "Environmental Facility Installation Guide" to systematically elevate environmental management standards across its construction sites. The guide presents detailed installation requirements and legal standards for 15 items that must be in place at sites—including wheel wash facilities, waste storage areas, and pollutant blocking facilities—and broadly covers practical operational guidelines such as the placement of signage, methods for writing descriptions, and measures for securing visibility. Composed primarily of visual materials and examples to enable easy understanding and use by both site workers and managers, the guide also reflects the latest environmental laws and regulatory changes to enhance on-site applicability and effectiveness. Through this, GS E&C supports consistent and systematic installation and operation of environmental facilities across all sites, while promoting the standardization of on-site environmental management.

Environmental Management

Environmental Management Guidelines by Work Process

GS E&C has established and applies Environmental Management Guidelines by Work Process to manage environmental conditions at each stage of construction at its sites. The guidelines address environmental management measures for 11 key issues that have recently emerged as major environmental concerns in the construction sector—including demolition work(asbestos removal), soil contamination, landfill waste, fugitive dust from earthwork, spoil disposal, construction runoff, fugitive dust management in structural work, waste storage and disposal, wastewater discharge facilities, noise environment and disputes, and environmental facilities—and faithfully reflect the latest strengthened environmental laws and regulations. The guidelines are also structured in an intuitive and easy-to-understand format so that all users can clearly understand the environmental management content for each work process and apply it effectively at sites. GS E&C will continuously revise and enhance these guidelines to further strengthen its on-site environmental management capabilities.

Environmental Management Competency Training for Employees

GS E&C operates a systematic employee training program reflecting environmental laws and company-wide environmental management targets to realize sustainable eco-friendly management. The program is designed to equip employees with the practical capabilities to recognize and effectively respond to environmental risks at actual construction sites. In particular, during periods of heightened environmental risk such as winter and the rainy season, customized environmental management guidelines are intensively distributed to each site to support proactive responses to seasonal environmental issues. Capability-strengthening training conducted for new CMs, environmental managers, and headquarters personnel covers a broad range of topics—including environmental laws, key environmental issues, best improvement cases, and specialized subjects such as noise and vibration and particulate matter. Rather than being limited to theory-based lectures, the training places emphasis on improving practical response capabilities through on-site in-person sessions, and is structured to enable participants to strengthen their problem-solving skills based on actual cases. Key environmental issues and best practices are also compiled and shared on the in-house EP(Environmental Platform) bulletin board, building a system for accumulating and disseminating environmental management experience and expertise company-wide.

2025 Environmental Training Performance for Employees and Suppliers

Unit: Sessions, Persons

Business Division	Target Sites	Training for Employees and Suppliers
Building and Housing	71	544
Infra	14	98
Plant	8	32
Total	93	674

Environmental Management Capability Training for Suppliers

GS E&C operates customized training programs to improve the level of environmental management among suppliers and supports them in establishing autonomous and systematic environmental management frameworks. Understanding of key environmental management items is enhanced through integrated training that takes into account the characteristics of newly commenced sites and environmental risks by work process, with the depth of training further enriched by covering appropriate management measures for equipment and facilities used at sites. Timely training content is also regularly provided to enable active responses to seasonal environmental issues and the latest environmental policy changes. For example, on-site response capabilities are being strengthened through season-specific training—such as measures to prevent contaminated water runoff in preparation for summer heavy rainfall and particulate matter reduction measures in winter—while suppliers' regulatory compliance capabilities are also being enhanced through prompt sharing of information on strengthened environmental laws and regulatory changes.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Eco-friendly Construction

Eco-friendly Construction Activities

Company-wide Eco-friendly Construction Process

GS E&C has introduced an eco-friendly construction process company-wide to proactively address key environmental issues that may arise throughout the entire construction lifecycle—from pre-construction through post-construction. A system has been established and is in operation to identify and prevent potential risks in advance across diverse areas including GHG emissions, waste, water resources, air pollution, and ecosystem conservation. By thoroughly managing the details of each process and environmental area, the aim is to minimize negative environmental impacts.

Company-wide Eco-friendly Construction Process

STEP 1. Pre-construction Stage	STEP 2. Construction Stage	STEP 3. Post-construction Stage
STEP 1 **Eco-friendly Design** The eco-friendly design stage involves configuring buildings that enhance energy efficiency and generate their own energy through renewable energy sources.	STEP 3 **Eco-friendly Transportation** The eco-friendly transportation stage involves minimizing the impact of air pollution on surrounding areas through fugitive dust reduction measures—such as the installation of covers—during the transportation of soil and materials required for construction.	STEP 5 **Eco-friendly Operation** The eco-friendly operation stage involves minimizing the environmental burden in everyday life by reducing GHG emissions and energy consumption during the use of apartments and buildings following construction.
STEP 2 **Eco-friendly Procurement** The eco-friendly procurement stage involves consuming eco-friendly products through green purchasing and procuring materials and producing raw materials that minimize environmental impact.	STEP 4 **Eco-friendly Construction** The eco-friendly construction stage involves preserving the surrounding ecosystems affected by the construction process and operating eco-friendly construction sites through environmental pollution prevention activities covering water quality, air, waste, and noise and vibration.	STEP 6 **Eco-friendly Demolition** The eco-friendly demolition stage involves safely disposing of hazardous waste—such as waste asbestos—generated during the demolition process in accordance with demolition work guidelines, to minimize surrounding pollution.

Eco-friendly Design, Procurement, and Transportation

Eco-friendly Design and High-efficiency Building Design

GS E&C focuses on improving the energy efficiency of buildings through the introduction of eco-friendly design and technology. With reduced energy consumption in buildings as its core objective, efforts are concentrated on enhancing energy efficiency and reducing carbon emissions through optimized design technology development, utilization of renewable energy technologies, development of eco-friendly exterior finishing materials, and establishment of electric energy management systems. Product research and development is also being conducted in areas where energy savings are achievable to realize sustainable construction, with an energy-saving items list systematically managed to focus on the development and application of eco-friendly construction materials. In the process of transitioning to Zero Energy Buildings, legal compliance requirements and factors such as construction cost increases are being analyzed in depth to continuously strengthen eco-friendly architectural design capabilities.

High-efficiency Building Ratio

2023	2024	2025
73%	75%	92%

Zero-Energy Building(ZEB)

GS E&C is advancing optimized apartment designs by grade that combine passive, active, and renewable energy systems to respond to the mandatory Zero Energy Building certification requirements. Design techniques for applying BIPV(Building-Integrated Photovoltaics) to apartment façades have been developed to continuously increase the solar contribution—a key element of Zero Energy Building certification—and their effectiveness has been demonstrated through application in construction and operation processes. These research findings are being utilized as foundational data for ZEB solar research projects and are being applied in practice as optimal design solutions in Zero Energy Building certification. Ultra-high-efficiency lighting is also being applied in individual units to minimize lighting density, with applicable technical elements developed and applied to realize improved energy performance in apartments.

Eco-friendly Construction

Green Purchasing Practices

GS E&C has established green purchasing guidelines to realize sustainable management and procures materials and products based on these guidelines. Eco-friendly alternative materials are actively identified, and a green product priority purchasing policy is being practiced. The status of various eco-friendly certifications by supplier—including the HB Mark and energy efficiency ratings—is systematically managed through the Green Purchasing System, with green purchasing costs accurately calculated through item code management by certification type and performance continuously monitored. In 2025, the green purchase ratio reached 17.1%, with green purchasing totaling KRW 184 billion. Green purchasing principles are stipulated within the purchasing system, and incentives are provided to suppliers and new companies that hold environmental certifications or supply eco-friendly products during supplier and new company evaluations.

Green Purchasing Guidelines

Through the purchase of eco-friendly products, GS E&C faithfully implements the "Voluntary Agreement on Green Purchasing in Industry" signed with the Ministry of Environment and contributes to the government's policy for expanding eco-friendly products.

Definition of Eco-Friendly Products

'Eco-friendly Products' refer to products that contribute to resource conservation and reduce environmental pollution compared to other products or services with the same purpose, taking into account LCA(Life Cycle Assessment), and are classified as eco-friendly based on recognition standards.

Eco-Friendly Product Recognition Criteria

1. Eco-label certified products under the "Act on the Development and Support of Environmental Technology"
2. Excellent recycled products under the "Act on the Promotion of Saving and Recycling of Resources"
3. Energy efficiency label grade 1~2 products, energy saving mark certified products, and high-efficiency energy machinery under the "Energy Use Rationalization Act"
4. HB(Healthy Building Material) Mark products certified by the Korea Air Cleaning Association

Green Purchasing Cost

Category	Unit	2023	2024	2025
Eco-friendly Building Materials(HB Mark)	KRW 100 million	165	19	-
High-efficiency Energy Equipment	KRW 100 million	563	1,172	676
Energy Consumption Efficiency Grade 1 or 2	KRW 100 million	200	420	402
Eco-label	KRW 100 million	130	540	762
Others	KRW 100 million	16	0	-
Total(A)	KRW 100 million	1,074	2,151	1,840
Total purchase amount of raw materials*(B)	KRW 100 million	13,100	16,089	10,772
Purchase ratio(A/B)	%	8.2	13.4	17.1

* Purchase records of basic, finishing, and electrical equipment materials for all projects

Application of Eco-friendly Materials at Construction Sites

GS E&C minimizes environmental impacts from the design stage by utilizing eco-label materials at construction sites. Eco-friendly buildings are realized through checklists for compliance with eco-friendly legal standards and pre-certification procedures, with guidelines such as G-SEED carefully applied to on-site construction. Key building subsidiary materials include eco-friendly materials such as Environmental Product Declaration(EPD)-certified products, low-carbon materials, resource-recyclable materials, and hazardous substance-reduced materials, and efforts are also being focused on in-house product development in response to growing demand for eco-friendly materials. As part of these efforts, subsidiary GPC became the first in the precast concrete(PC) industry to obtain low-carbon product certification from the Ministry of Environment in 2024, and low-carbon eco-friendly construction products are being developed through Zero Next Materials—which originated as an in-house venture team—further strengthening competitiveness in the eco-friendly construction market.

Transition of Business Vehicles to Electric Vehicles

GS E&C has joined the Korean EV100(K-EV100) initiative in line with the government's policy to expand eco-friendly vehicles and has set a target to transition all business vehicles to electric vehicles by 2030. The transition to electric vehicles is being expanded, centered on rental business vehicles at headquarters and sites, with the proportion of electric vehicles among executive vehicles also gradually increasing. Plans are under review to expand electrification to construction equipment such as electric forklifts, and the foundation for building electric vehicle infrastructure is continuously being established. For suppliers, the entry of aging construction machinery is prohibited to reduce air pollution, and low-emission measures such as the installation of Diesel Particulate Filters(DPF) are being actively implemented to continuously reduce carbon emissions.

Eco-friendly Construction

Eco-friendly Construction

Water Pollutant Management

GS E&C strictly manages water pollutants in accordance with its systematic water quality management procedures. At the sewage treatment facilities of the Elysian Gangchon and Jeju business sites, stricter internal standards than the legally required discharge concentration limits are applied to minimize the environmental impact of water pollutants.

Water Pollutant Discharge Status*

Category		Unit	2023	2024	2025
TOC**	Emissions	ton	-	-	0.9
	Emission Concentration	ppm	-	-	4.3
	Legal Standard	ppm	-	-	-
BOD	Emissions	ton	0.7	0.5	0.5
	Emission Concentration	ppm	3.1	2.1	2.0
	Legal Standard	ppm	10.0	10.0	10.0
SS	Emissions	ton	0.7	0.5	0.4
	Emission Concentration	ppm	3.1	2.2	1.7
	Legal Standard	ppm	10.0	10.0	10.0
COD**	Emissions	ton	1.3	1.2	-
	Emission Concentration	ppm	6.2	5.5	-
	Legal Standard	ppm	20.0	20.0	-

* Based on Elysian Gangchon and Elysian Jeju
** Starting in 2025, TOC is calculated instead of COD to reflect stakeholder requirements

CASE Water Resource Risk Analysis

GS E&C assesses water stress risks for countries where construction projects are currently being executed, using the Aqueduct Water Risk Atlas provided by the World Resources Institute(WRI). The analysis found that regions rated as "High" or "Extremely High" water stress account for approximately 10% of GS E&C's total revenue. Long-term water resource management plans and response measures will be established for these regions. For construction sites currently under construction, immediate water resource management measures tailored to the characteristics of each site—including improving water use efficiency, water recycling, and establishing water pollution prevention management systems—are planned to be implemented at the company level based on the current water stress analysis results. GS E&C plans to conduct regular annual water risk assessments and utilize these findings when securing new projects to develop measures that mitigate environmental impacts during construction.

Water Stress Index by Country for Domestic and Overseas Construction Projects

Country	Revenue Share (2025)	Water Stress*
Republic of Korea	68.84%	Medium-High
United States	2.92%	Medium-High
Myanmar	0.22%	Medium-High
Bangladesh**	-	Medium-High
Vietnam	4.22%	Medium-High
Brazil	3.10%	Medium
Saudi Arabia	3.63%	Extremely high
Spain	0.61%	High
Singapore	2.74%	Low
United Arab Emirates	1.34%	Extremely high
Algeria	0.55%	High
United Kingdom**	-	Low-Medium
Uzbekistan	0.01%	High
Ukraine	0.04%	Low-Medium
Iraq	0.09%	Extremely high
Egypt	0.00%	Extremely high

Country	Revenue Share (2025)	Water Stress*
India	0.21%	Extremely high
Indonesia	0.02%	Medium-High
China	0.04%	Medium-High
Kuwait	0.00%	Extremely high
Poland	0.16%	Medium-High
Australia	5.97%	Low-Medium
Thailand	0.00%	High
Türkiye	0.00%	High
Qatar**	-	Extremely high
Germany	2.55%	Medium
Austria	0.16%	Medium
Oman	2.10%	Extremely high
Bahrain	0.82%	Extremely high
Mexico	0.20%	High
Chile	0.01%	Extremely high
Rwanda	0.01%	Low

*Low(<10%), Low-Medium(10-20%), Medium-High(20-40%), High(40-80%), Extremely high(>80%)
** No actual revenue was recognized in the year due to contract amount reductions.

Eco-friendly Construction

Efforts to Preserve Aquatic Ecosystems

GS E&C continuously strengthens its efforts to preserve aquatic ecosystems. At sites subject to environmental impact assessments, potential pollution factors that may arise during construction are proactively managed through regular water quality measurements, and sewage and wastewater are purified through dedicated treatment facilities and thoroughly managed to comply with standards. Furthermore, Elysian Gangchon and Elysian Jeju apply enhanced wastewater treatment management guidelines, maintaining the discharge concentrations of major water pollutants—BOD, SS, and TOC*—at below 20%, 17%, and 17% or below of the respective legal standards.

* Calculated using TOC data instead of COD data from 2025 onward

Protection of Vegetation and Endangered Ecological Species

GS E&C has positioned ecosystem protection and biodiversity enhancement as core priorities, and efforts to realize these goals are being sustained throughout the entire construction project lifecycle. Prior to project commencement, the impacts on the surrounding ecological environment are closely analyzed and reduction strategies are established and implemented accordingly. Various measures are applied to this end, including plant transplantation, installation of wildlife corridors, and construction methods that reduce noise and vibration. GS E&C also utilizes the WWF Biodiversity Risk Filter to analyze physical risks* and reputational risks** related to biodiversity at each business site, and based on these findings, the habitats of legally protected species—including the common kestrel, Eurasian otter, and Chinese sparrowhawk—are systematically protected.

* Physical risks: Risks that may negatively impact business operations due to dependence on natural capital and ecosystem services, and deterioration of the natural environment including resource depletion, ecosystem damage, and pollution

** Reputational risks: Risks arising from stakeholder perceptions of a company's impact on nature and society, comprehensively taking into account ecological significance, biodiversity pressures, and community factors

2025 Analysis of Biodiversity Risks and Ecosystems by Business Region

Very low risk(1.0 to 1.8), Low risk(>1.8 to 2.6), Medium risk(>2.6 to 3.4), High risk(>3.4 to 4.2), Very high risk(>4.2 to 5.0)

Site Name	Risk Type							Key Ecosystem Status					Protection Activities
	Physical Risk				Reputational Risk								
	Provisioning Services	Regulating & Supporting Services - Enabling	Regulating Services - Mitigating	Cultural Services	Pressures on Biodiversity	Environmental Factors	Socioeconomic Factors	Birds	Mammals	Fish	Amphibians and Reptiles	Plants	
Songsan Green City Urban Water Circulation	No impact	Medium risk	High risk	Medium risk	Very high risk	High risk	No impact	Eurasian goshawk*,*** Common kestrel* Falcon*,*** Eurasian Sparrowhawk*,*** Hen harrier*,*** Bean Goose*** White-tailed Eagle*** Eurasian oystercatcher*,*** Black-faced Spoonbill*** Eurasian Hobby***	Leopard Cat***	Austruca lactea*** White-toothed clam worm	Boreal digging frog***	-	· Relocation of legally protected species (boreal digging frogs, 375 individuals) to alternative habitats completed · Relocation of water quality purification facility to preserve the habitats of marine protected species(fiddler crabs) and endangered species(white-toothed ragworms) · Creation of three ecological wetlands at Ueumdo
Cheongju High-Tech Valley General Industrial Complex (Chungbuk)	Medium risk	High risk	High risk	Very low risk	High risk	Medium risk	Medium risk	Mandarin Duck* Eurasian Goshawk*,*** Common Kestrel* Chinese Sparrowhawk*,*** Cinereous Vulture*,***	Leopard Cat*** Otter***	Minnow Oriental weather fish Stone moroko	Japanese wrinkled frog Dybowski's frog Salamander	Pine tree Black locust Tulip tree Chestnut Tree Quercus acutissima, Willow	· Temporary transplantation of trees: 1,664 trees · Wheel wash facilities: 2 locations · Turbidity barriers: 2 locations · U-type drainage ecological corridors: 20 locations · Temporary drainage channels: 6,997 m · Temporary sedimentation basins: 5 locations · Temporary noise barriers: 1,636 m · Water sprinklers: 2 units

* Natural Monument ** Endangered Species Level 1 *** Endangered Species Level 2

Eco-friendly Construction

Treatment of Alkaline Wastewater through an Eco-friendly Carbon Dioxide Neutralization System

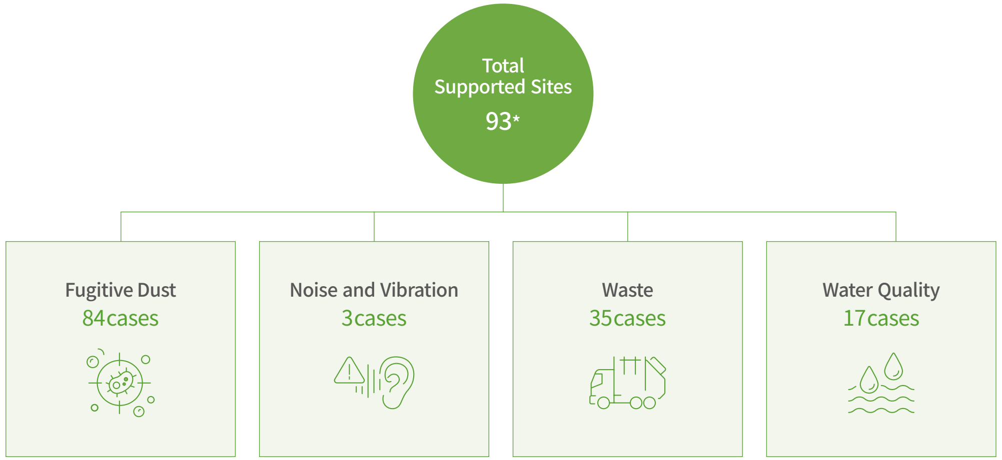
GS E&C developed an eco-friendly wastewater treatment technology that utilizes carbon dioxide to treat alkaline wastewater. In 2019, the Company became the first in Korea's construction industry to obtain a patent (No. 10-1953829) for a carbon dioxide neutralization system. The system enables gaseous carbon dioxide to be efficiently dissolved into liquid alkaline wastewater and is safely operated through an automated control system. This innovative technology not only prevents environmental pollution caused by alkaline wastewater leaks at construction sites but also significantly reduces the risk of safety accidents during sulfuric acid handling.

Fugitive Dust and Particulate Matter Reduction Measures

GS E&C strictly complies with environmental laws and Ministry of Environment guidelines by publishing and distributing a fugitive dust management case book to all sites. Various measures are applied to minimize air pollution generated during construction work, including the installation of wheel wash facilities and the use of dust covers. A rapid ventilation system has also been developed specifically to reduce fugitive dust and particulate matter, and an Environmental Management Guidebook*—encompassing comprehensive management guidelines for key environmental factors such as noise and vibration, water quality, and soil—is provided to sites to systematically manage environmental performance.

* Consists of guidelines based on laws and case studies regarding legal requirements, permit requirements, facility installation standards, and management guidelines, as well as key inspection items by sector.

2025 On-Site Support and Inspection Activities



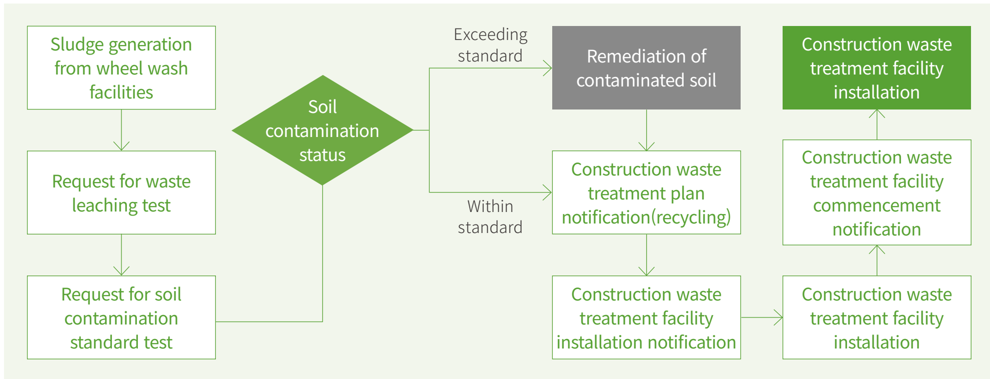
* Based on the disclosure standards of the internal environmental management system(Q.HSE)

Waste Management Process

GS E&C operates a process for the thorough real-time management of waste generated at business sites. The Quality and Environment Team 2 implements rigorous verification procedures for waste treatment companies to ensure that waste is disposed of in accordance with the law. The verification process includes confirmation of permits and certificates related to waste treatment and inspection of whether performance bonds are held to prevent abandoned waste. In addition, waste generation and resource recovery targets and waste recycling plans are established and operated to minimize waste generation and fulfill environmental responsibilities.

Monitoring Process

On-site Construction Waste Recycling Process



Eco-friendly Construction

Advancing the On-site Waste Management System

Going beyond short-term cost reduction, GS E&C is pursuing a company-wide comprehensive improvement of on-site waste management in 2026 to establish a sustainable environmental management system. To this end, on-site waste management governance is being redefined through company-wide collaboration, with the goal of achieving cost reduction and building a sustainable environmental management framework. At the material ordering stage, a smart ordering system is being introduced to pursue waste reduction at the source. By ordering materials in optimal specifications and minimizing loss generated during on-site processing, both waste generation and cost-escalating factors are being reduced simultaneously. Strategic procurement plans are also being established to secure reasonable unit prices and transaction terms and to stabilize the cost structure in advance. In terms of site operations, segregated waste disposal is being made mandatory and a supplier environmental management accountability system is being introduced to strengthen execution capabilities. By quantitatively evaluating suppliers' environmental performance and reflecting it in a reward and penalty system linked to ESG ratings, waste management responsibilities are being more clearly defined and voluntary participation by sites is being encouraged. In addition, a company-wide real-time waste digital dashboard is planned to be established to enable integrated monitoring of waste generation and treatment status by site and to realize data-driven performance management. On-site environmental training will be conducted in parallel to foster a practice-oriented organizational culture, and the waste management system will be continuously advanced so that these efforts can lead to the establishment of an eco-friendly brand value.

Waste Recycling Performance

GS E&C minimizes environmental impact through active waste recycling. To increase the waste recycling rate, incineration and landfill items are being minimized through contracts with suppliers, and as a result of these efforts, a recycling rate of 99.93% was achieved in 2025.

Waste Generation Status

Category	Unit	2023	2024	2025
Target	ton	544,991	597,880	371,988
Total Generation	ton	534,091	585,922	364,548
Recycling	ton	531,828	582,243	364,304
Landfill and Incineration*	ton	2,263	3,679	244
Others	ton	0	0	0
Recycling Rate	%	99.58	99.37	99.93

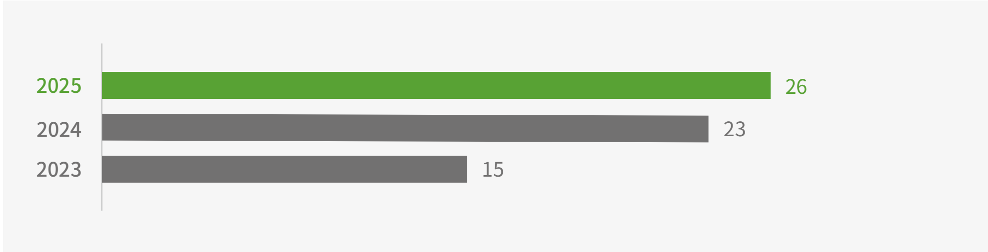
* Prior-year figures were restated to correct the misclassification of 2023 business site waste recycling volume under "Others"

Designated Waste Management

GS E&C systematically classifies and treats designated waste, such as waste oil and waste paint generated from construction equipment and processes, in accordance with the Wastes Control Act. To prevent environmental pollution caused by the leakage of designated waste, the company thoroughly manages it by installing dedicated storage areas and facilities in compliance with relevant regulations.

Designated Waste Generation

Unit: ton



'Waste-to-Energy' for Reducing Waste and Protecting the Environment

GS E&C reduces its environmental impact and utilizes resources efficiently by converting waste into electrical and thermal energy during treatment. In the waste-to-energy technology sector, the Company holds technology patents for waste pre-treatment technology(MBT) and stoker incineration technology, providing sustainable waste management solutions.

Waste-to-Energy Facility Construction and Operation Status

Unit: facilities

Category	2023	2024	2025
Construction	30	30	30
Operation	30	50	50

Eco-friendly Construction

Reducing Waste Generation by Adopting Smart Construction Methods

GS E&C is developing a sustainable construction system that leverages Off-Site Construction (OSC) and digital transformation to reduce environmental impact throughout the entire construction process while improving productivity and quality. In particular, PC composite and modular construction methods are being actively utilized to minimize waste generation and reduce dust and noise on site. The PC method enables the construction of durable, well-engineered structures and effectively shortens construction periods, reduces noise pollution, and minimizes waste. The modular method is an eco-friendly construction approach in which more than 80% of key processes - including the structural framework - are prefabricated at a factory, with only minimal finishing work required on site. This enables carbon emissions to be reduced by more than 30% compared to conventional construction methods. Expanding the factory fabrication and on-site assembly approach contributes to more consistent construction quality, greater schedule predictability, and reduced construction waste. Furthermore, a BIM- and Common Data Environment (CDE)-based information management system is being utilized to reduce rework and material waste during the design and construction stages, while strengthening data connectivity and traceability throughout the entire project lifecycle. This has supported compliance with ISO 19650 international BIM standards and delivered operational improvements through digital inspections, contributing to improved on-site work efficiency and the transition to a paperless work environment. Drones, laser scanning, IoT sensors, AI, and robotics, along with digital measurement and construction record management technologies, are also being deployed across the design, construction and maintenance stages to continuously accumulate and utilize site data. Building on this, a data-driven site operations system is being developed to enable more effective management of quality, safety, and processes, while also supporting the proactive identification of risk factors and enabling a rapid response. Through the combination of eco-friendly construction methods and advanced technologies, GS E&C is building a sustainable smart construction system in which low-carbon construction, circular resource utilization, and advanced data-driven decision-making are organically connected.


AI-Based Safety Inspection for Temporary Structures


Drone-Based Exterior Wall Quality Improvement

CASE Ganghwa Shinmun Complex 2 Modular Housing

GS E&C demonstrated the potential for eco-friendly transformation in the construction industry by applying a steel modular off-site construction method to the Ganghwa Shinmun Complex 2 public rental housing project (three four-story buildings comprising 130 units) located in Ganghwa-gun, Incheon. Modular construction is an off-site construction method in which individual units are prefabricated at a factory and assembled on-site. This helps minimize wet processes on site, thereby reducing waste generated during construction and raw material losses through the use of standardized materials. In this project, modular construction was extended to corridors and core areas that had previously been constructed using the RC (Reinforced Concrete)* method. This further reduced the volume of on-site RC work, while ensuring manufacturing and construction quality through BIM**-based simulation across the entire construction process. Based on a life cycle assessment, the total lifecycle carbon emissions of this project were calculated at approximately 1,751 kgCO2/m^2, which is approximately 31% lower than the equivalent RC construction method. When the potential for module reuse is taken into account, an additional reduction of approximately 1,265 tCO2, equivalent to approximately 10.81% of the total lifecycle carbon emissions of Ganghwa Shinmun Complex 2, is achievable. Building on the outcomes of this project, GS E&C plans to continuously expand the standardization of modular design and the scope of its application.

* RC(Reinforced Concrete): A traditional construction method in which reinforcing steel and concrete are combined on-site to construct structures
** BIM(Building Information Modeling): A technology for the integrated management of information across the entire design, construction, and maintenance process based on 3D models


Panoramic View of Ganghwa Shinmun Complex 2


Module Lifting and Installation

Eco-friendly Construction

Operation of a Hazardous Chemical Substance Search System

GS E&C has developed its own chemical search system to systematically manage and operate hazardous chemicals information. Based on MSDS* numbers and CAS** numbers, the system automatically determines whether substances exceed standard limits, enabling efficient advancement of hazardous chemical substance management and inventory.

* MSDS: Material Safety Data Sheet
** CAS: Chemical Abstracts Service

Hazardous Chemical Substance Management Process

List of Hazardous Substances

Responsibilities and Authority for Hazardous Substances

Construction Manager(CM)
- (Site) Review and approve the environmental hazardous substance list
- Take responsibility for the storage and handling of hazardous materials

Site Environmental Manager
- Create the environmental hazardous substance list
- Publish guidelines for the storage and handling of environmentally hazardous materials

Procurement Team Leader
- (Company-wide) Review and approve the environmental hazardous substance list
- Distribute to relevant departments

Quality Management Environment Team Leader
- Support the preparation of the environmental hazardous substance list when necessary

Hazard Identification and Management

Applicable Laws and Regulations

Implementation of Measures and Inspections
- Monitoring and preparing/managing Corrective and Preventive Action Requests(CAR)
- (Site environmental manager) Create and update the list of hazardous substances in consultation with the Quality and Environment Team, when necessary

CASE Securing Landscaping Excellence through Green Space Design Exceeding Legal Standards

GS E&C has consistently implemented green space designs that exceed legally mandated planting requirements right from the initial landscaping planning stages of its apartment complexes. In fact, based on the licensing documents of three major complexes, the planned landscaping areas reach up to more than double the legal requirement, the biotope area ratio exceeds 30% where necessary and in some cases reaches up to 40%, and planting is composed primarily of large trees and species characteristic of the region. By securing natural ground green space in excess of legal standards, mature green spaces are being created within complexes. As a result of these efforts, the Duryuyeok Xi apartment received the grand prize at the 30th Daegu Metropolitan City Landscaping Award, earning external recognition for design excellence.

Duryuyeok Xi Apartment

Eco-friendly Construction

Eco-friendly Operation and Demolition

'Building Energy' to Improve Energy Efficiency

GS E&C is adopting various building energy technologies to maximize energy efficiency during building operations. The Company focuses on optimizing renewable energy and heat source facilities, innovating lighting designs for underground parking lots, and developing new technologies to reduce energy consumption both indoors and outdoors. To efficiently meet the heating and cooling demands of buildings, optimal energy supply solutions as well as self-sufficient energy production systems utilizing solar and geothermal energy are being established. In particular, by applying high-efficiency light diffusion panels to LED lighting to enhance light distribution and maximizing performance relative to energy input, electricity consumption is being significantly reduced through advanced building operation methods.

Eco-friendly Demolition Standards

GS E&C strictly complies with the Construction Waste Recycling Promotion Act and the Wastes Control Act to minimize the environmental impact of waste generated from construction activities. Waste at all sites is systematically managed in accordance with waste demolition guidelines and management manuals, and during demolition work, full-scale demolition proceeds only after asbestos removal work has been completed.

Company-wide Eco-friendly Demolition Process

STEP 1. Notification of Building Demolition

- Establishing a comprehensive environmental plan for the entire demolition process prior to demolition

STEP 2. Asbestos Dismantling and Removal

- Asbestos preliminary survey
- Asbestos dismantling
- Asbestos waste disposal (designated waste treatment)

STEP 3. Structure Dismantling and Demolition

- Permit notification
  1) Fugitive dust emission notification(dust)
  2) Specific construction prior notification(noise)
  3) Waste generator registration(construction/designated/business waste)
- Structure demolition: development of management plans for fugitive dust, noise, and waste

STEP 4. Waste Disposal

- Waste storage, treatment, and compliance with standards
- Enter data into the Allbaro System and prepare waste management register

Key Environmental Management Items During Demolition

Relevant Laws	Key Environmental Management Items
Air Quality Preservation Act	· Implementation of high-pressure water spraying during building demolition and dismantling operations · Installation of dust covers when storing piled materials for more than one day (during temporary storage of demolition waste) · Implementation of water spraying during loading and unloading(when transporting waste) · Passing through wheel wash facilities(operation of alternative facilities when wheel wash facilities are not available: mobile sprinklers, non-woven fabric, etc.)
Wastes Control Act	· Compliance with waste disposal methods: separate storage by characteristics and type· · Installation of dust covers on waste
Noise and Vibration Control Act	· Installation of soundproof walls before construction · Compliance with specific construction notification requirements (applicable machinery and equipment types, usage hours) · Noise record management in complaint areas
Water Environment Conservation Act	· Prohibition of external soil runoff (installation of temporary drainage channels and sedimentation basins) · Prohibition of washing equipment and tools on-site · Prohibition of external discharge of wheel washing water
Soil Environment Conservation Act	· Compliance with treatment methods when contaminated soil is generated (prohibition of re-landfilling and soil removal)(Contaminated soil is entrusted to soil contamination remediation contractors for restoration treatment, not treated as waste)

Eco-friendly Construction

Eco-friendly Revenue Performance

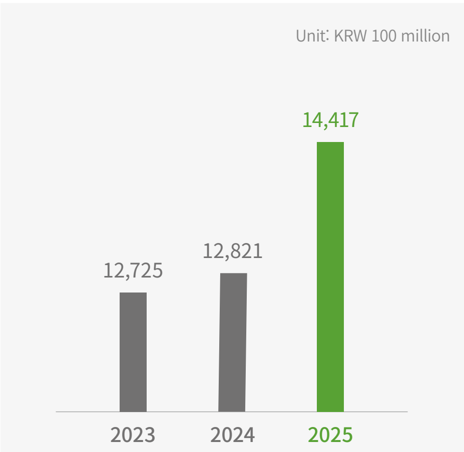
GS E&C has established and applies its own internal standards based on K-Taxonomy to systematically manage eco-friendly revenue. Revenue generated from eco-friendly businesses, ESG investments, and eco-friendly R&D is evaluated against six environmental objectives, and revenue from businesses meeting eco-friendly criteria is separately aggregated.

Eco-friendly Revenue Calculation Standards

Activity Criteria	Determination of conformity with economic activities
Recognition Criteria	Achievement of one or more environmental goals
Exclusion Criteria	Severe Environmental Damage
Protection Criteria	Violation of Human Rights, Labour, Safety, Anticorruption, etc.

Calculation of Eco-friendly Revenue

Revenue from Eco-friendly Products and Services



Eco-friendly Business Classification

GHG Reduction
- Renewable energy(solar, wind)
- Renewable energy-related transmission and distribution infrastructure
- Zero-Energy Buildings, green buildings, and green remodeling
- Carbon capture, Utilization, and Storage(CCUS)
- Construction and operation of low-carbon data centers (green data certification)
- District heating corporation (waste heat and cold heat supply infrastructure)
- Landfill gas power generation facilities (waste-to-energy production)

Climate Change Adaptation
- Climate risk prevention, preparedness, response, and recovery (water, forestry, national territory, and agriculture and fisheries)

Sustainable Conservation of Water
- Wastewater and sewage treatment facilities
- Water supply: Water supply facility construction (waterworks, reservoirs)
- Alternative water resources: seawater desalination, wastewater reuse, and artificial reservoirs
- Water supply network maintenance projects (water demand management)
- Water reuse(treated wastewater, rainwater, graywater, etc.)
- Contaminated groundwater remediation project

Transition to a Circular Economy
- Waste recycling(SRF, Biomass) and waste-to-energy
- Landfill gas capture, treatment, and utilization

Pollution Prevention and Management
- Prevention and treatment of air pollution, odors, and marine pollution
- Indoor air quality management/Soil pollution prevention and remediation

Biodiversity
- Protection and conservation of biological species(protection of endangered species and eradication of invasive species)
- Forest ecosystem restoration(terrestrial and marine ecosystem restoration, sustainable forest management)

Eco-friendly Community Activities

With the goal of sustainable environmental protection, all employees at GS E&C actively participate in a wide range of eco-friendly activities. Employees at domestic construction sites take the lead in environmental cleanup efforts by regularly cleaning up waste and tidying up the premises, as well as collecting waste from the surrounding areas. In particular, the company deploys street sweepers and water sprinkler trucks to clean external roads, improving the environment adjacent to the sites and making a positive impact on the local community. Environmental protection extends beyond construction sites to the company's internal operations. GS E&C promotes resource circulation and waste reduction by recycling discarded safety helmets, using eco-friendly paper and packaging, providing reusable cups, and holding paperless meetings. Furthermore, the company systematically and continuously pursues eco-friendly initiatives in cooperation with public institutions by entering into voluntary agreements with the Ministry of Environment and participating in the Seoul Metropolitan Government's eco-friendly construction site program.

2025 Community Environmental Cleanup Activities at Domestic Sites

Number of Sites	Participants	Participation Hours
19	942 persons	853 hours


Waste Cleanup and Tidying of the Site Perimeter of the Dongjak Central Xi site


Spraying Water on Surrounding Roads to Prevent Fugitive Dust at Mapo Xi

Eco-friendly Technology Development

R&D Strategy Framework

GS E&C is systematically building a technology portfolio to secure a foundation for future growth while strengthening the technological competitiveness of its core businesses through R&D and technical support aligned with its mid- to long-term business roadmap. In 2025, new technologies and drone- and AI-based smart technologies were developed and applied to advance construction quality and technical safety in support of premium residential brand quality enhancement. In 2026, these efforts will be taken a step further by positioning construction quality and safety as the top management priorities, with a particular focus on deepening smart construction technologies linked to Off-Site Construction(OSC) to secure unrivaled technological competitiveness. Eco-friendly technologies and energy-saving solutions are also being pursued to realize sustainable site operations, and development of future-oriented technologies related to social infrastructure reinforcement, water resources, and resource circulation is being strengthened in response to climate change. These technology development activities are driven by an agile and execution-oriented R&D organizational system, carried out under a strategic direction aimed at flexibly responding to evolving market and technology trends while simultaneously achieving technological innovation and sustainable growth.

Organizational Chart

- Research Institute for Future Technology
  - Research Planning Team
  - Digital Construction Team
  - Architecture Technology Research Center
    - Eco-friendly Architecture Research Team
    - Construction Materials Research Team
  - Fundamental Technology Research Center
    - Structural Solutions Team
    - Infrastructure Technology Team
    - Geotechnical & Tunnel Engineering Team
  - Green & Energy Research Center
    - Decarbonization Solution Team
    - Environment Solution Research Team

2026 Mid- to Long-term Strategy for the Research Institute for Future Technology

Future Technology Institute Strategy	Short-term initiatives (~2027)	Mid- to long-term initiatives (~2030)
Proactive Responses to Prevent Technical Safety and Quality Accidents	· Establishment of a process reflecting construction safety factors at the design stage · Strengthening of technical support functions to minimize quality risks in construction materials · Advancement of a preventive and proactive technical support system(in collaboration with business divisions)	· Expansion of AI, IoT, and robot-based on-site safety and quality management · Introduction of AI-based design quality verification technology
Securing Differentiated Technological Competitiveness for Core Businesses	· Xi apartment specialized technologies and response to multi-family housing regulations · Strengthening of execution capabilities for high-complexity projects such as ultra-high-rise buildings and remodeling · Strengthening of technological competitiveness in new business areas such as data centers (modularization), GRID, and pumped-storage power	· Securing of specialized technologies for next-generation housing(high-rise modular, long-life, and senior housing) · Introduction of differentiated technologies for data centers(next-generation cooling technology, smart maintenance) · Expanded application of PC technology to bridges and tunnels
Securing Core Technologies in Future Promising Business for Sustainable Growth	· Development of hydrogen, CCUS, and bioenergy technologies and identification of business opportunities · Development of climate change response technologies(aging pipelines, drainage tunnels, etc.)	· Demonstration of technologies in preparation for decarbonization business expansion · Identification of new energy storage technologies and business opportunities
Systematic Preparation or Transition to OSC* and Smart Construction	· Development of modular construction methods for high-rise buildings, bridges, and tunnels · Expansion of CDE** as a foundation for the digital transformation of design and construction management · Execution of site-centered new technology PoCs(expansion of external smart technology adoption)	· Expansion of PC-based and modular construction for OSC implementation · Expanded on-site application of robots and automated equipment · Continuous expansion of smart construction technology application

* OSC(Off-Site Construction): A construction method in which building components are prefabricated at a factory or manufacturing facility away from the construction site and then transported to the site for assembly
** CDE(Common Data Environment): A common data management environment in which design, construction, and operational data are integrated, managed, and shared among project participants

Eco-friendly Technology Development

Eco-friendly Technology Development

GS E&C continuously invests in developing low-carbon and eco-friendly technologies to support the 2030 National GHG Reduction Target and the 2050 Carbon Neutrality Scenario. In Research and Development(R&D), the Company focuses on minimizing Environmental Impact by developing eco-friendly construction materials, improving building Energy Efficiency, and advancing Water Resource Management technologies, eco-friendly operating systems, and biogasification technologies. In particular, the Company concentrates its environmental investments on strengthening R&D and realigns environmental management expenses to advance investments in environmental technologies and expand eco-friendly businesses. Through these efforts, GS E&C is building a technology portfolio to lead a sustainable future over the long term. In 2025, the Company invested KRW 6.5 billion in environmental technologies and KRW 36.2 billion in eco-friendly businesses.

Water Environment / Water Reuse

Development of an Autonomous Control Integrated Cyber-Physical System(CPS) for Wastewater Treatment Processes

- Technology for optimizing wastewater treatment processes using big data and AI analysis of operational data, and development of a Digital Twin-based smart maintenance and asset management(User Interface) system

Smart Operation Solution for Sewage Reuse Facilities

- Development of a smart operation solution encompassing pump BEP operation management, membrane fouling cause analysis, cleaning cycle optimization, and RO process modeling

Development of Low-energy Technology for Treating High-concentration Nitrogen and Phosphorus(planned)

- Development of process technology for the low-energy treatment and resource recovery of nitrogen and phosphorus in high-concentration return water generated from integrated biogas facilities

Energy Efficiency

Research on Optimizing Energy-Saving Element Technologies to Meet ZEB Grade 4 Standards

- Development of technology to enhance the performance of core elements—insulation, windows, airtightness, lighting, and solar power—to reduce energy consumption in multi-family housing and achieve ZEB Grade 4

Development of a Demand-driven Community Energy Management System for Energy Efficiency

- Development of infrastructure and operating systems to optimally design and monitor a multi-energy grid integrating electricity, heat, and gas at the community level; identification of sector coupling-based demand resources including Energy Storage Systems(ESS), P2G, and V2G to establish demand flexibility operating technology

Low-carbon Construction Materials

Development of Type 1 Slag Cement

- Development of technology to secure target strength during winter by creating a single-component liquid admixture combining accelerators, activators, and stabilizers for Type 1 slag cement-based cold-weather concrete mixes with an increased slag replacement rate

Development of Cold Weather Concrete

- Development of an economical concrete mix design that eliminates the need for temperature-corrected strength by achieving target strength during winter and applying it to mass and structural concrete

Carbon Reduction / Climate Change Response

Development of Power-to-Liquid Demonstration Technology through Direct CO_2 Hydrogenation

- Development of Power-to-Liquid process technology that produces liquid hydrocarbons by directly hydrogenating CO_2 with renewable energy-based hydrogen, improving catalyst performance, demonstrating a 50 kg/day pilot plant, and securing a basic design package for a commercial plant

Optimization of the Integrated CCS System Network

- Development of a GCP Hub Pre-FEED design for the efficient transportation and processing of CO_2 captured from multiple sources

Biological Conversion of Carbon Dioxide into Methane

- Development of biological methanation technology to convert CO_2 into methane(CH_4) by identifying and cultivating microorganisms that use CO_2 as a carbon source

ESG FACTBOOK

Environmental
Social
Governance

Supply Chain Management and Strengthening of Shared Growth

Organizational Structure

To ensure systematic supply chain management, GS E&C operates a dedicated organization comprised of the Procurement & Subcontract Management Team and the Procurement & Subcontract Cooperation Team under the Procurement & Subcontract Management Department within the Procurement & Subcontract Management Division. Through the 2024 organizational restructuring, the Procurement & Subcontract Cooperation Team was reorganized to also integrate Supply Chain Quality Management(SCQM), thereby unifying supply chain management and quality management to enhance efficiency. In addition, GS E&C applies a code of conduct to its suppliers in their contracts that specifies suppliers' social responsibility obligations, including the establishment and implementation of safety and health management plans for the prevention of worker accidents, standards for the assignment of safety managers, and worker compliance requirements.

Supply Chain Management Organization Chart

- Procurement & Subcontract Management Division
  - Procurement & Subcontract Management Department
    - Procurement & Subcontract Management Team
      - Shared Growth
    - Procurement & Subcontract Cooperation Team
      - SCM*
      - SCQM**
  - Procurement Department
  - Subcontract Management Department
  - Plant Procurement Department

* SCM: Supply Chain Management
** SCQM: Supply Chain Quality Management

Key R&R of the Supply Chain Organization

Shared Growth	SCM	SCQM
· Manage external evaluations - Fair Trade Agreement Implementation Evaluation, Win-Win Growth Index, and Mutual Cooperation Evaluation · Operate support programs for suppliers' shared growth - Communication and training: Gran Partners Fiesta(CEO Forum), Partners Board, working-level training, Core Partnership, etc. - Support programs: finance, technology, profit-sharing system, etc. · Prevent legal violations in advance - Training and business support for employees and suppliers on supply chain compliance management	· Oversee supply chain management - Improve and implement the supply chain management system · Oversee subcontractor management - Implement registration, selection, evaluation, rewards, and sanctions, and group-based rotation - Implement overall management through improvement and operation of supply chain-related systems	· Oversee supply chain quality management - Improve and implement supply chain quality management - Manage supply chain quality grades and defect data- Strengthen supply chain quality capabilities(Quality Board, etc.) - Conduct supply chain quality improvement activities

Supply Chain Management System

GS E&C operates an efficient and reasonable system based on win-win cooperation to practice economic, environmental, and social value together. To secure and foster a top-tier supply chain with safety and quality competitiveness, the company has established a supplier sustainability management system and conducts systematic and fair supplier evaluations on an annual and quarterly basis.

Conceptual Diagram of the Supply Chain Management System

STEP 1. Registration → STEP 2. Selection → STEP 3. Assessment → STEP 4. Development

STEP 1. Registration	STEP 2. Selection	STEP 3. Assessment	STEP 4. Development
· Securing and maintaining the supply chain pool · Managing supply chain capabilities · Managing supply chain information	· Allocating optimal supply chains per project · promoting fair and free competition · Ensuring supply chain opportunities	· Supply chain verification · Establishing objective supply chain information · Gathering on-site feedback	· Building win-win cooperative relationships in the supply chain · Strengthening responsible construction capabilities and loyalty · Motivating outstanding suppliers

Evaluation Criteria for New Registration*

Category	Description
Construction Performance Capability	Revenue, assessed construction capacity, number of engineers, track record and performance evaluation with the company, etc.
Financial Condition	Credit rating, cash flow rating, etc.
Technological Capability	Possession of new technologies and patents, quality and environmental certifications, ESG rating, etc.
Safety Assessment	Safety and health capability evaluation, etc.

* 107 newly registered suppliers in 2025, with an evaluation rate of 22%

Criteria for Supply Chain Selection, Evaluation, and Management

Category	Description
Comprehensive Evaluation	Comprehensively evaluate safety and quality capabilities, execution competitiveness, cost competitiveness, etc.
Performance Evaluation	Assessment of safety, quality, construction management, and environmental management
Safety Evaluation	Reflects performance assessments(safety management), accident rates, frequency of serious accidents, and safety certifications

Supply Chain Management and Strengthening of Shared Growth

Supporting Shared Growth

Sustainable Supplier Shared Growth Program

GS E&C operates the Great Partnership Package, a comprehensive support system aimed at establishing a fair subcontracting transaction order between large enterprises and small and medium-sized enterprises(SMEs) and achieving shared growth with its suppliers. Based on horizontal communication, the Company seeks to improve the financial soundness of its suppliers while establishing a fair trade order. Aiming to provide practical support that meets suppliers' needs, GS E&C operates a top-tier shared growth program that includes the Management Support Fund and the Shared Growth Fund, training to enhance suppliers' safety and quality management capabilities, and ESG consulting to promote sustainability management. As a result, the Company was selected as the top-performing company at the '2025 Shared Growth Award' for the fifth consecutive year.

Great Partnership Package Targets and Tasks

Establishing compliance management and fair trade practices	Financial and management support	Enhancing supplier competitiveness	Enhancing horizontal communication
· Use of standard contracts · Introduction and operation of the four major practices · Compliance management monitoring · Fair Bidding System	· Direct and indirect financial support(management support fund, Shared Growth Fund, etc.) · Industry-leading payment terms · Financial support for safety personnel · Advance payment of safety management costs · Welfare support	· Joint technology development · Operating the quality and safety council · Pre-construction activities · Supporting training and recruitment · Supporting ESG consulting	· Gran Partners Fiesta · Core Partnership · Partners Board · Operating a B2B system for suppliers · Operating the cyber whistleblowing system

Gran Partners Fiesta

Gran Partners Fiesta 2025

Key Achievements of the 2025 Shared Growth Program

Program	Description	2025 Performance
Supplier Financial Support Program(Direct)	· Support suppliers' capital operations through the Management Support Fund program for management stability · Support access to low-interest loans through the Shared Growth Fund	· Provide KRW 14.2 billion in Management Support Funds · Raise KRW 30 billion for the Shared Growth Fund
Advance Payment System for Safety Management Costs	· Strengthen on-site safety by making advance payments of safety management costs for high-risk work types · Reduce suppliers' initial financial burden and encourage voluntary investment in safety management	· Make advance payments of safety management costs in 82 cases, totaling KRW 4,698 million
Fair Competitive Bidding System	· Strengthen quality, safety, and construction performance management by presenting appropriate construction costs through the Fair Competitive Bidding System, which has restricted contract awards to low-price bidders since April 2021	· Provide KRW 9,041 million in support
Technology Support Program	· Support joint development of new technologies with suppliers, patent registration costs, and royalties for co-developed technologies · Support enhancement of technological capabilities and commercialization through adoption of suppliers' patents and technologies in new projects · Support startup ventures through funding and direct investment	· Achieve 13 joint technology development cases, totaling KRW 520 million · Support 21 startup ventures, totaling KRW 5.4 billion
Recruitment Support	· Support supplier recruitment by participating in job fairs and connecting suppliers with qualified talent · Support hiring processes through recruitment announcements for specialized personnel	· Support recruitment of 113 employees (6 managers and 107 safety officers)
Supplier Training Support	· Provide training programs, including Safety Innovation School, working-level staff training, and on-site safety training · Conduct case-based discussions and training through safety and quality councils	· Conduct online training for 230 participants from 230 supplier companies · Hold 6 safety and quality council meetings
Incentives for Outstanding Suppliers	· Conduct comprehensive performance evaluations covering economic, environmental, and social risk management to promote a sustainable management culture · Provide incentives to suppliers demonstrating strong safety awareness and quality management	· Provide KRW 52,856 million in incentive contracts to outstanding suppliers
ESG Management Support for Suppliers	· Provide ESG training and management support through specialized institutions to promote suppliers' sustainability management	· Provide ESG management support to 144 companies

Supply Chain Management and Strengthening of Shared Growth

Risk Management

Supplier ESG Risk Management

GS E&C is committed to building a stable and sustainable supply chain by managing supplier ESG risks. The Company's Supplier Code of Conduct provides guidelines on sustainable management principles—covering human rights, safety, the environment, and ethics—that suppliers are expected to uphold. To ensure effective implementation across the supply chain, GS E&C established the Supply Chain Sustainability Management Policy in 2024. Furthermore, the Company continuously provides systematic ESG training, assessments, and customized consulting to strengthen suppliers' ESG capabilities.

Suppliers Code of Conduct
Supply Chain Sustainability Management Policy

Supply Chain ESG Risk Management Process

Process	Details
Registration	· Identify potential economic, environmental, and social risks by considering creditworthiness, financial status, and industrial accident rates, and incorporate the findings into the supplier registration evaluation.
ESG Assessment	· Conduct evaluations across the three areas of environmental, social, and governance based on the Supplier Code of Conduct. · Evaluate 100 suppliers in 2023, 145 in 2024, and 222 in 2025.
Training and Consulting	· Conduct ESG training for 250 companies in 2023, 166 in 2024, and 186 in 2025. · Derive improvement measures for companies with low ESG assessment scores through detailed implementation inspections conducted with external experts. · Provide ESG consulting for 13 companies in 2023, 21 in 2024, and 53 in 2025.
Monitoring	· Regularly monitor the implementation status of suppliers' ESG improvement tasks and strengthen supply chain ESG risk management through continuous management and feedback. · Issue warnings to suppliers with insufficient improvement efforts and, if necessary, implement sanctions such as restricting bidding participation.

Proportion of At-Risk Suppliers in 2025

Category	Number of suppliers	Ratio	Remarks
Registered Companies	762	100%	
ESG Assessment	222	29%	
Risk Identification	24	3%	High-risk suppliers with low ESG ratings in 2025
Risk Mitigation	24	3%	Requesting improvements and providing guidelines

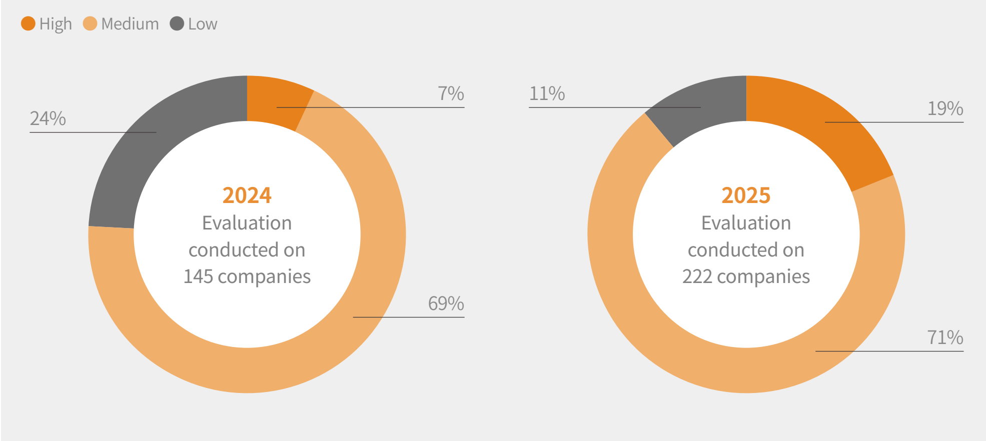
Supplier ESG Assessment Results

GS E&C evaluates its suppliers' ESG performance every year with the goal of sustainable supply chain management. According to the 2025 evaluation results, the proportion of suppliers in the top-grade group increased significantly year-on-year, from 7% to 19%, while the proportion of suppliers in the low-grade group decreased by approximately 13 percentage points year-on-year, from 24% to 11%. Overall, suppliers' ESG management level improved considerably; however, for continued management, GS E&C provided training and consulting focused on key improvement areas to 53 companies, and most of these suppliers' evaluation scores and grades improved following the consulting.

Supply Chain Risk Management Metrics

Environment	Social	Governance
· Establishment of environmental management policies and targets, and implementation of detailed action plans · Establishment of an organizational structure and division of roles for environmental management · Management of emissions and discharges of air pollutants, wastewater, and hazardous chemicals	· Compliance with employment(labor) laws and respect for basic human rights · Establishment of occupational health and safety management policies and targets, and implementation of detailed action plans · Compliance with occupational safety and health laws and regulations, and history of industrial and serious accidents	· Establishment of regulations for practicing ethical management(e.g., Code of Conduct) · Implementation of regular training on ethical management, including anti-corruption and compliance · Establishment of an internal reporting and monitoring system for unethical behavior

2025 Supplier ESG Evaluation Results

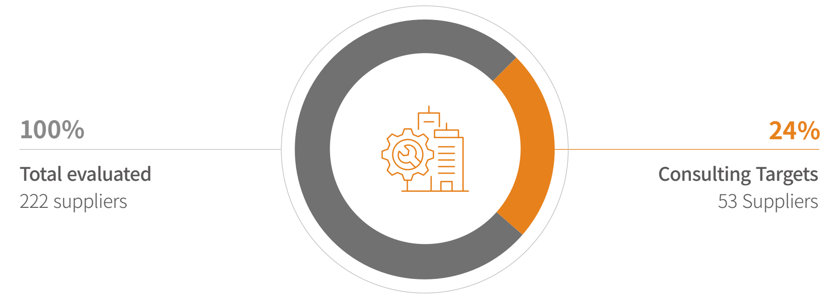


Supply Chain Management and Strengthening of Shared Growth

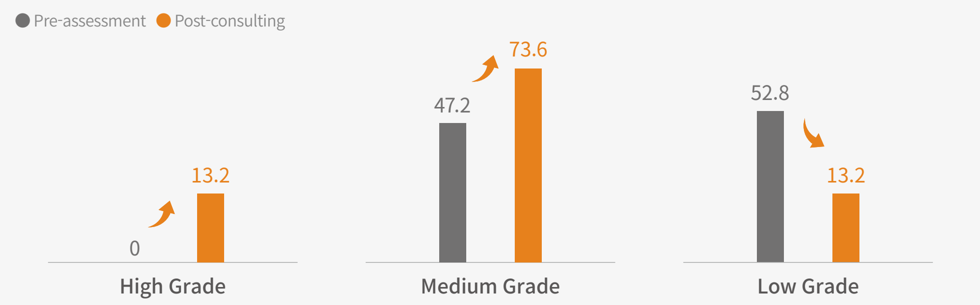
Supplier ESG Consulting

GS E&C conducted ESG evaluations for its suppliers and provided ESG consulting based on the results. Through this process, the Company analyzed areas of weakness across evaluation items and assigned customized improvement tasks to each supplier. The Company also provided guidelines detailing action plans for these improvements. After allowing sufficient time for implementation, the Company conducted follow-up visits to verify progress and performed a final re-evaluation reflecting the outcomes. A comparison of the grade distribution before and after the consulting for 53 suppliers revealed a 13.2 percentage point increase in top-tier grades and a 39.6 percentage point decrease in bottom-tier grades. No supplier experienced a downgrade following the consulting, with some suppliers improving their overall grades by up to five levels.

Target Companies for 2025 Supplier ESG Consulting



Changes in Supplier Grade Distribution After 2025 ESG Consulting



Establishing Environmental Management Improvement Plans for Suppliers

GS E&C analyzed suppliers' ESG evaluation results and identified the environmental area as a relative weakness compared with the social and governance areas. Based on this finding, the Company further segmented the environmental category into environmental management, environmental strategy, and environmental performance in 2025 to identify key areas for improvement. The analysis highlighted the need for environmental management awareness training, site-specific environmental management plans, and stronger compliance with environmental regulations. Based on these findings, the Company provided detailed guidelines on environmental management policies, implementation plans, and organizational structures, along with environmental training and consulting support to strengthen suppliers' environmental management systems. In 2025, 144 short-term environmental improvement tasks were assigned to 53 suppliers. Of these, 76 tasks were completed, resulting in an implementation rate of 52.8%. The remaining 261 tasks were classified as mid- to long-term improvement initiatives, with ongoing support provided to facilitate their implementation. In addition, detailed improvement tasks were presented to 12 suppliers across four key areas: environmental management systems, energy and greenhouse gases, resource circulation and hazardous substances, and water resources and pollutants. As a result, environmental management systems recorded the greatest improvement among all ESG categories, while both environmental scores and overall ratings improved across participating suppliers. GS E&C will continue to support suppliers in areas requiring substantial investment and longer implementation periods, including environmental facility investments and environmental management system certification, helping them strengthen their environmental management capabilities and achieve more effective environmental performance.

2025 Supplier Environmental Management Improvement Tasks

Category	Number of established improvement tasks	Number of improvement tasks completed	Implementation rate
Total improvement tasks (short-term + mid- to long-term)	405	127	31.4%
Short-term improvement tasks	144	76	52.8%

Supply Chain Management and Strengthening of Shared Growth

Operating the ESG Council for Subsidiaries

Since April 2023, GS E&C has regularly operated an ESG Council among its subsidiaries to support the establishment of ESG practices at its subsidiaries. The ESG Council for subsidiaries is composed of GS E&C's ESG Team and ESG working-level officers from each subsidiary. The Company's ESG Team is responsible for standardizing and consolidating ESG data, sharing policies and guidelines, and providing training support, while each subsidiary's ESG working-level officer is responsible for establishing the subsidiary's ESG action plan and managing data. GS E&C is expanding the scope of subsidiaries subject to ESG management, and in 2025, the Company established an ESG Indicator Definition Document and distributed it to its subsidiaries. In 2026, the Company plans to apply the indicator definitions in practice and build a standardized data aggregation system to establish a firmly embedded ESG management system across its subsidiaries.

CASE Practical System Improvements through Supplier Communication

GS E&C connects the opinions gathered through its communication activities with suppliers to substantive improvements in its systems. Suggestions received through supplier meetings and customized communication channels are systematically classified and managed by category — such as systems, institutional processes, construction standards, safety, and quality — and are reviewed for their potential for improvement before being reflected in the relevant systems. In 2025, the Company improved unclear provisions in bidding conditions by incorporating suppliers' feedback, and expanded its incentive programs for suppliers with excellent safety and quality management by introducing a new Reward Mileage Program for suppliers that achieved accident-free completion or excelled in defect management. Through these efforts, GS E&C is turning communication with suppliers into effective institutional improvement rather than a mere formality.

Operation of Suppliers' Communication Channels

Program	Details
Gran Partners Fiesta	• Hosting and inviting ceremony for outstanding suppliers(once a year) - Sharing GS E&C's management status and procurement policies, expert lectures, dinner, etc - Enhancing sustainability management awareness among supplier CEOs and providing a venue for mutual exchange and communication
Core Partnership	• Operating regular consultation meetings with core suppliers(three times a year) - Sharing GS E&C's management issues and procurement policies, sharing supplier policies and best practices from other companies- Discussing win - win procurement plans for shared growth, promoting network strengthening with core suppliers
Partners Board	• Operating communication events for partner companies by target and topic ① Welcome Board(twice a year) : For new suppliers/Introduction to company procurement system, support for on-site soft landing, etc. ② Quality Board(twice a year) : For suppliers in closing construction types/Raising quality awareness and discovering and discussing improvement ideas ③ Safety Board(twice a year) : For high-risk suppliers/Raising safety awareness and deriving disaster prevention measures ④ Hearing Board(twice a year) : For suppliers of general construction types/Listening to suppliers' difficulties and suggestions, and sharing best practices from other companies
GS Partner (Supplier B2B Portal)	• Providing key information, notices, and various support programs through the supplier B2B Portal, and strengthening regular communication with suppliers by operating a 'Shared Growth Bulletin Board'
Cyber Whistleblowing System	• Continuously receiving reports on suppliers' difficulties and suggestions, as well as violations of ethical management by employees, through the website, and operating it as a trust-based communication channel

2025 Communication Activation Performance

Unit: Number of suppliers

Gran Partners Fiesta	Core Partnership	Partners Board	ESG Training	Suppliers and Practitioners Training
81	32	419	186	230

2025 Supplier Grievance Resolution Performance

Number of grievances received
57 cases

Resolution rate
54 cases / 95%

Human Rights Management

Human Rights Management System

Human Rights Management Policy

GS E&C supports international standards and guidelines on human rights and labor, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization(ILO), and the OECD Due Diligence Guidance. The company upholds the value of respecting human rights through its Human Rights Management policy, which incorporates these principles. The company actively implements Human Rights Management and regularly reviews this policy to prevent potential human rights violations across all business activities and mitigate related risks. This policy applies to all employees at GS E&C's domestic and overseas sites, as well as those of its subsidiaries and joint ventures. Furthermore, the company encourages all business partners and stakeholders, including suppliers, to respect and comply with the policy.

Human Rights Management Policy

Basic Principles of Human Rights Charter

Article 1 Prohibition of discrimination	Article 2 Compliance with employment conditions	Article 3 Humane treatment
Article 4 Freedom of association and collective bargaining	Article 5 Prohibition of forced labor and child labor	Article 6 Guarantee of industrial safety
Article 7 Management of a sustainable supply chain	Article 8 Protection of the human rights of local residents	Article 9 Protection of the human rights for customers

Human Rights Management Governance Structure

GS E&C has established a systematic human rights management governance structure to raise employees' awareness of human rights and mitigate human rights risks. The ESG Committee under the Board of Directors serves as the top governance body for the implementation of human rights management, and in the event of a material human rights-related issue, it reports the matter to the Board of Directors to ensure prompt and responsible decision-making. The ESG Team is the key working-level department responsible for driving human rights management, and it collaborates with relevant departments — including HR, Compliance, Procurement, Safety and Environment, and Information Security — to embed human rights management across the organization. In particular, through the Human Rights TF, led by the ESG Team, GS E&C systematically identifies and evaluates human rights risks based on human rights surveys and internal self-assessments, and establishes and implements mitigation measures for priority management areas, thereby continuously minimizing potential human rights risks across its business activities.

Human Rights Management Governance

Human Rights Management

Human Rights Risk Management

GS E&C recognizes its responsibility and role in human rights management, and has built and operates an internal management system to implement human rights management — starting with the establishment and declaration of its Human Rights Charter, followed by the establishment and implementation of a human rights management system. Based on this system, GS E&C regularly reviews and evaluates human rights risks by considering stakeholders across its business sites, value chain, and other diverse business relationships, and carries out improvement activities for identified risks, thereby minimizing the risk of potential human rights violations. In addition, the Company transparently shares the status of its human rights management implementation and key management results with relevant stakeholders, and continues to strengthen its responsible human rights management.

Human Rights Risk Management System

Establishment and declaration of the Human Rights Charter → Establishment and implementation of the human rights management system → Review and evaluation of human rights risks → Support for improvement of human rights risks → Disclosure of human rights management implementation status

Human Rights Due Diligence

Centered on its Human Rights TF, comprising relevant departments, GS E&C systematically carries out the entire human rights due diligence process, from identifying human rights risks to risk evaluation, implementation of mitigation measures, and effectiveness evaluation. The 2025 human rights due diligence covered all employees, including those at GS E&C's headquarters, domestic sites, overseas business sites, and subsidiaries, as well as suppliers' employees and workers. GS E&C identified human rights risks through human rights surveys, self-assessments by relevant departments, and employee interviews that took gender and employment type into account, and derived priority management items by evaluating the risks based on the severity and likelihood of their impact. GS E&C then implements mitigation measures for these items in a phased manner and monitors and evaluates their effectiveness to check the level of improvement, thereby continuously advancing its human rights risk management.

Human Rights Due Diligence Process

Human Rights Impact Assessment		→	→
STEP 1. Identification of Human Rights Risks	STEP 2. Evaluation of Human Rights Risks	STEP 3. Establishment and Implementation of Mitigation Measure Plans	STEP 4. Effectiveness Evaluation
· Human rights survey: Revision, distribution, and administration of questionnaires by target group · Human rights self-assessment: Review of human rights status by relevant department · On-site interviews: Interviews by gender and employment type	· Selection of priority management items considering the severity and likelihood of impact · Separate selection of management items for sites and headquarters considering the characteristics of the work environment	· Establishment of mitigation measure plans for each selected priority management item based on input from external experts and relevant departments · Employee awareness improvement(training and campaigns) · Preventive activities and monitoring	· Measurement of effectiveness through regular comparison of improvement by human rights item · Monitoring implementation with relevant departments and corrective action for deficiencies

Identification of Human Rights Risks

GS E&C conducts human rights surveys, on-site interviews, and self-assessments of documentation and management status in parallel to systematically identify human rights risks at its domestic and overseas business sites and among its suppliers. The human rights survey is conducted online, and in 2025 it covered a total of 5,418 employees, including those at headquarters, domestic sites, overseas business sites, and one subsidiary. Based on the survey results, GS E&C has expanded group-based on-site interviews that take gender and employment type into account to gain an in-depth understanding of employees' grievances and suggestions for improvement, and it also conducts self-assessments by relevant departments on human rights-related policies, systems, and management status, thereby proactively identifying actual and potential risks that may affect human rights.

Key Areas of the Human Rights Impact Assessment

Scope of Impact Assessment	Employees at domestic and overseas sites and headquarters, employees of subsidiaries, and supplier workers, and directly employed workers		
	Groups vulnerable to human rights risks: Foreign workers, women, non-regular workers, and suppliers		
Key Items	Assessment Items		Key Related Stakeholders
	Establishment of human rights management system	Respect for human rights and establishment of remedial procedures	Company's employees
	Non-discrimination in employment	Non-discrimination in employment	Company's employees
		Non-discrimination against non-regular workers	
		Non-discrimination against foreign workers	
	Guarantee of freedom of association and collective bargaining	Freedom of association and collective bargaining	Company's employees
	Compliance with working hours (prohibition of forced labor)	Compliance with working hours	Company's employees, subsidiaries, suppliers, and partners
		Prevention of forced labor by subsidiaries and suppliers	
	Ensuring occupational safety	Workplace safety	Company's employees
		Protection of pregnant women, persons with disabilities, etc.	
		Provision of essential equipment and training, etc.	
	Responsible supply chain management	Prevention of human rights violations by suppliers, subsidiaries, etc.	Subsidiaries, suppliers, and partners
	Prevention of human rights violations in the workplace	Prevention of workplace harassment	Company's employees
		Prohibition of sexual harassment and assault in the workplace	
		Protection of workers with disabilities	
	Establishment of remedy procedures	Utilization and reliability of remediation procedures	Company's employees, suppliers, and partners

Human Rights Management

Human Rights Risk Management

Evaluation of Human Rights Risks

GS E&C conducts a systematic evaluation of the human rights risks identified through human rights surveys, on-site interviews, and self-assessments of documentation and management status. The human rights risk evaluation is conducted based on severity and likelihood as its core criteria. Severity is evaluated by comprehensively considering the scale and scope of the impact and the availability of remedy, while likelihood is determined based on past occurrences and the business environment, among other factors. Based on the evaluation results, the Company prepares a human rights impact matrix to derive the level and priority of each human rights risk, and selects human rights risk items requiring priority management through consultation with relevant departments.

Human Rights Risk Mitigation

Mitigation Measures and Effectiveness Evaluation

GS E&C conducts an annual human rights impact assessment to systematically identify major human rights risks across its business activities and analyze the impact of each issue on key stakeholders, including employees and suppliers. Based on the assessment results, the Company prioritizes human rights issues and enhances the effectiveness of its human rights risk management by establishing and implementing customized mitigation measures and improvement tasks tailored to the characteristics of each area. According to the 2025 human rights impact assessment, compliance with working hours, prohibition of workplace bullying, accessibility and reliability of remedy procedures, and prohibition of discrimination were identified as the key human rights issues. In response, GS E&C carried out activities to improve systems and awareness related to compliance with working hours, organizational culture improvement campaigns, human rights training to embed human rights management(including CM and BM human rights training), and improvements to the overtime work management process. In addition, to prevent workplace bullying, the Company strengthened training and awareness activities by job function and rank, and carried out various preventive and management activities in parallel, including labor practice inspections and on-site monitoring, operation of a horizontal titling system, and monitoring of exit interviews. As a result of comprehensively implementing these institutional improvements, awareness-raising activities, training and campaigns, and on-site inspections and monitoring, the negative response rate across major human rights issues decreased by 1.6 percentage points year-on-year in 2025, confirming positive progress in mitigating human rights risks. GS E&C will continue to conduct the human rights impact assessment going forward and strive to advance its human rights management system and strengthen the protection of stakeholders.

2025 Human Rights Impact Assessment Results and Effectiveness Measurement

Key Human Rights Issues	Affected Stakeholders	Key Mitigation Measures	Results of Measures(Effectiveness)
Compliance with working hours	Company's employees, suppliers, and partner companies	· Improving systems and awareness to ensure compliance with working hours - Continuing campaigns to improve the meeting and reporting culture - Activities to internalize Human Rights Management(e.g., human rights training for CMs and BMs) - Improving the overtime management system(application and approval process)	1.6%p decrease in the negative response rate for key human rights issues compared to 2024
Prohibition of workplace bullying (verbal abuse, assault, sexual harassment, unreasonable work demands, etc.)	Company's employees, suppliers, and partner companies	· Improving systems and awareness to prevent workplace harassment - Education and promotion(statutory and job-specific training, newsletters, etc.) - Interviews and document reviews during labor inspections, and employee awareness surveys · Implementation of a horizontal title system and monitoring during exit interviews	
Remedy procedures (accessibility, reliability)	Company's employees, suppliers, and partner companies	· Enhancing reliability by providing information and promoting remedy procedures - Continuing internal announcements and poster displays regarding the reporting system - Operating reporting and whistleblower protection systems	
Prohibition of discrimination (employment type, gender, school ties, regional ties, disability)	Company's employees	· Strengthening monitoring and improving systems to prevent discrimination - Operating an anonymous internal bulletin board to promote HR grievance counseling - Reviewing improvements in the evaluation of general project staff(office workers)	

Human Rights Management

Human Rights Risk Mitigation

Human Rights Training

GS E&C provides human rights training at least once a year to all employees to promote a culture of respect for human rights and prevent human rights risks in advance. Alongside statutory mandatory training, GS E&C operates training programs on human rights and diversity, covering basic concepts of human rights management, cases of human rights violations, prevention of workplace bullying, and human rights-related laws and industry trends, thereby enhancing employees' understanding of human rights in general.

Employee Human Rights Training Program

Sexual Harassment Prevention Training	Disability Awareness Training	Workplace Harassment Prevention Training	Human Rights Management Internalization Training
All Employees	All Employees	All Employees	On-site Managers(CM, BM)

Supplier Human Rights Management

GS E&C promotes supplier human rights management activities to prevent human rights risks across the supply chain, including its suppliers, and to advance responsible human rights management. The Company strengthens suppliers' awareness of human rights issues and enhances their management capabilities by incorporating human rights topics into ESG training programs for suppliers. In particular, group training sessions for Company employees and supplier site managers help improve understanding of supplier human rights management and foster a stronger sense of responsibility. In 2025, the Company conducted 11 group training sessions for suppliers, with a total of 71 participants.

Human Rights Reporting Channels

GS E&C operates various online and offline reporting channels to swiftly and fairly address human rights violations and grievances, resolving reported cases in accordance with a systematic grievance handling procedure. The Company strictly protects the identities of reporters and victims and guarantees confidentiality throughout the entire reporting process. It also implements protective measures to prevent any disadvantage resulting from reporting. These efforts create a safe reporting environment for employees and stakeholders, helping to establish a culture of respect for human rights and enhance the reliability of the reporting system.

Cyber Whistleblowing System

Remediation Process for Human Rights Violations

STEP 1. Consultation/Receipt	· Types: Workplace harassment, including verbal abuse, physical assault, personal insults, sexual harassment, bullying, and unfair work instructions · Reporting: Cyber Whistleblowing System, email, phone, in-person visits, etc. (Who, when, where, what, how, witnesses, frequency, personal response, respondent's reaction, feelings experienced, etc.) · Investigator assigned by the Compliance Officer
STEP 2. Investigation	· Review reported details and evidence · Conduct separate interviews with the victim, perpetrator, and witnesses · Separate the workspaces of the victim and perpetrator or grant paid leave during the investigation, depending on the case
STEP 3. Result Reporting	· If confirmed as a human rights violation, HR and disciplinary actions are taken based on severity · If the case does not constitute a human rights violation, it is closed after notifying the parties involved
STEP 4. Follow-up Measures	· Feedback provided to the whistleblower on investigation results and actions taken · Monitoring conducted to prevent secondary and tertiary damage · Report the status of human rights violation reports and investigations to the Ethics Committee

Results of Handling Grievances via Human Rights Grievance Channels*

Category	Unit	2023	2024	2025
Number of reports received	Cases	23	9	14
Number of cases resolved	Cases	23	9	14
Resolution rate	%	100	100	100

* Abuse of power, verbal abuse, physical assault, sexual harassment, etc.

Human Rights Management

Human Rights Management Targets

Human Rights Management Roadmap and Targets

GS E&C continues to advance its human rights management system so that all members of the organization can work in an environment where human rights and diversity are respected. The Company prevents human rights risks in advance and strengthens its response capabilities by introducing on-site human rights due diligence and establishing a management system, and plans to continue operating mitigation measures and monitoring based on the results of its Human Rights Impact Assessment. In addition, GS E&C intends to expand the scope of its human rights management beyond headquarters and sites to cover suppliers, subsidiaries, and the value chain as a whole, so that a culture of respect for human rights becomes firmly embedded across the organization. In the mid to long term, GS E&C plans to establish a human rights management system that aligns with global standards and to enhance the effectiveness of its human rights risk management through continuous review and improvement.

Roadmap for Introducing On-Site Human Rights Due Diligence and Establishing a Management System

Short-term(2026)	Mid-term(2028)	Long-term(2030)
Refinement of human rights management(enhancement, embedding)	Stabilization of human rights management	Reduction of identified risks to 'Zero'
· Establishment of an operational system for mitigation measures based on Human Rights Impact Assessment results · Establishment and enhancement of the human rights management system across the value chain, covering headquarters and site employees, suppliers' employees, and workers	· Stabilization of human rights management operations across subsidiaries and suppliers, including headquarters and sites · Strengthening of sustainable human rights management implementation based on stakeholder participation	· Company-wide expansion of a human rights management system that meets global requirements · Structural resolution of identified human rights risks through continuous expansion of mitigation measure indicators and ongoing monitoring

Human Rights Management Metrics and Targets*

Metric		Unit	2025		2026	2027	2028
			Performance	Target			
Human rights training**	Training completion rate	%	94.9	95.0	95.5	96.0	96.5
	Training hours	Hours	3	3	3	3	3
On-site human rights due diligence (vulnerable group interviews)		Sites	10 domestic sites	10 domestic sites	12 domestic sites	13 domestic sites 1 overseas site	14 domestic sites 2 overseas sites

* Adjusted some target values from the previous year to reflect the level of implementation and progress of human rights management
** Completion rate of three training programs(workplace harassment prevention, sexual harassment prevention, and disability awareness)

Fostering Talent and Embracing Diversity

Transparent and Fair Recruitment Process

GS E&C fosters and systematically manages talent that aligns with the Company's vision and strategy to promote the organization's long-term growth and competitiveness. The Talent Acquisition Team selects talent based on GS E&C's vision and core values, and builds a talent base that can support its mid-to-long-term management strategy through recruitment that comprehensively considers the competencies required for the job and organizational fit. Based on this approach, GS E&C shares the Company's values and direction from the recruitment stage, and after employees join the Company, it links and operates its talent management system to support their continuous growth and performance.

Vision and Core Values

Operation of a Transparent Recruitment Process

GS E&C operates a recruitment process that applies blind hiring to provide equal recruitment opportunities to all applicants. This reflects the Company's policy of selecting talent fairly by excluding unnecessary bias and prejudice, in order to establish a merit-based hiring culture that evaluates applicants based on their competencies and qualities rather than their personal background. In particular, in the first-round interview for new graduate recruitment, the information provided to interviewers about applicants is strictly limited. Interviewers may only refer to applicants' self-introduction letters and, for applicants with a master's degree or higher, their submitted research achievements, while personally identifiable information such as gender, school of origin, and age is kept confidential. Through this process, interviewers can focus their evaluation on essential factors such as applicants' competencies, experience, and job fit, and GS E&C fosters a recruitment environment in which all applicants can fairly demonstrate their capabilities under equal conditions.

Recruitment Process

Providing Equal Opportunities Through Inclusive Hiring Policies

GS E&C implements inclusive hiring principles to ensure that talent with diverse backgrounds and characteristics can participate in the recruitment process without discrimination. The Company prohibits discrimination based on gender, age, disability, or nationality, operating a system that ensures all applicants are fairly evaluated on their competencies and potential in a respectful environment. In particular, the Company grants additional points to applicants with disabilities and veterans during the document screening stage to expand practical opportunities in recruitment. Furthermore, the Company regularly conducts training for interviewers to minimize unconscious bias during the interview stage, continuously fostering a recruitment culture where applicants are evaluated in a fair and comfortable environment.

Facilitating Foreign Worker Settlement

As of 2025, GS E&C employs 1,308 foreign employees of diverse nationalities and operates an integrated HR policy for full-time foreign personnel. The Company has built an institutional foundation so that foreign workers can work within the organization with respect and without discrimination. They hold the same rights and responsibilities as domestic employees, with the exception of wage differences based on employment type. GS E&C plans to continue promoting the protection of rights and welfare of foreign talent, thereby creating working conditions in which global employees can grow together in a fair environment.

Fostering Talent and Embracing Diversity

A Brand-New, Applicant-Centered Recruitment Experience

Amid an increasingly competitive talent market, GS E&C is advancing an applicant-centric recruitment strategy to expand touchpoints with top talent and enhance the fit between the organization and individuals. Going beyond mere talent selection, the Company operates various communication programs to help applicants fully understand GS E&C's vision and organizational culture, allowing them to see how their own values and capabilities align with the Company's direction. Furthermore, the Company supports applicants in making informed and accurate decisions by transparently providing specific, practical information on job-specific roles, required competencies, organizational culture, and growth potential through various online and offline channels.

GS+Influencer Program

GS E&C operates the GS+Influencer program to provide applicants with a more realistic and relatable experience during the new hire recruitment process. Comprising selected recent new hires, GS+Influencers act as supporters at various recruitment events, including job fairs, online information sessions, in-person interviews, and preliminary orientations. By introducing the company and job roles from an applicant's perspective and offering advice based on actual work experience, they help bridge the information gap during the recruitment process and enhance applicant understanding and satisfaction. In particular, they candidly share insights into the actual working environment, organizational culture, and post-employment growth experiences—details often missing from official recruitment materials—to help applicants gain a more comprehensive understanding of GS E&C.

Strengthening Recruitment Branding

GS E&C is strengthening its employer branding by actively participating in university job fairs to broaden its engagement with top talent. Going beyond simply providing corporate information, the Company designed festival-themed booths to offer candidates an engaging and memorable experience, generating significant interest and positive responses. These booths feature various interactive programs, such as lucky draws, instant photo shoots, and company quizzes, allowing candidates to naturally learn about GS E&C through hands-on experiences.

Operating Diverse Communication Channels

GS E&C has established an ongoing recruitment system to strengthen its recruitment competitiveness, and is expanding its reach to a broader pool of talent through diverse communication channels. By operating an ongoing recruitment system that allows GS E&C to secure outstanding talent regardless of timing, the Company is building a foundation for continuous talent acquisition. It also strengthens real-time communication with applicants through a one-on-one inquiry channel on its recruitment website. Through this, GS E&C quickly resolves questions or uncertainties that arise during the recruitment process, creating a transparent and trustworthy recruitment environment centered on applicants. In addition, GS E&C actively utilizes various digital platforms, including YouTube, its blog, Instagram, and LinkedIn, to deliver vivid content covering recruitment information as well as organizational culture, employees' daily lives, and job introductions. Through these activities, GS E&C effectively communicates its corporate culture and expands communication with job seekers. In 2025, it drew a positive response through the production of fresh content, providing an opportunity to ease the existing rigid image of construction companies.

GS+Influencer


On-Site Photos from the 2025 Second-Half University Recruitment Fair

Viral Reels Content

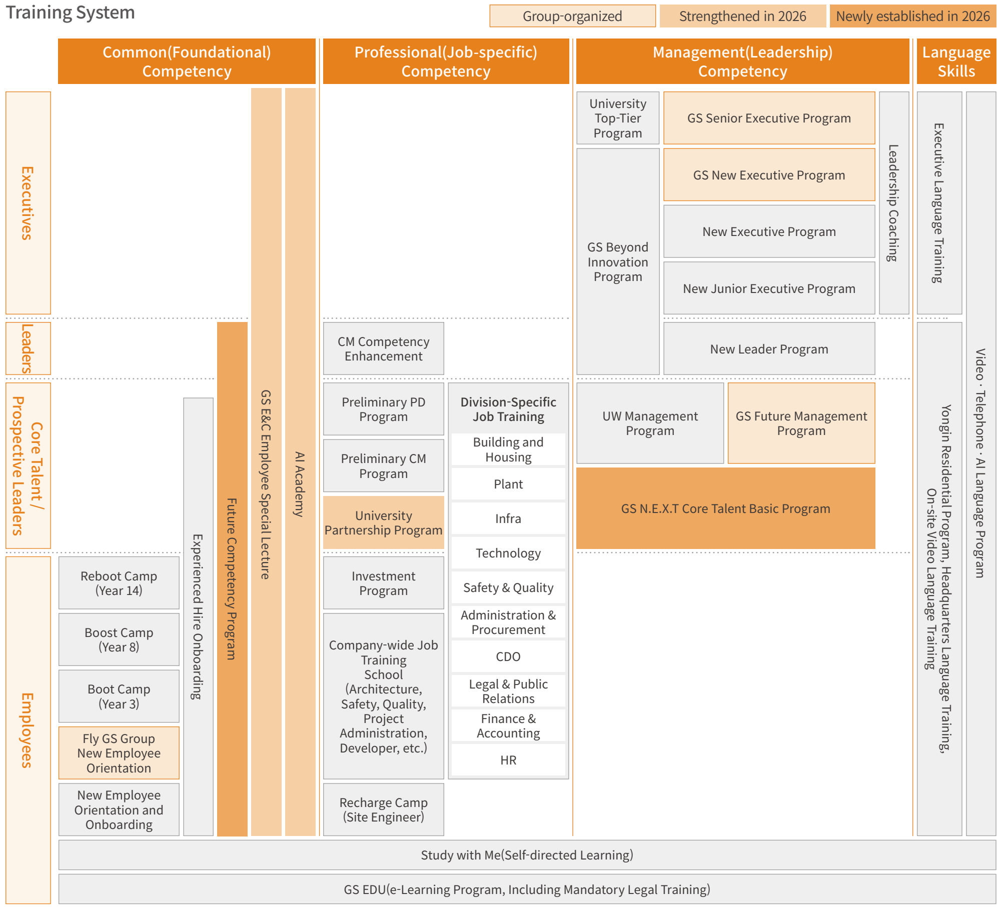
Fostering Talent and Embracing Diversity

Employee Development Programs

Enhancing Talent Competency

To secure a technological edge and competitiveness across the construction industry, GS E&C operates a training system that systematically develops talent equipped with essential job capabilities and core competencies. The training framework consists of common, professional(job-specific), management(leadership), and language courses, and is designed to provide phased, customized learning based on the characteristics of different ranks and job functions. Through this system, the Company supports employees in continuously strengthening the competencies required for their roles and developing into professionals who contribute to the organization's mid- to long-term growth.

Training System



2025 Talent Development System

Unit: Persons

Development System		Target	Training Program	Number of Participants
Leadership	Pursuing growth as desirable leaders	Executives and team leaders	· Leadership diagnosis and training · Encouraging change in leadership behavior · Implementation of leadership training for the mid-level management	850
Job competency	Job Expertise	Employees	· Improving employees' practical job competencies · Provision of training depending on the job competency level · Training for transferred/newly assigned employees · Training for new business areas · Artificial intelligence(AI) training	37,755
Global	Global	Employees	· Improving job competencies for overseas businesses · Language training	2,477

Talent Development Performance

Category	Unit	2023	2024	2025
Number of participants	Persons	43,449	42,885	41,082
Total training costs	KRW 100 million	23.2	30.3	44.2
Training hours per employee	Hours	34.9	29.8	38.0

Fostering Talent and Embracing Diversity

2025 Employee Development Programs and Performance

Category	Program	Description	Performance
Common (Foundational) Competency	New Leader Program	· Provide a practical leadership development program for new executive directors, department heads, and position holders to improve the organizational structure · Strengthen practical leadership competency through a 1-day program(for executive directors and department heads) and a 2-day program(for position holders) covering topics such as self-coaching and diverse leadership language	44 participants
	Reboot Camp	· Provide a mandatory common training program for year-14 employees to enhance mid-level managers' leadership and job competencies · Develop mid-level manager competency by strengthening leadership, motivating employees, addressing career-related concerns, and providing mental health care and refresh time	Held 5 times in total
	Boost Camp	· Provide a program to motivate year-8 employees and improve their practical competencies so they can grow into high performers · Conduct a 1-night, 2-day group program once a year	Held once, 26 participants
	Boot Camp	· Provide a program for year-3 employees to strengthen their sense of belonging and solidarity and improve their practical competency · Conduct a 1-night, 2-day group program once a year	32 participants
	New Employee Onboarding	· Share key work processes and major practical know-how by department · Enhance understanding of the construction industry through training on core technologies and trends	55 participants in the second half of the year
	Experienced Hire Onboarding	· Provide an onboarding challenge program to help experienced hires quickly adapt to the organization and build a sense of belonging · Enhance organizational adaptability through training on GS E&C's vision and culture, along with onboarding workshops	35 participants
Professional (Job-specific) Competency	Preliminary PD Program	· Provide a program to strengthen the leadership and project management competencies required to become a PD · Conduct a 2-night, 3-day group program curriculum once a year, following a preliminary course	15 participants
	Preliminary CM Program	· Provide a program to enhance the leadership and project management competencies required to become a CM · Conduct a 2-night, 3-day group program curriculum once a year, following a preliminary course	23 participants
	University-affiliated degree and non-degree programs	· Select outstanding talent with strong motivation to develop expertise in their field(once a year) · Support the acquisition of specialized knowledge, learning of the latest trends, and building of a network of experts in the field	7 participants
	Recharge Camp (Site Engineer)	· Providing opportunities for all engineers at completed project sites on a quarterly basis to reflect on project experiences, derive key lessons learned, and establish professional vision and goals · Support the relief of work stress and refresh capability for the next project through diverse programs, including growth mindset, resilience, and meditation	Held 4 times a year
Management (Leadership) Competency	GS Beyond Innovation Training Program	· Operate the program semi-annually with the goal of fostering executives, leaders, and outstanding talent who can lead change in business and the organization · Provide opportunities to enhance a change and innovation mindset and gain insights into future industries by learning from advanced markets and companies	Undisclosed
	UW* Management Training Program	· Operate a program to develop future management and business leaders · Enhance management competency and a global and change mindset through management knowledge learning and case studies	Undisclosed
Others	Study with Me	· Support the formation of voluntary study groups of 3 or more employees(work-related or free topics can be selected) · Conduct the program according to self-planned training schedules and curricula	219 participants

*University of Washington Graduate School of Business

Fostering Talent and Embracing Diversity

Reboot Camp

GS E&C operates 'Reboot Camp' to strengthen mid-level managers' leadership and practical competencies in a structured manner. This camp focuses on intensively developing the core competencies required of mid-level managers, including strategic thinking, team management, communication, and problem-solving skills, and supports participants in clearly recognizing and practicing their roles and responsibilities within the organization through a hands-on training curriculum. Reboot Camp goes beyond simple competency-building training and is designed to help participants reflect on their careers and focus on career development and establishing a future vision. During the training, participants share concerns about career growth and strengthen their self-directed career management competency and motivation through consulting sessions that provide practical advice and feedback. The program also runs stress management and emotional recovery activities in parallel, supporting mid-level managers in gaining psychological stability and an opportunity to recharge. In 2025, a total of 200 mid-level managers participated in this camp, and through the program, they spent meaningful time developing their careers and shaping their vision within the organization.

Recharge Camp

GS E&C runs 'Recharge Camp' to support field engineers in enhancing their expertise and recharging psychologically at the same time. This program helps engineers reflect on projects they have previously carried out, analyze key achievements and challenges, and shape their vision and goals for future work based on this reflection. In particular, it focuses on strengthening practical problem-solving competency and deepening job understanding through learning and discussion centered on real on-site cases. Recharge Camp also offers various programs that allow participants to step away from their daily work, regain psychological ease, and relieve stress. Through activities such as meditation, self-understanding through personality analysis, and exploring one's role within social relationships, the program simultaneously promotes emotional stability and teamwork, thereby enhancing participants' work engagement and organizational satisfaction. The program was operated four times in total in 2025 and received high satisfaction from participants. Starting in 2026, GS E&C plans to operate Recharge Camp semi-annually, taking project completion sites into account, and will continue to upgrade the scope and content of the program so that more site personnel can participate.

Recharge Camp

Reboot Camp Programs

Session	Date	Program
1st Session	Apr. 17-18	· Stress Management and Mindfulness · Five Traits of High Performers · Wine & Business Etiquette · Hub Leadership · Office/Meditation Yoga
2nd Session	May. 15-16	
3rd Session	Sep. 25-26	
4th Session	Oct. 16-17	
5th Session	Nov. 13-14	

Recharge Camp Programs

Program Name	Program Objective
Resilience "Me, fine"	· Understand "myself" in social relationships through personality analysis(BIG 5) · Find stability within the organization and practice self-care through self-monitoring
Healing Meditation Yoga	· Relax tense muscles and minds caused by stress through meditation and stretching
Project Retrospective	· Reflect on past projects using the KPT technique(Keep, Problem, Try) · Share diverse project retrospectives with team members and learn lessons
Motivation	· Strengthen growth motivation within GS E&C and establish a future vision through personal growth reviews

Fostering Talent and Embracing Diversity

Preliminary CM and Preliminary PD Programs

To enhance the expertise of key on-site personnel, GS E&C operates the Preliminary CM(Construction Manager) and Preliminary PD(Project Director) programs. The Preliminary CM Program focuses on cultivating foundational skills required of future CMs, such as leadership and communication, as well as strengthening practical capabilities in initial site establishment, on-site profit and loss management, and construction-related laws. The program consists of a basic course centered on leadership and communication, and a specialized course focused on practical skills such as site establishment, profit and loss management, and construction law. In 2025, 23 CM candidates participated in the program. Additionally, starting in 2025, the Company introduced the Preliminary PD Program to strengthen the leadership and project management capabilities of future PDs, who serve as the top executives at plant sites. Conducted as a three-day, two-night group training session, this program aims to improve the integrated management and organizational operation skills of site leaders by focusing on core topics such as "The Role of PDs in Maximizing Organizational Synergy."

Language Proficiency Improvement Training Programs

To enhance employees' global communication capabilities, GS E&C offers English training courses led by in-house native-speaking instructors, alongside the Global Intensive Course(GIC), a focused one- to two-month program. In 2025, 13 employees participated in three GIC sessions offered at intermediate and advanced levels. Each course is designed to improve the practical language skills required for global business operations, enabling participants to effectively strengthen their communication abilities through intensive training. In addition, GS E&C administers GST(GS E&C Speaking), an internally developed language proficiency test, to systematically assess and manage employees' language skills. Through this test, the Company quantitatively measures training effectiveness and continuously advances its training programs. Furthermore, the Company operates an English camp to foster interest in English learning among employees' children, offering a five-day, four-night program for elementary school students.

Changes in GST Scores Before and After 2025 GIC Training

Course	Period	Number of participants	Improvement rate
1st Session of GIC Intermediate	2025.02.10 ~ 03.22	4	1st GIC Intermediate Improvement Rate: 13% increase (Average GST Score: 3.75 → 4.25)
2nd Session of GIC Intermediate	2025.07.01 ~ 08.08	5	2nd GIC Intermediate Improvement Rate: 25% increase (Average GST Score: 3.2→4.0)
1st Session of GIC Advanced	2025.03.24 ~ 05.09	4	1st GIC Advanced Improvement Rate: Maintained at the Same Level (Average GST Score: 5.0→5.0)

'Study with Me' Program

GS E&C operates the 'Study with Me' program to help employees voluntarily foster a learning culture and enhance their problem-solving capabilities. The program allows groups of at least three employees to form study groups based on shared interests, selecting from a wide range of topics that span work-related subjects to areas of personal interest. Participants follow their own schedules and curricula, while the Company covers the necessary expenses to actively encourage self-directed learning among employees.

2025 Study with ME Program Contents and Participation

Topic	Contents	Number of groups	Persons
DX·IT	ChatGPT, IT tools, Gen AI, etc.	30	142
Language training	English(video English classes, Chinese, online lectures)	9	38
Job Skills	Professional welding engineer, patent-related, CSTS, MCP, etc.	7	28
Others	Video production, UX/UI design, etc.	3	11
Total		49	219

Outplacement Support Program

GS E&C's outplacement support program consists of various training and counseling services, including life career planning, job placement counseling, and employment and startup training. The program is available to regular employees aged 50 and older with at least one year of service, and contract employees aged 50 and older with at least three consecutive years of service. Tailored to individual needs, the program actively supports the social transition of retirees and employees whose contracts have expired. In 2025, 36 out of 74 eligible employees applied for and participated in the program.

Fostering Talent and Embracing Diversity

CASE 2025 GS Explore & Create

GS E&C has newly operated a company-wide knowledge-sharing program called 'GS Explore & Create' since 2025 to cultivate employees' future-response competency and strategic thinking. This program shares insights centered on macroeconomic and global industry trends and key issues by business division, helping employees better understand the rapidly changing business environment and strengthen their ability to apply insights in practice. In 2025, GS E&C ran the program a total of 12 times, combining lectures and discussions based on the latest current affairs and industry trends to enhance learning outcomes. In particular, GS E&C invited a co-author of the CEO-recommended book "How Big Things Get Done" to share its core message and operated a Fireside Chat program in which participants freely discussed challenges from their actual work. Through this, GS E&C deepened understanding of the complexity of decision-making and strategic judgment in the course of carrying out projects, and shared practice-oriented insights. Through 'GS Explore & Create', GS E&C strengthens employees' ability to analyze project outcomes and failure factors from multiple angles and make rational decisions even in highly uncertain environments. Going forward, GS E&C plans to continue expanding its learning and communication programs that combine books, lectures, and discussions to systematically enhance employees' expertise and problem-solving competency.

Session	Date	Topic	Key Details
1	January 2025	Macroeconomic Outlook Following the U.S. Presidential Election and Its Impact on Our Business	· Economic outlook under the Trump administration's policy direction · Domestic construction market outlook
2	February 2025	Technological Advancement Trends Observed at CES 2025	· CES 2025 construction-related key topic trends (AI, smart homes, home entertainment, etc.) · Key implications of AI technology innovation showcased at CES
3	March 2025	Problem-Solving Methods from a User Perspective(Design Thinking)	· Design thinking-based problem identification and solution approaches · Practical application case studies
4	April 2025	What Future Are We Investing In?	· GS E&C's investment strategy and fund/portfolio overview · Introduction to and sharing of GS Futures' portfolio
5	May 2025	Beyond DX to AX! (Practical Strategies for the AI Era)	· Practical applications of AI in day-to-day work
6	June 2025	Loss-Based HSE Management	· Importance of safety culture and leadership · Safety leadership for safety managers
7	July 2025	Paradigm Shifts in Trump's Second Term and Strategic Responses for Construction Companies	· AI-driven Fourth Industrial Revolution cooperation model · Impact of Trump tariffs on the global economy
8	August 2025	A Conversation with the Author of the CEO's Recommended Book, How Big Things Get Done	· Sharing key messages from the books · Fireside Chat(discussion-centered conversation)
9	September 2025	Mega Projects Completed Through Perseverance and Resilience	· Case study of the Singapore mega project · Key lessons learned from major projects in Singapore
10	October 2025	Stablecoins, Blockchain, and the Future of the Construction Industry	· Principles and trends of stablecoin-based digital assets · Potential application to construction B2B settlements and overseas business
11	November 2025	Era Forecast: The Birth of a Lightweight Civilization	· Social changes from the perspective of "managerial civilization" · New paradigm through the convergence of AI and humans
12	December 2025	Ways of Working in the AI Era: Practicing Creativity and Deep Work	· Human-AI coexistence and collaborative work · Understanding AI operating principles and human characteristics

CASE AI Training Program

In 2025, GS E&C launched a new AI training program for all employees to enhance their understanding of generative AI and build practical digital skills. All personnel, including executives and regular employees, can attend a single session of the in-person "Basic AI Training" at the Namchon Leadership Center between May and September 2025. To accommodate varying work schedules, the program offers both morning and afternoon sessions. Furthermore, GS E&C introduced an online course titled "Utilizing ChatGPT 300%" to supplement the in-person training. Available to all employees on a voluntary basis, this course features hands-on content focused on practical applications, ranging from the basic concepts of generative AI to report and proposal writing, data analysis and automation, and image and video generation. Through this blended online and offline training system, GS E&C systematically empowers its employees to proactively adapt to the changing digital landscape and drive business innovation.

CASE Management(Leadership) Development Programs

GS E&C operates leadership development programs to enhance the global capabilities of its top talent. These programs consist of the 'GS Beyond Innovation Program' held in Silicon Valley and the 'UW Management Program' at the University of Washington(UW) in Seattle. The 'GS Beyond Innovation Program' aims to cultivate insights into future industries based on the innovation practices of leading global companies, and is designed for selected executives and senior leaders. The 'UW Management Program' focuses on strengthening analytical and strategic thinking skills by combining in-depth lectures from UW faculty on key future issues, such as AI and Climate Change, with participant presentations and discussions. Through these initiatives, GS E&C systematically cultivates its next-generation business leaders.

Fostering Talent and Embracing Diversity

Revitalizing Organizational Culture

Improving Organizational Competency

GS E&C continuously improves its organizational culture to empower employees to maximize their capabilities based on mutual empathy and cooperation. In addition to fostering a healthy organizational culture and strengthening internal communication through its existing internal newsletter, 'Haewoobo,' the Company publishes 'Organizational Culture Story' to expand horizontal communication among employees. These efforts cultivate a more open and flexible organizational culture while enhancing collaboration and execution capabilities across the organization.

Respectful 'Nim' Culture

In August 2024, GS E&C revamped its internal title system to establish a horizontal organizational culture based on mutual respect and autonomous communication. By expanding the application of the "Nim" title to include executives and managers, the Company has been advancing a communication environment based on mutual respect among employees, regardless of rank. However, an employee survey conducted in 2025 revealed that while the overall consensus on the "Nim" title system continues to grow, practical difficulties exist in using the title at sites and when communicating with external stakeholders such as suppliers and clients. Accordingly, while maintaining the intent of the system, GS E&C established differentiated application standards that consider the distinct work characteristics of the headquarters and sites, as well as the external communication environment. At the headquarters, using "Name + Nim" is the standard rule regardless of rank or position. At sites, however, the Company has increased operational flexibility: position-based titles are applied to managers, while the "Nim" title is recommended for non-managers, with the concurrent use of rank-based titles such as Senior Supervisor also permitted. Going forward, GS E&C will continue to foster an organizational culture where employees can confidently voice their opinions based on a sense of responsibility, thereby promoting collaboration and creativity, and continuously enhancing organizational flexibility and inclusion.

'Nim' culture

CASE Team-building Workshop

GS E&C operates the Team Building Workshop to foster a collaborative organizational culture and enhance teamwork. The program targets teams that have undergone reorganization or personnel changes, as well as any team seeking to improve its communication capabilities. The 2025 workshop features a mandatory module on internalizing the Core Values, alongside optional modules on Vision, communication, and collaboration that groups can select based on their specific needs. Participants use the Birkman assessment to understand their behavioral traits and needs, which helps groups clarify their Vision and targets while establishing new operating principles. Since 2022, a total of 3,074 employees from 174 groups have participated in the workshop, leading to significant improvements in internal communication and collaboration.

Key Programs of the Team-building Workshop

Module Name	Key Details
Vision	· Creating an organizational vision statement and slogan
Communication	· Understanding my colleagues through Birkman assessment results · Enhancing understanding of and communication with leaders through leader result analysis
Collaboration	· Collaboration enhancement activity · Discussing collaboration among construction types and departments, and creating an organizational strength map

Change Agent(CA) for a Culture of Open Communication

GS E&C operates the Change Agent(CA) program to foster an open internal communication culture and drive organizational development. CAs serve as change managers who shape GS E&C's corporate culture by communicating with diverse employees and representing their voices. They actively gather employee feedback, deliver it to the management, and explore ways to improve. Through the CA program, GS E&C is committed to strengthening internal communication and continuously driving positive change.

Employee Experience Improvement Program

GS E&C is advancing various initiatives to enhance the employee experience. In 2025, as part of its employee communication program, the Company held an on-site kick-off meeting to foster a sense of belonging among on-site employees and staff, providing them with an opportunity to directly experience management's site-centric management motto. Furthermore, the Company strengthened organizational belonging and camaraderie by hosting events such as the 'One-Day Ski Event with the CEO' and 'Gran Open Day,' which allowed employees and their families to spend quality time together.

Fostering Talent and Embracing Diversity

Employee Evaluation and Remuneration

Fair and Objective Evaluation Using Various Methods

GS E&C has an HR system that integrates information on employees' personnel appointments, training, evaluation, and compensation to effectively manage talent, and continuously improves the system by reflecting ongoing feedback from employees and leaders. To evaluate employees' performance more fairly and objectively, GS E&C manages its performance evaluation by dividing it into achievement and competency. For the achievement evaluation, GS E&C runs an ongoing performance management system to enhance fairness, and provides training for evaluators and evaluatees at each stage to improve their understanding of the system and strengthen their evaluation competency. In addition, through evaluation calibration meetings attended by all evaluators, GS E&C reviews the distribution of evaluation grades and the rationale behind them, and monitors any deviations or excessive concentration across organizations, thereby enhancing the consistency and objectivity of evaluation results. Furthermore, rather than simply notifying employees of their grades, GS E&C operates a feedback system that also provides the rationale recorded during the evaluation process along with evaluators' comments. Through this, employees can understand the basis for their evaluation results and more clearly recognize what performance they need to supplement or strengthen, and how, in the next evaluation period. The competency evaluation diagnoses, through a multi-rater evaluation method, the common behavioral competencies required of all employees, the job competencies required by job function, and the leadership competencies required of leaders and potential leader candidates, in order to check the level of competency fulfillment and demonstration from the perspective of employees' long-term growth. The results derived through this process are not limited to simple score-based reporting. GS E&C also provides feedback that includes observed behavioral examples and points for improvement, thereby supporting both employees' growth and the enhancement of organizational competency at the same time.

Evaluation Process

Achievement Evaluation	Goal Setting and Agreement (March)	▶	Mid-term Review and Ongoing Feedback (Year-round)	▶	1st Evaluation & Evaluation Session (Oct. ~)
Competency Evaluation	Common Competency (July)	+	Leadership Assessment (July)	+	Job Competency (July)

Operating a Fair Compensation System

GS E&C fairly evaluates employee competencies and performance, operating a rational compensation system based on both organizational and individual achievements. Individual performance is reflected in compensation to motivate employees, while regular feedback supports targeted competency development. Furthermore, the Company provides additional rewards for outstanding organizational achievements, recognizing the collective contributions of the entire team alongside individual efforts. By operating strictly based on performance and excluding personal characteristics such as gender and race, this compensation system enhances fairness and social equity.

Protection of Employee Rights

Fostering a Culture of Labor-Management Harmony

GS E&C continuously strives to establish a win-win relationship based on mutual respect and trust between labor and management. As of the end of 2025, 411 regular employees(28%) are members of the labor union. The Company conducts annual wage negotiations and holds collective bargaining on working conditions every two years. Furthermore, when making changes to major corporate policies or systems, the Company engages in sufficient prior consultation with the labor union to protect employees' rights and interests. In 2025, to strengthen cooperation with the labor union, the Company operated various communication programs, including labor-management meetings, joint workshops, and regular Labor-Management Council meetings. These initiatives promoted mutual understanding and further solidified a trust-based cooperative relationship.

Labor-Management Council Performance in 2025

Regular Meetings	4 times (quarterly)	Grievance Log Management	4 times (quarterly)

Listening to Employees through 'Soljik Talk Talk'

GS E&C runs an anonymous bulletin board called 'Soljik Talk Talk' to allow employees to freely express their opinions, and continuously improves its workplace culture and welfare programs based on the diverse opinions received through it. Opinions submitted anonymously are closely reviewed by the Life&Culture Team, which sets priorities and derives specific improvement tasks considering feasibility and effectiveness, reflecting them in operational changes. In 2025, based on key opinions raised through 'Soljik Talk Talk', GS E&C planned an English camp program for employees' children and held the first English camp at the Elysian Learning Center, and achieved various improvement outcomes that reflected employees' requests, including the establishment of a support program for families of employees with disabilities, the introduction of mobile employee ID cards, and the diversification of snack bar offerings.

Fostering Talent and Embracing Diversity

Employee Welfare

Creating a Good Working Environment

GS E&C has established a culture of leaving work on time to ensure employees' work-life balance, and runs flexible working systems such as a staggered working hours system and the PC On/Off Program. Through the PC On/Off system, which is designed to automatically shut down computers after designated working hours, the Company supports efficient management of working hours, and allows employees to freely choose their start time when adjustments to working hours are needed due to childcare, personal circumstances, or the nature of their work. In addition, GS E&C operates a recommended leave system and a sabbatical leave system based on accumulated leave, and supports employees' work-life balance by allowing them to freely use summer leave, granted separately from annual leave, at any time during the year.

Creating Rest and Communication Spaces for Employees

GS E&C creates various spatial environments so that employees can recharge through comfortable rest and natural communication in their daily lives. The 'Xiroum' lounge, a rest space exclusively for employees within the office, is equipped with a space for tea time and reading, massage chairs, and simple recreational facilities to support rest and refreshment during work. In addition, on the rooftop of Gran Seoul Tower 2, where the headquarters is located, the Company has created 'SKY Garden', a garden-style rooftop space in the heart of the city, to support rest and communication amid nature as well as in-house events. In the headquarters lobby, GS E&C has installed 'Xi-Tree', a sculpture made from a recycled 60-year-old zelkova tree, creating an open space where both employees and visitors can stay and rest.


Xi roum Lounge


Xi-Tree

Supporting Family-Friendly Welfare

GS E&C participates in addressing social challenges, such as improving the childbirth and childcare environment and supporting women's career continuity, through family-friendly welfare programs. GS E&C runs various support measures, including reduced working hours during pregnancy and childcare, childbirth congratulatory payments, support for childcare and infertility treatment costs, and infertility leave and family care leave. In addition to statutory parental leave, the Company provides up to one additional year of leave, supporting employees in stably managing both childbirth and childcare. Through these efforts, GS E&C aims to create a working environment that enables work-family balance and contribute to improving employees' quality of life.

Employee Welfare Program

Category	Programs and Overview
Operating a Flexible Work System	· Operating staggered commuting hours (07:30-10:00 / flexible commuting in 10-minute increments) · Flexible working hours to accommodate personal needs such as childcare or work commitments. · Operating a PC On/Off program to promote punctual departures (efficiently managing working hours by automatically shutting down PCs at the end of the workday)
Enhance Leave Policies	· Operate a flexible year-round summer vacation system · Operate a recommended leave program and a sabbatical leave program based on accrued leave · Provide additional sabbatical leave for long-term employees
Provide Family Care Support	· Provide family care leave and leave of absence programs · Expand the family accompaniment support system for employees working overseas (increase support for relocation and housing rental expenses) · Operating a support program for families of individuals with disabilities (funding educational and medical expenses for children with disabilities, subsidizing the purchase of assistive devices, and providing psychological counseling for family members)
Provide Pregnancy, Childbirth, and Childcare Support	· Provide reduced working hours during pregnancy and childcare periods · Provide childbirth bonuses and congratulatory gifts · Subsidize postpartum care center expenses and provide childcare subsidies for up to 8 years(96 months) · Subsidize infertility treatment expenses and provide leave and leave of absence for infertility treatment · Provide up to one year of additional parental leave beyond statutory requirements · Promote a culture of male employees taking parental leave(acquired Family-Friendly Certification) · Operate an on-site daycare center
Provide Employee Health Management Support	· Cover regular health checkup expenses for employees and their spouses, and recognize the checkup day as paid working hours · Provide indemnity health insurance for employees and their spouses · Provide group accident insurance for employees · Operates the 'Stress Zero Program'(personal counseling and online mental health assessments) for employees and their immediate families · Supports work-life balance through counseling on personal emotional, family, and child-related issues

Pursuing Customer Satisfaction

Customer Experience Innovation

Driving Innovation Based on Design Thinking

GS E&C drives customer experience innovation centered on its Innovation Lab team, which is dedicated to this task, comprehensively analyzing the experiences of both external customers and internal employees and pursuing improvements to brand experience based on customer data. The Innovation Lab focuses on managing customer experience through design thinking, and plans and runs various customer experience innovation projects. In addition, the Company continuously collects innovation ideas from each business department and systematically carries out customer-centered innovation activities by establishing and pursuing a phased improvement roadmap that comprehensively considers the necessity and urgency of improvements.

Customer Experience Innovation Process

Customer Journey and Experience Improvement

GS E&C systematically manages the entire customer journey to continuously improve the customer experience. The Company defines the pre-move-in visit by Xi residents as the starting point of this journey. By measuring and managing customer satisfaction at each stage, the Company comprehensively analyzes the customer experience from before to after moving in. The Company collects data on customer satisfaction and emotional responses through surveys and interviews at key stages, including pre-move-in visits, move-in reservations, and the actual move-in process. Based on this data, the Company identifies areas for improvement from the customer's perspective and incorporates them into its services. Leveraging these insights, the Company continuously innovates the entire move-in process and the pre- and post-move-in Xi brand onboarding procedures. Key initiatives include introducing welcome kits, improving event operations, and advancing the features of the Xi App. In 2025, the Company further strengthened its customer-centric residential services through various initiatives aimed at enhancing the overall customer experience.

Xi TV – Pre-move-in Inspection

Innovation Activities by Customer Journey

	Pre-visit Experience			Resident Experience	
	STEP 1. Pre-inspection reservation	STEP 2. Pre-inspection event	STEP 3. Pre-inspection defect handling & move-in reservation	STEP 4. Move-in procedures	STEP 5. Defect repair and maintenance service
Customer Journey	· Visit reservation and information acquisition - Pre-inspection reservation via app - Acquisition of event-related information	· Event venue visit and defect inspection - Visit to complex after resident verification process - Defect inspection and reporting - Participation in on-site events	· Move-in reservation & defect repair confirmation - Move-in reservation via app - Defect repair status check via app	· Visit to move-in support center and key collection - Submission of balance payment certificate - Completion of move-in certificate at management office - Collection of unit keys and move-in Items - Move-in(Key Issuance) or Temporary Unit Visit	· After-sales service request and processing Defect Repair Request → Reservation → Visit → Handling
2025 Innovation Activities	· App improvement activities - Identifying data-driven improvements through app usage analysis	· Customer experience-driven service improvement - Operating mobile information desks - Issuing QR Codes for passwords - Reducing reception congestion and customer wait times through contactless inspections	· Resolving resident pain points - Identifying pain points in the move-in reservation and defect repair information provision processes	· Improving the move-in customer experience - Digitizing the existing resident living guide booklet - Identifying and resolving pain points in the move-in process	· Improving the after-sales service customer experience - Identifying and resolving customer experience pain points during the after-sales service request and handling process · Implementing the 'Report First, Refresh' service · Conducting the 'Like Xi, with Deep Care' safety inspection activities

Pursuing Customer Satisfaction

CASE Improving Services to Enhance Customer Convenience in the Move-in Process

GS E&C identifies improvement points to enhance customer convenience throughout the move-in process and continuously improves the customer experience through digital-based service innovation. Starting in 2025, GS E&C converted the resident guidebook, previously provided in booklet form, into an electronic document, enhancing information accessibility and usability by allowing residents to check relevant information at any time through the website and mobile app. In addition, the Company introduced an non-face-to-face process for the move-in inspection to address congestion at reception desks and customer waiting issues, and simplified the procedure by operating a mobile-based information desk and issuing password-based QR codes, allowing customers to verify their identity on site and enter their units. However, considering elderly residents and those in digitally vulnerable groups, the Company continues to run a manager-accompanied guidance service. Furthermore, GS E&C introduced a visitor vehicle pre-registration service using the Xi Home app to ease vehicle congestion and reduce waiting times when entering complexes. This service was first applied to select complexes and, based on its operational performance, will be expanded in stages, with plans to apply it to all complexes starting in 2026.

Resident Living Guide

Operating Contactless Reception Desks

CASE Paperless and Eco-friendly Management via Electronic Contracts

GS E&C has fully introduced an in-person electronic contract system across its entire pre-sale contract process to fulfill its environmental and social responsibilities. By replacing the vast amount of paper documents previously used with digital electronic forms, the Company is realizing a paperless environment that minimizes resource consumption. In addition, through simple and accurate contract execution based on electronic signatures, GS E&C has dramatically reduced customer waiting times and secured faster administrative processing, while enhancing data security and the transparency of contract management to solidify a trusted and sustainable management system.

CASE Dear Xi-an Campaign

GS E&C runs the 'Dear Xi-an' campaign, reflecting its commitment to carefully looking after the daily lives and well-being of Xi(Residential Brand) residents. This campaign is a customer care activity that continuously supports residential safety and living convenience through post-move-in management and communication programs tailored to the characteristics of each stage of residency. In particular, for complexes in their first or second year after move-in, GS E&C runs the 'Report First, Refresh' service, which proactively inspects common areas such as landscaping, community facilities, and parking lots, and carries out repairs when necessary. The Company also runs 'Xi-an Festa' alongside this, creating opportunities for communication through cultural events and resident-participation programs. In addition, GS E&C has newly established the 'Like Xi, with Deep Care' program, an expansion of its existing post-move-in management system, to proactively inspect the safety of common areas in complexes whose defect warranty period has ended. This program aims to prevent large-scale accidents such as fires and flooding by focusing on major common facilities that are more likely to deteriorate over time, including electrical rooms, mechanical room pump equipment, and water barriers. Inspection schedules are established through prior consultation with the Council of Resident Representatives, and comprehensive safety diagnoses are carried out on-site by qualified technical experts from GS E&C and Xi S&D, its dedicated after-sales service provider. The inspection results are provided to the Council of Resident Representatives in the form of a report, and when requested by residents, GS E&C also provides explanations of the inspection results along with advisory support and training for complex operation and management companies to ensure safe complex operations.

Pursuing Customer Satisfaction

Customer Experience Innovation

Upgrading Customer Service through the Xi AI Platform

To enhance resident satisfaction, GS E&C developed its proprietary Xi AI Platform, integrating it with the Xi Connected Hub and smart home applications. Led by the Innovation Lab, the Company continuously advances technologies across various areas, including smart home apps, data analytics, and AI development. As a big data-driven integrated system, the Xi AI Platform collects and analyzes data generated within Xi complexes, reflecting these insights into smart home app services in real time. Furthermore, the integrated Xi app platform significantly improves the customer-centric user experience by consolidating various functions—such as pre-inspections, move-in reservations, smart home controls, and community facility usage—into a single application. To ensure robust customer data protection and Information Security, the Company applies bank-grade, PKI authentication-based security systems across all communication networks and databases.

Xi Integrated App

Connected Hub Configuration

Number of Xi Home App Users

Category	Unit	2023	2024	2025
Number of App Users	Persons	168,000	329,937	236,906
Number of Registered Households	Households	56,977	112,203	194,000

Enhancing Customer Service through 'My Xi' on the Xi Website

GS E&C runs 'My Xi', a dedicated online service, to maximize the convenience of contracted customers from the point of sale onward. 'My Xi' provides an integrated service that covers the entire residential journey after contract execution, including contract inquiry, payment history inquiry, calculation of outstanding balances, registration of pre-move-in supporting documents, and move-in-related applications and inquiries. In particular, the company has significantly improved its user-centered UX(User Experience) by converting previously complex, offline-centered procedures into a mobile-based one-stop service, allowing customers to check contract information and submit complaints anytime, anywhere. In addition, GS E&C digitized previously complex, paper-based approval procedures, such as refund applications, to increase work efficiency, and improved customer convenience by digitally transforming the final balance settlement process, which had previously often experienced delays, through advance online processing throughout the contract period.

Branding Reestablishment

Brand Management Based on BX(Brand eXperience) Data

GS E&C's Brand Strategy Team focuses on data-driven brand management to analyze deep insights into customer brand perception. By leveraging these insights to deliver enhanced experiences, the team strives to foster a positive image of the Xi brand. Furthermore, the team collaborates with other brands within the GS Group to identify opportunities for mutual synergy, contributing to internal and external brand communication and the establishment of a brand management system. Through the 'Xi Re-Ignite' project in 2024, the team redefined the Xi brand identity and its strategic direction, developing a new identity, brand identity(BI), and brand design. Through customer experience innovation and brand marketing for the new Xi brand, the team is committed to building a more appealing and trusted image among both internal and external customers.

Xi TV - Xi Re-Ignite

Key Activities of Xi Re-Ignite

STEP 1. Brand Awareness and Exploration	STEP 2. Apartment Purchase(Pre-sale)	STEP 3. Before and After Move-in	STEP 4. Residence
· Brand Insights - Analyzing data-driven Xi customer insights - Proposing mid- to long-term brand strategies - Discovering GS Group brand synergies - Supporting the planning of brand experience projects	· Brand Positioning Planning - Building a prestige lifestyle brand	· Customer and Brand Onboarding - Providing a positive onboarding experience, including pre-visits, move-in reservations, and move-ins - Planning and executing brand experience improvement activities	· Customer Insights - Data-driven analysis of Xi resident insights · Identifying initiatives for resident experience innovation - Continuously identifying opportunity areas for residents
· Brand Management - Customer brand awareness and preference surveys - Planning brand communication operations - Leading brand experience projects	· Presenting a customer-centric brand direction - Providing brand PR guidelines - Leading the alignment of customer-facing organizations, including design, sales, and construction - Exploring strategies to secure a competitive edge in contract awards and sales by presenting clear brand value to customers	· Improving customer touchpoint processes - Enhancing the complaint response system from a customer perspective - Exploring measures to enhance the quality of construction and defect repair - Improving defect resolution speed and managing resolution rates	· Customer Satisfaction Survey - Resident Satisfaction Survey - Surveys and interviews on resident complaints · Developing products to improve resident experience - Planning and executing product development for residents

Pursuing Customer Satisfaction

Customer Satisfaction Monitoring and Management

Customer-First Service Support Through Efficient Complaint Management

GS E&C provides inquiry services regarding pre-sale, design, construction, and AS matters through the Xi website and the GS E&C website to efficiently collect and handle customer inconveniences. Inquiries received are classified by topic through the Customer Relationship Management(CRM) system and forwarded to in-house experts, with the principle of immediate handling after review. In addition, GS E&C regularly compiles frequently occurring complaints to identify improvement points, thereby preventing customer inconveniences in advance. During the pre-move-in visit, residents can request defect repairs through the 'Xi App', and GS E&C shares the status of defect handling for individual units in real time until completion. After move-in, GS E&C checks customer satisfaction with after-sales service through a mobile happy call following defect resolution, and continuously improves areas found to be insufficient.

Dispute Resolution Process for Consumer Damages

Phase 1
Consumer damage(complaint) reception

Phase 2
Categorization by topic through Integrated Customer Relationship Management(CRM) system

Phase 3
Forwarding to in-house experts for review and handling

Phase 4
Deriving improvements and preventive activities

2025 Status of Consumer Complaints Received and Resolved

Received	Resolved	Resolution rate*
3,834 Cases	3,833 Cases	99.9%

* Based on 2025; 100% of consumer complaints are planned to be resolved.

Mobile(App) Satisfaction Survey for Resident Customers

GS E&C conducts customer satisfaction surveys for residents through Gallup Korea. The Company assesses customer satisfaction throughout the defect reporting and resolution process, identifying areas for improvement at each service touchpoint to enhance residents' overall satisfaction. In 2025, the Company conducted one-on-one interviews via tablet PCs with residents across 9 newly occupied complexes(21,607 households) and 18 previously occupied complexes(22,420 households). The survey yielded a score of 61.5(61 for newly occupied complexes and 62 for previously occupied complexes), an improvement year-over-year(YoY) from 52.0. This result closely approaches the highest customer service satisfaction score among construction companies, which stands at 63. A detailed analysis of the items found that "guidance on the handling schedule" at the defect reporting stage and "handling within the promised deadline" at the defect handling stage were the main areas requiring improvement. GS E&C is identifying and pursuing improvement tasks by linking these analysis results to its customer experience innovation process, and aims to continuously manage the effectiveness of its satisfaction improvement activities.

Resident Customer Satisfaction Survey Results*

Unit: Points(out of 100)

Category	2023	2024	2025	YoY Change
Pre-inspection	34.0	68.0	65.6	2.4 lower
Service request process	38.0	58.0	65.5	7.5 higher
Resolution process	34.0	53.0	57.6	4.6 higher
Overall satisfaction	36.6	52.0	61.5	9.5 higher

*Survey respondents: Residents of completed residential complexes(2024: 325 respondents; 2025: 6,585 respondents).

Enhancing Customer Communication

GS E&C continues to expand communication with customers by utilizing various SNS channels, including YouTube, Instagram, and KakaoTalk. Through its official YouTube channel and Instagram account, GS E&C provides information about the construction industry through on-site-focused videos, and has expanded its content to include new business introductions and organizational culture-focused content, as well as content providing information for domestic shareholders and recruitment. Its brand channel, 'Xi TV', has approximately 720,000 subscribers and offers a variety of content based on customer demand, including pre-sale information, introductions to completed complexes, and tax and interior design tips. In addition, GS E&C expands customer experience-based marketing communication through various offline promotional activities. For customers visiting its model houses, the Company runs programs that reflect regional and lifestyle characteristics, drawing customer participation and strengthening brand experience. At the Yangsan Xi Park Palace model house, GS E&C invited professional golfer Lim Jin-han to run an experience program at the GDR golf practice range, a community facility, while at Doryong Xi La Peak and Cheolsanyeok Xi, the Company invited education consultants to run college admissions information sessions, expanding customer touchpoints through various marketing promotional activities based on customer needs.

YouTube Channel – GS E&C

YouTube Channel – Xi TV

Pursuing Customer Satisfaction

Customer Satisfaction Monitoring and Management

Client Satisfaction Survey

GS E&C regularly conducts a client satisfaction survey to systematically understand clients' experiences and perceptions throughout project execution and to continuously improve service quality and the level of collaboration. This survey aims to collect clients' evaluations and opinions based on 13 detailed items across three areas, namely project management, project execution personnel, and communication, and the results are used as reference material to review strengths and areas needing improvement in the course of business execution. Based on the 2024 survey results, the company has reviewed its business execution methods from the customer's perspective and continued its efforts to improve project operation systems and on-site communication overall. The Plant Business Division established a reasonable process schedule through in-depth review from the early stages of projects and secured prior approval from clients, while systematically managing material quality and procurement schedules to strengthen overall process stability. The Infra Business Division, under the leadership of its CM Safety Part, conducted on-site safety inspections and accident prevention activities at least once a month, and strengthened cost management activities by reviewing the monthly progress cost rate and linking it to analysis based on the contract payment claim cycle. As a result of these improvement efforts, the 2025 client satisfaction survey recorded a 4.1-point increase in overall satisfaction score compared to the previous year. GS E&C plans to continue its efforts to enhance clients' trust and strengthen customer-centered management by faithfully reflecting customers' expectations and requirements in its business execution, based on the results of its client satisfaction surveys.

Client Satisfaction Survey*

Unit: Points(out of 100)

Classification	2023	2024	2025	YoY Change
Project Management	82.1	76.0	81.7	5.7 higher
Project Execution Personnel	81.5	76.8	79.9	3.1 higher
Communication	89.6	76.0	79.2	3.2 higher
Overall satisfaction	83.1	76.2	80.3	4.1 higher

* Survey respondents: Clients of ongoing domestic and overseas projects in the respective year (24 persons in 2023, 25 persons in 2024, 24 persons in 2025)

Customer Satisfaction Management Targets

Customer Satisfaction Roadmap and Targets

GS E&C regularly conducts the 'Client Satisfaction Survey' and the 'Resident Customer CS Satisfaction Survey' to enhance stakeholder satisfaction, systematically identifying risks of consumer rights infringement that may arise during business execution and residential services. For identified risks, GS E&C, centered on its DX dedicated organization, develops satisfaction enhancement measures tailored to each customer type and pursues various customer experience improvement activities, including innovating the defect repair response process and strengthening real-time response systems for customer feedback. To objectively manage the effectiveness of these improvement activities, GS E&C sets the client satisfaction survey score, resident customer satisfaction survey results, and the customer complaint resolution rate as key performance indicators and continuously monitors them. The effectiveness of improvement activities is evaluated by comparing and analyzing the annual satisfaction survey results against the previous year's performance, and by checking the level of achievement against mid-to-long-term targets. Based on its 2025 performance analysis results, GS E&C plans to continue strengthening its efforts to enhance customer satisfaction and manage consumer-related risks in 2026 as well.

Term	Goal	Activities
Short-term ~2026	Enhance customer satisfaction by customer segment through DX-based initiatives	• Innovate the defect response process • Strengthen the real-time customer response system
Mid-term ~2027	Strengthen Xi brand value through customer experience innovation	• Enhance the positive image of the Xi brand • Establish a management framework for customer satisfaction and consumer rights-related risks – Linked to the enterprise risk management system
Long-term 2027~	Realize customer value across the lifecycle through a data-driven approach	• Proactively prevent customer complaints through AI- and data-based predictive risk management • Deliver a differentiated customer experience through continuous improvement

Metrics and Targets of Customer Satisfaction and Consumer Rights

Indicator	Unit	2025		2026	2027	2028
		Performance	Target			
Customer complaint resolution rate*	%	99.9	98.55	98.60	98.65	98.70
Resident customer satisfaction survey	Points	61.5	61.0 or higher	62.0 or higher	62.5 or higher	63.0 or higher
Client satisfaction survey	Points	80.3	77.0 or higher	80.5 or higher	81.0 or higher	81.5 or higher

* Pre-move-in defect resolution rate

Strengthening Information Protection

Operating a Company-wide Information Security System

Information Security Policy

GS E&C is committed to fulfilling its information security responsibilities to safeguard customers' personal information. Personal data protection guidelines and personal data breach response guidelines are operated, and a systematic information security management framework is established and maintained on this basis. Relevant laws and regulations—including domestic and international Network Act and Personal Information Protection Act—are periodically reviewed, and internal policies and management standards are continuously advanced through ongoing monitoring of the latest information security trends.

Privacy Policy

GS E&C lawfully and securely processes and manages personal information to protect the freedom and rights of data subjects. In accordance with Article 30 of the Personal Data Protection Act, a personal data processing policy clearly defining the procedures and standards for all aspects of personal data processing has been established and publicly disclosed, and a personal data processing policy labeling system has been introduced to enable stakeholders to more easily access relevant information. The labeling system comprises six key items—general personal data collection, purpose of personal data processing, retention period, processing consignment, provision to third parties, and personal data access requests—providing key information intuitively to enhance the transparency of personal data processing and improve information accessibility.

Privacy Policy Labeling

Labeling of Key Personal Information Processing		
Collection of general personal information	Purpose of processing personal information	Retention period of personal information
Outsourcing of personal information processing	Provision of personal information	Requests to access personal information

Information Security Governance

To establish a robust information security governance framework, GS E&C has appointed a Chief Information Security Officer(CISO) and a Chief Privacy Officer(CPO) and systematically manages potential information security risks. The Information Security and Personal Data Protection Committee is also convened twice a year to review company-wide information security directions and action plans, and the management framework is continuously strengthened through deliberation and discussion of key security issues.

Roles and Responsibilities of Information Security Division

CEO

Domestic and Overseas Legal Affairs

Information Security
- Establish, manage, and operate the company-wide information security management framework
- Analyze and improve information security vulnerabilities
- Revise information security guidelines
- Operate the information security disclosure system
- Inspect headquarters, subsidiaries, and affiliates and provide security guidelines
- Monitor security systems
- Respond to incidents in the event of information leakage
- Establish and implement personal data protection training plans

(Data Solution) IT
- Authorize personal data-related system access and encrypt DBs
- Implement security measures for personal data-related systems
- Comply with personal data protection work procedures
- Secure IT infrastructure
- Back up data and recover from disasters
- Comply with system development security standards
- Manage security of development partners
- Respond to incidents in the event of information leakage

HR
- Support revision of the personal data processing policy(recruitment system)
- Manage applicant information during recruitment and dispose of DBs upon completion
- Collect employee personal data use consent forms upon joining
- Manage employee information
- Conduct self-inspections and improve employee information management

Building and Housing Marketing
- Review the Personal Data Protection Act for customer information handling on the Xi website and reflect in operations
- Manage customer information processing consignees and their employees
- Manage on-site employees handling customer information at Xi Gallery, move-in support centers, and sales offices
- Manage customer information in the sales management system
- Conduct self-inspections of customer information management

Building and Housing CS
- Manage consignees and their employees handling customer information for post-move-in defect repair and A/S requests
- Manage customer information at Xi resident services and regional A/S centers
- Conduct self-inspections at CS sites and implement personal data protection training

Safety and Procurement
- Manage partner company and temporary employee information in the attendance management system
- Collect personal data use consent forms from partner company employees during on-site safety training and conduct personal data protection training
- Manage employee information of bidding companies(GS Partner)
- Manage partner company representatives and employee information

Strengthening Information Protection

Activities to Enhance Information Protection Capabilities

Information Security Certification

GS E&C protects customer data through the Information Security and Personal Information Protection Management System(ISMS-P) and continues to obtain certifications across various service areas. In October 2024, Elysian Gangchon and Elysian Jeju obtained ISMS-P certification, demonstrating the information security of their operational processes, including reservations, membership management, and room administration. In October 2025, ISMS-P certification was maintained for customer-facing services of Xi and Xi HOME, further strengthening the level of customer information protection. GS E&C has also obtained Saudi Aramco's Cybersecurity Compliance Certification(CCC), earning recognition for its global information security capabilities. Subsidiary Xi S&D has also obtained ISMS certification in home network service development, raising its level of information security.

Elysian Gangchon and Jeju resorts, New ISMS-P certification obtained (October 16, 2024)

GS E&C Xi and Xi HOME services, ISMS-P maintained(October 1, 2025)

Obtained Cybersecurity Compliance Certification(CCC) from overseas client Saudi Aramco(March 2025)

Information Security Inspection

GS E&C conducts systematic semi-annual inspections to strengthen information security and personal information protection. In the first half, the personal data protection status of internal employees and relevant agencies is inspected at sales offices, model houses, and complexes scheduled for opening or move-in. In the second half, a company-wide sample inspection is conducted to assess employees' security awareness and identify areas for improvement. Security management is further strengthened through information security inspections based on ISMS-P and ISO 27001 and 27701 certification standards, personal data handling practice inspections, and Security Awareness Day inspections targeting all employees.

Key Details of Information Security Inspection

Category	Inspection of Sales, Pre-move-in Inspection, and Move-in Sites	Information Security Inspections for Employees
Inspection Period	· During May/June(Elysian in April)	· 2025.11.03(Mon)~11.07(Fri)(5 days)
Inspection Target	· Sampling of sales, pre-move-in inspection, and move-in sites in the first half of 2025 · Selected from other CS sites and entrusted companies	· Sample inspection of 317 employees(20 teams) - Headquarters: 289 employees in 17 teams - Sites: 28 employees across 3 locations, including Xi Gallery, CS sites, and the Urban Maintenance Team
Inspection Items	· Sales - Inspect personal information on office PCs - Verify personal information processing consignment contracts and consent forms for collection and use - Check for unauthorized use of personal information, installation of security software, and printed materials, etc. · Pre-move-in inspection / Move-in - Identify the flow of personal information protection and inspect the personal information management system, etc. · Third-party processor - Inspection of personal information management status at Elysian Jeju, etc.	· Risk preparedness(External Inspection) · Information management practices of handlers of key information(including personal information) · Monitoring of personnel/teams releasing key AIP information and conducting mass releases

Information Security Training

GS E&C operates systematic and multifaceted training programs to enhance employee information security capabilities. In the first half of 2025, information security and personal data protection training was conducted for divisional security officers, who then disseminated the training content to their respective teams to ensure that all employees are well-versed in information security. In particular, GS E&C pays close attention to the sales process, where the risk of personal data exposure is high. Customized information security and personal data protection training is provided to sales office managers each time a sales office opens, raising the security awareness of employees who handle sensitive customer information.

Strengthening Information Protection

Activities to Enhance Information Protection Capabilities

Phishing Email Simulation Training

GS E&C conducts quarterly phishing email simulation training to enhance employees' security awareness and strengthen their threat response capabilities. In the first half of the year, sample phishing emails were sent to 5,732 domestic employees from February 5 to 7, 2025, of whom approximately 2,290 employees(39.9%) clicked on the phishing site. Employees who clicked on the phishing site were provided with additional in-depth training to raise awareness of cyberattacks and strengthen response capabilities. The training explained the latest phishing attack types and countermeasures and enabled participants to acquire practical prevention skills through real-world cases. As a result, the proportion of employees who clicked on phishing emails stood at 40% at the start of the year but decreased to 13% in the second half. Through such simulation training and education, GS E&C continuously improves employees' cybersecurity capabilities and focuses on establishing a clear reporting system to ensure rapid response to actual cyber threats.

Information Security Awareness Day

GS E&C has designated the third Friday of every month as "Information Security Awareness Day." On this day, employees voluntarily conduct information security checks under the leadership of each team's security officer. Key activities include changing passwords, deleting personal information, and verifying compliance with information asset security management guidelines.

9 Habits for Employees' Daily Security Awareness

IT Security	Document Security	Office Environment
· We strictly prohibit unauthorized disclosure of corporate and personal information. · We comply with Information Security guidelines and do not use illegal software. · We immediately delete unnecessary files stored on our PCs.	· We minimize document printing. · We dispose of hard copies once reporting is complete. · We store important documents in secure cabinets.	· We maintain a pleasant office environment by keeping our workspaces organized. · We double-check our workspaces before leaving the office. · The third Friday of every month is 'Daily Security Awareness Day'.

Information Security Investment

Category	Unit	2023	2024	2025
Information Technology Investment(A)	KRW 100 million	405.1	413.0	422.6
Information Security Investment(B)	KRW 100 million	24.4	33.0	32.4
B/A	%	6.0	8.0	7.7

Reporting and Responding to Information Security Incidents

Personal Information Breach Response Process

STEP 1. **Occurrence of incident**	· Any detected or suspected breach must be reported to the personal information protection manager without delay.
STEP 2. **Receiving report**	· Upon receiving a personal information breach report, the personal information protection manager must record the incident in the Personal Information Breach Management Ledger. · The personal information protection manager must report the incident to the Chief Privacy Officer without delay upon receipt.
STEP 3. **Formation of response team**	· Designate the sector head of the originating department as the incident response manager and form a personal information breach response team based on the type of exposed or provided information.
STEP 4. **Incident analysis**	· Investigate the scale, background, method, cause, and involved parties of the breach. · Collect evidence with the support of external experts approved by the personal information breach response team or the Chief Privacy Officer, if necessary. · Notify the relevant data subjects without delay upon recognizing a personal information leak.
STEP 5. **External response and recovery**	· Level 1 Breach: The incident response manager implements measures to destroy or recover the relevant personal information. · Level 2 Breach: The person responsible for the incident must take measures to destroy, retrieve, or restore the personal information, or establish legal grounds by obtaining retroactive consent from the data subject. · Level 3 Breach: The incident response manager implements measures to adequately protect or destroy the relevant personal information. · The incident response manager implements preventive measures against recurrence if immediate action is possible.
STEP 6. **Completion**	· The incident response manager prepares a personal information breach report and submits it to the Chief Privacy Officer. · The Chief Privacy Officer reviews and approves the personal information breach report. · The Chief Privacy Officer requests the relevant department to take disciplinary actions against those involved in the personal information breach. · The personal information protection manager maintains the personal information breach report and records the outcomes of disciplinary actions.
STEP 7. **Post-incident analysis of personal data breaches**	· The incident response manager must analyze the root cause, identify lessons learned, develop preventive improvement measures, and submit them to the Chief Privacy Officer within 30 days of submitting the incident report.

Strengthening Information Protection

Reporting and Responding to Information Security Incidents

Information Security Incident Response Status

Amid the rising number of personal information leaks targeting corporations, the need for stronger internal controls and heightened security awareness has become paramount. In response, GS E&C is taking proactive measures. The Company has reviewed and fully implemented Multi-Factor Authentication(MFA) across its ID and password-based B2C personal information systems. Furthermore, in preparation for the 2025 Information Security and Personal Information Protection Management System(ISMS-P) renewal audit and the ISO 27001 and 27701 surveillance audits, the Company planned and swiftly executed penetration testing and vulnerability assessments for its B2C websites during the first half of the year. GS E&C continuously strengthens its security procedures to proactively prevent vulnerabilities and ensure the safe management of customer information. These efforts significantly enhance the Company's capabilities to prevent and respond to information security incidents.

Application of EDR(Endpoint Detection and Response) to Major Servers

As part of an advanced security strategy, GS E&C is strengthening its security by deploying Endpoint Detection and Response(EDR) across major servers. By implementing EDR on 85 key servers, the Company has established a system to proactively detect and respond to unauthorized file intrusions, malware, and data tampering. For Xi apartments, EDR application has been completed on common area servers across 120 complexes and is being continuously expanded. Through this, the Company aims to strengthen its ability to prevent security incidents and ensure a safe residential environment for customers.

Security Incident Response Procedures

	STEP 1. Continuous Monitoring	STEP 2. Incident Recognition	STEP 3. Response	STEP 4. Follow-up Measures
Service Operations (Xi Apartment Operations)	EDR Monitoring	Detect anomalous behavior via EDR	Remove malware and restore data	Identify the cause of the breach and establish future countermeasures
		Promptly share the situation		
Information Security Team	Regular Vulnerability Assessments	Detection log analysis Damage assessment	Implement firewall blocking, etc.	

CASE Mobile App and Web Vulnerability Assessments

In early 2025, GS E&C conducted a comprehensive security assessment of its active mobile app and web services. The assessment was carried out with the aim of proactively identifying potential vulnerabilities and presenting countermeasures to establish a preemptive security response system. For mobile app services, vulnerability assessments were conducted across both Android and iOS platforms using penetration testing that simulates actual attack scenarios, with detailed assessment results and comprehensive response measures prepared across numerous items. For web services, vulnerability assessments were conducted across all operating services including the GS E&C website, with the causes of identified vulnerabilities analyzed and necessary measures—including web server configuration adjustments—completed. Through such vulnerability assessments, GS E&C aims to continuously improve the safety and reliability of its mobile app and web services and strengthen its preemptive security response system.

Community Development and Participation

Social Contribution System

GS E&C defines its social contribution values and slogans under the vision of becoming a construction company that positively impacts global society. The Company pursues sustainable development through social contribution activities across various areas, including social welfare, education and culture, and environment and safety. In 2025, with "public benefit" and "sustainability" as its core values, the Company advanced inclusive social contribution initiatives based on collaboration with local communities, enabling diverse groups and generations to share in the benefits together. In 2026, GS E&C plans to further strengthen the substantive fulfillment of its social responsibilities, with the goal of obtaining certification under the Community Contribution Recognition Program.

Community Policy

Social Contribution System

Mission	**Creation of Social Value** We will coexist with the community through our business and continuously expand contributions to solving various social issues
Vision	**A Construction Company Positively Impacting The Global Society** We connect overseas projects with community development, build genuine social trust, and establish ourselves as a global company contributing to sustainable development across various countries and regions.
Values	**Great Partnership** In all activities, we value relationships based on respect and communication, growing together and cooperating with diverse stakeholders.
Slogan	**A Company Growing Together with the Local Communities** We aim to promote sustainable development together with the local community where the company is located and the global society, fostering a culture of sharing and growth.
Strategic Direction	**Sustainability** We build trust with the community through long-term and strategic activities considering business characteristics. The main directions are balanced activities in social welfare, education & culture, and environment & safety fields.
Activity Goals	**Spreading Social Value** Based on our expertise, we will pursue balanced social contributions in the areas of space, children and family, and environment, and spread sustainable social value through employee participation.

2025 Key Activities	Space	Children and Family	Environment
	· Study Rooms of Dreams and Hope · Playgrounds of Dreams and Hope · Joyful Care Classroom	· FC Seoul Multicultural Soccer Class · Support for Youth Independence (Scholarship Program) · Education Kits of Dreams and Hope · Winter Essentials Support Program	· WWF ANISTAY - Songdo Black-faced Spoonbill - Korea National Arboretum - Cheorwon Red-crowned Crane · WWF Payroll Small Change Donation Campaign

Social Contribution Organization Chart

2025 Beneficiaries by Key Social Contribution Activity

Unit: Persons

Social Contribution Activities		Details	Number of Beneficiaries
Space	Study Rooms of Dreams and Hope	Improving learning spaces in child care facilities	69
	Playgrounds of Dreams and Hope	Building public playground	4,000,000
	Joyful Care Classroom	Supporting environmental improvements for after-school care class in elementary school	2,813
	Subtotal		4,002,882
Children and Family	FC Seoul Multicultural Soccer Class	Sponsoring soccer classes for children from multicultural families	92
	Support for Youth Independence	Scholarship support for youth independence	51
	Education Kits of Dreams and Hope	Sponsoring school entrance gift vouchers for children in childcare facilities	900
	Winter Essentials Support Program	Providing heating support and winter supply vouchers for child welfare centers	332
	Subtotal		1,375
Environment	WWF ANISTAY	Protecting endangered species / Nature conservation activities	9,325
	WWF Payroll Small Change Donation Campaign	Employee payroll small change donations (designated for environmental conservation activities)	422,876
	Subtotal		432,201
Total			4,436,458

Community Development and Participation

Social Contribution Activities(Space)

Study Rooms of Dreams and Hope

GS E&C conducts its flagship social contribution activities by leveraging its business capabilities through the "Study Rooms of Dreams and Hope" program. The program aims to create optimal learning environments by providing newly renovated study rooms to children living in poor residential conditions. Starting with the first location in 2011, the program reached its 332nd location by the end of 2025. Through this, the Company seeks to enhance children's academic capabilities and self-reliance, ultimately contributing to the creation of social value.

Study Rooms of Dreams and Hope

Providing a Study Room at the Don Bosco Youth Independence Center

Playgrounds of Dreams and Hope

Through the "Playgrounds of Dreams and Hope" project, GS E&C enhances children's creativity and social skills by installing and donating cultural and educational spaces equipped with future technology content and board games, going beyond simple play areas. On Children's Day 2025, in conjunction with the opening ceremony of the Seoul Children's Garden Festival, a garden-style playground of approximately 3,000㎡ was unveiled at Seoul Children's Grand Park. Designed to simultaneously stimulate children's imagination and physical activity, the playground features a nature-inspired design incorporating forests, trees, and insects, providing a space where children can experience nature in the heart of the city and grow in physical and emotional health.

Won the Corporate Companion Award at the 2025 Seoul Urban Garden Awards for the 'Kkumteul Kkumteul' Garden Playground at Seoul Children's Grand Park

Joyful Care Classroom

GS E&C has signed an MOU with the Seoul Metropolitan Office of Education for an environmental improvement project for elementary school after-school care classes, supporting children from dual-income families in learning and growing in a safe and comfortable environment. In 2025, aging facilities at four elementary schools in Seoul were renovated and customized learning and play spaces were created to support children's emotional stability and creative activities.

Supporting environmental improvements for after-school care classrooms in elementary schools

Social Contribution Activities(Children and Family)

Education Kits of Dreams and Hope

GS E&C is implementing an education kit support program to enhance the learning motivation and emotional development of children in childcare facilities. In 2025, the Company provided vouchers worth KRW 140,000 per child to 900 children across 33 childcare facilities in Seoul, Gyeonggi, Chungnam, and Gyeongbuk, allowing them to independently select items tailored to their individual needs. Going forward, the Company will continue its support to ensure a balance between children's right to learn and their right to play.

Providing School Supplies for Low-Income Households

Learning Kits(Stationery Gift Sets)

Sponsoring Essential Items for Facilities through 'Winter Essentials Support Program'

GS E&C provides "Winter Essentials Support Program" to help children in child care facilities maintain healthy and stable lives during winter. Heating costs and necessary winter items were provided to a total of 332 children at 12 child care facilities in Seoul, with customized support tailored to each facility's circumstances and vouchers provided so that children could directly select the items they need. The Company will continue to contribute to creating a stable growth environment for children through seasonal living support.

Support for Youth Independence

GS E&C provides certification acquisition support and scholarship benefits to help young people preparing for independence design a stable future and successfully integrate into society. In 2025, customized scholarships averaging KRW 2.65 million were provided to 51 young people, subsidizing educational costs and certification acquisition expenses for strengthening vocational capabilities. Tailored support is provided according to individual career goals to help build a practical foundation for independence. Through this, opportunities for young people to pursue their dreams are being expanded, and the Company plans to continue providing ongoing support so that youth aging out of care can grow into healthy members of society.

Community Development and Participation

Social Contribution Activities(Environment)

Ecological Experience-Based Environmental Education Activities(First Half)

GS E&C enhances employee understanding of nature and ecology through experiential environmental education. In the first half of 2025, new employees participated in birdwatching, plogging, and indoor training at the Black-faced Spoonbill Ecology Learning Center to experience the importance of nature conservation firsthand. The Company will continue to expand ecological awareness and a sense of environmental responsibility through participatory environmental education.

Black-faced Spoonbill Eco-Learning Center

Gwangneung Forest Nature Conservation Activities(Second Half)

GS E&C continuously pursues field-oriented activities for ecosystem conservation. In the second half of 2025, new employees participated in ecological training and plogging activities, such as collecting waste along the streams in the Korea National Arboretum and Gwangneung Forest, to recognize the necessity of nature conservation. The Company remains committed to contributing to sustainable ecosystem protection through practice-oriented nature conservation activities.

Gwangneung Forest
(Korea National Arboretum)

Endangered Species Habitat Conservation and Engagement Activities

GS E&C collaborates with WWF to advance habitat conservation activities for endangered species. In 2025, the Company supported the red-crowned crane habitat conservation project in the Cheorwon DMZ area, contributing to the protection of endangered species and ecosystem restoration. Subsequently, employees and their families visited the area to participate in birdwatching, providing an opportunity to experience and promote the value of nature conservation beyond financial donations. The Company will continue to contribute to the creation of sustainable environmental value through a phased social contribution approach of donation, participation, and dissemination.

Ice Cream Hill, Cheorwon, Gangwon-do

Encouraging Employee Social Contribution Activities

Employee Donation Program

GS E&C operates a systematic donation program to encourage employees' voluntary participation in social contribution activities. The impact of donations is maximized through a Matching Grant system in which the Company contributes an amount equal to that donated by employees. The funds raised are used to support the Company's key social contribution activities, and differentiated donation ratios by rank—from executives to general employees—are applied to promote the practice of social responsibility across all members. Employees may participate in donations on a voluntary basis, and the funds collected are prioritized for key initiatives.

Donation Management Process

STEP 1.	STEP 2.	STEP 3.	STEP 4.
Donation fundraising	Donation fund reporting and management (Compliance Division)	Finalization of social contribution programs (Ethics Committee and CFO approval)	Donation fund execution

Local Community Management Targets

For sustainable co-growth with local communities, GS E&C plans to expand the number of employee volunteers and volunteer hours by 1% each year. The Company also aims to increase the number of beneficiaries of community support programs by 3% annually to provide practical assistance to a greater number of neighbors.

Local Community Activity Metrics & Targets*

Topic		Unit	2025		2026	2027	2028
			Performance	Target			
Employee Volunteer Activities**	Participants	Persons	1,090*	3,151	1,101	1,112	1,123
	Total participation hours	Hours	1,537	3,554	1,552	1,567	1,583
Number of local community contribution beneficiaries***		Persons	436,458	410,136	449,552	463,038	476,929

* Prior-year figures were restated due to changes in the 2025 data calculation methodology
** Domestic site community environmental cleanup activities are included
*** The 4,000,000 beneficiaries of the "Kkumteul Kkumteul Garden Playground" at Seoul Children's Grand Park are excluded from the 2025 community activity indicators and targets, as this was a one-time achievement

Community Development and Participation

Community Engagement

Hosting 'Meetings with Local Residents' to Gather Community Feedback

GS E&C regularly hosts meetings with local residents to facilitate smooth communication with communities and actively gather community feedback. At these meetings, detailed updates on construction progress are shared and residents' concerns arising from the construction process are carefully listened to. Improvement requests and requirements raised by residents are promptly reviewed through direct meetings with site personnel, with actionable solutions identified and immediate measures taken. These community co-existence activities are solidifying a relationship of trust with local communities. Going forward, GS E&C will fulfill its environmental protection and social responsibilities based on active communication with local communities.


'Meetings with Local Residents' for Wirye A2-7BL Public Apartment

Results of 'Meetings with Local Residents'

Meetings with Local Residents	Date	Attendees	Details
Sangin Central Xi	2025.02.25	25 local residents, construction company	· Explanation of the construction overview and schedule · Explanation of the gate installation plan and surrounding safety measures · Explanation of the plan to control noise and fugitive dust during construction
Cheongdam Kunyoung Apartment Remodeling	2025.07.18 2025.07.30 2025.08.13	11 local residents, design firm, and construction company	· Briefing on the removal of resident priority parking zones on the east and south sides of the site to secure access routes for construction vehicles
Yeoksam Central Xi	2025.05.30 2025.08.05 2025.11.17	10 local residents, district office, association, and construction company	· Briefing on the construction overview and schedule · Briefing on the temporary site plan and basement construction plan · Briefing on the safety and environmental management plan and discussion of public complaints
Laclache Xi DEFINE	2025.10.22	20 local residents, construction company	· Briefing on the construction overview and major processes · Briefing on plans to mitigate construction noise and suppress fugitive dust
Anyang Xi Herition	2025.12.02	25 local residents, construction company	· Explanation of the construction overview and schedule · Briefing on the earth-retaining construction method and excavation plan · Briefing on plans to mitigate construction noise and suppress fugitive dust
Wirye A2-7BL Public Apartment	2025.08.12	11 local residents, city council members, district office, construction supervision groups, construction company	· Briefing on the construction schedule and work activities generating noise and dust · Explanation of compensation plans for damages caused by construction noise and dust - Explanation of construction noise reduction measures(e.g., plans to adjust working hours for outer buildings) · Guidance on training to prohibit unauthorized parking, smoking, and illegal dumping by workers

Local Community Risk Mitigation Activities Near the New Bundang Line Gwanggyo~Homesil Railway Package2

Key Environmental Impacts	Air Pollution	Water Pollution	Soil	Noise and Vibration
Measurement Metrics	· Fine particulate matter(PM2.5) · Particulate matter(PM10)	· River Water Quality (pH, DO, TOC, BOD, SS, etc.) · Groundwater quality (pH, NO3-N, etc.)	· BTEX, TPH, etc. · Proper waste disposal	· Equivalent noise · Average vibration intensity · Peak vibration/noise
Before Mitigation Measures	· PM2.5: 3~51μg/㎥ · PM10: 7~289μg/㎥ (measurement range across 3 locations)	River Water Quality · pH: 7.4 · DO: 9.4~9.7mg/L · BOD: 2.3~2.6 mg/L · COD: 4.2~4.8 mg/L · SS: 1.8~2.9 mg/L · T-N: 1.480~2.040 mg/L · T-P: 0.024~0.091 mg/L · Total coliforms: 27~36 colonies/100mL · Other parameters below the limit of quantification Groundwater Quality · pH: 6.6 · NO3-N: 1.8~3.6 mg/L · CL-: 19.0~133.3 mg/L · Other parameters below the limit of quantification	· Cd: N.D~0.22 mg/kg · Cu: 13.0~34.1 mg/kg · As: N.D~5.06 mg/kg · Hg: N.D~0.05 mg/kg · Pb: 14.5~27.0 mg/kg · Other parameters not detected or below the detection limit	· Noise: 51~70 dB(A)(Daytime), 48~64 dB(A)(Nighttime) · Vibration: 22~45 dB(V)(Daytime), 18~45 dB(V)(Nighttime)
Mitigation Measures	· Installed 780m of dust control facilities(panels, dust control nets, etc.) · Installed continuous fugitive dust monitoring equipment at one location	· Treating generated wastewater by installing a wastewater treatment facility and discharging it to a public sewage treatment facility and nearby rivers	· Outsourcing the treatment of all construction waste · Installing and operating separate collection bins for domestic waste	· Using low-noise·low-vibration equipment · Installed temporary noise barrier panels · Installed mobile noise barriers · Installed continuous noise monitoring equipment at one location
Effectiveness*	· Fine particulate matter(PM2.5) 35μg/㎥ or less · Particulate matter(PM10) 100μg/㎥ or less	-	· Cd: N.D · Cu: 14.7mg/kg · As: 4.75mg/kg · Hg: 0.03mg/kg · Pb: 15.3mg/kg · Other parameters not detected or below the detection limit	· General noise 65 or less · Blasting noise 75 or less · Vibration of 65-70 or below

* Effectiveness assessment: Particulate matter(PM), noise, and vibration monitoring system measurements compared against baseline values.

ESG FACTBOOK

Environmental
Social
Governance

Establishing Transparent Governance

Board of Directors Composition

Composition of the Board of Directors

GS E&C has established a transparent governance structure to practice sound and rational management, and strives to protect the rights and interests of shareholders and other stakeholders. As the Company's highest decision-making body, the Board of Directors consists of seven members in total(three inside directors and four outside directors). It deliberates and resolves on matters stipulated by laws and the Articles of Incorporation, matters delegated by the General Meeting of Shareholders, and important matters concerning the Company's basic management policies and business execution. The Board also performs an oversight function over the management's overall business execution. The Board is chaired by Inside Director Chang-Soo Huh, who possesses extensive industry knowledge and a deep understanding of management.

Independence of the Board of Directors

At GS E&C, outside directors make up a majority of the entire Board, ensuring that the Board operates independently from any specific interests, such as those of the Company, management, or controlling shareholders, and creating a decision-making environment in which Board members can freely present objective opinions. Outside directors are appointed through fair and transparent procedures in accordance with the Articles of Incorporation and relevant laws. The Outside Director Candidate Recommendation Committee discloses relevant information in advance before selecting candidates and recommends qualified candidates through a rigorous review process. All outside directors at GS E&C meet the independence criteria, thereby substantively strengthening the Board's independent operation and management oversight function.

Diversity and Expertise of the Board of Directors

GS E&C clearly defines the qualification requirements for directors based on its Articles of Incorporation, Corporate Governance Charter, and Outside Director Independence and Diversity Policy, in order to ensure the diversity and expertise of the Board of Directors. In composing the Board, the Company places no restrictions on gender, nationality, or age, thereby allowing diverse perspectives and experiences to be reflected in the decision-making process. In addition, the Company systematically manages the professional competencies of Board members through a Board Skills Matrix(BSM) comprising five core areas—construction industry, finance and accounting, management, banking, and law—and aims to operate a Board that reflects a balanced expertise across each area.

Articles of Incorporation
Corporate Governance Charter

Board of Directors Composition Status

(As of May 2026)

Category	Name	Gender	Date of Appointment*	End of Term	Key Experience (including current position)	Committees**				Board Skills Matrix				
						Audit Committee	ESG Committee	Outside Director Candidate Recommendation Committee	Compensation committee	Construction Industry	Finance/ Accounting	Management	Banking	Law
Inside directors	Chang-Soo Huh	Male	2026.03(2002.03)	2029.03	· GS E&C Chairman / Chairman of the Board of Directors							✓		
	Yoon-Hong Huh	Male	2024.03	2027.03	· GS E&C President / CEO							✓		
	Tae-Jin Kim	Male	2026.03	2029.03	· GS E&C President / CSSO		○	○				✓		
Outside directors	Ho-Young Lee	Male	2025.05(2022.03)	2028.03	· Dean, School of Business, Yonsei University · Director, Center for Global ESG and Business Ethics, Yonsei University	●	○				✓			
	Hyun-Sook Choi	Female	2026.03(2023.08)	2029.03	· (Former) Chief Executive Officer, IBK Capital · Advisor, Kim & Chang	○	○	●	○				✓	
	Cheol-Kyu Hwang	Male	2024.03	2027.03	· (Former) Chief Prosecutor, Busan High Prosecutors' Office · Lead Attorney, Law Firm Hae Kwang	○	●		○					✓
	Byeong-Seok Son	Male	2025.03	2028.03	· (Former) Vice Minister, Ministry of Land, Infrastructure and Transport		○	○	●	✓				

* For reappointments, the initial appointment date is indicated in parentheses.
**● : Chairman, ○ : Member

Establishing Transparent Governance

Appointment of Directors

Management of CEO Succession Candidates

GS E&C stipulates its CEO succession regulations through approval by the Board of Directors, and designates the appointment of the CEO as an authority of the Board, in accordance with Article 28(Appointment of Directors) of the Articles of Incorporation and Article 13(Matters for Deliberation) of the Board of Directors Regulations. On this basis, the Company selects a pool of multiple CEO candidates, along with the reasons for their recommendation, each year through the HR Consensus Meeting(CM) body, and it regularly reviews the development status of the candidate pool to establish future development plans. Through this systematic process of managing and developing succession candidates, the Company proactively prepares for any management vacuum that may arise in the event of a CEO's absence, while continuously developing outstanding CEO candidates. Selected succession candidates strengthen their management capabilities and leadership through participation in GS executive training programs and regular meetings and mentoring with the CEO. The related development plans are reviewed and improved each year based on operational results, ensuring continuous enhancement.

Appointment of Outside Directors

GS E&C appoints outside directors through fair and transparent procedures via the Outside Director Candidate Recommendation Committee, and candidates are finalized through the committee's recommendation and approval at the General Meeting of Shareholders. In the process of selecting outside director candidates, the Company collects publicly available information on candidates to review any grounds for disqualification in advance, and comprehensively examines their qualifications and expertise through interviews and reference checks, thereby ensuring that individuals with a history of damaging corporate value or infringing on shareholder rights are not appointed. Even after appointment, the Company continuously monitors the maintenance of independence, such as by regularly reviewing transaction records with the Company and its affiliates.

Board of Directors Appointment Procedure

Operation of BOD and Committees

Board of Directors Operations Status

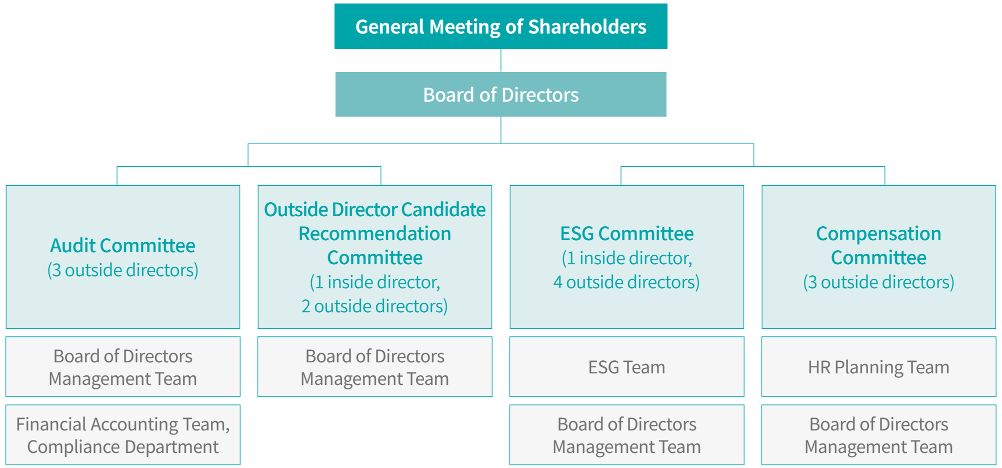
GS E&C holds regular and extraordinary Board of Directors meetings to consider and resolve major business execution matters in accordance with relevant laws and the Articles of Incorporation. In 2025, the Company held a total of eight Board meetings(seven regular meetings and one extraordinary meeting) to consider 18 agenda items. In accordance with the Articles of Incorporation, the Company notifies each director of a meeting at least seven days prior to the meeting date. Agenda items are resolved by a majority vote of the attending directors. The Company transparently records and manages all decision-making processes in the meeting minutes, detailing the agenda items, consideration procedures, whether the items were approved, and any dissenting directors along with their reasons. Furthermore, the Company discloses the Board's activities, including individual director attendance and voting records for each agenda item, through its Annual Report.

Committees within Board of Directors

GS E&C has established a total of four committees within the Board of Directors—the Audit Committee, the Outside Director Candidate Recommendation Committee, the ESG Committee, and the Compensation Committee—building a board operating system based on expertise and accountability. All committees within the Board, including the Board itself, are composed such that outside directors make up a majority. In particular, the Audit Committee and the Compensation Committee consist solely of outside directors, thereby strengthening the committees' independence. Each committee establishes separate operating regulations to clarify its purpose and function, and systematically defines its authority and responsibilities in accordance with those regulations, thereby enhancing the effectiveness of the committees' operation.

Board of Directors Organization

As of May 2026



Establishing Transparent Governance

Operation of BOD and Committees

Audit Committee

GS E&C strives to maintain corporate transparency and sound governance by inspecting the Company's business operations and financial status, centered on the Audit Committee as its internal audit body, and by performing oversight and checks on major shareholders and management. The Audit Committee consists of three outside directors, ensuring its independence, and holds the authority to audit accounting and overall operations. In 2025, the Audit Committee held a total of six meetings, with major agenda items including the report and assessment of the 2024 Internal Accounting Control System Operation, reports on key compliance activities and future plans, and changes to documentation related to the appointment of the external auditor.

Outside Director Candidate Recommendation Committee

GS E&C has established the Outside Director Candidate Recommendation Committee to operate a fair and transparent process for appointing outside directors. The committee meets at least once a year to review in advance the qualifications and independence requirements of outside director candidates, and recommends qualified candidates with the professional competencies necessary for the Company's operations to the General Meeting of Shareholders through fair procedures. In 2025, the committee held a total of two meetings to deliberate on related agenda items.

Compensation Committee

GS E&C is establishing a fair and transparent remuneration system, centered on the Compensation Committee, and promotes a compensation culture based on directors' accountability and performance. The Compensation Committee considers the overall officer remuneration system, including the Director Remuneration Cap submitted to the General Meeting of Shareholders and the remuneration adjustment rates for registered and non-registered executives, ensuring objectivity and transparency in the decision-making process. In 2025, the Compensation Committee held three meetings to address key agenda items, including the Director Remuneration Cap for registered directors submitted to the General Meeting of Shareholders and the reporting and approval of executive candidates.

ESG Committee

The ESG Committee of GS E&C is the body that oversees the Board-centered ESG risk management system, deliberating on and reviewing annual ESG activity plans and performance, and performing management and oversight of major ESG issues. The committee reviews the results of the ESG materiality assessment, the progress of key initiatives, and environmental and regulatory issues such as the Emissions Trading Scheme(ETS), while strengthening the transparency and fairness of transactions through measures such as approving large-scale internal transactions with affiliates under the Fair Trade Act. In 2025, the ESG Committee held a total of five meetings to deliberate on major ESG agenda items, thereby strengthening its sustainability management system and continuing its efforts to build trust with stakeholders.

ESG Committee Meeting Agenda

Session	Date	Category	Agenda	Approval
1st	2025.02.20.	Resolution	① Approval of the operation of committees within the Board of Directors and amendment of the Articles of Incorporation ② Approval of the 2025 ESG activity plan · Establishment of climate-related risk and opportunity management procedures and review of the annual carbon reduction plan · Global disclosure regulation response plan · Climate change materiality assessment results and response plan	Approved
		Report	③ Report on the status of the Emissions Trading Scheme(ETS)	-
1st(Ad hoc)	2025.03.25.	Resolution	① Approval of large-scale internal transactions with affiliates under the Fair Trade Act	Approved
2nd	2025.05.15.	Resolution	① Approval of large-scale internal transactions with affiliates under the Fair Trade Act ② Approval of the standards and procedural regulations for handling shareholder proposals	Approved
		Report	③ Report on ESG trends and response directions ④ Report on ESG materiality assessment results ⑤ Report on the progress of key initiatives	-
3rd	2025.08.21.	Resolution	① Approval of large-scale internal transactions with affiliates under the Fair Trade Act	Approved
		Report	② Report on the publication of the Sustainability Report ③ Report on the ESG data management plan linked to disclosure regulations ④ Report on the progress of key initiatives	-
4th	2025.11.26.	Resolution	① Approval of large-scale internal transactions with affiliates under the Fair Trade Act	Approved
		Report	② Report on 2025 ESG activity performance ③ Report on 2025 ESG evaluation results	-

ESG Performance and Future Plans

Category	2025 Performance	2026 Plan
Climate Change	· Promote response initiatives based on climate change-related risk/opportunity analysis · Calculate subsidiaries' GHG emissions(Scope 1, 2) · Review GHG reduction targets and achievement measures	· Establish and implement GHG reduction targets(establish renewable energy procurement measures and explore joint projects and technologies) · Advance subsidiaries' GHG inventory(expand to Scope 3)
Supply Chain and Human Rights	· Expand the scope of ESG evaluation and consulting for suppliers (166 companies in 2024 → 222 companies in 2025) · Strengthen communication to raise ESG awareness and enhance execution capabilities(supplier engagement activities: ESG training for 186 companies, management improvement recommendations for 73 companies) · Expand the scope of human rights due diligence and strengthen internalization activities(add overseas sites and subsidiaries; provide human rights management training for CM/BM)	· Expand the scope and depth of supply chain sustainability management(expand the scope of management for purchasing and service suppliers; strengthen ESG management execution capabilities and build support systems for suppliers) · Continue to strengthen human rights awareness and internalization activities(improve survey response rates and expand in-depth interviews with vulnerable groups)
Disclosure Regulations	· Diagnose the current status of ESG data management at major subsidiaries · Prepare draft risk/opportunity management procedures and environmental policies by ESRS environmental topic	· Improve subsidiaries' ESG data management · Identify and assess IROs beyond climate and establish environmental policies

Establishing Transparent Governance

Training of the Board of Directors

GS E&C operates a systematic board training program to enhance the expertise of outside directors and their understanding of the Company's overall business. In 2025, the Company conducted a total of 10 training sessions focusing on key issues closely related to Board activities, such as fair trade policy directions, capital market-related laws, and the status of major overseas projects, thereby continuously strengthening outside directors' capabilities to perform their duties and their management oversight function.

Evaluation of the Board of Directors

GS E&C operates a systematic board evaluation system to enhance the efficiency and effectiveness of Board operations. A self-evaluation is conducted for outside directors at the end of each year, and the evaluation is structured around four core areas: the roles and responsibilities of the Board, Board structure(composition and independence), Board operations(procedures and agenda management), and the operation of committees within the Board of Directors. Matters requiring improvement identified in the evaluation results, along with directors' suggestions, are thoroughly reviewed and analyzed for reflection in subsequent Board operations. The Company continuously tracks and manages annual evaluation results and changes, using them as baseline data for the ongoing qualitative advancement of Board operations.

Remuneration of the Board of Directors

Remuneration for the Board of Directors of GS E&C is set as an annual remuneration ceiling by resolution of the General Meeting of Shareholders, based on Article 388 of the Commercial Act and the Company's Articles of Incorporation, and is operated transparently and reasonably in accordance with the relevant payment regulations. The total remuneration for registered directors, including outside directors and Audit Committee members, is paid within the annual remuneration ceiling of KRW 13 billion approved at the General Meeting of Shareholders, ensuring the fairness and transparency of the Board's remuneration system. To guarantee independence in decision-making, the remuneration of outside directors is not linked to management performance evaluations; instead, an appropriate level of remuneration is paid based on a comprehensive consideration of industry remuneration levels, the responsibilities and risks associated with performing their duties, and the time committed. In addition, no separate stock options are granted to outside directors.

Components of Board of Directors Evaluation

BOD Self-Evaluation

A. Roles and Responsibilities of the BOD

Roles of the BOD
1. Does the BOD fulfill its duties fairly and faithfully?
2. Does the BOD consider the positions of other stakeholders?
3. Does the BOD engage in smooth communication with management?

Responsibilities and Obligations
4. Does the BOD understand the management ideology and the long-term vision of the company?
5. Does the BOD regularly check financial statements and compliance of the company?
6. Does the BOD understand corporate ethics and social responsibility?

B. Board Structure

Composition
1. Is the size of the BOD appropriate?
2. Does the BOD have a separate committee or procedure for deciding upon director candidates?
3. Does the BOD provide orientation for the new directors?

Independence
4. Does the BOD have several independent outside directors?
5. Does the BOD understand and respect each other's authority and responsibilities?
6. Does the BOD review agendas in advance?

C. BOD Operations

Operating Procedures
1. Does the BOD meet regularly and faithfully fulfill its duties?
2. Do BOD members attend meetings faithfully?
3. Does the BOD prepare for the operating regulations for its faithful operation accordingly?
4. Are details of BOD activities disclosed in reports and on the company's webpage?

Agendas
5. Are BOD meeting agendas provided in advance?
6. Are materials provided for developing BOD meeting agendas prepared faithfully?
7. Can directors utilize physical and human resources to review BOD meeting agendas?

D. Committees within Board of Directors

Committee Structures and Operations
1. Is the current number of committees in the BOD effective and appropriate for smooth activities?
2. Does the head of each committee run his or her committee in full consultation with members of the BOD and management?
3. Does each committee operate in compliance with its respective operating regulations?

Audit Committee
4. Does the committee consist of more than three independent outside directors?
5. Are authorities and responsibilities of the committee stipulated clearly?
6. Are meetings of the Audit Committee held appropriately and frequently?
7. Are members of the Audit Committee provided with sufficient knowledge and training opportunities related to the internal accounting management system to enhance their expertise?

Establishing Transparent Governance

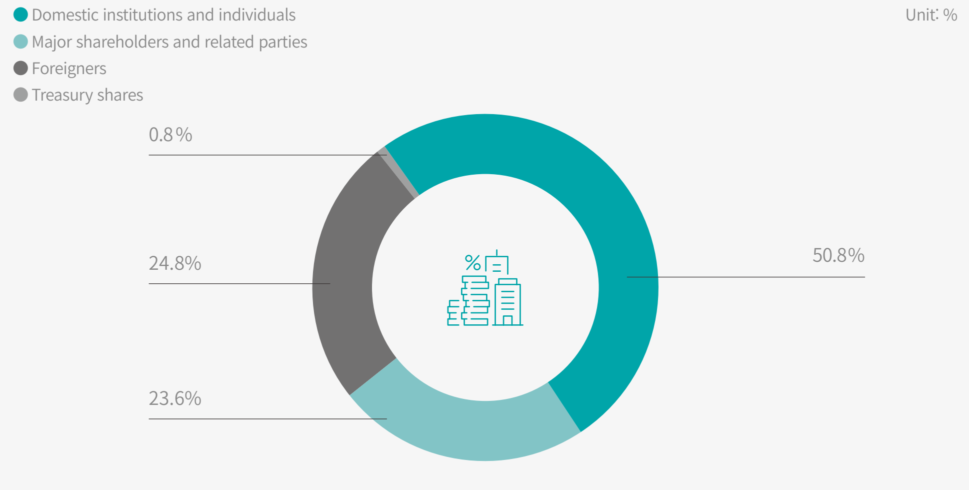
Shareholder-friendly Management

Shareholder Composition

GS E&C stipulates that one voting right is granted per share, ensuring that all shareholders can exercise equal voting rights. As of December 2025, the total number of issued shares stood at 85,581,490 common shares, of which 84,888,895 shares carry voting rights, excluding 692,595 treasury shares. Detailed information on the shareholder composition is transparently disclosed through the annual report in accordance with relevant laws.

2025 Shareholding Ratio

As of December 31, 2025



General Meetings of Shareholders

In accordance with Articles 363 and 542-4 of the Commercial Act and the Company's Articles of Incorporation, GS E&C provides notice of all matters related to convening the General Meeting of Shareholders—including the date, venue, and agenda items—within the prescribed deadlines. In particular, when convening a General Meeting of Shareholders, the Company sends a written notice or electronic document containing the purpose of the meeting at least four weeks before the meeting date, thereby ensuring that shareholders have sufficient time to review the agenda and adequate access to information. In addition, to enhance shareholder participation, the Company holds its General Meeting on a date that avoids the peak period for shareholder meetings, and conducts proxy solicitation activities for shareholders who find it difficult to exercise their voting rights in person. The 2026 General Meeting of Shareholders was likewise held on a date avoiding the expected peak dates announced by the Korea Listed Companies Association, thereby facilitating shareholders' attendance and exercise of voting rights.

Shareholder Return Policy

GS E&C establishes and systematically implements its Shareholder Return Policy, including dividends, along with mid- to long-term plans, in order to strengthen shareholder rights and interests. As part of its Shareholder Return Policy, the Company pays a cash dividend once a year, and the dividend amount is determined based on a comprehensive consideration of investment plans for the Company's continued growth, business performance, and cash flow. Through its 2024 dividend policy, GS E&C disclosed a dividend payout ratio of 20% of adjusted net income attributable to controlling interests on a consolidated basis. Subsequently, reflecting its policy direction toward strengthening shareholder returns, the Company announced in February 2026 a mid- to long-term Shareholder Return Policy targeting the return of at least 25% of net income attributable to controlling interests on a consolidated basis to shareholders. Through this, GS E&C seeks to enhance the predictability and consistency of its Shareholder Return Policy and to strengthen long-term shareholder trust.

Dividend per Share

Unit: KRW

Category	2023	2024	2025
Dividend per share	Dividends were unavoidably suspended due to the recognition of a deficit in the consolidated financial statements resulting from the 2023 Geomdan, Incheon accident.	300	500

Mid- to Long-term Dividend Policy

Key Contents

1. Return to shareholders at least 25% of net income for the period attributable to controlling shareholders based on the consolidated financial statements.
2. Subject to change based on a comprehensive review of the business environment and the Company's financial condition.

Target Period: 3 years(2025-2027)

Communication with Shareholders

GS E&C actively engages in Investor Relations(IR) activities for domestic and overseas investors and analysts, strengthening communication with stakeholders, including minority shareholders, by providing financial information and IR materials on its website. In 2025, the Company held 248 IR meetings and operates a company visit system to facilitate efficient communication with external investors. Furthermore, to enhance information accessibility and convenience for global investors, the Company publicly discloses financial information and IR materials, including governance details, in English.

Practicing Responsible and Fair Ethical Management

Ethical Management System

Ethical Management System

Based on a management philosophy of transparency and fairness, GS E&C practices ethical management centered on three core elements: establishing a Code of Conduct system, conducting ethical management oversight activities through the Compliance Check Organization, and building consensus through education(Consensus by Education). Through these efforts, GS E&C seeks to establish itself as an honest and trusted company, and continuously advances the level of its ethical management by proactively responding to customer expectations, changes in the business environment, and the evolution of corporate values.

Ethical Management System

Core Values	Earning the trust of customers and society through transparent and fair management		
Strategic Direction	CODE	COMPLIANCE	CONSENSUS
Key Activities	Establishment of ethics regulations (Establishment of code of ethics, Ethics Guidelines, Code of Ethics Guidelines)	Governance structure, implementation of compliance frameworks, monitoring & auditing	Training and promotional activities to raise ethical awareness

Code of Ethics Framework

Since establishing its Code of Conduct in 1994 to clearly define the standards of proper behavior and the principles of value judgment that all employees must observe, GS E&C has continuously refined various policies and guidelines for the systematic practice of ethical management. The Company has established its Ethics Charter, Code of Conduct, Code of Conduct Implementation Guidelines, Human Rights Policy, and Anti-Trust Policy, and transparently discloses them on its website, thereby strengthening accountability for ethical management.

Code of Ethics Framework

Code of Ethics Framework

Ethics Charter	Presenting the direction and declaring the principles of ethical management		
Code of Conduct	Judgment criteria and behavioral guidelines for ethical decision-making		
	Customer Value Creation	Respect for Employees and their Responsibility	Shareholder and Investor Protection
	Market Economic Compliance	Management Practice Considering Environmental Safety	Responsibility for country and society
Practical Guidelines	Standards of conduct in ethical dilemmas		
Other ethical management regulations and guidelines	Anti-Foreign Bribery Policy	Human Rights Policy	Anti-Trust Policy

Operation of the Ethics Committee

To implement its ethical management framework company-wide, GS E&C operates an Ethics Committee chaired by CRO, which convenes twice a year on a regular basis—once in the first half and once in the second half. Composed of executive-level personnel from each business division, the Ethics Committee deliberates and resolves on key matters related to ethics policies and systematically reviews ethical management activities and performance. The committee also disseminates ethical management policies throughout the organization and carries out practical guidance, inspection, and improvement activities on key issues such as laws and internal business regulations. At the same time, it continuously monitors the activities of the compliance support organization to proactively manage legal risks.

Practicing Responsible and Fair Ethical Management

Spreading a Culture of Ethical Management

Ethical Management Activities

GS E&C actively promotes a range of programs and communication activities to spread a culture of ethical management and internalize its Code of Conduct. The Company continuously provides information through various channels, including ethics newsletters and promotional posters, so that employees naturally recognize the importance of ethical management in the course of their daily work. These activities help raise employees' awareness of ethical issues and clarify the criteria for ethical judgment. In addition, GS E&C conducts an annual electronic signing of the ethics pledge to strengthen each employee's ethical awareness. The electronic pledge process goes beyond a simple signature procedure, serving an educational function in which employees review the Code of Conduct and the Company's standards once again and reaffirm their own commitment to compliance. Through this, employees gain a full understanding of the Code of Conduct and strengthen their commitment to practicing it, thereby further raising the ethical standards of the organization as a whole.

Key Ethical Management Activities

Category	Details
Ethics training	· Offline training - Training centered on actual cases of compliance issues - Strengthening of preventive activities · Online training - Selection and implementation of topics to improve employee awareness for practicing ethical management
Newsletter/ Q&A(4 times)	· Selection of ethics-related themes and distribution to all employees(quarterly) · Topic ① Planting the seeds of ethical management(The Man Who Planted Trees) ② Ethics case study(personal use of corporate cards) ③ Ethics case study(verbal sexual harassment in the workplace) ④ Sharing of ethics survey results
Company-wide intranet postings (4 times)	· Guidance on compliance with internal regulations and guidelines · Guidance on the prohibition of and response to workplace harassment · Guidance on the prevention of and response to sexual harassment · Guidance on ethical management systems and programs
Production and distribution of promotional posters (11 times)	· Aimed at delivering the Company's key ethical management messages and encouragement of reporting - Topic: guidance on reporting channels for workplace harassment and unethical conduct - Target: distribution and posting at sites newly opened in 2025
Other promotional activities	· Electronic signing of the ethics pledge by all employees of the Company · In-house TV promotion: ethical management messages and guidance on the reporting system

Ethics Training

GS E&C operates online and offline ethics training programs for its employees and suppliers, strengthening ethical awareness and a culture of responsible work across the organization. In 2025, the Company conducted a total of 36 group training sessions and 12 on-site visit training sessions, sharing its commitment to practicing ethical management and information on reporting channels, thereby enhancing employees' capacity for ethical judgment. GS E&C also provided workplace harassment prevention training to 4,901 employees, helping them recognize the importance of a sound organizational culture and create a work environment of mutual respect. Going forward, GS E&C plans to continuously expand a range of ethics-related training to further strengthen the ethical awareness of its employees and suppliers.

Ethics Training Status

Unit: Persons

Category		2023	2024	2025	Remarks
Offline training	Group training	1,006	1,497	1,204	Topics - Sharing of ethical management and in-house issues - Internal reporting methods, etc. Target - New and experienced hires and key job groups - Site employees and supplier site managers
	On-site training	736	554	262	
	Employees	530	371	191	
	Suppliers	206	183	71	
	Subtotal	1,742	2,051	1,466	
Online training		5,026	4,845	4,901	· Workplace harassment prevention training

Practicing Responsible and Fair Ethical Management

Preventing Ethical Risks through On-site Activities

Considering the characteristics of the construction industry, GS E&C conducts Patrol Inspections and Issue Diagnoses to systematically manage site-based ethical risks. Through Patrol Inspections, the Company verifies compliance with work procedures and regulations at sites and takes immediate corrective action when unethical conduct is identified, thereby preventing ethical risks in advance. Through Issue Diagnoses, matters requiring improvement identified at sites are shared with relevant departments at headquarters to develop measures for improving work processes. In addition, based on the results of Patrol Inspections and evaluations, the Company selects outstanding sites in ethical management and provides incentives, thereby encouraging voluntary participation by site employees and promoting the spread of a sound ethical culture.

2025 Patrol Inspections and Issue Diagnoses

Category	Number	Remarks
Patrol Inspections	32 sites	Three outstanding sites in ethical management selected and awarded
Issue Diagnoses	6 cases	-

Operation of Reporting Channels and Response to Unethical Behavior

To establish a sound corporate ethics culture, GS E&C operates a variety of reporting channels, creating an environment in which anyone can easily access them and file a report. The Cyber Whistleblowing System is available through the GS E&C website and the in-house intranet, and reports received externally by email or telephone are classified as either customer complaints or reports through the Voice of Customer(VOC) system and managed systematically. Reports received are promptly investigated by the Compliance Office. When unethical conduct is confirmed, employees are disciplined in accordance with HR regulations, and suppliers are subject to sanctions under internal review standards. In addition, to encourage active reporting by supplier employees, the Company operates incentive programs, including monetary rewards and the selection of outstanding suppliers. In 2025, a total of 43 reports were received, and warnings or disciplinary actions were completed for the 22 confirmed violations, depending on their severity.

Cyber Whistleblowing System

2025 Ethical Management Reporting Status

Unit: Cases

Category	2025	Remarks
Number of reports received	43	Disciplinary action: dismissal, suspension, salary reduction, reprimand, and warning
Number of confirmed violations	22	
Disciplinary actions and warnings for ethics violations	22	

Whistleblower Protection System

GS E&C thoroughly protects the rights and interests of whistleblowers in accordance with its Code of Conduct Implementation Guidelines. Employees who learn a whistleblower's identity in the course of their duties or by chance must not disclose it externally under any circumstances, and violations are subject to strict disciplinary action in accordance with Company regulations. The Company protects whistleblowers from any disadvantage in personnel matters as a result of their reporting, and when there is a risk of such disadvantage, it takes appropriate measures, such as reassignment, to prioritize the whistleblower's safety, rights, and interests.

GS E&C

2026 GS E&C Sustainability Report

Practicing Responsible and Fair Ethical Management

Fair Trade Compliance

Fair Trade Compliance Program

To create a fair and transparent trading environment, GS E&C has operated a Fair Trade Compliance Program(CP) since 2021. The CEO continuously communicates messages on compliance through various internal communication channels. To help employees understand and comply with fair trade laws and regulations, the Company provides a compliance manual covering CP operating procedures, explanations of key laws, and examples of violations that may arise in the course of work. In addition, centered on the dedicated CP organization, all employees participate in a pledge to practice ethical management and fair trade, and the Company manages the process so that fair trading practices take root throughout the organization by ensuring that employees recognize their respective roles and responsibilities.

Declaration of Commitment to Compliance | Fair Trade Compliance Manual

Fair Trade Governance

Board of Directors
CEO
Compliance Officer
Compliance Council
CP Team (Compliance Management Office)
Risk Department

Compliance Officer	· Chairman of the Compliance Council · Report to CEO on operational status · Maintain and share the status of various laws, regulations and cases
CP Team (Compliance Management Office)	· Operation of the applicable affairs related to the CP · CP grade evaluation and management
Compliance Council	· Assistant for work performance of the Compliance Officer · Make suggestions related to the CP
Departmental person in charge of CP	· Overall compliance inspection of the pertinent department. · Management of inspection results for each part and report to the Compliance officer

Key 8 Factors in Compliance Program

Prepare and execute standard and procedure for CP	Announce the will and support of CEO for CP	Appoint manager responsible for CP	Create and use compliance manual
Execute compliance training on employees	Establish internal monitoring system	Impose restriction on employees who violated Fair Trade Act	Evaluate its effectiveness and prepare improvement measure

Internalization of CP

GS E&C promotes the internalization of CP operations by providing customized training that reflects employees' positions and job characteristics and by activating its prior work consultation system. Building on company-wide common training, the Company expands specialized training by employee level and job group, while conducting regular CP operation inspections targeting departments and domestic sites with high fair trade risks. Improvements identified through these inspections are immediately reflected in the relevant work processes, thereby continuously enhancing the effectiveness of CP operations. Through this, the Company ensures that all employees recognize their roles and responsibilities regarding fair trade compliance and fulfill them faithfully.

CP Training for Executives

Compliance Officer Workshop

2025 Key CP Achievements

Operating system	Dissemination and expansion	Inspection and improvement
❶ Reflection of CP activities in executive job performance ❷ Introduction of the AI chatbot "Xi Talk" to improve accessibility and utilization ❸ Implementation of workshops to activate the role of compliance manager(CP-day) ❹ Revision of compliance guides and checklists by risk type	❶ Production of 13 in-house CP training videos explaining laws and regulations ❷ CP training by employee level and job group(13 sessions) ❸ Fair trade training for all employees(practical subcontracting cases; completion rate 99.3%) ❹ In-depth training by risk area(4 sessions) and training by position and job group, including for public officials-related work(8 sessions)	❶ CP operation inspections and risk prevention activities for 31 departments and 26 domestic sites ❷ Improvement of work processes(infrastructure design and construction contracts, technical proposal requirements) ❸ Legal violation prevention activities through prior work consultation on internal transactions(33 cases) ❹ Preliminary inspection of model houses to prevent labeling and advertising violations(6 cases)

2025 CP Training Performance

Unit: Persons

Category	Area	Target Departments	Number of Participants
Online	Subcontracting Act	All employees	4,058
In-person and online training	Subcontracting	Each CM Team, Building & Housing CS Team, Performance Support Team, Procurement & Subcontract Management Office, etc.	847
	Cartel	Building & Housing Sales Team, Housing Redevelopment Business Team, Building/Housing/Infra Estimate Team, Environment Business Team, etc.	366
	Internal transactions	Advanced Built Environment Planning Team, Procurement & Subcontract Management Office, Planning & Analysis Team, etc.	375
	Labeling, advertising, and terms and conditions	Building & Housing Marketing Team, Housing Sales Team, Sales Managers, Xi Gallery Staff, etc.	191

Practicing Responsible and Fair Ethical Management

Achieved Excellent CP Grade(AA) for Three Consecutive Years

GS E&C received an excellent grade(AA) for the third consecutive year in the Fair Trade Compliance Program(CP) grade evaluation administered by the Korea Fair Trade Commission, once again earning recognition for its capability to stably operate a fair trade compliance framework. The CP grade evaluation is a system that comprehensively evaluates the level and performance of a company's fair trade compliance program operations and assigns a grade accordingly, with various incentives provided based on the results. Going forward, GS E&C plans to contribute to spreading and embedding a culture of fair trade compliance through the continuous improvement and advancement of its CP operating system.

Achieving an excellent CP grade(AA) for three consecutive years

Awards for Outstanding CP Organizations

To spread a culture of fair trade compliance, GS E&C held an awards ceremony recognizing outstanding organizations based on an evaluation of employees' fair trade compliance activities throughout 2025. The evaluation covered headquarters and domestic sites, and the Company selected the best and outstanding organizations based on overall CP practice activities, including participation in CP training, use of the Compliance Manual, and compliance with fair trade laws and regulations. Through this awards system, GS E&C encourages employees to voluntarily practice fair trade compliance, and will continue to strengthen the practical implementation of compliance activities at both sites and headquarters.

Awarding the best organization in fair trade compliance

CP Effectiveness Evaluation and Improvement

Recognizing its corporate responsibility to create a fair competitive environment, GS E&C systematically identifies fair trade risks by taking into account the operational characteristics and transaction structures of each business division. Identified risks are classified and managed as high, medium, or low based on their likelihood of occurrence and level of impact on business operations. On this basis, the Company analyzes root causes and establishes and implements tailored improvement and response measures for each division. Meanwhile, to review the operational level of the Fair Trade Compliance Program(CP) and enhance its effectiveness, the Company conducts a CP operational effectiveness evaluation twice a year for all employees. The evaluation results are regularly reported to the Board of Directors and the Compliance Council, and the improvement tasks identified through this process are reflected in the following year's CP operating plan, thereby pursuing the continuous improvement and advancement of the compliance management framework.

CP Risk Identification and Assessment

Relevant Laws and Regulations	Risk area	Detailed risk	Target departments	Result (Apr. 2025)	Control measures	Result (Oct. 2025)
Fair Trade Act	Unfair collaborative acts	• Agreement with competitors on prices and transaction conditions • Exchange of sensitive information with competitors	Urban Maintenance, Infrastructure Grid, Domestic Estimate	Medium	• Conduct training for the urban maintenance sales job group (urban maintenance workshop)	Medium
	Unfair support acts	Transaction conditions favorable to affiliates	Outsourcing, Purchasing, Life&Culture, R&D Planning Team, Prefab	Medium	• Conduct advanced fair trade (internal transactions) training • Operate the internal transactions council • Produce and distribute video media	Medium
Subcontracting Act	Written document delivery obligations	Failure to deliver or delayed delivery of subcontract agreements	CM, Outsourcing, Purchasing	High	• Conduct advanced subcontracting training • Conduct training for the construction administration job group (construction administration workshop) • Produce and distribute video media • Conduct domestic site inspections (26 sites)	High
	Unfair special terms	Clauses shifting liability or imposing excessive damages	Outsourcing, Purchasing	High		High
Labeling and Advertising Act	False or exaggerated advertising	Advertising and promotion that differ from the facts	Marketing	High	• Conduct advanced fair trade (labeling and advertising) training • Prior work consultation on labeling and advertising (sales promotional materials) • Inspect promotional materials before model house opening	Medium

CP Operation Effectiveness Evaluation Process

Operational effectiveness evaluation → Determination of improvement needs → YES: Derivation of improvement measures → Process improvement → Reporting of evaluation results

Determination of improvement needs → NO: Monitoring of operational status → Reporting of evaluation results

CP Operational Effectiveness Evaluation

Category	Unit	2023	2024	2025
Number of prior work consultations activated for risk prevention	Cases	34	36	40*
Satisfaction with use of the compliance manual	%	74	95	98
Satisfaction with CP training	%	96	95	98

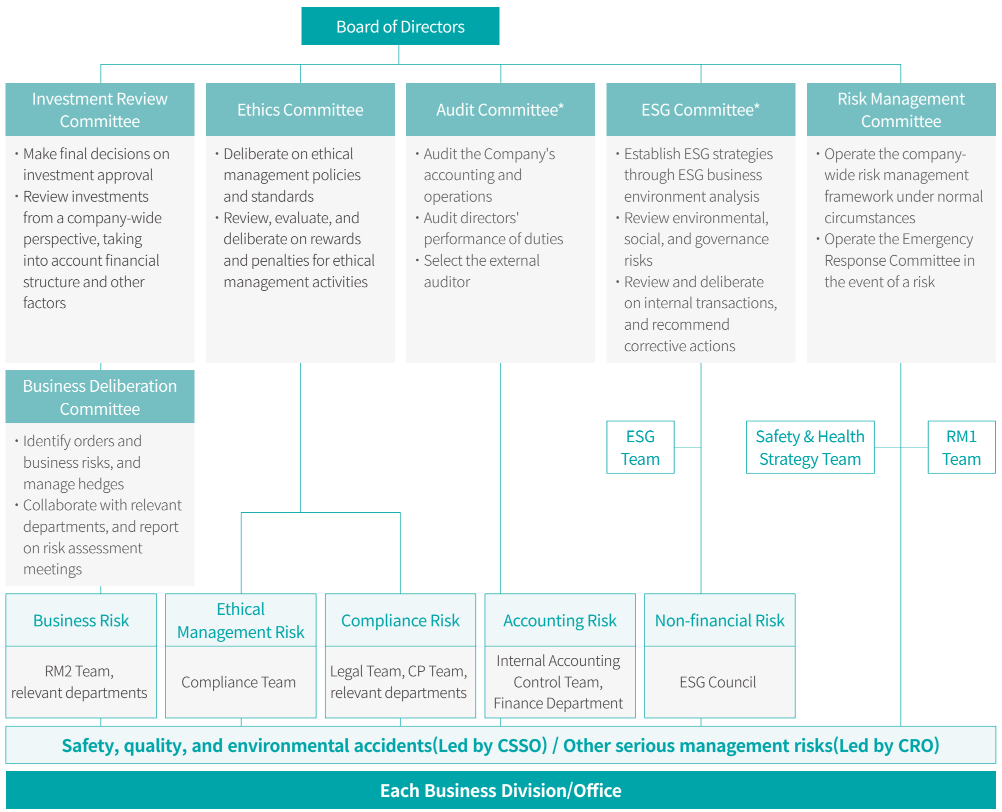
* Catalogs: 25 cases; compliance council: 7 cases; internal transactions council: 8 cases

Strengthening Enterprise Risk Management

Enterprise Risk Management System

GS E&C has established and operates a Board-level Enterprise Risk Management(ERM) framework, based on a risk management organization centered on the committees within the Board of Directors and the Business Deliberation Committee. Each business division and group continuously identifies business, ethical management, compliance, accounting, and non-financial risks that may arise from changes in the business environment and across overall management activities, through an organic collaboration system. These risks are comprehensively analyzed for their significance and impact according to risk type and characteristics, and are managed and addressed systematically. Through this enterprise risk management framework, GS E&C proactively manages potential risks while enhancing the rationality and transparency of management decision-making and stably securing long-term corporate value and sustainability.

Enterprise Risk Management System



*Committees within Board of Directors

Risk Management Committee and Emergency Response Committee

GS E&C recognizes risk management as a core element of its day-to-day business activities, and operates Risk Management Regulations that clearly define the responsibilities, authority, processes, and performance standards for risk management, in order to effectively operate its company-wide risk management framework. The Company defines a "risk" as a situation that may seriously damage its brand value and reputation by giving rise to legal or ethical liability due to a serious personal accident or material damage, by causing a significant negative impact on customers and key stakeholders, or by seriously disrupting core businesses and thereby leading to a long-term financial burden. Whether a risk has materialized and whether to activate the emergency response system are determined through a comprehensive consideration of the severity of the damage and its potential to spread. Under normal circumstances, the Company operates a Risk Management Committee that deliberates and discusses the operation of the company-wide risk management framework and key agenda items. In the event of a risk, an Emergency Response Committee is formed to establish company-wide response policies and carry out key decision-making. In particular, the Chief Safety Strategy Officer(CSSO) chairs risks arising from safety, quality, and environmental accidents, while the Chief Risk Officer(CRO) chairs other serious management risks, thereby clarifying the responsibilities and response systems for each type of risk.

Risk Response System Process

Initial response	Accident reporting and communication	· Receipt of accident reports through relevant departments and assessment of the situation · Prompt communication of the risk situation
	Immediate action	· Implementation of situation-specific responses by the department where the accident occurred, to minimize damage
Prevention of damage escalation		· Provision of accident response and support to the affected department by the department responsible for each risk type
Determination of emergency system activation		· Comprehensive review of damage severity, potential to spread, and other qualitative factors by the dedicated risk management department, and presentation of its opinion to the chairperson
Convening and activation of the Emergency Response Committee		· Convening of the company-wide Emergency Response Committee by the chairperson, final decision on activating the emergency response system, and oversight of its operation
Accident investigation and establishment of recurrence prevention measures		· Investigation of accident causes, and establishment and implementation of recurrence prevention measures

Strengthening Enterprise Risk Management

Risk Management Activities

Risk Identification and Classification

GS E&C systematically classifies and defines risks that may affect its overall business management from strategic, operational, regulatory and policy, and financial perspectives, and has established and operates an integrated enterprise risk management framework that also encompasses non-financial risks, including environmental, social, and governance(ESG) issues. For each risk type, a specialized organization in the relevant field manages the risk under clearly defined roles and responsibilities. By establishing and implementing appropriate response strategies based on systematic analysis, the Company effectively minimizes both the likelihood of risks occurring and their impact on the business.

Strategic risk	· Comprehensive risks affecting the Company's mid- to long-term management objectives and strategic direction · Demands for business model changes driven by climate change, shifts in market structure, intensifying competition, etc.
Operational risk	· Risks that directly or indirectly affect operational efficiency and stability · Workforce management, process efficiency, technological stability, IT system failures, cybersecurity threats, etc.
Regulatory and policy risk	· Risks arising from changes in domestic and international laws and policies · Changes in legislation, environmental regulations, differences in laws by country when entering overseas markets, delays in permits and approvals, etc.
Financial risk	· Financial risks arising across overall business management · Foreign exchange and interest rate fluctuations, surges in raw material prices, economic downturns, investment losses, declines in project profitability, etc.

Financial Risk

Foreign Exchange Risk

As GS E&C expands its overseas business, transactions occur in various currencies, exposing the Company to foreign exchange risk arising from exchange rate fluctuations. In particular, exchange rate movements can affect project profitability through changes in raw material prices, and the Company therefore recognizes foreign exchange risk management as a key priority for securing management stability. Accordingly, GS E&C has established and operates Foreign Exchange Management Guidelines for systematic and efficient management of foreign exchange risk, and manages all foreign exchange transactions in accordance with delegated approval standards by item.

Credit Risk

GS E&C assesses the creditworthiness of its major customers and business partners by comprehensively considering their financial condition, past transaction history, and credit ratings, and manages credit limits set for each counterparty. In addition, for credit risks that may arise from accounts receivable, derivative financial instruments, and deposits with financial institutions, the Company regularly reviews for indicators of impairment, assesses recoverability, and appropriately reflects the results in its financial statements.

Liquidity Risk

GS E&C recognizes liquidity risk as the possibility that a shortage of liquidity may disrupt the repayment of financial liabilities or normal business operations. To manage this, the Company establishes cash flow plans to forecast fund flows across operating, investing, and financing activities in advance, and continuously secures and maintains the required level of liquidity. The Company also diversifies its funding plans and regularly reviews its liquidity position, enabling stable fund management even amid changes in the external environment.

Non-financial Risk

GS E&C systematically manages key non-financial risks, including environmental, occupational safety and health, ethics and compliance, and information security risks. The management framework and response activities for each risk are described in detail in the relevant sections of this report.

Strengthening Enterprise Risk Management

Key Risks Identification and Response Activities

GS E&C systematically categorizes risks by type based on its enterprise risk management framework, and proactively identifies and manages key risks on this basis. For identified risks, the Company thoroughly reviews their impact on overall business operations and then establishes and implements effective response measures, thereby minimizing any negative effects arising from such risks. In particular, the Company conducts both quantitative and qualitative assessments of various risk factors—including financial, operational, environmental, and social aspects—to clearly determine their materiality and management priorities, thereby pursuing more strategic and systematic risk management decision-making.

Category	Key Risks	Risk Definition	Impact on Business	Response Activities
Strategic risk	Climate change	· Increased environmental pollution from construction waste · Impact of climate change on construction sites	· Cost burden from treating on-site environmental pollution, including waste, wastewater, fugitive dust, and GHG emissions · Reduction in working days due to health and safety damage or weather conditions caused by climate change	· Establish and promote carbon neutrality and climate change response strategies · Strengthen monitoring and recycling of construction waste · Apply low-carbon certified materials, such as eco-label and EPD, throughout the design and construction stages · Form a climate change response organization and council, and participate in government climate response SOC projects
	Investing in new businesses	· Absence of future growth engines · Competitors' entry into new businesses	· Decline in corporate competitiveness due to the absence of future growth engines	· Strengthen and focus new business capabilities · Secure differentiated technologies in future growth industries
	Eco-friendly construction	· Increased demand to reduce energy consumption and GHG emissions from buildings and construction sites · Strengthened carbon neutrality regulations	· Risk of reduced orders and business performance in the energy sector due to falling demand	· Apply eco-friendly materials at construction sites · Establish waste management processes and recycle waste · Adopt smart construction methods and operate a hazardous chemical substance screening system · Expand eco-friendly R&D investment and establish mid- to long-term strategies
Operational risk	Strengthening occupational health and safety at worksites	· Occurrence of workplace accidents · Occupational accidents caused by heat waves and cold waves	· Possibility of violating the Serious Accidents Punishment Act(SAPA) in the event of an occupational accident · Possibility of lower non-financial indicator ratings in the event of a workplace accident	· Roll out Pre-Safety technical safety activities with accident prevention training by work type · Deploy structural experts at sites in advance · Operate regional councils and support site visit training · Transition to an emergency reporting system based on NAVER WORKS
	Supplier management	· Suppliers' financial stability · Suppliers' violations of ethical management · On-site safety management · Abuse of superior bargaining position	· Possibility of financial losses caused by supplier · Possibility of corporate image damage due to suppliers' ethical management violations · Possibility of damaged trust and contract termination with suppliers due to abuse of superior bargaining position	· Evaluate and respond to supplier risks · Operate communication and consultation channels · Operate construction and safety incentive programs · Operate supplier communication channels, including GS Partner, the Cyber Whistleblowing System, and Gran Partners Fiesta
	Inflow of human capital	· Deterioration in youth employment · Shortage of skilled workers · Declining employee diversity	· Labor shortage issues at construction sites · Increased costs associated with hiring	· Support job transitions and workforce efficiency · Provide fair opportunities through inclusive recruitment · Operate the GS+Influencer program, strengthen the recruitment brand, and operate diverse communication channels
Regulatory and policy risk	Regulatory and legal Compliance	· Violation of the Serious Accidents Punishment Act · Response to changes in construction industry regulations	· Risk of reduced project orders due to disadvantages in bidding if the Company fails to prepare for strengthened laws or regulations	· Strengthen the occupational safety and health management system · Comply with and implement regulatory policies, including the Serious Accident Punishment Act and the Occupational Safety and Health Act · Conduct inspections and monitoring
	Implementing ethical management	· Violation of corporate ethics regulations · Non-compliance with the Fair Trade Act	· Increased regulatory response costs, such as fines and penalty surcharges, and possibility of damage to corporate brand image and reputation	· Strengthen corporate ethics training · Operate reporting channels and respond strongly to unethical conduct · Operate the fair trade compliance program(CP Team)
	Political and economic instability	· Global economic downturn and political conflicts · Labor union strikes	· Decline in construction demand due to economic downturn · Reduction in working days due to labor union strikes	· Monitor domestic and international trends and strengthen risk management · Improve stakeholder relations and build trust(to prevent negative developments such as strikes, boycotts, and negative media coverage)
Financial Risk	Financial risk	· Potential volatility in the economy, raw materials, regulations, exchange rates, and oil prices	· Cost increases arising from rising raw material prices · Decline in competitiveness in capital markets due to a higher debt ratio	· Manage financial risks on an ongoing basis · Monitor raw material markets and diversify supply chains · Establish cash flow plans and diversify funding plans

APPENDIX

ESG Performance Data | GS E&C

※ Data Scope: A headquarters / B 104 domestic sites / C 1 research institute / D 9 overseas branches / E 10 overseas business sites / F 16 overseas subsidiaries / G 762 suppliers

Economic

[Summary] Consolidated Statement of Comprehensive Income

Category	Unit	2023	2024	2025
Revenue	KRW 100 million	134,367	128,638	124,503
Cost of sales	KRW 100 million	131,745	117,496	111,053
Gross profit	KRW 100 million	2,622	11,142	13,451
Operating income(loss)	KRW 100 million	(3,879)	2,860	4,378
Net income(loss) before income tax expense	KRW 100 million	(5,175)	4,415	1,473
Net income(loss) for the period	KRW 100 million	(4,195)	2,639	934
Other comprehensive income	KRW 100 million	833	(640)	1,267
Total comprehensive income	KRW 100 million	(3,362)	1,999	2,201
Earnings per share				
Basic earnings(loss) per share	KRW	(5,677)	2,893	1,073
Diluted earnings(loss) per share	KRW	(5,677)	2,893	1,073

[Summary] Consolidated Statement of Financial Position

Category	Unit	2023	2024	2025
Current assets	KRW 100 million	94,820	86,665	90,742
Non-current assets	KRW 100 million	82,253	91,367	93,857
Total assets	KRW 100 million	177,073	178,033	184,598
Current liabilities	KRW 100 million	87,962	90,319	78,321
Non-current liabilities	KRW 100 million	40,259	36,843	51,041
Total liabilities	KRW 100 million	128,221	127,162	129,362
Capital stock	KRW 100 million	4,279	4,279	4,279
Capital surplus	KRW 100 million	9,420	9,240	9,228
Other equity	KRW 100 million	(368)	(983)	985
Accumulated other comprehensive income	KRW 100 million	(650)	(1,060)	17
Retained earnings	KRW 100 million	30,464	32,665	33,421
Non-controlling interests	KRW 100 million	5,707	6,730	7,306
Total equity	KRW 100 million	48,852	50,871	55,236

[Summary] Consolidated Financial Stability

Category	Unit	2023	2024	2025
Current ratio	%	108	96	116
Debt-to-equity ratio	%	262	250	234
Equity ratio	%	27.59	28.57	29.92

Industrial Value

Category	Unit	2023	2024	2025	Data Scope
Overseas new order ratio	%	30.8	38.8	14.9	A-F
Number of new markets entered	Country	0	0	0	

Intellectual Value

Category	Unit	2023	2024	2025	Data Scope
R&D expenses	KRW million	71,993	72,939	69,280	A, C
R&D investment ratio*	%	0.54	0.57	0.56	

* R&D Investment Rate: R&D Expenses / Revenue

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Environmental

Integrated Environmental Performance Management

Category		Details	Data Scope
GHG Emissions	2025 target	5.40% reduction compared to BAU	A-C
	2025 achievement	32.18% reduction compared to BAU	
Energy consumption*	2025 target	5.40% reduction compared to BAU	
	2025 achievement	27.34% reduction compared to BAU	
Water reuse rate	2025 target	4.0% or higher	
	2025 achievement	1.7%	
Waste recycling rate	2025 target	98.0% or higher	
	2025 achievement	99.9%	
Green purchase ratio	2025 target	10.5% or higher	
	2025 achievement	17.1%	
Violation of environmental laws (Number of corporate penalties)	2025 target	0 cases	
	2025 achievement	0 cases	

* Excludes new and expanded facilities(B-A oil, etc.) from 2025 GHG emissions and energy consumption

Greenhouse Gas*

Category		Unit	2023		2024		2025		Data Scope
			Domestic	Overseas	Domestic	Overseas	Domestic	Overseas	
GHG emissions	Total	tCO_2-eq	5,356,958	43,786	4,745,604	46,389	5,461,211	78,336	A-C, E, G
	Scope 1 (direct emissions)	tCO_2-eq	35,050	16,670	44,856	13,580	24,768	12,031	
	Scope 2 (indirect emissions)	tCO_2-eq	72,665	995	71,856	1,146	66,439	798	
	Scope 3 (other indirect emissions)	tCO_2-eq	5,249,243	26,121	4,628,892	31,663	5,370,004	65,506	
GHG emissions intensity		tCO_2-eq / KRW 100 million		57.59		51.47		68.39	

* Some figures differ from those reported in the previous year due to changes in internal GHG calculation standards.

Scope 3*

Unit: tCO_2-eq

Category			2023		2024		2025	
			Domestic	Overseas	Domestic	Overseas	Domestic	Overseas
Upstream	1. Purchased goods and services	Construction materials	1,793,176	0	1,482,541	0	966,302	0
		Suppliers' construction equipment	71,625	26,121	46,477	31,534	33,174	65,233
	2. Capital goods		48	0	48	0	62	0
	3. Fuel and energy	Purchased fuel	2,193	0	2,484	0	1,593	0
		Purchased electricity	11,228	0	11,103	0	10,266	0
	4. Transportation and distribution		50,313	0	42,869	0	30,491	0
	5. Waste		12,680	0	19,521	0	5,954	0
	6. Business travel		1,336	0	1,728	129	2,090	273
	7. Employee commuting		3,610	0	3,624	0	3,398	0
Downstream	11. Use of sold products		2,856,494	0	2,529,143	0	3,607,377	0
	12. End-of-life treatment of sold products		446,540	0	489,354	0	709,297	0
Total			5,249,243	26,121	4,628,892	31,663	5,370,004	65,506

* Some figures differ from those reported in the previous year due to changes in internal GHG calculation standards.

GHG Emissions Reduction

Category		Unit	2023	2024*	2025*	Data Scope
GHG- reduction performance(Scope 1+2)	BAU emissions	tCO_2-eq	116,044	114,906	119,943	A-C
	Reduction target	tCO_2-eq	6,150	6,129	16,834	
	Reduction amount	tCO_2-eq	8,329	14,653	38,600	

* Excludes new and expanded facilities(B-A oil) from 2024 and 2025 GHG data

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Energy

Category		Unit	2023		2024		2025		Data Scope
			Domestic	Overseas	Domestic	Overseas	Domestic	Overseas	
Non-renewable	LNG (city, natural)	TJ	92.1	0.0	86.4	0.0	101.9	0.0	A-C, E
	Kerosene	TJ	206.2	0.0	163.9	0.0	87.7	0.0	
	Diesel	TJ	218.5	233.3	168.5	193.6	60.9	166.0	
	Gasoline	TJ	21.5	1.5	20.2	0.9	22.9	7.1	
	Electricity	TJ	1,518.5	25.8	1,501.6	26.0	1,388.4	21.0	
	Others	TJ	16.5	0.0	14.3	0.0	15.3	0.0	
	(B-A oil)Vessel	TJ	0.0	0.0	232.4	0.0	112.3	0.0	
	Subtotal	TJ	2,073.4	260.6	2,187.4	220.5	1,789.4	194.1	
Renewable(Geothermal)		TJ	8.2	0.0	7.8	0.0	3.1	0.0	
Sum		TJ	2,081.6	260.6	2,195.2	220.5	1,792.5	194.1	
Total		TJ	2,342.2		2,415.7		1,986.6		
Energy intensity		TJ/KRW 100 million	0.02		0.03		0.02		

Energy Reduction

Category		Unit	2023	2024*	2025*	Data Scope
Energy reduction performance	BAU consumption	TJ	2,184	2,164	2,234	A-C, E
	Reduction target	TJ	115	115	314	
	Reduction amount	TJ	128	224	611	

* Excludes unplanned new and expanded facilities(B-A oil) from 2024 and 2025 energy consumption

Water

Category		Unit	2023	2024	2025	Data Scope
Total usage		ton	2,239,927	2,074,614	2,813,798	A-C
Water supply	Total	ton	969,564	897,584	1,038,262	
	Domestic sites	ton	703,040	690,962	838,246	
	Headquarters	ton	228,649	171,185	161,284	
	Other buildings	ton	37,875	35,437	38,732	
Groundwater	Total*	ton	705,037	603,895	1,022,786	
	Domestic sites	ton	299,987	265,731	667,024	
	Headquarters	ton	52,457	39,790	17,191	
	Elysian(Gangchon + Jeju)	ton	339,434	286,359	328,777	
	Other buildings	ton	13,159	12,015	9,794	
River water	Total	ton	565,326	573,135	752,750	
	Elysian(Gangchon + Jeju)	ton	565,326	573,135	752,750	
Discharged water		ton	No performance	No performance	No performance	
Water reuse	Total	ton	92,584	34,215	48,636	
	Domestic sites	ton	71,777	12,699	0	
	Headquarters	ton	20,807	21,516	48,636	

* Restates the previous year's disclosure due to errors in 2024 domestic site groundwater data

Material

Category		Unit	2023	2024	2025	Data Scope
Amount of material used	Ready mixed concrete	㎥	5,634,267	4,272,882	2,756,417	A-C
	Cement	ton	125,064	151,005	269,010	
	Aggregate	㎥	209,223	184,277	128,994	
	Asphalt(Ascon)	ton	114,305	71,583	365,727	
	Sand	㎥	67,988	93,802	29,152	
	Rebar	ton	469,853	320,339	253,327	
	Gypsum board	ton	60,520	77,404	31,909	
Amount of recycled materials (recycled aggregate)		㎥	6,342	27,105	38,043	

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Pollutants

Category			Unit	2023	2024	2025	Data Scope
Hazardous chemical materials* (waste oil, waste paint, etc.)			ton	15	23	26	A (Elysian Gangchon, Jeju)
Water pollutant	TOC**	Emissions	ton	-	-	0.9	
		Emission concentration	ppm	-	-	4.3	
		Legal standard	ppm	-	-	-	
	COD**	Emissions	ton	1.3	1.2	-	
		Emission concentration	ppm	6.2	5.5	-	
		Legal standard	ppm	20.0	20.0	-	
	BOD	Emissions	ton	0.7	0.5	0.5	
		Emission concentration	ppm	3.1	2.1	2.0	
		Legal standard	ppm	10.0	10.0	10.0	
	SS	Emissions	ton	0.7	0.5	0.4	
		Emission concentration	ppm	3.1	2.2	1.7	
		Legal standard	ppm	10.0	10.0	10.0	

* Prior-year figures were restated to correct reporting errors in the 2024 data
** From 2025, TOC is calculated instead of the previous COD to reflect stakeholder requirements

Waste

Category		Unit	2023	2024	2025	Data Scope
Waste disposal	Total	ton	534,091	585,922	364,548	A-C
	Recycling	ton	531,828	582,243	364,304	
	Incineration	ton	2,225	3,653	170	
	Landfill*	ton	39	26	74	
	Others*	ton	0	0	0	
Construction waste	Total	ton	521,431	584,378	362,168	
	Recycling	ton	519,385	580,729	361,939	
	Incineration	ton	2,008	3,640	160	
	Landfill	ton	39	9	69	
	Others	ton	0	0	0	
Business site waste	Total	ton	12,644	1,521	2,354	
	Recycling	ton	12,435	1,504	2,354	
	Incineration	ton	209	0	0	
	Landfill*	ton	0	17	0	
	Others*	ton	0	0	0	
Designated waste (hazardous waste)	Total	ton	15	23	26	
	Recycling	ton	8	10	11	
	Incineration	ton	7	13	10	
	Landfill	ton	0	0	5	
	Others	ton	0	0	0	
Recycling ratio of total waste	Total	%	99.58	99.37	99.93	

* Prior-year figures were restated to correct the misclassification of 2023 business site waste recycling volume under "Others"

Environmental Regulations

Category	Unit	2023	2024	2025	Data Scope
Number of corporate fines	Cases	0	0	0	A-C
Amount of corporate fines	KRW million	0	0	0	

Eco-Friendly Products and Services

Category	Unit	2023	2024	2025	Data Scope
Total revenue from eco-friendly products and services	KRW 100 million	12,725	12,821	14,417	A-C
Share of eco-friendly revenue	%	9.5	10.0	11.6	
High-efficiency building ratio	%	73.1	75.0	91.3	

Eco-friendly Investment

Category		Unit	2023	2024	2025	Data Scope
Green purchasing cost	Total amount	KRW 100 million	1,074.2	2,151.0	1,839.8	A-C
	HB label	KRW 100 million	165.2	18.9	0.0	
	High-efficiency energy equipment	KRW 100 million	200.2	1,172.0	676.0	
	Energy consumption efficiency grades 1-2	KRW 100 million	563.3	419.7	401.7	
	Eco-label	KRW 100 million	129.9	540.4	762.1	
	Certified wood*	KRW 100 million	0.0	0.0	0.0	
	Others	KRW 100 million	15.6	0.0	0.0	
Eco-friendly R&D		KRW 100 million	82.7	69.1	65.2	
Investment in eco-friendly new businesses		KRW 100 million	1,008.0	256.5	362.0	

* Certified wood: FSC, PEFC, SFI, CSA, others

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Social

Employee Status

Category				Unit	2023	2024	2025	Data Scope
Number of Employees	Total number of employees			Persons	5,256	5,483	4,996	A-F
	Ages	Under 30		Persons	597	717	518	
		30-50		Persons	2,851	3,057	2,809	
		Over 50		Persons	1,808	1,709	1,669	
	Gender	Male		Persons	4,640	4,796	4,379	
		Female		Persons	616	687	617	
		Ratio of female employees		%	11.7	12.5	12.3	
		Ratio of female employees in STEM		%	9.8	9.1	8.8	
	Employment-type	Ratio of regular employees		%	70.1	67.3	73.6	
		Ratio of contract employees		%	29.9	32.7	26.4	
		No. of employees with disabilities		Persons	79	84	70	
		Ratio of employees with disabilities		%	1.5	1.5	1.4	
		No. of foreigners		Persons	9	7	14	
	Minority employees	Foreign Employees	Total	Persons	1,065	1,487	1,308	
			India	Persons	93	389	385	
			Philippines	Persons	98	178	161	
			Nepal	Persons	4	95	95	
			Bangladesh	Persons	570	392	202	
			Egypt	Persons	3	5	5	
			Vietnam	Persons	92	180	176	
			Others	Persons	150	248	284	
		No. of persons entitled to veterans' benefits		Persons	86	56	58	
		No. of discharged commissioned officers		Persons	175	198	187	
		No. of LGBTQ+ employees		Persons	0	0	0	

2025 Employment Status

Category		Unit	Male	Female	Data Scope
Affiliation workers	Permanent	Persons	3,350	326	A-F
	Temporary	Persons	1,028	292	
Non-affiliation workers		Persons	14,581	1,097	
Total		Persons	18,959	1,715	

2025 Employee Breakdown by Age, Gender, and Position*

Category		Unit	Number	Data Scope
Under 30	Non-manager	Persons	285	A-F
	Lower-level manager	Persons	4	
	Upper-level manager	Persons	0	
Subtotal		Persons	289	
30-50	Non-manager	Persons	76	
	Lower-level manager	Persons	733	
	Upper-level manager	Persons	1,322	
Subtotal		Persons	2,131	
Over 50	Non-manager	Persons	10	
	Lower-level manager	Persons	3	
	Upper-level manager	Persons	1,243	
Subtotal		Persons	1,256	
Male	Non-manager	Persons	289	
	Lower-level manager	Persons	625	
	Upper-level manager	Persons	2,436	
Subtotal		Persons	3,350	
Female	Non-manager	Persons	82	
	Lower-level manager	Persons	115	
	Upper-level manager	Persons	129	
Subtotal		Persons	326	

* Based on regular employees; Upper-level managers include Senior Managers and above, Lower-level managers include Assistant Managers and Managers, and non-managers include Associates.

Female Employees

Category		Unit	2023	2024	2025	Data Scope
No. of female managers	Total	Persons	222	242	244	A-F
	Lower-level manager	Persons	218	142	115	
	Upper-level manager	Persons	4	100	129	
Ratio of female managers		%	3.0	7.1	7.4	
Ratio of female managers in revenue-generating functions		%	1.5	5.8	3.7	

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2026 Employee Diversity Target

Category	Target	Data Scope
Ratio of female managers	7.5% or higher	A-F
Ratio of female managers in revenue-generating functions	9.8% or higher	
No. of employees with disabilities	80 persons or more	
Ratio of employees with disabilities	1.5% or more	
No. of persons entitled to veterans' benefits	70 persons or more	
No. of foreigners	18 persons or more	
No. of discharged commissioned officers	190 persons or more	

Employee Compensation

Category			Unit	2023	2024	2025	Data Scope
Average annual salary of employees	Basic wage	Average wage	KRW	72,076,965	75,272,700	79,858,970	A-F
		Male	KRW	75,331,407	78,398,002	83,215,457	
		Female	KRW	47,802,907	52,953,330	56,401,893	
Average annual salary of executives	Basic wage	Average wage*	KRW	446,164,538	426,182,670	446,821,902	
	Basic wage + Incentive	Average wage*	KRW	665,794,167	439,169,141	608,394,628	
Average annual salary of managers	Basic wage	Average wage	KRW	89,616,203	93,407,564	101,212,740	
		Male	KRW	94,779,283	98,711,123	101,861,340	
		Female	KRW	84,453,122	88,104,004	89,076,829	
		Female-to-male ratio	%	89.1	89.3	87.4	
	Basic wage + Incentive	Average wage	KRW	114,141,858	106,869,459	128,482,567	
		Male	KRW	127,030,385	118,602,477	129,780,140	
		Female	KRW	101,253,331	95,136,441	104,203,765	
		Female-to-male ratio	%	79.7	80.2	80.3	
Average annual salary of non-management staff	Basic wage	Average wage	KRW	47,660,509	51,445,159	57,164,967	
		Male	KRW	53,334,492	56,115,842	59,574,964	
		Female	KRW	41,986,525	46,774,477	47,778,404	
		Female-to-male ratio	%	78.7	83.4	80.2	

* Prior-year figures were restated to correct reporting errors in the 2024 data

Employee Recruitment

Category			Unit	2023	2024	2025	Data Scope
No. of recruited employees (new + experienced)	Total		Persons	202	201	146	A-F
	Gender	Male	Persons	175	173	110	
		Female	Persons	27	28	36	
	Ages	Under 30	Persons	106	115	83	
		30-50	Persons	95	85	62	
		Over 50	Persons	1	1	1	
	Type*	New employees	Persons	-	117	85	
		Experienced employees	Persons	-	84	61	

* Calculated from 2024; data for previous years is unavailable

Employee Retention

Category			Unit	2023	2024	2025	Data Scope
Turnover rate			%	23.5	17.6	9.7	A-F
Voluntary turnover rate*			%	10.0	6.7	1.9	
Average years of service	Average **		Years	11.5	11.1	11.8	
	Gender	Male**	Years	12.2	11.8	12.5	
		Female**	Years	5.9	6.1	6.1	

* Number of voluntary turnovers / Total number of employees(excluding transfers to affiliates, disciplinary dismissals, recommended resignations, and outplacement support)
** Prior-year figures were restated to correct reporting errors in the 2023 data

HR Development

Category		Unit	2023	2024	2025	Data Scope
Employee training performance	No. of trainees*	Persons	43,449	42,885	41,082	A-F
	Employee training costs	KRW 100 million	23.2	30.3	44.2	
	Average training cost per employee (total training costs / total employees)	KRW	440,000	552,000	884,000	
	Average training hours per employee	Hours	34.9	29.8	38.0	
Participants in training programs	Participants in Stress Zero program	Persons	268	119	146	
	Participants in leadership program	Persons	1,099	1,336	850	
	Participants in job expertise training	Persons	39,769	38,986	37,755	
	Participants in global talent development training programs	Persons	2,581	2,563	2,477	

* Based on cumulative headcount

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Performance Evaluation

Category	Unit	2023	2024	2025	Data Scope
No. of employees subject to performance evaluation	Persons	3,389	3,387	3,376	A-F
Frequency of performance evaluation	Times	3	3	3	
Ratio of employees evaluated	%	92	94	95	

Labor Union

Category	Unit	2023	2024	2025	Data Scope
No. of union members	Persons	363	375	411	A-F
Ratio of employees who have joined the labor union	%	25.0	25.0	28.0	

Parental Leave

Category		Unit	2023	2024*	2025	Data Scope
No. of employees eligible for parental leave	Male*	Persons	1,102	988	834	A-F
	Female*	Persons	109	151	143	
No. of employees who took parental leave	Male	Persons	78	62	55	
	Female	Persons	37	30	41	
Ratio of employees taking parental leave	Male*	%	21.1	21.2	19.2	
	Female*	%	93.8	92.9	93.3	
No. of employees retained for 12 months after returning from parental leave	Male	Persons	21	34	38	
	Female	Persons	19	20	21	
No. of employees using reduced working hours for childcare*		Persons	5	7	10	
No. of employees taking spousal paternity leave		Persons	86	75	94	

* Prior-year figures were restated to correct reporting errors in the 2024 data

Flexible Work System Usage Status

Category	Unit	2023	2024*	2025	Data Scope
Flexible work system usage status	-	○	○	○	A-F
No. of employees using flexible working hours*	Persons	1,350	1,825	2,035	
No. of employees using selective working hours	Persons	0	0	0	
No. of employees using remote work (including work-from-home)*	Persons	476	149	0	

* Prior-year figures were restated to correct reporting errors in the 2024 data

VOE(Grievance Handling)

Category		Unit	2023	2024	2025	Data Scope
No. of grievances handled	Total cases	Cases	47	59	30	A-F
	Domestic	Cases	46	56	29	
	Overseas	Cases	1	3	1	

Occupational Safety and Health

Category		Unit	2023	2024	2025	Data Scope
Ratio of grievances resolved through safety grievance channels		%	90.9	95.8	99.3	G
Status of serious workplace Injuries	Total fatalities	Persons	0	4	1	A-G
	Employees	Persons	0	0	0	
	Suppliers	Persons	0	4	1	
	Occupational safety accidents	Persons	0	4	1	
	Construction/technical accidents	Persons	0	0	0	
	No. of serious accidents among employees	Cases	0	0	0	
	No. of serious accidents among suppliers	Cases	0	4	1	
	No. of domestic serious accidents	Cases	0	4	1	
	No. of overseas serious accidents	Cases	0	0	0	
Status of industrial accidents	No. of lost-time incidents among employees*	Cases	0	1	0	
	Employee LTIFR**	Cases per million working hours	0.00	0.09	0.00	
	No. of lost-time incidents among suppliers	Cases	284	224	191	
	Supplier LTIFR	Cases per million working hours	3.02	2.81	2.79	
	Employee OIFR**	Cases per million working hours	0.99	0.66	0.63	
	No. of occupational illnesses among employees	Cases	10	7	6	
	No. of injured employees	Persons	0	1	0	
	No. of injured suppliers***	Persons	284	224	191	
Safety Innovation School training	Safety Innovation School training graduates	Persons	2,256	4,562	3,079	
	Safety Innovation School on-site support training	Sessions (Persons)	76(2,094)	125(4,562)	103(3,608)	
Executive safety and health management activities	No. of CEO on-site inspections	Sessions	79	25	40	
	No. of CSSO on-site inspections	Sessions	145	98	93	

* Employees: includes both regular and contract workers
** 2023 and 2024 data recalculated due to a change in the data calculation criteria
*** Prior-year figures were restated to correct reporting errors in the 2024 data

ESG Performance Data | GS E&C

※ Data Scope: A headquarters / B 104 domestic sites / C 1 research institute / D 9 overseas branches / E 10 overseas business sites / F 16 overseas subsidiaries / G 762 suppliers

Social Contribution

Category		Unit	2023	2024	2025	Data Scope
No. of employees participating in social contribution activities*		Persons	3,805	3,120	1,090	A-F
Total expenditure on social contribution activities		KRW 100 million	54.6	52.7	145.5	
No. of social contribution beneficiaries**	Space	Persons	141,043	3,372	2,882	
	Children and Family	Persons	20,680	242	1,375	
	Environment	Persons	-	394,576	432,201	
Employees' volunteer activity hours***		Hours	2,747	3,519	1,537	

* Prior-year figures were restated to correct reporting errors
** The 4,000,000 beneficiaries of the "Kkumteul Kkumteul Garden Playground" at Seoul Children's Grand Park are excluded from the 2025 community activity indicators and targets, as this was a one-time achievement
*** Domestic site community environmental cleanup activities are included from the 2024 data onward.

Customer Satisfaction

Category	Unit	2023	2024	2025	Data Scope
No. of housing customer complaints received*	Cases	2,944	2,728	3,834	A-C
No. of VOC system complaints	Cases	835	560	866	
Customer Satisfaction Survey	Points	80.0	80.0	85.0	

* The number of complaints in 2025 increased due to an increase in occupied complexes.

Suppliers

Category		Unit	2023	2024*	2025	Data Scope
Supplier Management	No. of suppliers	Units	742	781	762	G
	No. of key suppliers**	Units	326	308	142	
	Revenue ratio of key suppliers	%	64.3	79.9	51.4	
	Ratio of suppliers with economic (including financial) risks***	%	1.1	0.5	1.3	
	Ratio of suppliers with environmental risks***	%	0.0	0.0	0.0	
	Ratio of suppliers with social risks***	%	0.0	0.0	0.1	
Financial support for suppliers	Management support fund**	KRW 100 million	112.2	148.6	141.5	
	Shared Growth Fund	KRW 100 million	300.0	300.0	300.0	
	Ratio of cash payment	%	96.2	96.6	97.6	
	Retention rate of cash-equivalent payments	%	100.0	100.0	100.0	
	Payment date in the month following the cut-off	Days	10	10	10	
Technical support for suppliers	Joint development expenses for new technologies	KRW 100 million	5.1	2.8	5.2	
	Registration of patents and new technologies	Cases	10	1.5	6.0	
	PRECON activities for cost reduction	Cases	17	22	33	
Training support for suppliers	Xi executive training completers****	Persons	22	22	-	
	Participants in the Visiting Safety Innovation School	Persons	172	1,625	1,302	
	Supplier site managers and working-level staff who completed training	Persons	230	230	230	
Communication support for suppliers	No. of supplier CEOs participating in forums	Persons	100	80	81	
	No. of briefing sessions and meetings on the outsourcing system	Sessions	5	14	10	
	No. of Internal Review Committee meetings held	Meetings	15	13	14	

* Prior-year figures were restated to correct reporting errors in the 2024 data
** Based on registered outsourcing suppliers
*** Risks identified based on comprehensive supplier evaluation criteria
**** Xi executive training is discontinued as of 2025.

Contributions to Associations

Category		Unit	2023	2024	2025
Construction Association of Korea	Revision of domestic construction regulations	KRW million	511	680	660
Federation of Korean Industries	Improvement of domestic construction laws and regulations	KRW million	560	560	500
International Contractors Association of Korea	Revision of overseas construction regulations	KRW million	355	420	420
Korea Business Council for Sustainable Development	Research on sustainable development policies	KRW million	65	68	70
Korea Chamber of Commerce and Industry	Improvement of domestic construction laws and regulations	KRW million	360	157	160
Contributions to major associations	Trade associations or tax-exempt organizations	KRW million	3,004	927	790

ESG Performance Data | GS E&C

※ Data Scope: A headquarters / B 104 domestic sites / C 1 research institute / D 9 overseas branches / E 10 overseas business sites / F 16 overseas subsidiaries / G 762 suppliers

Governance

Board of Directors

Category			Unit	2023	2024	2025	Data Scope
Average tenure of board members			Years	5.7	5.6	5.7	A-F
BOD self-evaluation results(Out of 5)			Points	4.7	4.4	4.7	
BOD operation	No. of BOD Meetings		Sessions	12	9	8	
	No. of agenda items discussed		Cases	28 reviewed/ 16 reported	29 reviewed/ 16 reported	18 reviewed/ 14 reported	
	Average attendance rate		%	91	98	98	
	Average attendance rate of Inside directors		%	81	96	96	
	Average attendance rate of outside directors		%	97	100	100	
	Re-election rate*		%	38	25	38	
Attendance rate of outside directors by committee	Outside Director Candidate Recommendation Committee		%	100	100	100	
	Audit Committee		%	100	100	100	
	ESG Committee		%	100	100	100	
	Compensation committee		%	-	100	100	
BOD composition	No. of directors	Total no. of directors	Persons	7	7	7	
		No. of female directors	Persons	1	1	1	
		Inside directors	Persons	2	2	2	
		Outside directors	Persons	4	4	4	
		Non-executive	Persons	1	1	1	
Concurrent positions of non-executive and outside directors	No. of directors holding 4 or fewer concurrent positions		Persons	4	4	4	
	No. of outside directors with construction industry experience		Persons	1	1	1	
	No. of other positions restricted for directors		Positions	2	2	2	

* Prior-year figures were restated to correct reporting errors in the 2023 and 2024 data

Board of Directors Remuneration

Category	Unit	2023	2024	2025	Data Scope
CEO Base Salary	KRW	1,238,460,000	1,084,562,000	1,096,416,000	A-F
Average base salary of employees excluding the CEO	KRW	75,250,927	78,012,213	82,700,984	
Ratio of CEO base salary to average employee base salary	Times	16.5	13.9	13.3	

Ownership

Category	Unit	2023	2024	2025	Data Scope
Ratio of shareholders holding 5% or more of shares	%	16.3	19.7	18.5	A-F
Share ratio of the largest shareholder and its related parties	%	23.6	23.6	23.6	

Ethical Management

Category	Unit	2023	2024	2025	Data Scope
Disciplinary actions for ethical management violations*	Cases	31	15	22	A-F

* Disciplinary actions: dismissal, suspension, salary reduction, reprimand

ESG Performance Data | Major Subsidiaries(Xi S&D, Xi C&A, GPC)

Environmental

Greenhouse Gas

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
Total GHG emissions	tCO_2-eq	205,828	241,146	2,328	2,137	3,666	4,369
Scope 1 & 2 (direct and indirect emissions)	tCO_2-eq	4,116	3,077	2,328	2,137	3,666	4,369
Scope 1(direct emissions)	tCO_2-eq	1,357	993	147	152	2,477	3,078
Scope 2(indirect emissions)	tCO_2-eq	2,759	2,084	2,182	1,985	1,189	1,291
Scope 3(other indirect emissions)	tCO_2-eq	201,712	238,069	-**	-**	-**	-**
1. Purchased goods and services	tCO_2-eq	62,777	135,868	-**	-**	-**	-**
5. Waste	tCO_2-eq	356	393	-**	-**	-**	-**
6. Business travel	tCO_2-eq	162	105	-**	-**	-**	-**
7. Employee commuting	tCO_2-eq	3,144	3,186	-**	-**	-**	-**
11. Use of sold products	tCO_2-eq	135,273	98,516	-**	-**	-**	-**
GHG emissions intensity	tCO_2-eq/KRW 100 million	38.8	53.1	0.35	0.41	4.21	2.53

* GHG emissions intensity = Scope 1+2+3 emissions / Separate revenue
** Data for Xi C&A and GPC is currently not yet aggregated.

Water

Category		Unit	Xi S&D		Xi C&A		GPC	
			2024	2025	2024	2025	2024	2025
Total usage		ton	81,446	31,517	28,742	32,119	27,723	43,612
Water supply	Total	ton	81,446	31,517	28,742	32,119	18,124	26,022
	Domestic sites	ton	51,917	11,437	22,562	27,913	0	0
	Headquarters	ton	8,695	8,228	6,180	4,206	18,124	26,022
	Goyang Service Area	ton	13,440	11,852	N/A	N/A	N/A	N/A
	Dears Myeongdong	ton	7,394	-*	N/A	N/A	N/A	N/A
Groundwater	Total	ton	0	0	0	0	9,599	17,590
	Domestic sites	ton	0	0	0	0	0	0
	Headquarters	ton	0	0	0	0	9,599	17,590
Water reuse	Total	ton	0	0	0	0	9,201	9,340
	Domestic sites	ton	0	0	0	0	0	0
	Headquarters	ton	0	0	0	0	9,201	9,340
	Goyang Service Area	ton	0	0	N/A	N/A	N/A	N/A
	Dears Myeongdong	ton	0	-*	N/A	N/A	N/A	N/A
Water Intensity		ton/KRW 100 million	15.3	6.9	4.4	6.1	31.9	25.3

* Dears Myeongdong ceased operations during 2024

Energy(Domestic)

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
Total energy consumption	TJ	77.7	58.1	48.5	43.9	71.9	85.2
Total non-renewable energy consumption	TJ	77.7	58.1	48.5	43.9	71.9	85.2
LNG(City Gas)	TJ	1.3	0.8	0.2	0.0	42.16	51.67
Kerosene	TJ	12.8	2.5	1.1	1.4	0.00	0.00
Diesel	TJ	4.2	9.4	0.0	0.0	4.32	5.93
Gasoline	TJ	1.2	1.3	0.9	0.9	0.55	0.65
Electricity	TJ	57.3	44.0	44.0	40.9	24.85	26.99
Others	TJ	1.0	0.1	2.3	0.8	0.0	0.0
(B-A oil) Vessel	TJ	N/A	N/A	N/A	N/A	N/A	N/A
Total renewable energy consumption	TJ	0	0	0	0	0	0
Renewable energy ratio	%	0.0	0.0	0.0	0.0	0.0	0.0
Energy intensity*	TJ/KRW 100 million	0.01	0.01	0.01	0.01	0.08	0.05

* Energy intensity = Total energy consumption / Separate revenue

Material

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
Ready mixed concrete	㎥	38,733	129,918	108,406	71,535	0	0
Cement	ton	3,784	7,172	453	390	33,105	41,134
Aggregate	㎥	0	0	0	0	68,660	84,148
Asphalt(Ascon)	ton	152	278	13,968	4,116	0	0
Sand	㎥	2,150,500	604,300	0	0	40,683	51,666
Rebar	ton	3,267	1,302	6,004	6,670	8,402	13,891
Gypsum board	ton	3,341	2,314	0	111,783	0	0
Dry mortar	kg	1,405,154	11,248,216	0	0	0	0
PHC Pile	kg	188	9,540,750	0	0	0	0
Interior materials(insulation)	㎥	26,755	1,032	0	0	0	0
PF board	kg	203,724	626,123	0	0	0	0
Steel	kg	4,466,630	2,137,375	0	0	0	0
Plastics	kg	245,255	261,568	0	0	0	0
Paper	kg	170,953	180,022	0	0	0	0
Recycled aggregate	㎥	0	0	0	0	0	0
Recycled material consumption	㎥	0	0	0	0	0	0

ESG Performance Data | Major Subsidiaries(Xi S&D, Xi C&A, GPC)

Waste

Category		Unit	Xi S&D		Xi C&A		GPC	
			2024	2025	2024	2025	2024	2025
Waste disposal	Total	ton	21,392	23,938	117,309	133,782	16,421	17,844
	Recycling	ton	21,392	23,938	116,617	133,068	15,042	16,070
	Incineration	ton	0	0	630	705	20	9
	Landfill	ton	0	0	62	9	37	52
	Others	ton	0	0	0	0	1,322	1,712
Construction waste	Total	ton	21,392	23,938	116,940	133,782	N/A	N/A
	Recycling	ton	21,392	23,938	116,248	133,068	N/A	N/A
	Incineration	ton	0	0	630	705	N/A	N/A
	Landfill	ton	0	0	62	9	N/A	N/A
	Others	ton	0	0	0	0	N/A	N/A
Business site waste	Total	ton	-*	-*	368	0	16,421	17,844
	Recycling	ton	-*	-*	368	0	15,042	16,070
	Incineration	ton	-*	-*	0	0	20	9
	Landfill	ton	-*	-*	0	0	37	52
	Others	ton	-*	-*	0	0	1,322	1,712
Designated waste (hazardous waste)	Total	ton	-	-	0.8	0	N/A	N/A
	Recycling	ton	-	-	0.6	0	N/A	N/A
	Incineration	ton	-	-	0.2	0	N/A	N/A
	Landfill	ton	-	-	0	0	N/A	N/A
	Others	ton	-	-	0	0	N/A	N/A
Recycling ratio of total waste		%	100	100	99.4	99.5	91.6	90.1
Waste intensity		tons/KRW 100 million	4.0	2.5	17.9	25.4	18.9	10.3

*For Xi S&D, business site waste cannot be aggregated as it is handled by tenant buildings or disposed of using volume-based garbage bags

Environmental Regulations*

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
Number of corporate fines	Cases	0	0	0	0	1	0
Amount of corporate fines	KRW million	0	0	0	0	2	0

* Based on cases of KRW 1 million or more

Eco-Friendly Products and Services*

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
Total revenue from eco-friendly products and services**	KRW 100 million	472	400	-	-	-	-
Share of eco-friendly revenue**	%	8.9	8.8	-	-	-	-

* Data for Xi C&A and GPC is not yet aggregated
** Based on revenue from projects with eco-friendly certifications, such as G-SEED(Green Standard for Energy and Environmental Design) and Building Energy Efficiency Rating Certification

Eco-friendly Investment*

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
Total green purchasing cost	KRW 100 million	26.6	79.5	-	-	-	-
Eco-Label certification	KRW 100 million	19.8	9.7	-	-	-	-
Low-carbon product certification	KRW 100 million	1.5	65.7	-	-	-	-
HB label	KRW 100 million	2.8	2.4	-	-	-	-
Others	KRW 100 million	2.5	1.7				
Green purchase ratio	%	11.1	13.2	-	-	-	-

* Data for Xi C&A and GPC is not yet aggregated

ESG Performance Data | Major Subsidiaries(Xi S&D, Xi C&A, GPC)

Social

Employee Status

Category		Unit	Xi S&D		Xi C&A		GPC	
			2024	2025	2024	2025	2024	2025
Total Number of Employees		Persons	1,849	1,946	-*	617	72	72
Ages	Under 30	Persons	110	104	-*	8	11	5
	30-50	Persons	830	824	-*	349	56	62
	Over 50	Persons	909	1,018	-*	260	5	5
Gender	Male	Persons	1,397	1,459	-*	568	62	63
	Female	Persons	452	487	-*	49	10	9
	Ratio of female employees	%	24.4	25.0	-*	7.9	13.9	12.5
Employment type	Ratio of regular employees	%	38.7	37.5	-*	92.5	100	100
	Ratio of contract employees	%	61.3	62.5	-*	7.5	0	0
	No. of employees with disabilities	Persons	33	44	-*	4	0	0
	Ratio of employees with disabilities	%	1.8	2.3	-*	0.6	0	0
	No. of foreigners	Persons	0	0	-	1	0	0
Minority employees	No. of persons entitled to veterans' benefits	Persons	-*	10	-*	7	0	0
	No. of discharged commissioned officers	Persons	-*	0	-*	19	0	0

* Aggregated from 2025 onward

2025 Breakdown by Age, Gender, and Job Level*

Category		Unit	Xi S&D	Xi C&A**	GPC
Under 30	Non-manager	Persons	30	7	3
	Lower-level manager	Persons	1	0	0
	Upper-level manager	Persons	0	0	0
Subtotal		Persons	31	7	3
30-50	Non-manager	Persons	151	48	5
	Lower-level manager	Persons	163	44	33
	Upper-level manager	Persons	179	235	26
Subtotal		Persons	493	327	64
Over 50	Non-manager	Persons	104	0	0
	Lower-level manager	Persons	2	0	0
	Upper-level manager	Persons	99	237	5
Subtotal		Persons	205	237	5
Male	Non-manager	Persons	204	52	6
	Lower-level manager	Persons	144	41	27
	Upper-level manager	Persons	266	447	30
Subtotal		Persons	614	540	63
Female	Non-manager	Persons	81	3	2
	Lower-level manager	Persons	22	3	7
	Upper-level manager	Persons	12	25	0
Subtotal		Persons	115	31	9

* Based on regular employees; Upper-level managers include Senior Managers and above, Lower-level managers include Assistant Managers and Managers, and non-managers include Associates.
** For Xi C&A, the calculation criteria differ: upper-level managers includes Managers and above, and lower-level managers include Assistant Managers.

2025 Employment Status

Category	Unit	Xi S&D		Xi C&A		GPC	
		Male	Female	Male	Female	Male	Female
Affiliation workers	Persons	1,459	487	568	49	63	9
Permanent	Persons	614	115	540	31	58	8
Temporary	Persons	845	372	28	18	5	1

Female Employees

Category	Unit	Xi S&D		Xi C&A*		GPC	
		2024**	2025	2024	2025	2024	2025
Total No. of managers	Persons	475	444	-***	516	61	64
No. of female managers	Persons	56	56	-***	28	5	7
Lower-level manager	Persons	-	42	-***	3	5	7
Upper-level manager	Persons	-	14	-***	25	0	0
Ratio of female managers	%	11.8	7.7	-***	5.4	8.2	10.9
Ratio of female managers in revenue-generating functions	%	8.8	8.5	-***	2.2	0	0

* For Xi C&A, the calculation criteria differ: upper-level managers includes Managers and above, and lower-level managers include Assistant Managers.
** 2024 data applies the previous manager classification standards.
*** Aggregated from 2025 onward

ESG Performance Data | Major Subsidiaries(Xi S&D, Xi C&A, GPC)

Employee Compensation

Category			Unit	Xi S&D		Xi C&A*		GPC	
				2024	2025	2024	2025	2024	2025
Average annual salary of employees	Base wage	Average wage	KRW	42,760,287	41,957,178	-	-	44,379,434	45,121,458
		Male	KRW	46,799,531	44,355,637	-	-	46,649,705	46,780,361
		Female	KRW	30,276,163	29,271,586	-	-	31,438,890	34,108,191
Average annual salary of executives	Base wage	Average wage*	KRW	247,967,812	182,255,524	-	-	149,398,650	155,100,600
	Base wage + Incentive	Average wage*	KRW	247,967,812	192,021,063	-	-	171,398,650	206,312,670
Average annual salary of managers	Base wage	Average wage	KRW	63,714,590	65,097,129	-	-	44,379,434	45,121,458
		Male	KRW	65,572,285	75,300,062	-	-	46,649,705	46,780,361
		Female	KRW	49,582,841	54,894,196	-	-	31,438,890	34,108,191
		Female-to-male ratio	%	75.6	72.9	-	-	89.3	72.9
	Base wage + Incentive	Average wage	KRW	70,793,989	75,300,062	-	-	54,073,464	49,648,560
		Male	KRW	72,858,094	65,647,129	-	-	57,018,126	51,539,428
		Female	KRW	55,092,046	55,894,196	-	-	37,288,890	37,095,296
		Female-to-male ratio	%	75.6	85.1	-	-	65.4	72.0

* Data not aggregated

Employee Recruitment

Category			Unit	Xi S&D		Xi C&A		GPC	
				2024	2025	2024	2025	2024	2025
No. of recruited employees	Total		Persons	139	45	-*	0	10	7
	Gender	Male	Persons	113	45	-*	0	6	6
		Female	Persons	26	0	-*	0	4	1
	Ages	Under 30	Persons	22	3	-*	0	1	1
		30-50	Persons	79	41	-*	0	9	6
		Over 50	Persons	38	1	-*	0	0	0
	Type*	New employees	Persons	-*	1	-*	0	-**	-**
		Experienced employees	Persons	-*	44	-*	0	-**	-**

* Aggregated from 2025 onward
** Data not aggregated

Employee Retention

Category		Unit	Xi S&D		Xi C&A		GPC	
			2024	2025	2024	2025	2024	2025
Turnover rate		%	6.3	2.7	-*	11.8	6.9	11.1
Voluntary turnover rate**		%	3.6	2.3	-*	2.3	6.9	11.1
Average years of service		Years	4.1	4.1	-*	10.8	2.5	3.3
Gender	Male	Years	4.3	4.6	-*	11.1	1.8	2.7
	Female	Years	4.1	4.3	-*	7.3	2.4	3.2

* Aggregated from 2025 onward
** Number of voluntary turnovers / Total number of employees(excluding transfers to affiliates, disciplinary dismissals, recommended resignations, and outplacement support)

HR Development

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
No. of trainees	Persons	921	1,623	-*	3,671	72	72
Employee training costs	KRW 100 million	1.8	2.0	-**	2.12	0.49	0.36
Average training cost per employee	KRW	97,000	104,000	-**	343,936	680,000	502,386
Average training hours per employee	Hours	7.2	-***	-*	-*	41.7	36.5

* Data not aggregated
** Aggregated from 2025 onward
*** Training hours data for 2025 cannot be calculated due to a change in the system

ESG Performance Data | Major Subsidiaries(Xi S&D, Xi C&A, GPC)

Performance Evaluation

Category	Unit	Xi S&D		Xi C&A*		GPC	
		2024	2025	2024	2025	2024	2025
No. of employees subject to performance evaluation	Persons	807	731	-	-	68	69
Frequency of performance evaluation	Times	1	1	-	-	1	1
Ratio of employees evaluated	%	24.3	37.5	-	-	100	100

* Data not aggregated

Parental Leave

Category		Unit	Xi S&D		Xi C&A		GPC	
			2024	2025	2024	2025	2024	2025
No. of employees eligible for parental leave	Male	Persons	28	26	-*	-*	19	18
	Female	Persons	4	1	-*	-*	2	2
No. of employees who took parental leave	Male	Persons	2	2	-**	2	0	1
	Female	Persons	3	1	-**	2	0	2
Ratio of employees taking parental leave	Male	%	7.1	7.7	-*	-*	0	5.6
	Female	%	75.0	100	-*	-*	0	100
No. of employees retained for 12 months after returning from parental leave	Male	Persons	6	3	-**	4	1	0
	Female	Persons	2	0	-**	5	0	0
No. of employees using reduced working hours for childcare		Persons	1	6	-**	0	1	0
No. of employees taking spousal paternity leave		Persons	13	17	-**	14	1	2

* Data not aggregated
** Aggregated from 2025 onward

Flexible Work System Usage Status

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
Flexible work system usage status	-	O	O	-*	O	X	X
No. of employees using flexible working hours	Persons	320	310	-*	23	0	0
No. of employees using selective working hours	Persons	N/A	N/A	-*	4	0	0
No. of employees using remote work (including work-from-home)	Persons	N/A	N/A	-*	0	0	0

* Aggregated from 2025 onward

Occupational Safety and Health

Category	Unit	Xi S&D		Xi C&A*		GPC	
		2024	2025	2024	2025	2024	2025
No. of fatalities	Persons	0	0	-*	0	1	1
Occupational safety accidents	Cases	0	0	-*	0	1	1
Employee LTIFR	Cases per million working hours	-**	-**	-*	0	0	0
Supplier LTIFR	Cases per million working hours	-**	-**	-*	7.04	-**	-**
Employee OIFR	Cases per million working hours	-**	-**	-*	5.71	0	0
No. of injuries	Persons	55	22	-*	33	0	0
No. of injured employees	Persons	25	8	-*	0	0	0
No. of injured suppliers	Persons	30	14	-*	33	0	0
No. of CEO on-site inspections	Sessions	9	11	-*	28	N/A	N/A
No. of CSSO on-site inspections	Sessions	5	12	-*	62	N/A	N/A
Safety traffic light assessment	Sessions	35	47	N/A	N/A	N/A	N/A
No. of safety grievances received from suppliers	Cases	63	50	-**	-**	-**	-**
No. of safety grievances resolved from suppliers	Sessions	62	49	-**	-**	-**	-**
Ratio of safety grievances resolved from suppliers	%	98.4	98.0	-**	-**	-**	-**
Tower crane inspection activities	Sessions	38	11	-*	9	N/A	N/A

* Aggregated from 2025 onward
** Data not aggregated

Social Contribution

Category	Unit	Xi S&D		Xi C&A*		GPC	
		2024	2025	2024	2025	2024	2025
No. of employees participating in social contribution activities	Persons	40	63	-	0	N/A	N/A
Social contribution donations	KRW million	15	35	-	0	N/A	N/A

* Aggregated from 2025 onward

ESG Performance Data | Major Subsidiaries(Xi S&D, Xi C&A, GPC)

Social

Suppliers

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
No. of suppliers	Units	815	1,261	-*	521	0	0
No. of key suppliers	Units	194	488	-*	75	0	0
No. of suppliers with economic (including financial) risks	Units	6	6	-*	2	0	0
Ratio of suppliers with economic (including financial) risks	%	0.7	0.5	-*	0.4	0	0
Ratio of cash payment	%	100	100	-**	-**	100	100
Retention rate of cash-equivalent payments	%	100	100	-**	-**	100	100
Payment due date	-	The 15th or last day of the month following the cut-off	The 10th (purchasing/SMEs), the 15th (outsourcing), the last day (purchasing/ large and mid-sized enterprises)	-**	-**	The 31st	The 31st

* Aggregated from 2025 onward
** Data not aggregated

Customer Satisfaction

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
No. of housing customer complaints received	Cases	42,150	38,173	N/A	N/A	N/A	N/A

Contributions to Associations

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
Construction Association of Korea	KRW million	25	34	N/A	N/A	N/A	N/A
International Contractors Association of Korea	KRW million	N/A	N/A	N/A	118	N/A	N/A
Korea Chamber of Commerce and Industry	KRW million	N/A	N/A	N/A	N/A	11	9
Korea Information & Communication Contractors Association	KRW million	11	4	N/A	N/A	N/A	N/A
Korea Listed Companies Association	KRW million	10	11	N/A	N/A	N/A	N/A
Korea AI Smart Home Industry Association	KRW million	3	3	N/A	N/A	N/A	N/A
Korea Exchange(KRX)	KRW million	3	2	N/A	N/A	N/A	N/A
Korea Housing Builders Association	KRW million	2	2	N/A	N/A	N/A	N/A
Korea Engineering and Consulting Association	KRW million	0	1	N/A	N/A	N/A	N/A
The Korean Society of Private Investment	KRW million	1	1	N/A	N/A	N/A	N/A
Korea Multi-Family Housing Professional Management Association	KRW million	3	0	N/A	N/A	N/A	N/A
Korea Electrical Contractors Association	KRW million	N/A	1	N/A	N/A	N/A	N/A

ESG Performance Data | Major Subsidiaries(Xi S&D, Xi C&A, GPC)

Governance

Board of Directors

Category		Unit	Xi S&D		Xi C&A		GPC	
			2024	2025	2024	2025	2024	2025
Total No. of directors		Persons	5	5	-*	5	4	4
Inside director		Persons	2	2	-*	3	4	4
Outside director		Persons	3	3	-*	0	0	0
Non-executive director		Persons	0	0	-*	2	0	0
No. of female directors		Persons	0	0	-*	0	0	0
Average tenure of board members		Years	2.6	1.2	-*	1.8	3.8	4.8
Re-election rate		%	0	0	-*	20	100	100
No. of directors holding 4 or fewer concurrent positions		Persons	2	2	-*	N/A	N/A	N/A
No. of outside directors with construction industry experience		Persons	0	0	-***	1	N/A	N/A
No. of other positions restricted for outside directors		Positions	2	2	-*	N/A	N/A	N/A
No. of BOD Meetings		Sessions	10	9	-*	8	3	6
No. of agenda items discussed		Cases	21	19	-*	19	3	6
Average attendance rate		%	96.0	96.0	-*	93.0	100	100
Average attendance rate of Inside directors		%	90.0	90.0	-*	88.0	100	100
Average attendance rate of outside directors		%	100	100	-*	100	N/A	N/A
Attendance rate of outside directors by committee	Outside Director Candidate Recommendation Committee**	%	N/A	100	N/A	N/A	N/A	N/A
	Audit Committee	%	100	100	N/A	N/A	N/A	N/A
	ESG Committee	%	100	100	N/A	N/A	N/A	N/A
	Compensation committee**	%	N/A	100	N/A	N/A	N/A	N/A

* Aggregated from 2025 onward
** For Xi S&D, the Outside Director Candidate Recommendation Committee and the Compensation committee were newly established in 2025
*** For Xi C&A, this refers to one non-executive director

Board of Directors Remuneration

Category	Unit	Xi S&D		Xi C&A*		GPC	
		2024	2025	2024	2025	2024	2025
CEO Base Salary	KRW	553,111,504	487,542,000	-	-	344,847,080	463,324,456
Average base salary of employees excluding the CEO	KRW	42,760,287	41,957,178	-	-	75,734,317	81,401,772
Ratio of CEO base salary to average employee base salary	Times	12.9	11.6	-	-	4.6	5.7

* Data not aggregated

Ownership

Category	Unit	Xi S&D		Xi C&A*		GPC	
		2024	2025	2024	2025	2024	2025
Ratio of shareholders holding 5% or more of shares	%	39.4	39.4	-	100	100.0	100.0
Share ratio of the largest shareholder and its related parties	%	39.4	39.4	-	60	100.0	100.0

* Aggregated from 2025 onward

Ethical Management

Category	Unit	Xi S&D		Xi C&A		GPC	
		2024	2025	2024	2025	2024	2025
Disciplinary actions for ethical management violations*	Cases	10	3	-**	0	-***	-***

* Disciplinary action results: Dismissal/Suspension/Salary reduction/Reprimand
** Aggregated from 2025 onward
*** Data not aggregated

Ethics Training

Category		Unit	Xi S&D		Xi C&A		GPC	
			2024	2025	2024	2025	2024	2025
Supplier participation rate		%	0	0	-*	52	-**	-**
Executive participation rate		%	2	2	-*	0	0.1	0.1
Employee participation rate		%	98	98	-*	48	99.9	99.9
Offline training	Group training	Persons	476	727	-*	23	-**	-**
	Total on-site training	Persons	10,921	7,243	-*	71	-**	-**
	On-site training_Employees	Persons	10,921	7,243	-*	0	-**	-**
	On-site training_Suppliers	Persons	0	0	-*	71	-**	-**
Online training		Persons	1,580	1,791	-*	43	72	72

* Aggregated from 2025 onward
** Data not aggregated

GRI Standards 2021

Category	Indicator Description
GRI 1 Used	GRI 1: Foundation 2021
GRI Sector Standards	N/A

GRI 2

Topic		Indicator Description	Page
General Disclosures	GRI 2-1	Organizational details	6
	GRI 2-2	Entities included in the organization's sustainability reporting	6~10
	GRI 2-3	Reporting period, frequency and contact point	2
	GRI 2-4	Restatements of Information	Footnoted where applicable
	GRI 2-5	External assurance	144~152
	GRI 2-6	Activities, value chain and other business relationships	6
	GRI 2-7	Employees	123~125
	GRI 2-8	Workers who are not employees	123, 125~126
	GRI 2-9	Governance structure and composition	105
	GRI 2-10	Nomination and selection of the highest governance body	106
	GRI 2-11	Chair of the highest governance body	105
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	105, 107
	GRI 2-13	Delegation of responsibility for managing impacts	105, 107
	GRI 2-14	Role of the highest governance body in sustainability reporting	105, 107
	GRI 2-15	Conflicts of interest	105
	GRI 2-16	Communication of critical concerns	106~107
	GRI 2-17	Collective knowledge of the highest governance body	Annual Report p.525
	GRI 2-18	Evaluation of the performance of the highest governance body	108
	GRI 2-19	Remuneration policies	108
	GRI 2-20	Process to determine remuneration	108
	GRI 2-21	Annual total compensation ratio	127
	GRI 2-22	Statement on sustainable development strategy	5
	GRI 2-23	Policy commitments	25, 34, 54, 73, 76, 100, 110, 113
	GRI 2-24	Embedding policy commitments	23~24, 28, 33~34, 38, 41~42, 54, 57, 71~72, 76, 79, 100, 110~111, 113

Topic		Indicator Description	Page
General Disclosures	GRI 2-25	Processes to remediate negative impacts	27~28, 75, 79, 89, 94~95, 98, 112
	GRI 2-26	Mechanisms for seeking advice and raising concerns	79, 112
	GRI 2-27	Compliance with laws and regulations	122, 129, Annual Report p. 593
	GRI 2-28	Membership associations	143
	GRI 2-29	Approach to stakeholder engagement	18
	GRI 2-30	Collective bargaining agreements	89, 125

GRI 3

Topic		Indicator Description	Page
Material Topics	GRI 3-1	Process to determine material topics	19
	GRI 3-2	List of material topics	20
	GRI 3-3	Management of material topics	21~22

Material Topics

Material Topic 1. Occupational Safety and Health

Topic	Index	Indicator Description	Page
Disclosures on Material Topics	GRI 3-3	Management of material topics	21~32
Occupational Safety and Health	GRI 403-1	Occupational health and safety management system	25, 29
	GRI 403-2	Hazard identification, risk assessment, accident investigation	29~32
	GRI 403-3	Occupational health services	90
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	23~28
	GRI 403-5	Worker training on occupational safety and health	28
	GRI 403-6	Promotion of worker health	92
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	25~32
	GRI 403-8	Workers covered by an occupational health and safety management system	29
	GRI 403-9	Work-related injuries	125
	GRI 403-10	Work-related ill health	125

GRI Standards 2021

Material Topic 2. Quality Management and Consumer Rights

Category		Indicator Description	Page
Disclosures on Material Topics	GRI 3-3	Management of material topics	21~22, 33~40
Non-GRI	-	-	-

Material Topic 3. Climate Change and Energy

Category		Indicator Description	Page
Disclosures on Material Topics	GRI 3-3	Management of material topics	21~22, 41~52
Economic Performance	GRI 201-2	Financial implications and other risks and opportunities due to climate change	43
Energy	GRI 302-1	Energy consumption within the organization	121
	GRI 302-2	Energy consumption outside of the organization	Information unavailable / Incomplete
	GRI 302-3	Energy intensity	121
	GRI 302-4	Reduction of energy consumption	121
	GRI 302-5	Reductions in energy requirements of products and services	Not applicable
Emissions	GRI 305-1	Direct(Scope 1) GHG emissions	120
	GRI 305-2	Energy indirect(Scope 2) GHG emissions	120
	GRI 305-3	Other indirect(Scope 3) GHG emissions	120
	GRI 305-4	GHG emissions intensity	120
	GRI 305-5	Reduction of GHG emissions	52, 120
	GRI 305-6	Emissions of ozone-depleting substances(ODS)	No emissions
	GRI 305-7	Nitrogen oxides(NOx), sulfur oxides(SOx), and other significant air emissions	No emissions

Non-material Topics

Category		Indicator Description	Page
Economic Performance	GRI 201-1	Direct economic value generated and distributed	119
	GRI 201-3	Defined benefit plan obligations and other retirement plans	Annual Report p. 208-213
	GRI 201-4	Financial assistance received from government	Annual Report p. 68
Market Presence	GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Information unavailable / Incomplete
	GRI 202-2	Proportion of senior management hired from the local community	Information unavailable / Incomplete
Indirect Economic Impacts	GRI 203-1	Infrastructure investments and services supported	100~103
	GRI 203-2	Significant indirect economic impacts	100~103
Procurement Practices	GRI 204-1	Proportion of spending on local suppliers	Information unavailable / Incomplete
Anti-corruption Behavior	GRI 205-1	Operations assessed for risks related to corruption	112~114
	GRI 205-2	Communication and training about anti-corruption policies and procedures	112~114
	GRI 205-3	Confirmed incidents of corruption and actions taken	112, 127
Tax	GRI 207-1	Approach to Tax	Information unavailable / Incomplete
	GRI 207-2	Tax governance, control, and risk management	115~117
	GRI 207-3	Stakeholder engagement and management of concerns related to tax	18
	GRI 207-4	Country-by-country reporting	Information unavailable / Incomplete

GRI Standards 2021

Category		Indicator Description	Page
Materials	GRI 301-1	Materials used by weight or volume	121
	GRI 301-2	Recycled input materials used	121
	GRI 301-3	Reclaimed products and their packaging materials	Not applicable*
Water and Effluents	GRI 303-1	Interactions with water as a shared resource	60~61, 121
	GRI 303-2	Management of water discharge-related impacts	60~61
	GRI 303-3	Water withdrawal	121
	GRI 303-4	Water discharge	No discharge
	GRI 303-5	Water consumption	121
Waste	GRI 306-1	Waste generation and significant waste-related impacts	62~66
	GRI 306-2	Management of significant waste-related impacts	62~66
	GRI 306-3	Waste generated	122
	GRI 306-4	Waste diverted from disposal	122
	GRI 306-5	Waste directed to disposal	122
Supplier Environmental Assessment	GRI 308-1	New suppliers that were screened using environmental criteria	73~74
	GRI 308-2	Negative environmental impacts in the supply chain and actions taken	73~74

* Due to the nature of the construction industry, the company does not produce renewable products or packaging materials sold to end consumers

Category		Indicator Description	Page
Employment	GRI 401-1	New employee hires and employee turnover	124
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	90
	GRI 401-3	Parental leave	90, 125
Labor/Management Relations	GRI 402-1	Minimum notice periods regarding operational changes	89
Training and Education	GRI 404-1	Average hours of training per year per employee	83, 124
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	83~87
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	125
Diversity and Equal Opportunity	GRI 405-1	Diversity of governance bodies and employees	105, 123, 127
	GRI 405-2	Ratio of basic salary and remuneration of women to men	124
Non-discrimination	GRI 406-1	Incidents of discrimination and corrective actions taken	79

Category		Indicator Description	Page
Freedom of Association and Collective Bargaining	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	89
Child Labor	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	78, 79
Forced Compulsory Labor	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	78, 79
Security Practices	GRI 410-1	Security personnel trained in human rights policies and procedures	80
Rights of Indigenous Peoples	GRI 411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
Local Communities	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	100~103
	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	100~103
Supplier Social Assessment	GRI 414-1	New suppliers that were screened using social criteria	71
	GRI 414-2	Negative social impacts in the supply chain and actions taken	73
Public Policy	GRI 415-1	Political contributions	Not applicable
Customer Health and Safety	GRI 416-1	Assessment of health and safety impacts of products and service categories	27~32, 36~40
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable
Marketing and Labeling	GRI 417-1	Requirements for product and service information and labeling	Not applicable
	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Not applicable
	GRI 417-3	Incidents of non-compliance concerning marketing communications	Not applicable
Customer Privacy	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not applicable

SASB

The SASB(Sustainability Accounting Standards Board) Standards are industry-specific sustainability accounting standards published by the US Sustainability Accounting Standards Board. GS E&C operates a diverse business portfolio, including plant and infra businesses, based on its buildng and housing business. Among these, the Company reported in accordance with the standards applicable to the Engineering & Construction industry within the Infrastructure sector.

Topic	Code	Category	Metric	Description
Environmental Impacts of Project Development	IF-EN-160a.1	Quantitative	Number of incidents of non-compliance with environmental permits, standards, and regulations	GS E&C fulfills its legal responsibilities by complying with environmental laws and regulations. As of the end of 2025, no corporate fines or penalties were imposed.
	IF-EN-160a.2	Qualitative	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	GS E&C operates its Environmental Management System in accordance with sector-specific procedures and guidelines, centered on the environmental manual. During the pre-construction phase, the Company conducts preliminary impact assessments to evaluate and manage environmental risks, proactively addressing environmental issues to prevent hazards. Furthermore, GS E&C strengthens environmental awareness by providing environmental management capacity training for employees and suppliers.
Structural Integrity & Safety	IF-EN-250a.1	Quantitative	Amount of defect- and safety-related rework costs	As of 2025, defect repair costs amounted to KRW 59,426 million on a consolidated basis, which is transparently disclosed in the 2025 Annual Report.
	IF-EN-250a.2	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	As of the end of 2025, fines related to defects and safety incidents amounted to KRW 12.5 million.
Workforce Health & Safety	IF-EN-320a.1	Quantitative	Total recordable incident rate(TRIR) and fatality rate for direct employees and contract employees	Details are disclosed in the industrial accident status. The Company recorded 1 fatality in 2025. The LTIFR is 0.00 for employees and 2.55 for suppliers, while the OIFR for employees is 0.93.
Lifecycle Impacts of Buildings & Infrastructure	IF-EN-410a.1	Quantitative	Number of commissioned projects certified to a third-party multi-attribute sustainability standard and active projects seeking such certification	In 2025, 21 completed sites received eco-friendly certifications, obtaining building energy efficiency ratings in accordance with Article 17 of the Green Building Creation Support Act and Article 11, Paragraph 3 of the Rules on Building Energy Efficiency Rating Certification and Zero Energy Building Certification.
	IF-EN-410a.2	Qualitative	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	GS E&C practices environmental management across its entire business process, from eco-friendly design to construction and operation. In particular, the company strives to optimize environmental performance in key areas related to the construction industry, such as GHG emissions, energy efficiency, water resources, and waste management. By actively leveraging waste-to-energy technologies, it has successfully constructed 30 waste-to-energy facilities and operated 50.
Climate Impacts of Business Mix	IF-EN-410b.1	Quantitative	Amount of backlog for hydrocarbon related projects and renewable energy projects	There are two operating renewable energy projects(SECI-IV 300MW Solar Project in India and Zakarpattia Solar PV 20MW Project in Ukraine), and the backlog is KRW 333.5 billion.
	IF-EN-410b.2	Quantitative	Amount of backlog cancellations associated with hydrocarbon-related projects	As of the end of 2025, no related projects have been canceled.
	IF-EN-410b.3	Quantitative	Amount of backlog for non-energy projects associated with climate change mitigation	As of the end of 2025, no related projects have been awarded.
Business Ethics	IF-EN-510a.1	Quantitative	Number of active projects and backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	As of the end of 2025, there is one project in a country with the 20 lowest rankings in the Corruption Perceptions Index(Myanmar, backlog: KRW 9 billion).
	IF-EN-510a.2	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with charges of bribery or corruption and anticompetitive practices	As of the end of 2025, the Company incurred no fines or settlements resulting from bribery, corruption, or anti-competitive practices.
	IF-EN-510a.3	Qualitative	Description of policies and practices for prevention of bribery and corruption, and anti-competitive behavior in the project bidding processes	The Company has been operating a Fair-trade compliance program since May 20, 2021, to ensure fair and transparent corporate management. Under this program, the Company established CP operation regulations that mandate compliance with fair trade laws across all business activities, including bidding and transactions, and outline sanctions for violations. To ensure employees fully understand fair trade principles and the Code of Ethics, the Company requires them to sign a pledge committing to Ethical Management and fair trade practices.
Activity Metrics	IF-EN-000.A	Quantitative	Number of active projects	As of the end of March 2026, there are 79 active sites in the Building and Housing Business, 21 in the Infra Business, and 14 in the Plant Business.
	IF-EN-000.B	Quantitative	Number of commissioned projects	As of the end of 2025, 38 domestic sites and two overseas sites were completed.
	IF-EN-000.C	Quantitative	Total backlog	As of the end of 2025, the total backlog was KRW 70,560.7 billion on a consolidated basis, consisting of KRW 40,668.0 billion for the Building & Housing Business Division, KRW 20,320.5 billion for the New Business Division, KRW 3,893.8 billion for the Plant Business Division, and KRW 5,678.4 billion for the Infra Business Division.

TCFD*

Category	TCFD Recommendations	Page	CDP Alignment
Corporate Governance	Describe the board's oversight of climate-related risks and opportunities	41~42	4.1.2
	Describe management's role in assessing and managing climate-related risks and opportunities		4.3
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	43~50	2.1, 3.1, 3.1.1, 3.6, 3.6.1
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning		3.1.1, 3.6.1, 5.1.2, 5.2, 5.3.1, 5.3.2, 5.14, 5.14.1
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario		5.1, 5.1.1, 5.1.2
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks	51	2.1, 2.2.1, 2.2.2, 2.2.5, 2.2.6, 2.2.8, 2.2.9
	Describe the organization's processes for managing climate-related risks		2.1, 2.2.1, 2.2.8, 2.2.9
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management		2.1, 2.2.1
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	52	7.52, 7.54, 7.54.1, 7.54.2
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas(GHG) emissions, and the related risks		7.6, 7.7, 7.8, 7.8.1, 12.1, 12.1.1, 12.1.3, 12.3
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets		7.53, 7.53.1, 7.53.2, 7.53.4, 7.54, 7.54.1, 7.54.2

* The Company participates in the Emissions Trading Scheme(ETS) and is reviewing the introduction of an investment decision-making process based on Internal Carbon Pricing.

UNGC Advanced Level

Category		Principles	Page
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	76~80
	Principle 2	make sure that they are not complicit in human rights abuses.	76~80
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	89
	Principle 4	the elimination of all forms of forced and compulsory labour;	76~80
	Principle 5	the effective abolition of child labour; and	76~80
	Principle 6	the elimination of discrimination in respect of employment and occupation.	77, 81
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	41~52, 54~67
	Principle 8	undertake initiatives to promote greater environmental responsibility; and	54~69
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	68~69
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	113~114, 138

ESRS

ESRS 2. General Disclosures

Category	Indicator No.	Disclosure Requirement	Page
Basis for preparation	BP-1	General basis for preparation of sustainability statements	2
	BP-2	Disclosures in relation to specific circumstances	2
Governance	GOV-1	The role of the administrative, management and supervisory bodies	105~107
	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	23~24, 33~34, 41~42, 107
	GOV-3	Integration of sustainability-related performance in incentive schemes	24, 42
	GOV-4	Statement on due diligence	77~78
	GOV-5	Risk management and internal controls over sustainability reporting	115~117
Strategy	SBM-1	Strategy, business model and value chain	6~10
	SBM-2	Interests and views of stakeholders	18
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	21
Impact, risk and opportunity management	IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	19~22
	IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	140~141

ESRS E1. Climate Change

Category	Indicator No.	Disclosure Requirement	Page
Governance	GOV-3	Integration of sustainability-related performance in incentive schemes	42
Strategy	E1-1	Transition plan for climate change mitigation	52, 54
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	45~50
Impact, risk and opportunity management	IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	43, 51
	E1-2	Policies related to climate change mitigation and adaptation	52, 54~55
	E1-3	Actions and resources in relation to climate change policies	44, 48
Metrics and Targets	E1-4	Targets related to climate change mitigation and adaptation	52
	E1-5	Energy consumption and mix	121
	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	120
	E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	50

ESRS E5. Resource Use and Circular Economy

Category	Indicator No.	Disclosure Requirement	Page
Impact, risk and opportunity management	E5-1	Policies related to resource use and circular economy	54
	E5-2	Actions and resources related to resource use and circular economy	58~59, 62~64, 66
Metrics and Targets	E5-3	Targets related to resource use and circular economy	52
	E5-4	Resource inflows	121
	E5-5	Resource outflows	122
	E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	-

ESRS

ESRS S1. Own Workforce

Category	Indicator No.	Disclosure Requirement	Page
Impacts, risks and opportunities management	S1-1	Policies related to own workforce	25, 76
	S1-2	Processes for engaging with own workforce and workers' representatives about impacts	22~32, 81~90
	S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	76~80, 110~114
	S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	22~32, 81~90
Metrics and Targets	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	22~32, 81~90
	S1-6	Characteristics of the undertaking's employees	123~124
	S1-7	Characteristics of non-employees in the undertaking's own workforce	123, 126
	S1-8	Collective bargaining coverage and social dialogue	125
	S1-9	Diversity metrics	123
	S1-10	Adequate wages	124
	S1-11	Social protection	86, 89, 125
	S1-12	Persons with disabilities	123
	S1-13	Training and skills development metrics	124
	S1-14	Health and safety metrics	125
	S1-15	Work-life balance metrics	125
	S1-16	Remuneration metrics(pay gap and total remuneration)	124
	S1-17	Incidents, complaints and severe human rights impacts	125

ESRS S2. Workers in the Value Chain

Category	Indicator No.	Disclosure Requirement	Page
Impact, risk and opportunity management	S2-1	Policies related to value chain workers	73
	S2-2	Processes for engaging with value chain workers about impacts	72~75
	S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	71~75
	S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	26~30, 71~75
Metrics and Targets	S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	-

ESRS S4. Consumers and End-Users

Category	Indicator No.	Disclosure Requirement	Page
Impact, risk and opportunity management	S4-1	Policies related to consumers and end-users	34
	S4-2	Processes for engaging with consumers and end-users about impacts	91~95
	S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	91~95
	S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	91~95
Metrics and Targets	S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	95

ESRS G1. Business Conduct

Category	Indicator No.	Disclosure Requirement	Page
Governance	GOV-1	The role of the administrative, supervisory and management bodies	105~117
Impact, risk and opportunity management	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	19~22
	G1-1	Business conduct policies and corporate culture	110
	G1-2	Management of relationships with suppliers	113~114
	G1-3	Prevention and detection of corruption and bribery	112
Metrics and Targets	G1-4	Incidents of corruption or bribery	112, 127

UN Sustainable Development Goals(SDGs)

The UN established the UN SDGs(Sustainable Development Goals), comprising 17 goals and 169 targets across economic, environmental, and social dimensions, to secure a sustainable future for humanity. GS E&C aligns with the purpose of the UN SDGs and has selected 12 SDGs linked to its Sustainability Management strategy as core focus areas. By systematically implementing targets that integrate financial performance with Social Value creation, the Company is committed to contributing to the sustainable development of humanity and society.

Goal	SDGs	SDG Context	Key Activities	Page
1 NO POVERTY	1.5	By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.	· Local community social welfare activities · Education and cultural support for underprivileged groups	100~103
3 GOOD HEALTH AND WELL-BEING	3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	· Air pollutant management(reducing fugitive dust and ultrafine dust) · Reducing water consumption and increasing recycled water use · Water pollutant management	54~67
4 QUALITY EDUCATION	4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	· Local community environmental cleanup activities · Support for safe cultural facilities in local communities · Consultation for mutual growth with local communities	67, 100~103
7 AFFORDABLE AND CLEAN ENERGY	7.3	By 2030, double the global rate of improvement in energy efficiency.	· Eco-friendly Construction · Compliance with the Zero Energy Building(ZEB) mandate	58, 66, 68~69
8 DECENT WORK AND ECONOMIC GROWTH	8.3	Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.	· Operate the Shared Growth Program(Great Partnership Package) · Supplier ESG Consulting	71~75
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	· Reducing construction waste · Reducing water consumption and increasing recycled water use · Operation of Green Information Management System	54~69
10 REDUCED INEQUALITIES	10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	· Human rights impact assessment and human rights due diligence · Identified risk mitigation activities	76~81, 89

Goal	SDGs	SDG Context	Key Activities	Page
11 SUSTAINABLE CITIES AND COMMUNITIES	11.6	By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.	· Air pollutant management(reducing fugitive dust and ultrafine dust) · Reducing construction waste	54~67
11 SUSTAINABLE CITIES AND COMMUNITIES	11.7	By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.	· Support for local community (Playgrounds of Dreams and Hope) · WWF ANISTAY and WWF Payroll Small Change Donation Campaign(employee payroll small change donations) · Support for youth preparing for independence	100~103
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2	By 2030, achieve the sustainable management and efficient use of natural resources.	· Increasing the green purchase ratio · Application of eco-friendly materials at construction sites	54~55, 58~67
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	· Improving the waste recycling rate · Adoption of waste-to-energy and smart construction methods · Designated waste management	62~64
13 CLIMATE ACTION	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	· Advancing reduction technologies and calculation systems to identify carbon reduction measures · Measuring sustainable product revenue performance in accordance with the K-Taxonomy · Development of Zero-Energy Building(ZEB) and OSC-related technologies	54~69
15 LIFE ON LAND	15.4	By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development.	· Biodiversity risk analysis and protection activities	61
15 LIFE ON LAND	15.a	Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems.	· Ecological environment creation volunteer activities · On-site cleanup activities · Ecological experience-based environmental education activities	67, 100, 102~103
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.5	Substantially reduce corruption and bribery in all their forms.	· Establishing a code of ethics system · Conducting ethics training · Conducting risk assessments and inspections · Operating the CP(Compliance Program)	110~117

Association Memberships

Association Memberships Status

Building & Housing Business Division

- Korea Housing Association
- Korea Real Estate Development Association
- International Contractors Association of Korea
- Architectural Institute of Korea
- Society of Air-Conditioning and Refrigerating Engineers of Korea
- The Korean Institute of Electrical Engineers
- Korean Institute of Interior Design
- Korean Institute of Landscape Architecture
- Korea General Construction Mechanical Equipment Council
- The Korean Institute of Illuminating and Electrical Installation Engineers
- The Korean Institute of Traditional Landscape Architecture
- Korean Society of Interior Architects and Designers
- Korea Institute of Construction Engineering and Management
- Korea Facility Technology Association
- Korea Concrete Institute
- Remodeling Association

Advanced Built Environment Development Division

- Smart Modular Forum
- Korea Iron and Steel Association
- Senior Business Forum
- Korea Data Center Energy Efficiency Association

Plant Business Division

- Korea Plant Industries Association
- Korean Institute of Plant Engineering
- Association for Materials Protection and Performance(AMPP)
- American Institute of Chemical Engineers(AIChE)
- Korea Rotating Machinery Engineers Association
- Korea Atomic Industrial Forum
- Korea Nuclear Export Industry Association
- Korea Engineering and Consulting Association
- Korean Society of Water and Wastewater
- Korean Society of Water Environment
- Korean Society for Fluid Machinery
- Korean Society of Environmental Engineers
- Korean Society of Waste and Resource Circulation
- Korean Society of Mechanical Engineers
- Korea National Committee on Large Dams
- Korea Electric Engineers Association

Infra Business Division

- International Contractors Association of Korea
- Korean Railway Association
- Korean Society for Railway
- Korea Railway Construction Association
- Korean Association of Public-Private Partnership
- Korean Society of Coastal and Ocean Engineers
- Korea Ports and Harbours Association
- Korean Society of Ocean Engineers
- Korean Society of Coastal Disaster Prevention
- Korea Water Transport Facilities
- Korea Road Association
- Korean Society of Transportation
- Korean Society for Rock Mechanics
- Korean Tunnelling and Underground Space Association
- Korea Construction Defect Management Council
- Korea Concrete Institute
- Australian Chamber of Commerce in Korea

Research Institute for Future Technology

- Korean Society for Noise and Vibration Engineering
- Korean Institute of Fire Science and Engineering
- Korea Industrial Technology Association
- Korea Construction and Transportation New Technology Association
- Construction Automation and Robotics Society
- Korean Society of Road Engineers
- Korean Society of Resource Engineering
- K-CCUS Promotion Group

Management(Other)

- Construction Safety Executives Council
- Korea Chief Privacy Officers Council
- Construction Safety Team Leaders Council
- Korea Enterprises Federation
- Construction Safety Practitioners Council
- Construction Industry HR Managers Council
- KOSHA Council
- Korean Society for Industrial Education
- Council of Construction Health Professionals
- Korea Management Association(KMA)
- Korea Construction Quality Council
- Korea CHO Forum
- Construction Environment Association
- Federation of Korean Industries
- Korea Fair Competition Federation
- Seoul Chamber of Commerce and Industry
- Korea Business Council for Sustainable Development(KBCSD)
- Korea Emergency Planning Officer Association
- Korea Construction Engineers Association
- Council of Workplace Commanders
- Construction Association of Korea
- Emergency Planning Officer Association of the Ministry of Land, Infrastructure and Transport
- Korea Electrical Contractors Association
- Construction Industry Vision Forum
- Korea Information and Communication Contractors Association
- Korea International Trade Association
- Korea Fire Facility Association
- Korea CFO Association
- Korea Specialty Contractors Association
- Academy of Engineering
- Construction Project Management Association
- Korea Investor Relations Service
- Korea Mechanical Construction Contractors Association
- Korea Listed Companies Association
- Construction Advancement Forum
- Korea Construction Management Association
- Korea Exchange
- Construction Management Strategy Research Society
- Korea-U.S. Economic Council
- International Management Institute of the Korea Executives Association
- Korea Council of Computer Emergency Response Teams

Greenhouse Gas Verification Statement

GS Engineering & Construction Corp.

The Korea Management Registrar Inc.(hereinafter “KMR”) has conducted the verification on the greenhouse gas(hereinafter “GHG”) emission(Scope 1,2) in 2025 of GS Engineering & Construction Corp.(hereinafter “the company”).

PURPOSE & SCOPE

The purpose of this verification is to independently assess the following based on objective evidence.
- Conformity with the verification criteria
- The accuracy of the GHG emissions and removals reported by the company

The scope of this verification covers the GHG emissions report provided by the company, as well as all facilities and emission sources under the operational control of the company.

STANDARDS

· Guidelines on Emission Reporting and Certification under the GHG Emissions Trading Scheme (Ministry of Environment Notice No. 2025-64)
· Verification Guidelines for the Operation of the GHG Emissions Trading Scheme (Ministry of Environment Notice No.2025-165)
· Guidelines on the Operation of Greenhouse Gas and Energy Target Management System (Ministry of Environment Notice No.2025-165)
· IPCC Guidelines for National Greenhouse Gas Inventories(2006)

PROCEDURE

KMR conducted on-site verification based on a risk analysis approach and data evaluation, and assessed the appropriateness of the data and parameters applied in the calculation of GHG emissions based on objective evidence. KMR verified the GHG emissions for the reporting period using reasonable methods in accordance with the verification guidelines.

INDEPENDENCE

KMR has no conflict of interest with the company and does not perform verification with biased opinions or perspectives. KMR derived an independent and objective verification conclusion based on the verification criteria, and reviewed the entire verification process through an independent review.

LIMITATION

KMR verified the relevant reports, information, and data provided by the company through sampling and, where applicable, full inspection methods. However, there are inherent limitations, and differences in interpretation regarding conformity may exist. Although efforts were made to conduct a thorough verification in accordance with the verification criteria, undetected errors, omissions, or misstatements may still exist, which are presented as limitations of the verification.

GHG Emissions and Energy Consumption

Category	Unit	2025
Scope 1	tCO_2 eq	24,768.404
Scope 2	tCO_2 eq	66,438.984
Total	tCO_2 eq	91,207
Fuel	TJ	386.867
Electricity	TJ	1,388.332
Steam	TJ	0
Total	TJ	1,775

*Total emissions and energy consumption represent the aggregate of the unrounded figures reported by each site.

RESULTS

KMR prepared the GHG report in accordance with the agreed verification criteria.
· The verification of GHG emissions was conducted to achieve a reasonable level of assurance in accordance with the verification criteria.
· It has been verified that the data were properly collected, prepared, and reported in accordance with the verification criteria, and that emissions from key emission sources(accounting for 95% of total GHG emissions) have been calculated and reported without omission.
· Materiality: Meets the threshold of less than 5%

It has been verified that emissions from key emission sources have been calculated and reported without omission. The verification confirms conformity with the verification objectives, scope, and criteria, and an “unmodified” opinion is expressed.

※ The company is responsible for preparing verification data in accordance with relevant laws and standards, and KMR's responsibility is limited to the company under the agreed contractual terms. KMR does not assume responsibility for any other decisions, such as investment decisions, made based on this verification statement.
※ The company shall comply with the use of certification marks and logos in accordance with the agreement with KMR.

March, 26, 2026

KMR CEO E. J Hwang

Greenhouse Gas Verification Statement

GS E&C Corp.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification OF GS E&C Corp's 2025 Scope 1,2 emissions for overseas sites, and Scope 3 emissions.

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

- Verification of places of business and emissions facilities under the control of GS E&C Corp.

STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- WRI/WBCSD GHG Protocol(2013)
- IPCC Guidelines for National Greenhouse Gas Inventories(2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)
- Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- Emission Factors for Environmental Product Declaration (EPD), IEA Emission Factors - 2023 edition

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that GS E&C Corp. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality : meets the criterion, which is less than 5%

GHG Emissions

Facility Name	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total (tCO_2eq)
GS E&C Corp. Overseas Facilities	12,031.295	797.517	12,828

* There is a discrepancy between total greenhouse gas emissions and the sum of individual facility emissions.

Scope 3 GHG Emissions

Category	Scope 3 Emissions (tCO_2eq)	
	Domestic	Overseas
CAT. 1 Purchased goods and service	999,476	65,233
CAT. 2 Capital Goods (Facilities, Office Equipment)	62	-
CAT. 3 Fuel and energy-related activities	11,859	-
CAT. 4 Upstream transportation and distribution	30,491	-
CAT. 5 Waste generated in operations	5,954	-
CAT. 6 Business travel	2,090	273
CAT. 7 Employee commuting	3,398	-
CAT. 11 Use of sold products	3,607,377	-
CAT. 12 End-of-life treatment of sold products	709,297	-
Total	5,370,004	65,506

* The sum of emissions by item may not equal the total due to the rounding down of individual categories.

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities. As a result, we express "unmodified" opinion.

June, 8, 2026

KMR ISO 14064-1

National Institute of Environmental Research

CEO E. J Hwang

Greenhouse Gas Verification Statement

Xi Service & Development

Verification Goal

The goals of greenhouse gas(GHG) emission verification(hereinafter referred to as 'verification') conducted by the Korean Standards Association are as follows.

· Confirming the conformity with standards and procedures of GHG emission and GHG emissions calculated within the scope of verification
· Checking the validity of declarations related to the organization's GHG emissions or removals
· Confirming the effective implementation of the organization's management of GHG emissions or removals
· Confirming the conformity of processes for implementing, managing and improving the organization's GHG emissions or removals estimates

Verification Scope

Korean Standards Association conducted a limited assurance verification of Xi Service & Development's Scope1, Scope2 and Scope3 GHG statement.

· Reporting Target : Headquarters, Goyang Service Area, Suwon Plant, Construction Sites
· Boundary : Scope1(Direct emissions), Scope2(Indirect emissions), Scope3(Other indirect emissions)
 - Scope1 : Stationary emissions, Mobile emissions
 - Scope2 : Externally purchased power
 - Scope3 : Category 1. Purchased goods and services
  Category 5. Wasted generated in operations
  Category 6. Business travel
  Category 7. Employee commuting
  Category 11. Use of sold products
· Year : January 1, 2025 to December 31, 2025

Verification Criteria and Guidelines

Korean Standards Association conducted verification according to the procedures stipulated in ISO 14064-3 : 2019.

· Calculation criteria
 - KS I ISO 14064-1:2018
 - Guidelines for Reporting and Certification of Emissions from Greenhouse Gas Emissions Trading System Ministry of Environment No. 2025-64)
 - 2006 IPCC Guidelines for National Greenhouse Gas Inventories
 - WRI(World Resources Institute) Greenhouse Gas Protocol
 - Corporate Value Chain(Scope3) Accounting and Reporting Standard(WRI)
· Reference Document
 - Scope 3 Greenhouse Gas Emissions Calculation and Reporting Guideline(v1.0)

Level of assurance verification and Responsibility

Korean Standards Association provides verification at limited level of assurance to strengthen GHG management for your company's GHG emissions.

· On-site inspection : Visit to Headquarters of Xi Service & Development
· Method of confirmation :
 - Interview with greenhouse gas emissions manager and field staff
 - Review of the management system and data used to calculate greenhouse gas emissions during the reporting period
 - Tracking review of internal documents and basic data

Xi Service & Development should provide fair data on information and evidence related to GHG emissions, and the KSA is limited to guaranteeing GHG emissions.

Verification Limit

GHG emissions can be affected by factors such as data limits and uncertainties in the scope of verification, and inherent limitations may exist accordingly.

Verification Conclusion

Korean Standards Association confirmed that the GHG emissions calculated by Xi Service & Development meet the level of assurance and the materiality threshold(less than 10%) in accordance with the verification criteria. No evidence was found to suggest that the GHG data and information were unfairly presented.
Xi Service & Development has taken appropriately corrective actions on the major findings identified by the verification team. Based on the verification results, including the absence of material errors of omissions, the data and processes are considered to meet the verification and guidelines. Therefore, a 'Unmodified opinion' is issued.

May 27, 2026

KSA
National Institute of Environmental Research

Korean Standards Association

Greenhouse Gas Verification Statement

Xi Service & Development

Appendix 1. GHG emissions(Scope1, Scope2)

(Unit: tCO_2eq)

Division	Scope 1		Scope 2	Total
	Stationary	Mobile		
Headquarters	42	749	197	988
Goyang Service Area	36	-	850	886
Suwon Plant	-	-	44	44
Construction Sites	165	-	994	1,159
Total	244	749	2,084	3,077

※ Note : The final GHG Emission was cut below the decimal point and expressed in integer units.

Appendix 2. GHG emissions(Scope3)

(Unit: tCO_2eq)

Category		GHG emissions
Category 1	Purchased goods and services	135,868
Category 5	Wasted generated in operations	393
Category 6	Business travel	105
Category 7	Employee commuting	3,186
Category 11	Use of sold products	98,516
Total		238,069

※ Note : The final GHG Emission was cut below the decimal point and expressed in integer units.

Greenhouse Gas Verification Statement

XI C&A Co., Ltd.

The Korea Management Registrar Inc.(hereinafter "KMR") has conducted the verification on the greenhouse gas(hereinafter "GHG") emission(Scope 1,2) in 2024, 2025 of XI C&A Co., Ltd.

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

- Verification of places of business and emissions facilities under the control of XI C&A Co., Ltd.

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- IPCC Guidelines for National Greenhouse Gas Inventories(2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme(Ministry of Environment, 2025-64)

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that XI C&A Co., Ltd. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

GHG Emissions & Energy Consumption

Category	Unit	2024	2025
Direct emissions(Scope 1)	tCO_2eq	147.407	152.330
Indirect emissions(Scope 2)	tCO_2eq	2,181.774	1,985.175
Total	tCO_2eq	2,328	2,137
Fuel	TJ	2.237	2.265
Electricity, Steam	TJ	46.268	41.659
Total	TJ	47	43

※ Note : Due to rounding applied at each facility level, the total emissions may differ from the sum of emissions by category

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

As a result, we express "unmodified" opinion.

※ The entity shall be responsible for preparing the verification materials in accordance with relevant laws and standards, and KMR's responsibility shall be limited to the parties to the verification contract under the terms and conditions agreed upon, and shall not be responsible for any other decisions, such as investments based on this verification opinion.
※ The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.

May 21, 2026

ISO 14064-1

National Institute of Environmental Research

CEO E. J Hwang

Greenhouse Gas Verification Statement

XI C&A Co., Ltd.

GHG emissions & Energy Consumption by business sites(2024)

Sites	GHG emissions(tCO_2eq)			Energy consumption(TJ)		
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total	Fuel	Electricity, Steam	Total
XI C&A Co., Ltd. Head Office	69.198	343.035	412	1.075	7.845	8
XI C&A Co., Ltd. Construction Sites	78.209	1,838.739	1,916	1.162	38.423	39
Total	147.407	2,181.774	2,328	2.237	46.268	47

※ Note : Due to rounding applied at each facility level, the total emissions may differ from the sum of emissions by category

GHG emissions & Energy Consumption by business sites(2025)

Sites	GHG emissions(tCO_2eq)			Energy consumption(TJ)		
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total	Fuel	Electricity, Steam	Total
XI C&A Co., Ltd. Head Office	57.165	200.176	257	0.850	4.359	5
XI C&A Co., Ltd. Construction Sites	95.165	1,784.999	1,880	1.415	37.300	38
Total	152.330	1,985.175	2,137	2.265	41.659	43

※ Note : Due to rounding applied at each facility level, the total emissions may differ from the sum of emissions by category

Greenhouse Gas Verification Statement

GPC Corporation

The Korea Management Registrar Inc.(hereinafter "KMR") has conducted the verification on the greenhouse gas(hereinafter "GHG") emission(Scope 1,2) in 2024, 2025 of GPC Corporation

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

- Verification of places of business and emissions facilities under the control of GPC Corporation.

STANDARDS

· ISO 14064-3:2019
· ISO 14064-1:2018
· IPCC Guidelines for National Greenhouse Gas Inventories(2006)
· Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme(Ministry of Environment, 2025-64)

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

OPINION

· The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
· According to KMR's approach, nothing was found that would lead to a finding that GPC Corporation failed to disclose data and information that was accurate and reliable in all material respects.
· Criticality: meets the criterion, which is less than 5%

GHG Emissions & Energy Consumption

Category	Unit	2024	2025
Direct emissions(Scope 1)	tCO_2eq	2,477.011	3,078.364
Indirect emissions(Scope 2)	tCO_2eq	1,188.99	1,291.459
Total	tCO_2eq	3,666	4,369
Fuel	TJ	47.031	58.246
Electricity	TJ	24.846	26.987
Total	TJ	71	85

※ Note : Differences may occur between the total emissions and the sum of emissions by category due to truncation at the facility level.

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

As a result, we express "unmodified" opinion.

※ The entity shall be responsible for preparing the verification materials in accordance with relevant laws and standards, and KMR's responsibility shall be limited to the parties to the verification contract under the terms and conditions agreed upon, and shall not be responsible for any other decisions, such as investments based on this verification opinion.
※ The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.

May 27, 2026

KMR ISO 14064-1 · IAF · National Institute of Environmental Research

CEO E. J. Hwang

Independent Assurance Statement

To readers of 2026 GS E&C Sustainability Report

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of 2026 GS E&C Sustainability Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of GS E&C's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to GS E&C's management.

Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in GS E&C's report:

· 2026 GS E&C Sustainability Report

Reference Standard

· GRI Standards 2021

Assurance criteria

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AS v3 and KMR's proprietary SRV1000. Under AA1000AS v3, we assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

· ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020(AccountAbility), AA1000AP : 2018(AccountAbility), SRV1000 : 2022(KMR), KMR EDV 01 : 2024(KMR)

· Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate

Scope of assurance

The information subject to verification in the sustainability report is as follows. We also confirmed that the report was prepared in accordance with the TCFD recommendations and SASB.

· GRI Standards 2021 reporting principles

· Universal Standards
 - GRI 2 General Disclosures 2021
 - GRI 3 Material Topics 2021

· Topic Specific Standards
 - GRI 201: Economic Performance, GRI 202: Market Presence, GRI 203: Indirect Economic Impacts, GRI 204: Procurement Practices, GRI 205: Anti-corruption, GRI 207: Tax,
 - GRI 301: Materials, GRI 302: Energy, GRI 303: Water and Effluents, GRI 305: Emissions, GRI 306: Waste, GRI 308: Supplier Environmental Assessment,
 - GRI 401: Employment, GRI 402: Labor/Management Relations, GRI 403: Occupational Health and Safety, GRI 404: Training and Education, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination, GRI 407: Freedom of Association and Collective Bargaining, GRI 408: Child Labor, GRI 409: Forced or Compulsory Labor, GRI 410: Security Practices, GRI 411: Rights of Indigenous Peoples, GRI 413: Local Communities, GRI 414: Supplier Social Assessment, GRI 415: Public Policy, GRI 416: Customer Health and Safety, GRI 417: Marketing and Labeling, GRI 418: Customer Privacy

· SASB Sustainability Disclosure Topics & Accounting Metrics

· TCFD recommendations

As for the reporting boundary, information external to the organization was excluded from the scope of assurance.

KMR's Approach

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

· Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;

· Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);

· Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);

· Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;

· Interviewing people in charge of preparing the report;

· Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;

· Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and

· Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

Independent Assurance Statement

To readers of 2026 GS E&C Sustainability Report

Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. In a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are limited than in a reasonable assurance engagement. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by GS E&C are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with GS E&C on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. We found that the report was prepared in accordance with the criteria presented by GS E&C, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opinion. Our opinion on the principles is as follows:

· Inclusivity
GS E&C has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

· Materiality
GS E&C has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

· Responsiveness
GS E&C prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of GS E&C's actions.

· Impact
GS E&C identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

· Reliability of Specific Sustainability Performance Information
In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of sustainability performance data, including economic, environmental, and social performance data. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with GS E&C and did not provide any services to GS E&C that could compromise the independence of our work.

Limitations of Use

This assurance statement is made solely for the management of GS E&C for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of GS E&C. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

June 5, 2026

SRV1000 Sustainability Committee Assurance
AA1000 Licensed Report 000-129/V3-8BDQ0

CEO E. J. Hwang

2026 GS E&C Sustainability Report

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