

DELIVERING THE INFINITE VALUE OF THE SEA TO THE TABLE



ABOUT THIS REPORT



COVER STORY

Through business operations considering the environment and smart management, Dongwon Industries goes beyond the infinite sea to continue a future of coexistence and mutual prosperity.

Interactive Report User Guide

The 2023 Dongwon Industries' sustainability report has been created as an Interactive PDF to enhance the readers' convenience. This includes functions such as navigating to relevant pages in the report.

- [Go to cover page](#)
- [Go to table of contents](#)
- [Go to previous view](#)
- [Print page](#)
- [Go to reference page](#)

Report Overview

- ▶ Annual reporting since the initial reporting in 2021
- ▶ Previous reporting: Jun. 2023
- ▶ Current reporting: Jun. 2024

Reporting Principle

- ▶ Financial Data
 - K-IFRS, Korean International Financial Reporting Standards)
- ▶ Non-financial Data
 - GRI standards 2021 (in accordance with)
 - Industry-specific Reporting Standards of the SASB (Sustainability Accounting Standards Board)
 - TCFD (Taskforce on Climate-Related Change Financial Disclosure)
 - Ten Principles of the UNGC (United Nations Global Compact) Principles

Reporting Scope

- ▶ Financial and business performance: All business sites of Dongwon Industries and major subsidiaries based on consolidated financial statement
- ▶ Non-financial performance: Major business sites of Dongwon Industries in Korea*
 - *Seoul HQ, Busan branch, Busan plant, Gamcheon cold center, Icheon cold center, Seongnam cold center. Certain topics cover activities of major subsidiaries based on consolidated financial statement
- ▶ Notes on the scope and boundaries of reporting due to the merger with Dongwon Enterprise in November 2022 are provided separately

Reporting Period

- ▶ Qualitative Performance
 - Jan. 1 – Dec. 31, 2023
 - Some of the qualitative performance data in 1H(2024) are included
- ▶ Quantitative Performance
 - Data from 2021, 2022, and 2023 are included
 - Year-end data is reported.

Report Assurance

- ▶ Financial data
 - Independent audit performed by Samil PwC
- ▶ Non-financial data
 - Performed assurance to secure objectivity and reliability by Shinhan Accounting Corporation
 - In accordance with ISAE 3000 (Revised), with detailed assurance statement included in the appendix

Reference

- This report is available both in Korean and English and can be found on Dongwon Industries' official website
- Refer to the documents below for certain information listed in this report

Dongwon Group	Website
Dongwon Industries	Website Annual Report (2023, KOR)
Dongwon F&B	Website Annual Report (2023, KOR)
Dongwon Systems	Website Annual Report (2023, KOR)
Dongwon LOEX	Website

Contact

Address 68, Mabang-ro, Seocho-gu, Seoul, Republic of Korea
 Tel 02-589-3333
 E-mail CustomerVoice@dongwon.com

Introduction

ESG Strategy

ESG Performance

Appendix

CONTENTS

Introduction

CEO Message	5
About Dongwon Group	7
About Dongwon Industries	11

ESG Strategy

ESG Management	20
ESG Highlights	23
Material Issue I. Promotion of Sustainable Fishing	23
Material Issue II. Safety and Health	28
Material Issue III. GHG and Energy Management	34

ESG Performance

Environmental	48
Environmental Management	49
Environmental Impact Control	52
Social	57
Employee Capacity and Working Condition	58
Human Rights	63
Customer and Consumer	66
Supply Chain Sustainability	70
Local Community	73
Information Protection and Security	76
Governance	79
Governance and the Board	80
Shareholder Value	86
Righteousness Management	90
Risk Management	93
Business	97
New Growth Engines	98

Appendix

Materiality Assessment	103
Stakeholder Engagement	105
ESG Factbook	106
ESG Index	119
Awards and Current Membership	130
Independent Assurance Statement	132

Introduction

ESG Strategy

ESG Performance

Appendix

Introduction

CEO Message	5
About Dongwon Group	7
About Dongwon Industries	11

Introduction

ESG Strategy

ESG Performance

Appendix

CEO Message

“
 Dongwon Group has navigated through 55 years of challenges and innovation. By adding sustainable values, we will strive to become a century-long enterprise.
 ”



Dear stakeholders,
We deeply appreciate your interest and support towards Dongwon Group and Dongwon Industries.

The 2023 sustainability report for Dongwon Industries contains the sustainable management performance of Dongwon Industries as the holding company of Dongwon Group following its merger with Dongwon Enterprise in Nov. 2022. The report also outlines the vision and plans for the future of Dongwon Industries, aiming towards a century-long enterprise journey.

Currently, the business environment is navigating through an era of uncertainty. The volatile global economy makes it challenging to clearly predict the state of management. However, through a history of 55 years marked by challenges and innovations, Dongwon Group understands that facing storms head-on is the key to weathering them successfully.

In 2023, with "retro-innovation" in mind, Dongwon Group focused on transforming what it has been doing well and is currently excelling in into opportunities.

Dongwon Group ventured into the secondary battery business, leveraging its packaging technology expertise. We also expanded our business into livestock distribution using our food processing and cold storage logistics/distribution infrastructure, showcasing our innovative DNA through "Chain Innovation." Building on this expertise, Dongwon Group is set to initiate land-based salmon farming in 2024, based on its know-how from capturing fisheries.

As such, Dongwon Group strives to become a "A company needed by society, which creates new values" Our effort encompass corporate responsibilities towards society, environment, and governance.

First, we continue to engage in challenges and innovative activities for sustainable management.

Across various sectors such as fisheries, food processing and distribution, logistics, and packaging materials, Dongwon Group persists in pursuing global initiatives. Through innovation, we spare no effort in achieving sustainable growth. Also, the group actively seeks measures for greenhouse gas reduction based on scientific evidence, not only generating economic profits but implementing AI technology to ensure the safety of our workers, whether on land or at sea, as part of its ESG management strategy.

Furthermore, Dongwon Group continues to engage in ongoing discussions to evolve into a socially indispensable company.

As the holding company of Dongwon Group, we regularly review the group's sustainable management strategies and challenges to manage related metrics and performance through our "ESG Management Committee," which consists of the group's executives.

This year, Dongwon Group will continue to exert all efforts to create sustainable value, with unwavering commitment to challenges and firm determination.

We ask for your continued interest and support.

Thank you.

CEO, Holding Division of Dongwon Industries

Moonsu Park

Introduction

[CEO Message](#)

[About Dongwon Group](#)

[About Dongwon Industries](#)

[ESG Strategy](#)

[ESG Performance](#)

[Appendix](#)

CEO Message



With a goal of sustainable management, Dongwon Industries strives for structural improvements and innovative activities to solidify its position as a global marine fisheries trade and Logistics company.



To our stakeholders showing continued interest and support to Dongwon Industries,

Dongwon Industries has always been agile in adapting to ever-changing society by actively pursuing innovation. In 2023, we had a proactive year in embracing new changes for ESG management. We selected our key ESG indicators (KPIs) early in the year, materialized goals and action plans, and enhanced energy efficiency across business sectors and made significant efforts in greenhouse gas reduction.

In addition, through this year's sustainability report, Dongwon Industries aims to share the fruits of its sustainable management over the past year and its goals with stakeholders. We seek to review and enhance our efforts, delivering greater value.

First, Dongwon Industries has demonstrated global leadership in sustainable fisheries.

In Busan, we hosted the annual meeting of SeaBOS, a global initiative for sustainable seafood management. During the conference, we led discussions and shared plans to prevent IUU (Illegal, Unreported, and Unregulated) fishing, protect endangered species, ban antibiotics in aquaculture, reduce marine plastics, and address climate change.

Second, Dongwon Industries is actively participating in the global agenda of addressing climate change.

We continue to engage in greenhouse gas reduction activities aligned with the 2050 net-zero declaration. Our efforts include maximizing energy and operational efficiency through developing eco-friendly vessels to reduce greenhouse gas emissions in offshore fisheries and addressing climate change.

Thirdly, Dongwon Industries has spared no effort in ensuring the health and safety of all employees working across its business sites.

Ongoing discussions on health and safety issues are conducted through the joint labor-management health and safety management committees. We have pioneered AI and drone technologies to enhance operational efficiency and eliminate work-related hazards.

Dongwon Industries, from deep sea fishery to processing, trade, and logistics, takes pride in being the "Super Seafood Provider" with a strong sense of responsibility for our products to reach the final consumer's table. We will continue to strive as a sustainable seafood distribution company, fulfilling its social responsibilities with even greater effort.

We kindly ask for your continued trust and support.

Thank you.

CEO, Business Division of Dongwon Industries

Eunhong Min

Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

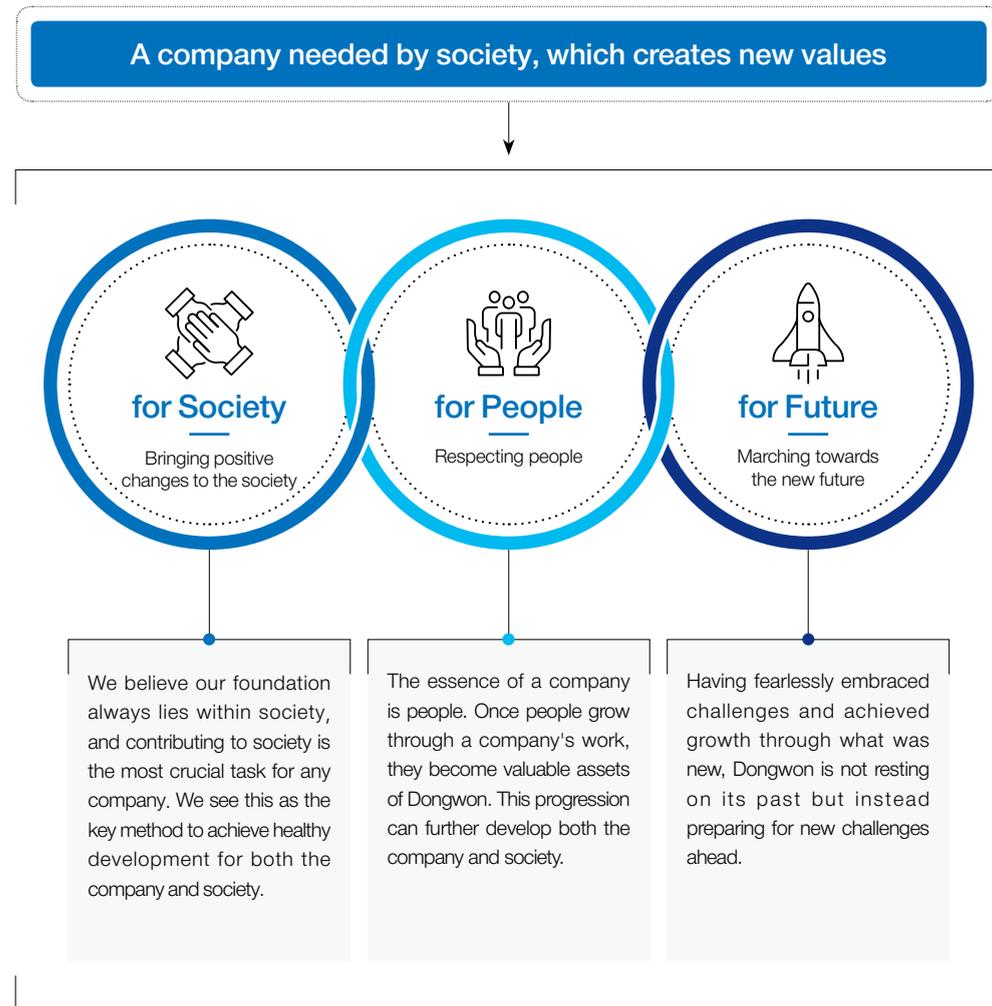
ESG Performance

Appendix

About Dongwon Group

Overview

Management Philosophy



Value Framework



Introduction

CEO Message

[About Dongwon Group](#)

About Dongwon Industries

ESG Strategy

ESG Performance

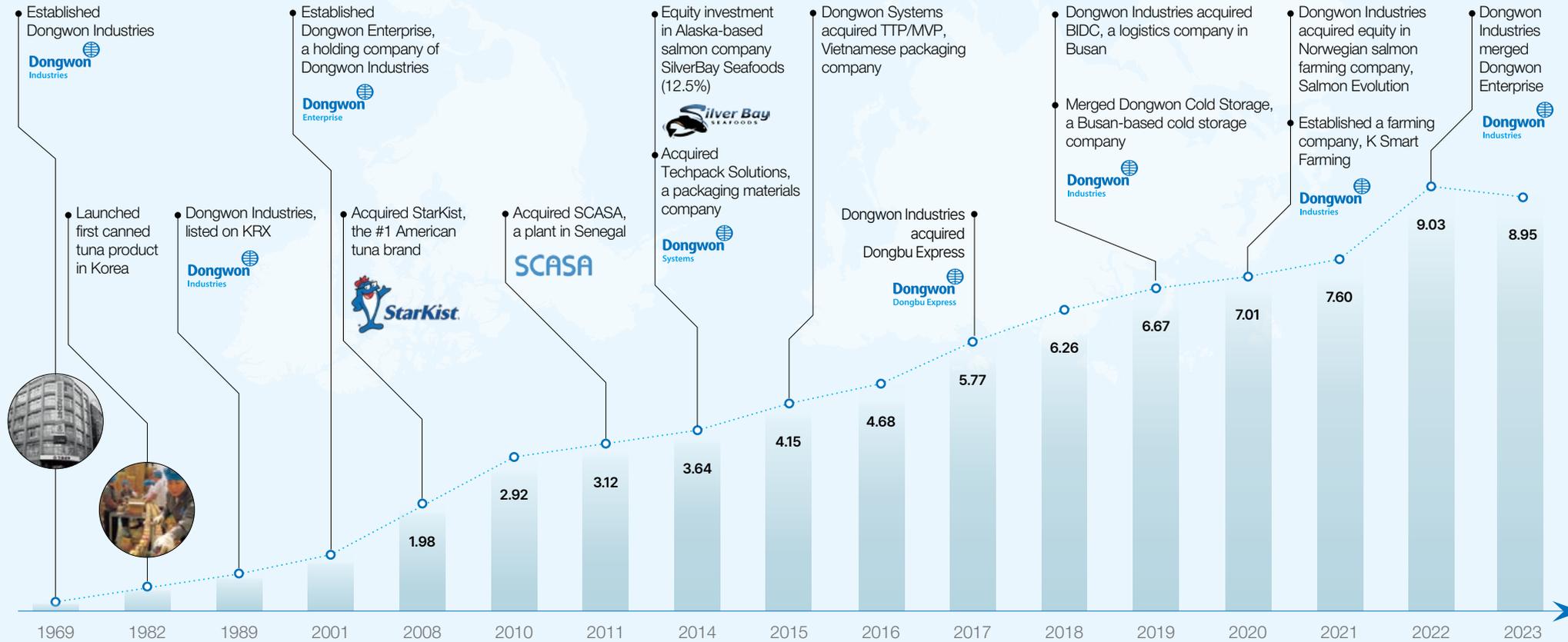
Appendix

About Dongwon Group

Overview

Milestones

- Since its establishment in 1969, Dongwon Industries has grown into a leading deep-sea company.
- In the 1980s, Dongwon Industries expanded to become a comprehensive food company, including tuna processing, and ventured into financial and service industries.
- In the 2000s, Dongwon Industries strengthened its expertise and accountability by separating its seafood and food manufacturing businesses.
- We expanded our business areas to seafood, food manufacturing, comprehensive packaging materials, and logistics to grow into a global company.



* Revenues based on consolidated financial statement in annual report (Unit: KRW trillion)

Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

ESG Performance

Appendix

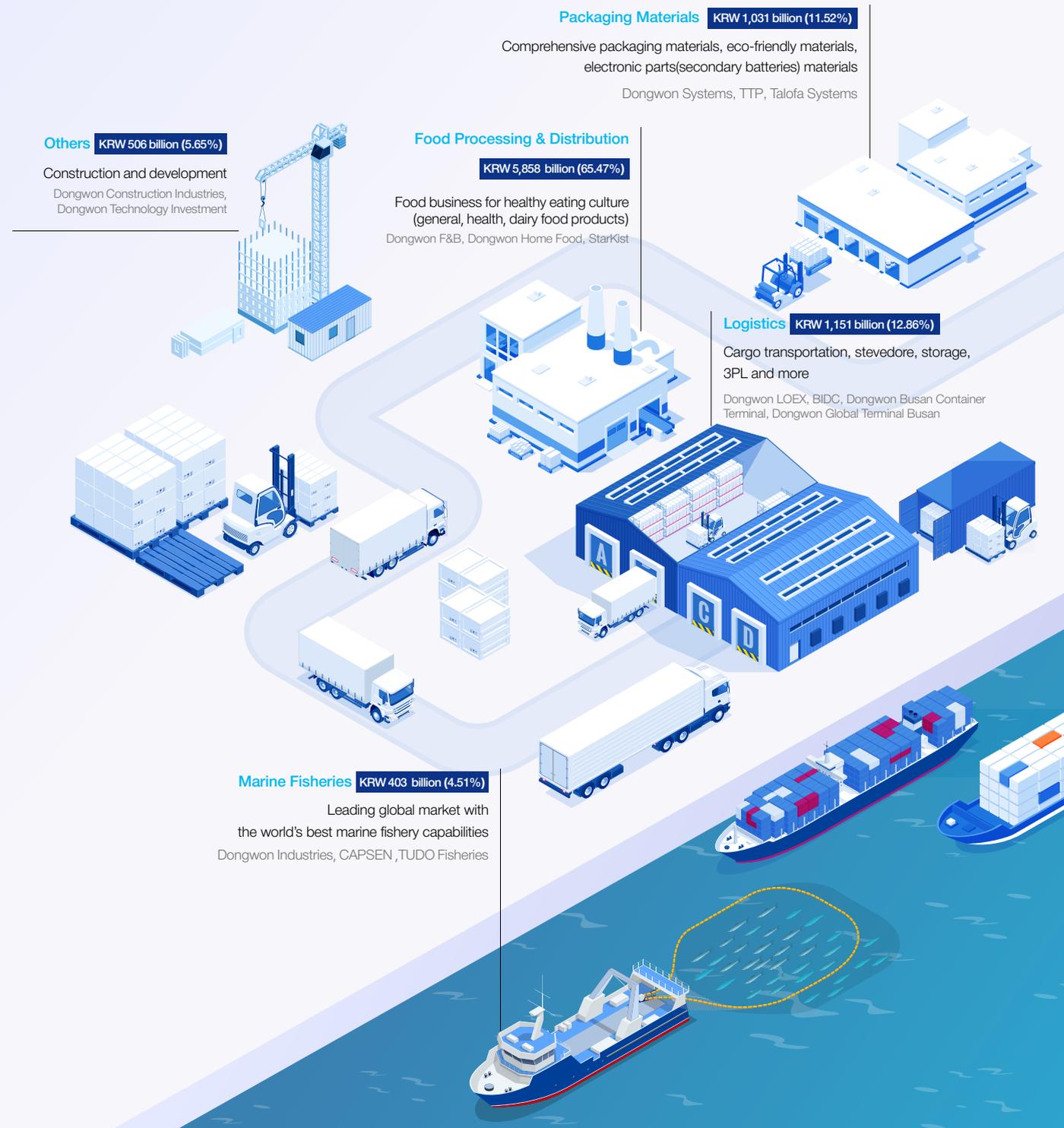
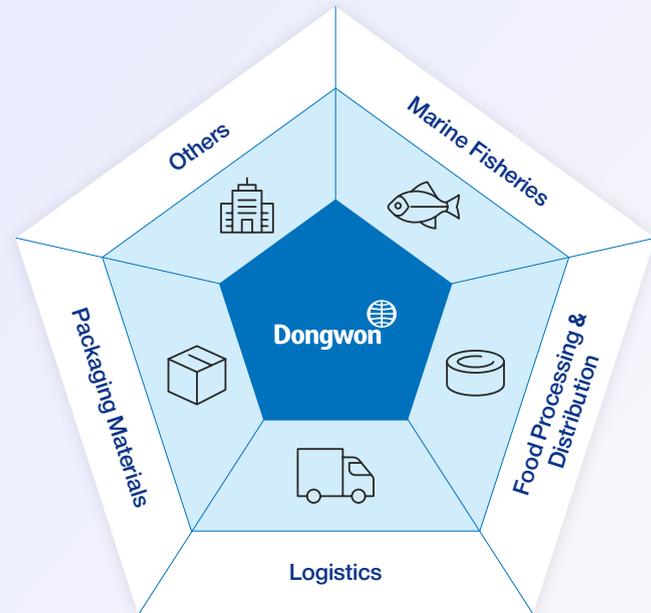
About Dongwon Group

Overview

Business Areas

- Dongwon Group manages five business divisions other than the holding division.
- Food Processing & Distribution accounts for the largest portion of sales (based on consolidated financial statements).
- Other divisions include Marine Fisheries, Logistics, and Packaging/Materials.

Key Business Areas of Dongwon Industries



Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

ESG Performance

Appendix

About Dongwon Group

Major Group Companies

■ Listed ■ Not listed(as of the end of 2023)

Dongwon Industries Co., Ltd.



The company loved by customers and valued by society

Established	1969
Sales (unconsolidated)	KRW 1,090,158 million
Address	68, Mabang-ro, Seocho-gu, Seoul
Webpage	www.dwml.co.kr

Dongwon F&B Co., Ltd.



The First & Best culinary business contributing to customer's health

Established	2000
Sales (unconsolidated)	KRW 1,989,216 million
Address	68, Mabang-ro, Seocho-gu, Seoul
Webpage	www.dongwonfmb.com

Dongwon Systems Co., Ltd.



Second to none Total Packaging Solutions

Established	1980
Sales (unconsolidated)	KRW 1,159,577 million
Address	100, Asanvalleydong-ro, Dunpo-myeon, Asan-si, Chungcheongnam-do
Webpage	www.dongwonsystems.com

StarKist®



DISCOVER EASY RECIPES FOR ANY OCCATION

Established	1917 (included in the Group in 2008)
Sales (unconsolidated)	KRW 27,121 million
Address	1875 Explorer Street, 10th Floor Reston, Virginia 20190
Webpage	StarKist.com

Dongwon Home Foods Co., Ltd



General Food Service Provider opening a new chapter in the history of food culture

Established	1993 (included in the Group in 2001)
Sales (unconsolidated)	KRW 2,236,465 million
Address	68, Mabang-ro, Seocho-gu, Seoul 68
Webpage	www.dwhf.co.kr

Dongwon Construction Industries Co., Ltd.



The comprehensive construction company trusted by customers

Established	2013
Sales (unconsolidated)	KRW 662,091 million
Address	7, Simin-daero 327beon-gil, Dongan-gu, Anyang-si, Gyeonggi-do
Webpage	www.dwce.co.kr

Dongwon LOEX Co., Ltd.



Comprehensive global logistics company that creates new value

Established	1977 (included in the Group in 2011)
Sales (unconsolidated)	KRW 1,040,935 million
Address	68, Mabang-ro, Seocho-gu, Seoul
Webpage	www.dongwonloex.com

Dongwon Farms Co., Ltd.



The feed company prioritizing customers

Established	1982 (included in the Group in 2007)
Sales (unconsolidated)	KRW 255,517 million
Address	1281, Dongan-ro, Gayagok-myeon, Nonsan-si, Chungcheongnam-do
Webpage	www.dongwonfarms.com



Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

ESG Performance

Appendix

About Dongwon Industries

Dongwon Industries, as a "sustainable and prestigious fishery trader" and a "The company loved by customers and valued by society" is accelerating the growth of new future businesses by discovering and nurturing new growth engines, providing the best value to its customers.

Dongwon Industries

Overview

Company Overview

Name	Dongwon Industries Co., Ltd.	Headquarters	68, Mabang-ro, Seocho-gu, Seoul
Established	Apr. 16, 1969	Areas of business	deep-sea fishing, seafood processing and sales, logistics
CEO	Moonsu Park, Eunhong Min	Webpage	www.dwml.co.kr

Number of Employees ¹⁾	Affiliates ¹⁾
792 (2023)	48 (1 holding company, 18 subsidiaries, 26 sub-subsidiaries, 3 third-tier subsidiaries)

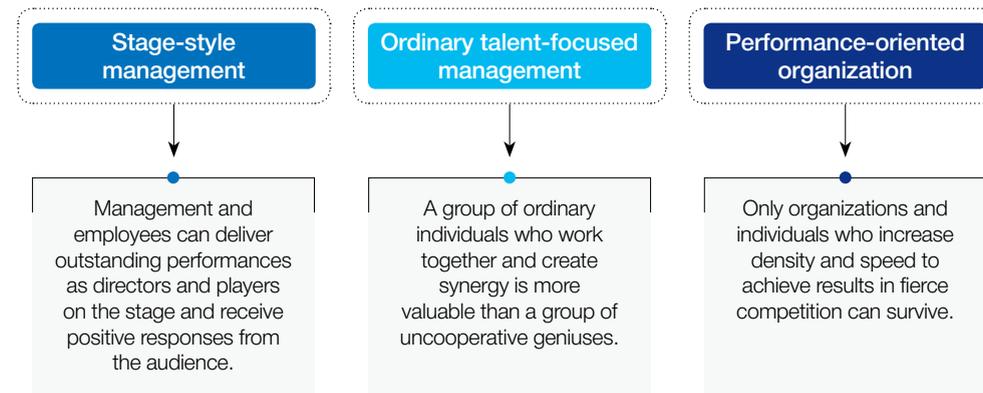
KIS Ratings	NICE Investors Service
AA- Corporate bonds A1 Commercial Paper	AA-/S Corporate bonds A1 Commercial Paper

Financial Highlights²⁾

Total Asset	Sales
KRW 7.73 trillion	KRW 8.95 trillion
Operating Profit	Net Income
KRW 464.7 billion	KRW 272.2 billion

1) As of the end of 2023 2) As of the end of 2023, consolidated

Management Philosophy



Dongwon Spirit



Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

ESG Performance

Appendix

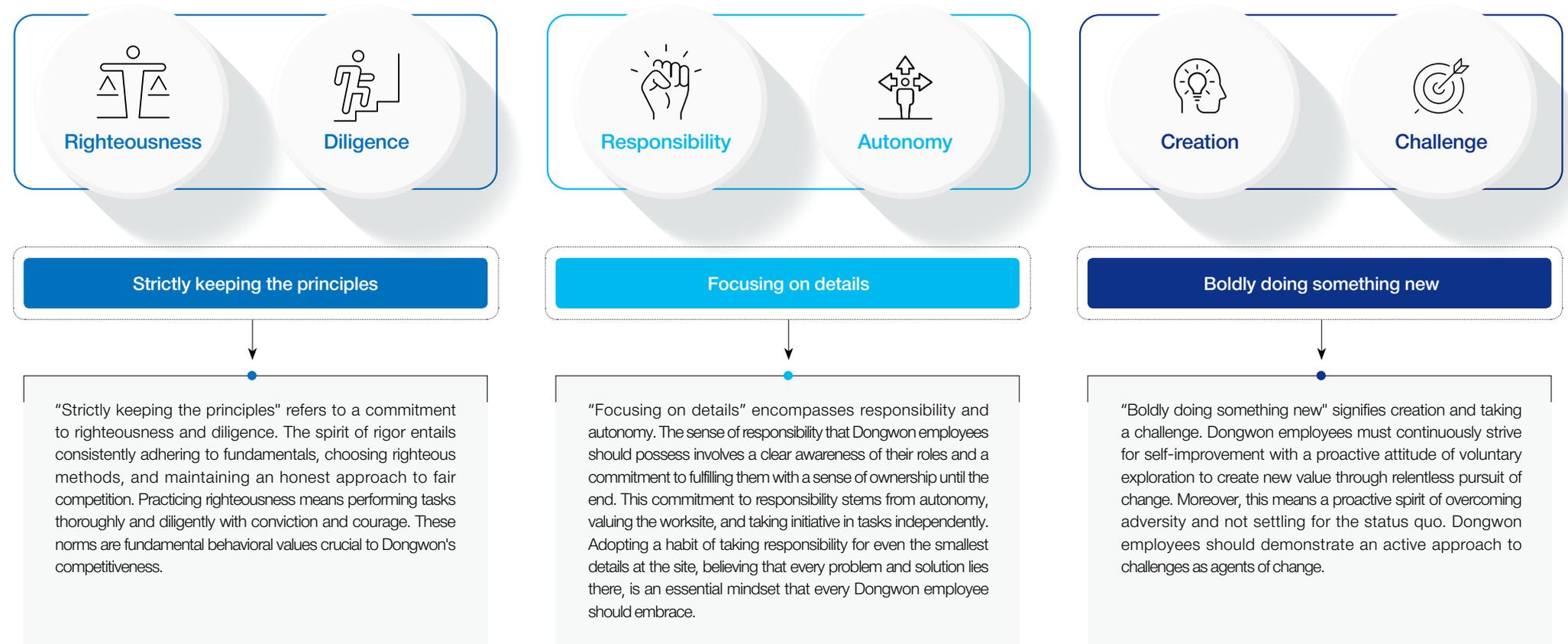
About Dongwon Industries

Dongwon Industries

Code of Conduct

Strictly keeping the principles, focusing on details, and boldly doing something new

Our code of conduct is the attitude that members of Dongwon should embody in their routines to realize Dongwon's management philosophy.



Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

ESG Performance

Appendix

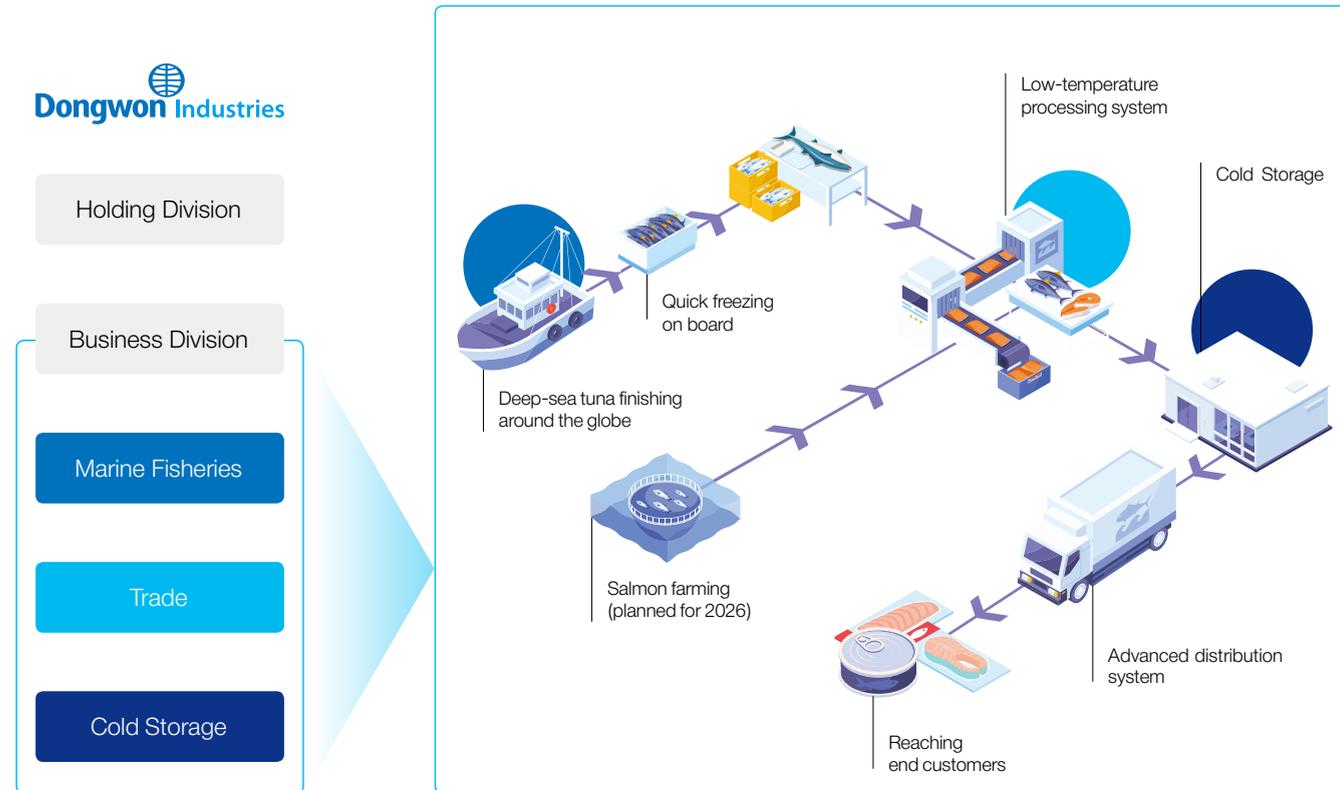
About Dongwon Industries

Dongwon Industries

Business Model

- Dongwon Industries merged with Dongwon Enterprise in November 2022, transitioning to a holding company.
- As of Jun. 2024, we operate two divisions: Business (Marine Fisheries, Trade, and Cold Storage) and Holding.
- Dongwon Group companies expand business areas to food, materials, and logistics to grow into a global group.

Business Model Overview



Major Business Sites

Supervision of holding and business divisions	
Seoul HQ	68, Mabang-ro, Seocho-gu, Seoul

Marine Fisheries	
Busan Branch	70, Jungang-daero, Jung-gu, Busan (5F)

Trade	
Busan Plant	147, Wonyang-ro, Seo-gu, Busan (B1, Busan Plant)

Cold Storage	
Gamcheon	147, Wonyang-ro, Seo-gu, Busan
Icheon	141-27, Jungbu-daero 763beon-gil, Hobeop-myeon, Icheon-si, Gyeonggi-do
Seongnam	14, Dunchon-daero 388beon-gil, Seongnam-si, Gyeonggi-do



Introduction

CEO Message

About Dongwon Group

[About Dongwon Industries](#)

ESG Strategy

ESG Performance

Appendix

About Dongwon Industries

Main Business Areas

Core Competencies



1) Marine Stewardship Council, Certification for sustainable fishing practices

Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

ESG Performance

Appendix

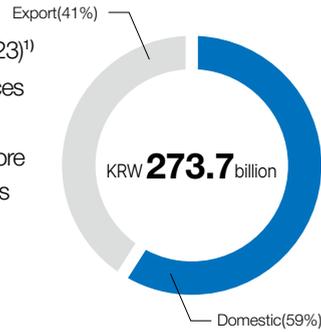
About Dongwon Industries

Main Business Areas

Marine Fisheries Business

Sales by Division

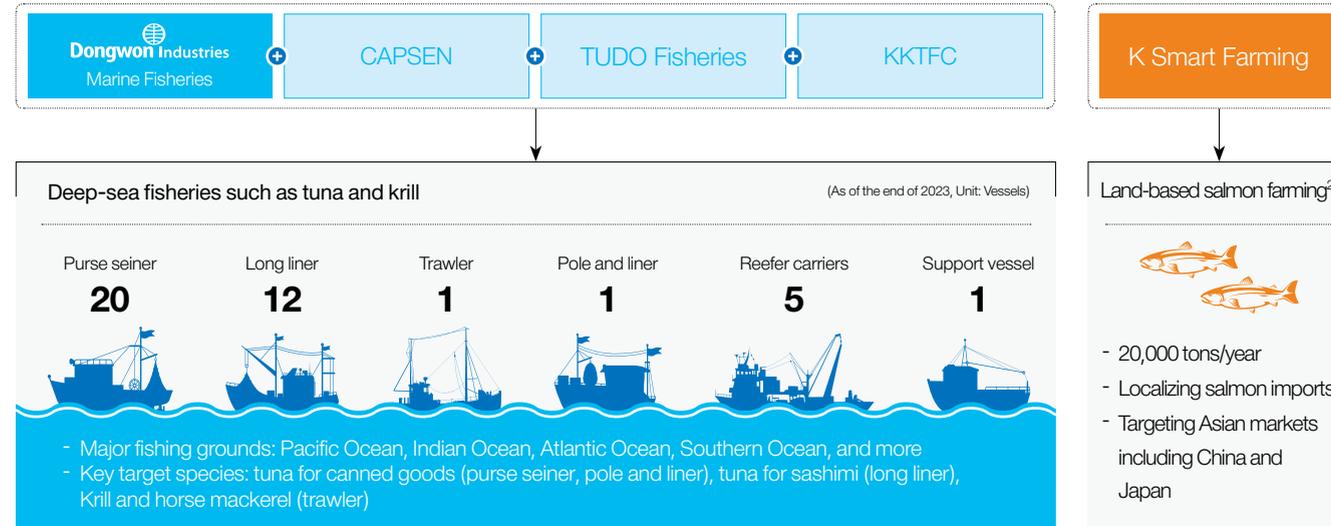
- Marine Fisheries: Sales of KRW 273.7 billion (2023)¹⁾
- Key products/goods and services - Fish
- Export(41%): Thailand, Singapore
- Domestic(59%): raw ingredients for canned tuna



Key Performances in 2023

<p>Expand trading and Carrier business</p>	<p>Enhance competitiveness of the fleet</p>
<p>Expand sustainability certifications and comply with environmental regulations</p>	<p>Strengthen organizational capabilities</p>

Operational Structure



2) Scheduled for completion in 2026



Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

ESG Performance

Appendix

1) Dongwon Industries, on an unconsolidated basis

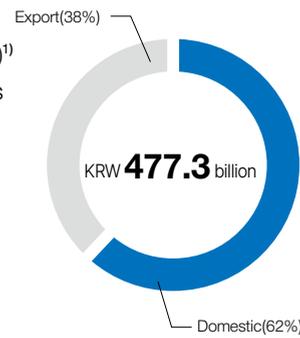
About Dongwon Industries

Main Business Areas

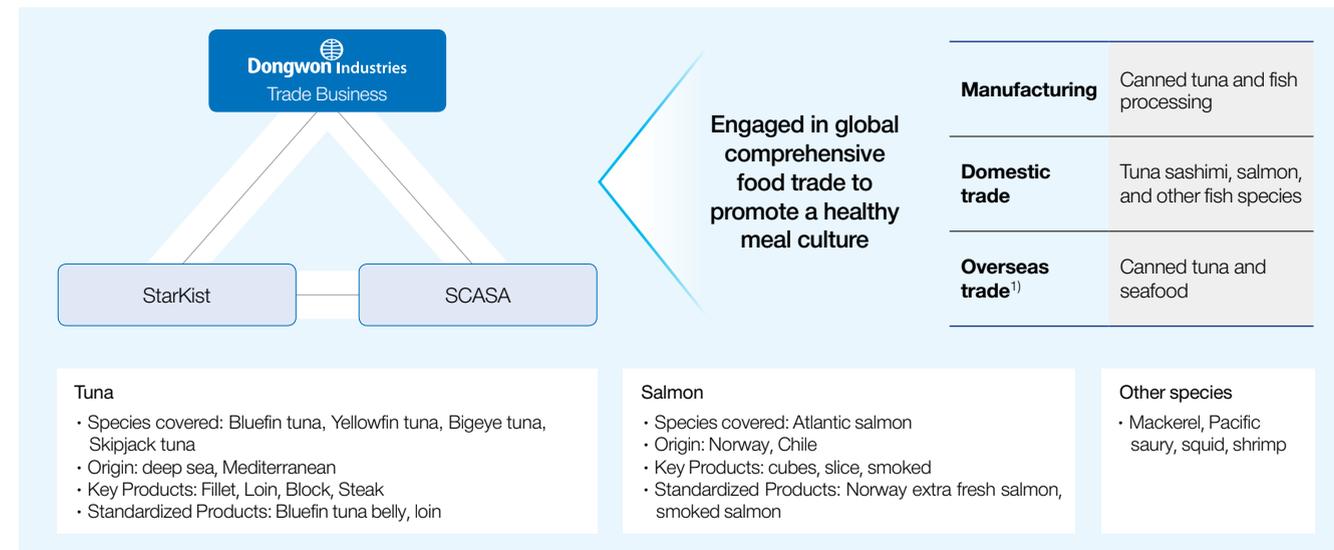
Trade Business

Sales by Division

- Trade: Sales of KRW 477.3 billion (2023)¹⁾
- Key products/goods and services
 - Tuna for sashimi
 - Canned tuna
 - Salmon and fish
- Export(38%): Italy, UK
- Domestic(62%): sashimi



Operational Structure



1) StarKist (US), SCASA (Senegal)

Key Performances in 2023

Revenue growth in frozen/fresh salmon, mackerel, squid, and other species



Domestic sales of new products and exploration of new overseas markets



E-commerce based revenue growth



1) Dongwon Industries, on an unconsolidated basis

Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

ESG Performance

Appendix

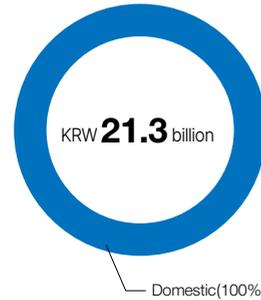
About Dongwon Industries

Main Business Areas

Cold Storage Business

Sales by Division

- Cold storage Sales: KRW 21.3 billion (2023)¹⁾
- Key products/goods and services
 - Logistics service
- Domestic²⁾(100%): raw ingredients canned tuna
 - Fish (51%)
 - Super frozen tuna (22%)
 - Livestock (13%)
 - Processed food (11%)
 - Agriculture (3%)



1) Dongwon Industries, on a separate basis
2) Ratio based on storage revenues out of total revenues

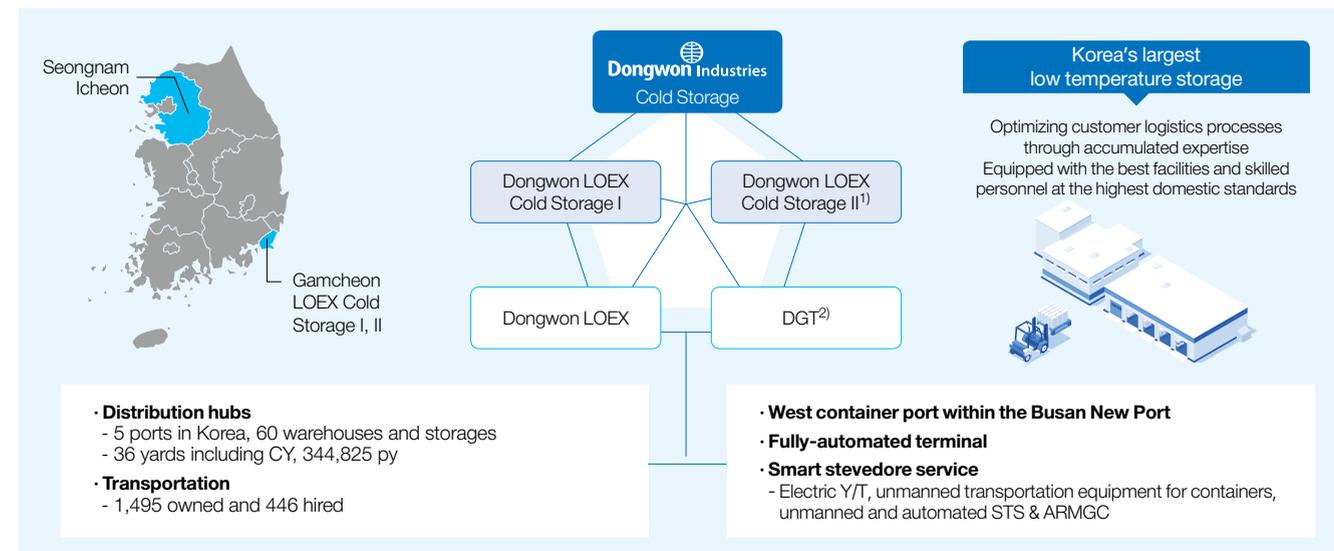
Key Performances in 2023

Storage volume per business site³⁾ (Unit: ton(PLT))

Business site		Storage Volume
Dongwon Industries	Seongnam	5,527
	Icheon	40,410
	Gamcheon	52,000
Subsidiaries	Dongwon LOEX Cold Storage I	61,000
	Dongwon LOEX Cold Storage II	116,122
Total		275,059

3) As of the end of 2023

Operational Structure



1) Opened Apr 2024 2) Dongwon Global Terminal Busan

Dongwon LOEX Cold Storage



Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

ESG Performance

Appendix

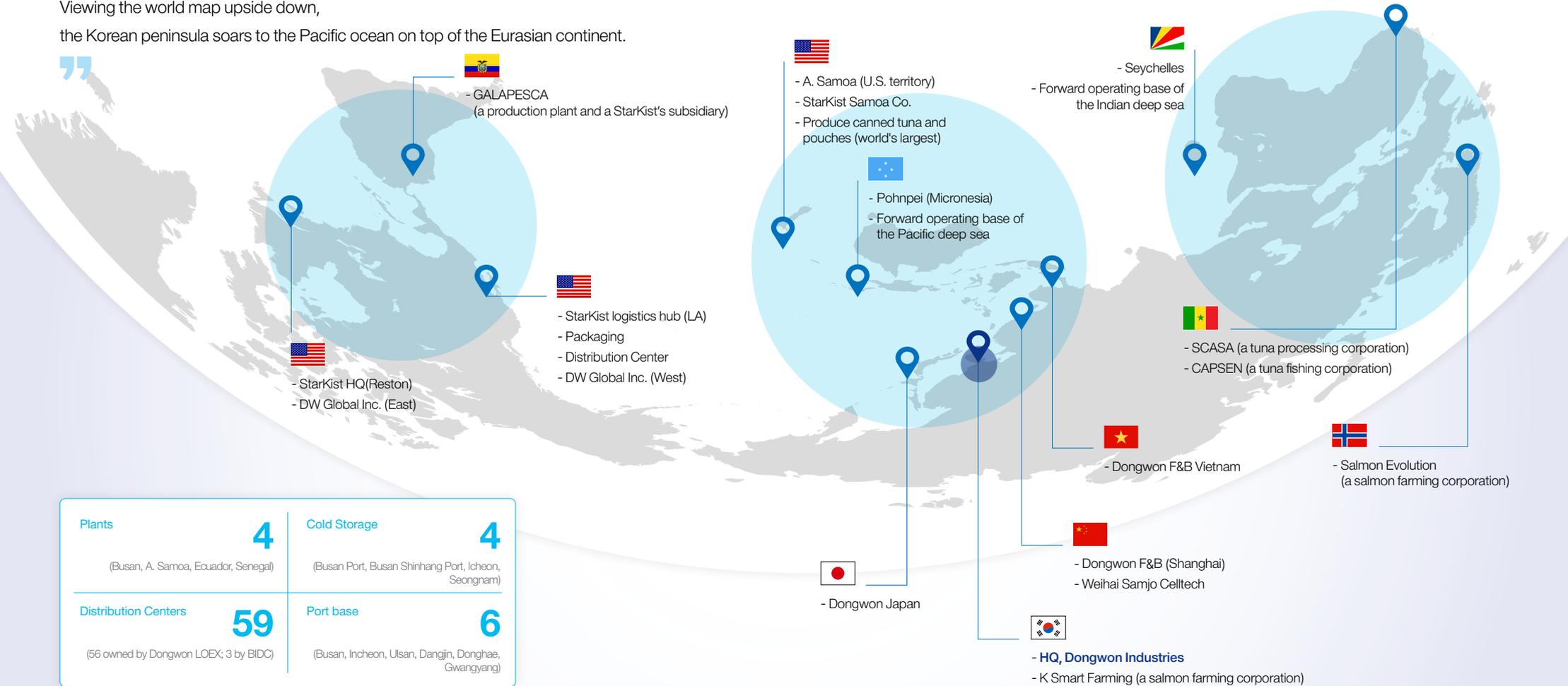
About Dongwon Industries

Global Network



Dongwon looks at the world map upside down.

Viewing the world map upside down, the Korean peninsula soars to the Pacific ocean on top of the Eurasian continent.



Plants	4	Cold Storage	4
(Busan, A. Samoa, Ecuador, Senegal)		(Busan Port, Busan Shinhang Port, Icheon, Seongnam)	
Distribution Centers	59	Port base	6
(56 owned by Dongwon LOEX; 3 by BIDC)		(Busan, Incheon, Ulsan, Dangjin, Donghae, Gwangyang)	

Introduction

CEO Message

About Dongwon Group

About Dongwon Industries

ESG Strategy

ESG Performance

Appendix

ESG Strategy

Introduction

ESG Strategy

ESG Performance

Appendix

ESG Management 20

ESG Highlights 23



ESG Management

Dongwon Industries leads the sustainable management of Dongwon Group and secures the corporate value needed by society. Dongwon Group shares its founding philosophy of 'living up to social justice through earnest business activities.' The concept of social justice that companies should essentially adhere to is expanding daily. Thus, Dongwon Group listens to stakeholders' requirements and applies them to our business activities.

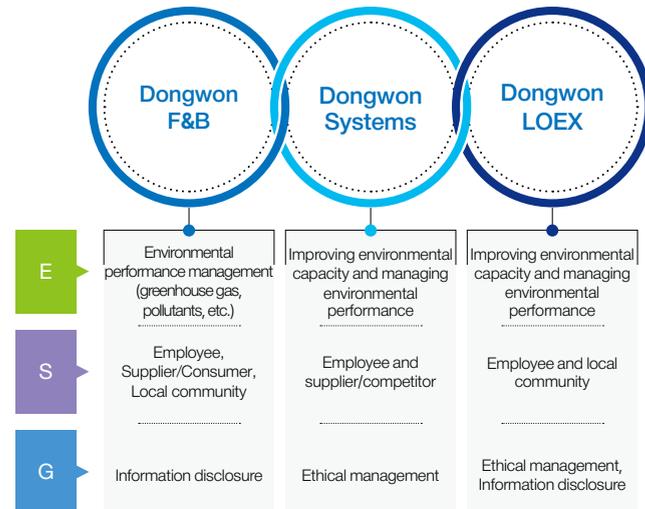
ESG Management System

ESG Strategy

- Setting an ESG strategy framework linked to the value system of Dongwon Group
- Applying the perspectives of the response to ESG risks and improving business values
- Adjusting detailed tasks to reflect Dongwon Group's business strategy by ESG Management Committee and confirming them through board approval in early 2024
 - (Environment) Greenhouse gas, (society) Safety and ethics, (governance) Corporate governance

Group's Activity Highlights

- Main group companies under the Dongwon Group ESG Management Committee select and manage their ESG focus areas.



Dongwon Group's ESG Strategy Framework



Introduction

ESG Strategy

ESG Management

ESG Highlights

ESG Performance

Appendix

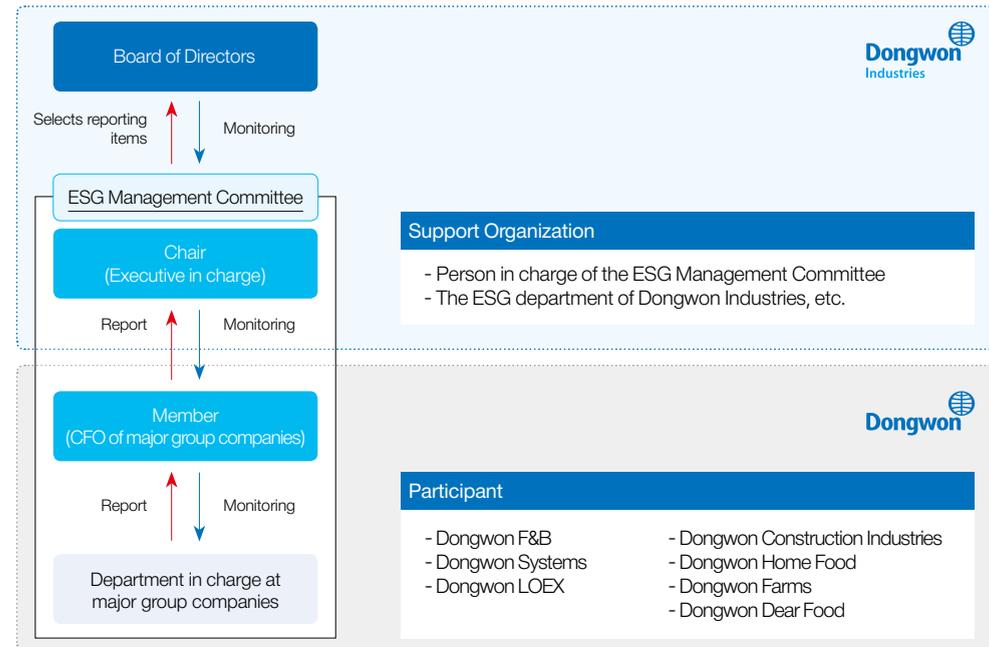
ESG Management

ESG Management System

Decision-Making System

- Operating the group-wide ESG Management Committee since Dec. 2022
- This committee is an independent organization in the group that does not fall under the 'holding division' or 'business division.'
- This committee monitors the progress of sustainability management tasks at the management level of the group.
- The monitoring results have been regularly reported to the Board of Directors of Dongwon Industries on an annual basis since 2023.

ESG Governance of Dongwon Group



Main Activities of ESG Management Committee

Date	Agenda
Aug. 30, 2023	• ESG management strategy and future plan
Sep. 26, 2023	• Dongwon Group's ESG management status analysis and improvement tasks

ESG-related BOD Agenda

Date	Category	Agenda
Feb. 14, 2023	Report	• Report of the ESG Management Committee's management progress and promotion strategies
Mar. 13, 2024	Approval	• Approval of Dongwon Group's 2024 ESG plan

Organization

ESG Management Committee

- Organization
 - Chair: Executive of the ESG Management Committee of Dongwon Industries
 - Member: CFO¹⁾ and ESG managers of major group companies
- Role
 - ESG Management Committee: Select ESG core tasks of major group companies and set their ESG KPI
 - Group companies joining the committee: Find ESG KPI implementation strategy, and perform/report improvement activities (from the perspective of PDCA²⁾)

ESG Department

- Role
 - Perform ESG strategic tasks and manage KPI
 - Report task implementation status (monthly)

1) Chief Finance Officer
2) Continuously perform the Plan-Do-Check-Act process to find and implement improvement tasks

Introduction

ESG Strategy

ESG Management

ESG Highlights

ESG Performance

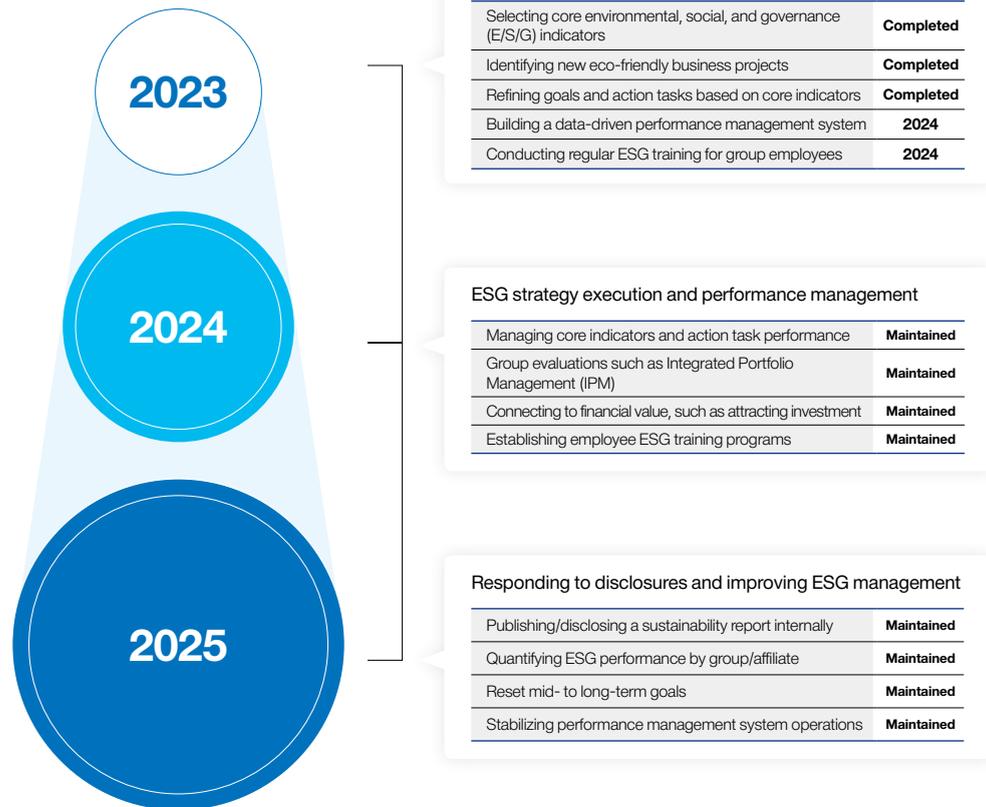
Appendix

ESG Management

ESG Management Status

ESG Roadmap

- Dongwon Industries plans to complete an 'ESG roadmap' by 2025.
- The task implementation was reviewed in late 2023, and some tasks will be implemented in 2024.



Progress on ESG Strategic Tasks

Core agenda	Management indicator	Detailed action plan	Objective in 2023	Performance in 2023
E Response to climate change & Reduction in carbon emissions	Improvement of environmental capacity	Number of violations of legal regulations	0 case	0 case
		Environmental training completion rate	100%	100%
		Number of environmental campaigns conducted	4 times	5 times
	Reduction in greenhouse gas emissions	Scope 1+2	285,369 tCO ₂ -eq	238,965 tCO ₂ -eq
		Scope 3	484,649 tCO ₂ -eq	715,575 tCO ₂ -eq
S Talent management	Employee training	Total training hours	24,668	19,798 시간
		Number of trainees	6,776	7,218
	Occupational safety and health	Establishing a safety and health plan	0	0
Safety and health management committee		4 times	4 times	
Safety and health management TF		12 times	12 times	
	Implementation of shared growth	Industrial accident rate	Below 0.3 %	0.19%
		Co-prosperity conference held	5 times	4 times
G Ethical management & Fairness and justice	Board of Directors (BOD)	Implementing ESG training	1 time	1 time
		Director composition (ratio of independent directors)	55%	56%
	BOD committees	Number of independent directors	5 directors	5 directors
		Holding an audit committee	4 times	3 times
		Number of core audit committee agenda items	1 item	1 item
Protection of shareholder/investor rights	Number of IR meetings held	120 cases	116 cases	
	Expanding IR meetings to foreigners	2 cases	3 cases	

Introduction

ESG Strategy

ESG Management

ESG Highlights

ESG Performance

Appendix

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Why it is important

Dongwon Industries catches and transports seafood, such as tuna, through deep-sea fishery. We distribute and stores seafood inland to provide healthy protein to consumers. Considering the characteristics of deep-sea fishery, which involves long-term fishing in distant oceans, we need to implement sustainable fishing practices, reduce impacts that may occur during operation and fishing, and conserve finite fisheries resources to coexist with the marine ecosystem.

Our Approach



2023 Key Performance



Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

Promotion of Sustainable Fisheries

Dongwon Industries leads sustainable fisheries as a super seafood provider. Continuous implementation of sustainable fishing practices directly affects our business. To become a century-long enterprise, we make ceaseless efforts to protect our employees who work in distant seas and conserve fisheries resources.

Implementation of Sustainable Fishing Practices

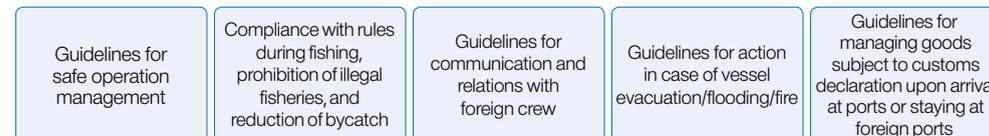
Our Position

- Complying with the regulations of all international organizations, including WCPFC¹⁾, ICCAT²⁾, IATTC³⁾, CCAMLR⁴⁾, and CCSBT⁵⁾, for the sustainable development of marine resources in the global fisheries industry
- Supporting environmental policies for the sustainable development of the fisheries industry
- Submitting fishing-related documents required by regulators appropriately
- Following fishing license conditions of coastal states and the regulations of regional fisheries management organizations and fisheries conservation measures, operating our vessels in accordance with relevant regulations
- Opposing any form of IUU (Illegal, Unreported, and Unregulated) fishing and participating in the fight to eradicate IUU fishing
- Supporting the relevant regulations adopted by fisheries organizations to combat IUU fishing
- Fully implementing our compliance with the shark conservation management measures set by the RFMO⁶⁾

Guidelines for Protecting Marine Environment



Guidelines for Managing Fleet Operation



1) Western and Central Pacific Fisheries Commission
 2) International Commission for the Conservation of Atlantic Tunas
 3) Inter-American Tropical Tuna Commission
 4) Commission for the Conservation of Antarctic Marine Living Resources

5) Commission for the Conservation of Southern Bluefin Tuna
 6) Regional Fishery Management Organization
 7) Fish Aggregating Device

SeaBOS Goal and Activity

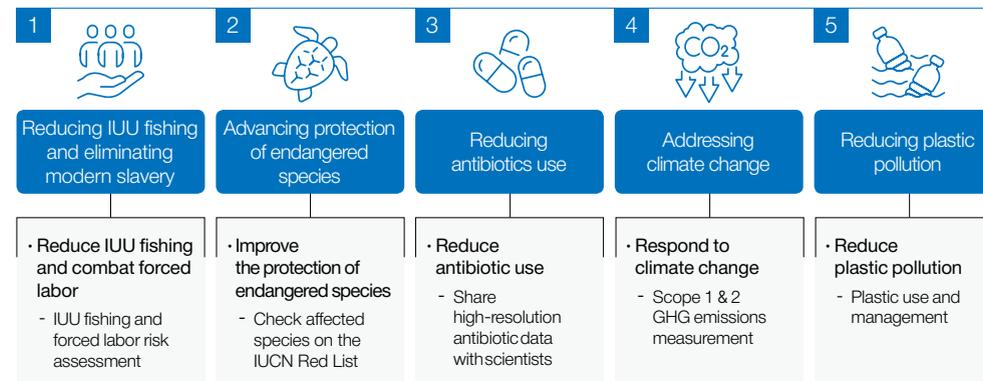
- Being a founding member and a member company of Seafood Business for Ocean Stewardship (SeaBOS), a initiative for sustainable and healthy oceans
- Establishing and operating task forces in five areas to drive private sector-led change through SeaBOS, with Dongwon Industries leading areas 1, 3, and 5

Five themes of SeaBOS

- 1 **Reducing IUU fishing and eliminating modern slavery** 2 Advancing protection of endangered species
- 3 **Reducing antibiotics use** 4 Addressing climate change 5 **Reducing plastic pollution**

- Discussing performance and future direction among members through an annual meeting (held in Korea in 2023)
 - Strengthening the network of CEOs of Dongwon Group and the world's top 9 seafood companies
 - Strengthening partnerships between SeaBOS member companies and agreeing on future operational directions
 - Reaching a clear consensus on SeaBOS' future tasks and directions
 - Others: Recruiting new members, publishing an annual impact report, and unanimous agreement on keystone projects

SeaBOS Targets in 2022-2023



- Reduce IUU fishing and combat forced labor
 - IUU fishing and forced labor risk assessment
- Improve the protection of endangered species
 - Check affected species on the IUCN Red List
- Reduce antibiotic use
 - Share high-resolution antibiotic data with scientists
- Respond to climate change
 - Scope 1 & 2 GHG emissions measurement
- Reduce plastic pollution
 - Plastic use and management

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

Promotion of Sustainable Fisheries

Implementation of Sustainable Fishing Practices

1 Reducing IUU fishing and eliminating modern slavery

- Pre-departure compliance training for crews
- IUU fishing prevention training
- Prevention of sexual harassment and Improvement of awareness of people with disabilities
 - Procedures and measures for handling sexual harassment
 - Requirements for preventing sexual harassment and to protect the crew's human rights
 - Training on the shipboard complaint handling procedure
- Marine pollution prevention training
 - How to operate the oily-water separator
 - How to fill out oil logs and waste logs
 - General waste and sludge disposal regulations
- Safety rules for crew
 - Sharing safety tips for entering, exiting, sailing, fishing, and anchoring
 - Safety rules for maritime accidents and firefighting, evacuation drills
 - Education on crew accident cases and prevention of recurrence
 - Shipboard first aid training

2 Advancing protection of endangered species

- Complying with the bycatch management guidelines for sharks, sea turtles, and seabirds to conserve marine biodiversity
- Prohibiting ocean dumping in compliance with the International Convention for the Prevention of Pollution from Ships (MARPOL) to ensure that no waste that could affect the marine ecosystem is disposed of into the ocean
- Equipping Pacific/Indian Ocean purse seiners, Pacific long liners, and trawlers with incinerators is mandatory to burn incinerable wastes
- Offloading wastes when entering ports and creating and managing waste logs for all waters is mandatory for Indian Ocean/Atlantic long liners and Atlantic purse seiners
- Replacing each ship's stern tube and bow thruster with bio seal.
- Using environmentally compatible lubricants (Bio Oil), which are highly biodegradable and can prevent marine pollution
 - Compliant with US EPA requirements for lubricants
 - Holding EU Ecolabel

3 Reducing antibiotics use

- Supporting the SeaBOS antibiotic resistance management roadmap for ecosystem conservation and consumer health, unlike other SeaBOS member companies engaged in aquaculture and antibiotic resistance management

Group's Activity Highlights

Dongwon F&B

- Selling dairy products with antibiotic-free and animal welfare certification since 2022
 - Antibiotic-free: Comprehensively auditing hygienic breeding environment, feed and nutrition, disease management, etc. (hosted by the Ministry of Agriculture, Food and Rural Affairs)
 - Animal welfare: Auditing whether a breeding environment is established where animals can live with their unique habits (hosted by the Ministry of Agriculture, Food and Rural Affairs)

4 Addressing climate change

- Identifying climate risks and establishing climate change response plans
- Managing Scopes 1, 2, and 3 emissions (response to 2030 GHG reduction target)

5 Reducing plastic pollution

- Replacing plastic fishing gears (FADs) and plastic consumables used on vessels with eco-friendly material
- Calculating and tracking reduction in plastic use due to replacement with auxiliary materials
- Conducting campaigns such as 'Beach Clean-up Activities' and 'Clean-up Day'

Crew Training Performance

Training	Effectiveness KPI	2022	2023	Qualitative Performance
Marine pollution prevention training	Marine waste discharge (ton)	0 ton	0 ton	Improved fidelity of waste log creation
IUU fishing prevention training	IUU fishing (cases)	0 cases	0 cases	Complying with IUU standards

Pre-departure compliance training

A total of 45 times
(120 participants)

Marine pollution prevention training

A total of 38 participants

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

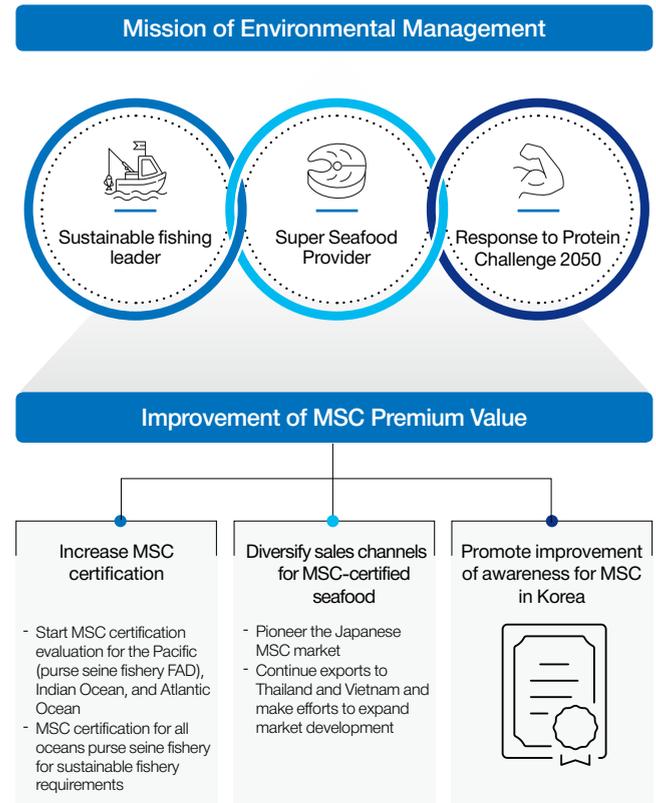
Promotion of Sustainable Fisheries

Sustainable Seafood

Our Position

- Setting the 'improvement of MSC premium value' as the main strategy for sustainable seafood to achieve the environmental management mission

Key Strategy for Sustainable Seafood



Sustainable Seafood Certification

- Obtaining and maintaining Marine Stewardship Council (MSC) and sustainably caught/farmed seafood certifications
- Establishing a cooperation system with the World Wildlife Fund (WWF) and the Marine Stewardship Council (MSC) and conducting linkage activities
- Promoting the entry of MSC-certified products into the domestic distribution industry to pursue product quality, customer value, and eco-friendly value at the same time

Acquisition of MSC Certification

Certification	Description	Certification Period
 MSC Fisheries Certification	Purse seine fishery of the Pacific Ocean	Jan. 2019~ Apr. 2025
	Longline fishery of the Pacific Ocean	Jun. 2020~ Dec. 2025
MSC CoC	Handling of MSC certified caught fishes	Mar. 2022~ Mar. 2025
 ASC CoC	Handling of ASC certified farmed fishes	Mar. 2022~ Mar. 2025

Start of Land-based Salmon Farming Business

- Analyzing the faster increase in demand for protein sources compared to population growth as 'Protein Challenge 2050' by SeaBOS
- Responding to the 'Protein Challenge 2050' by conducting land-based salmon farming (K-Smart Farming) as part of a plan to supply sustainable Blue Food
 - Joint venture (Dongwon Industries 51 %, Salmon Evolution 49 %)
 - Planned production: 20,000 tons/year of Atlantic salmon
 - Scheduled to start operating in 2026
- Improving environmental efficiency in farming facilities by planning to introduce smart technologies such as seawater circulation technology
 - Aiming to reduce new seawater intake to 35% of the existing level while using the rest (65%) by filtering and recirculating

K-Salmon Vision Proclamation Ceremony



Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

Promotion of Sustainable Fisheries

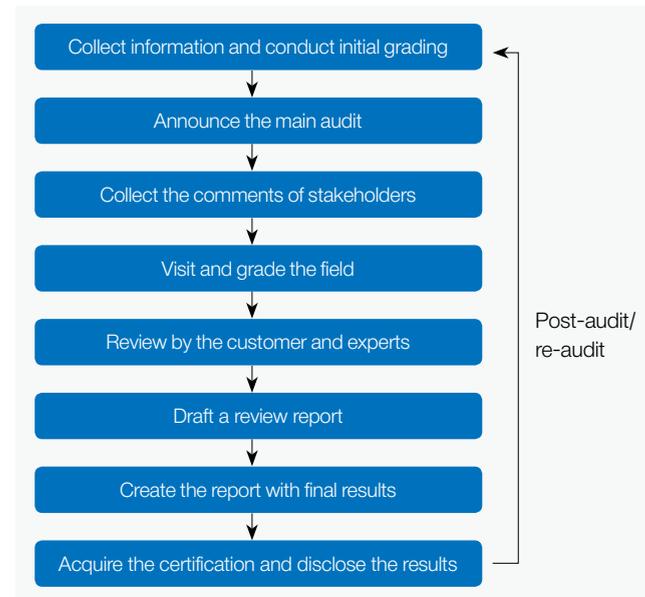
Sustainable Seafood

Risk Management

- Evaluating fisheries methods and fish species based on three principles, with an annual post-audit conducted during the certification period for MSC certification



MSC Fisheries Certification Evaluation Process



MSC Fisheries Certification Evaluation Items

Principle 1: Sustainable marine resources

- Resource evaluation**
 - Whether the stock of major species is sustainable or reproducible
- Fishing management strategy**
 - Having preventive fishing strategies with no shark fin fishing
 - Having fishing management regulations that decrease catches if resources fall below a sustainable level
 - Regularly monitoring information reliability and major fisheries activities
 - Evaluating the resource status of major species

Principle 2: Minimized environmental impact

- Fishing of non-target species and sustainability**
 - Sustainability of stocks of other species that are regularly caught
 - Having management strategies and methods to reduce unexpected deaths of bycatch species.
 - Having reliable information on bycatch species.
- Capturing birds, reptiles, amphibians, and mammals**
 - Having strategies for managing the threats to the reduction in population of the species and their unintended mortality.
 - Having reliable information on the risks of fisheries activities for the species.
- Impact on endangered · threatened · protected species (ETP species)**
 - Whether there is a threat to ETP species
 - Having strategies for minimizing the impact on ETP species
 - Having reliable information on the risks of fisheries for ETP species
- Impact on habitats**
 - Degree of damage to habitats due to fisheries activities
 - Having management strategies to minimize the impact of fisheries activities on habitats
 - Having information on the impact of vulnerable habitats, fishing gear, and fishing methods
- Impact on the ecosystem**
 - Degree of damage to the ecosystem due to fisheries activities
 - Having management strategies to protect the ecosystem
 - Having reliable information on ecosystem functions and impacts

Principle 3: Effective Fisheries management

- Governance and policies**
 - Effective legal or customary systems that recognize the rights of people making a living in fisheries by supporting the achievement of Principles 1 and 2
 - Having effective discussion processes with stakeholders
 - Having long-term management goals meeting fisheries standards
- Specific fishery management system**
 - Clear and specific fisheries goals to achieve Principles 1 and 2
 - Effective decision-making processes
 - Having regulations and systems to enforce them
 - Conducting performance evaluation on fisheries management

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

ESG Highlights

Core Issue II. Safety and Health

Why it is important

Risk factors affect tuna and salmon's catch, processing, and cold storage sites. Safety and health in working conditions directly affect the health and lives of workers inside and outside the workplace, as well as legal issues such as the 'Serious Accidents Punishment Act' and corporate reputation. Dongwon Industries tries to strengthen its safety capabilities to protect the health and lives of all workers working in our business sites.

Our Approach



2023 Key Performance

Occurrence of serious accidents
0 case



Occupational Health and Safety Training
A total of **2,565** hours for completion



Establishment and operation of smart safety and health systems



Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

Safety and Health

Dongwon Industries makes every effort to protect the lives and health of workers in all working conditions both onshore and offshore. As a global seafood company, we are seeking ways to strengthen safety management in the marine environment and workplace and eliminate potential risk factors in advance using state-of-the-art technology.

Safety and Health Management

Safety and Health Management Policy

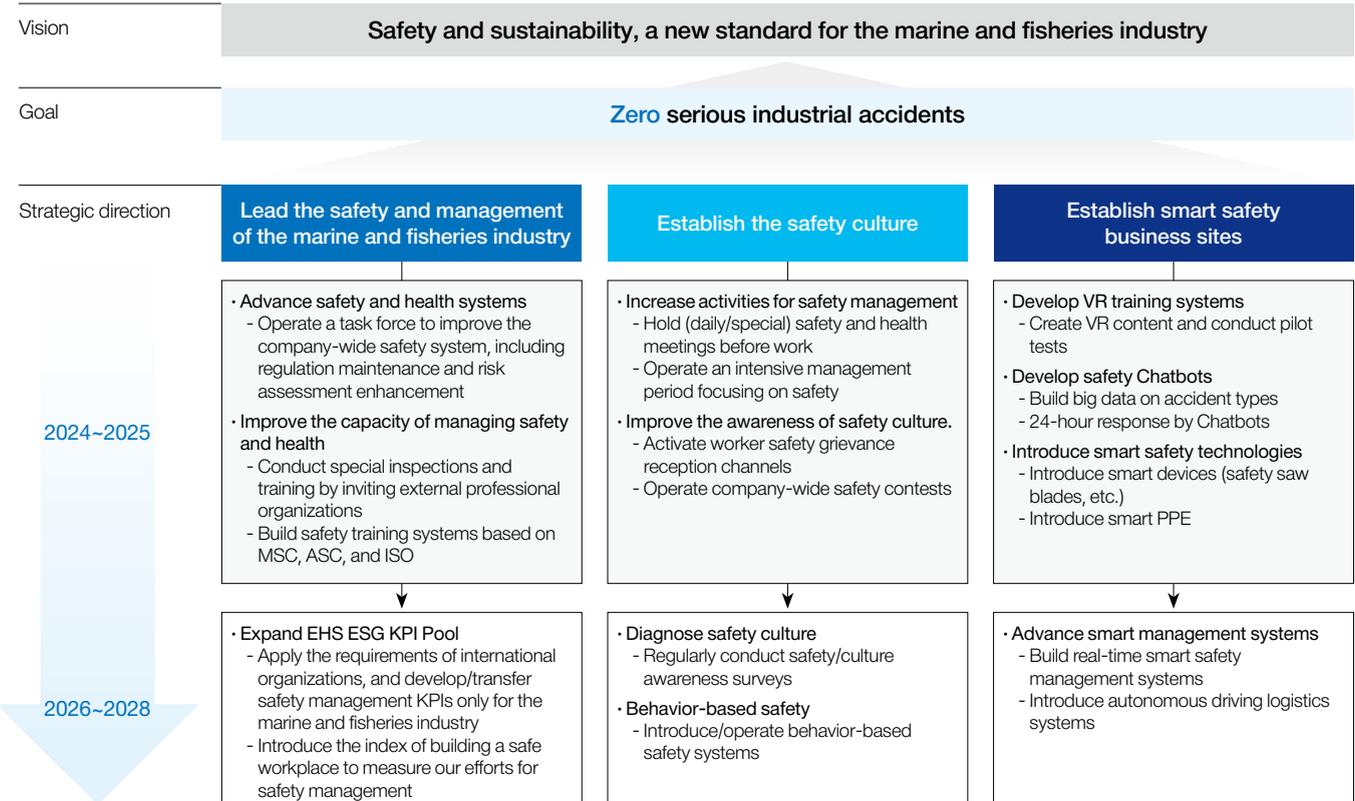
Safety and Health Management Policy

1. We make safety and health a top priority in all management activities, and all employees do their best to implement safety and health management.
2. We comply with laws and regulations on safety and health to ensure the safety of our workplaces and promote health by providing a comfortable working environment for our employees.
3. We prevent accidents by establishing a company-wide safety management system and strive together for a safe and healthy workplace by conducting periodic inspections and improvement activities in cooperation with labor and management.
4. We periodically conduct safety and health education to raise the safety and health awareness of employees and strive to understand and practice the management system together.
5. We disseminate the safety and health management policy to stakeholders and induce their participation through active communication to strengthen the safety and health cooperation system.
6. We clearly define vulnerable stakeholders regarding safety and health risks and strengthen protective measures for them to create safe working environments.

Mid- and Long-Term Goal

- Establishing safety and health-related plans and reporting them to the BOD with the previous year's performance in accordance with Article 14 of the Occupational Safety and Health Act at Dongwon Industries
- Establishing mid- and long-term vision and goals for safety and health, along with a short-/mid-/long-term roadmap in 2024

Mid- and Long-Term Vision and Goals



Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

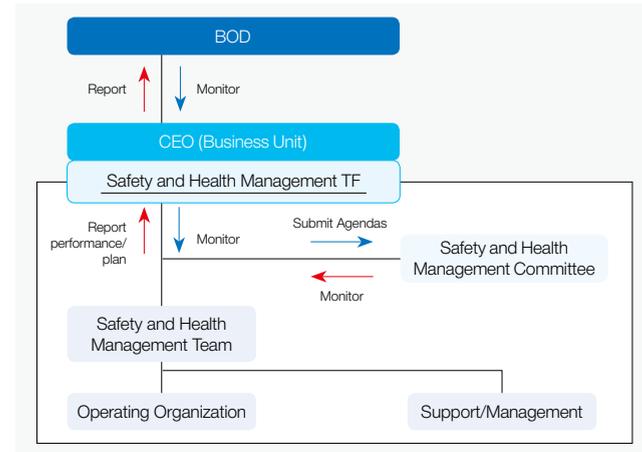
Safety and Health

Safety and Health System Operation

Decision-Making System

- Receiving and approving reports on the previous year's performance and the current year's plan by the board, the top decision-making body related to safety and health
- Operating a safety and health management organization that generally and practically manages the safety and health of all operating organizations (each business unit and Support/Management)
- Operating the 'safety and health management committee' at the council level with employees and executives

Decision-Making System



Safety and Health-Related BOD Agenda

Meeting Date	Description
Mar. 9, 2023	• Approval of a plan of safety and health in 2023

Organization

- Operating a safety and health management TF meeting every month to discuss and decide the main issues of safety and health
- Establishing a dedicated safety and health management organization under the CEO
- Performing general management of company-wide safety and health tasks and inspection of safety and health systems
- Carrying out activities for integrated safety management and disaster accident prevention at all business sites
- Organizing the safety and health management committee that discusses and deliberates on ways to improve and secure safety and health to listen to the comments from employees on the working environment and safety and health

Safety and Health Organization

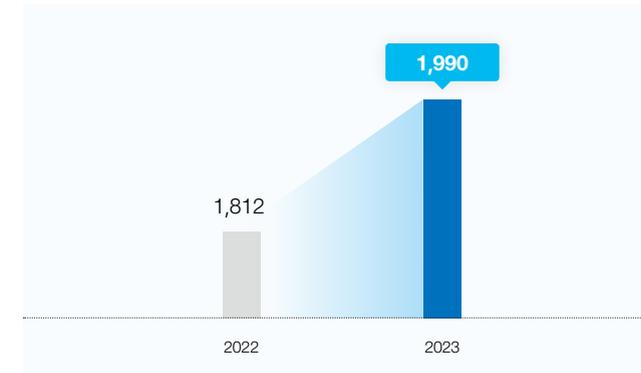
Safety and Health Management TF	
<ul style="list-style-type: none"> • Composed of the Safety and Health Management Team, Support/Management, and Operating Organization directly under the CEO • Share the safety and health management performance of each business unit (monthly) • Educate on safety and health, conduct inspections, and improve the working environment • Investigate the causes of industrial accidents and carry out activities to prevent recurrence, etc. 	
Safety and Health Management Committee	
<ul style="list-style-type: none"> • Executive member <ul style="list-style-type: none"> - Deliberate safety and health-related agenda - Apply employee opinions - Discuss ways to improve and secure safety and health 	<ul style="list-style-type: none"> • Worker member <ul style="list-style-type: none"> - Gather employees' opinions on the working environment, as well as safety and health - Discuss employee safety and health improvement agenda

Safety and Health Management Team
<ul style="list-style-type: none"> • Perform general management of company-wide safety and health affairs • Inspect safety and health systems • Check the company-wide safety and health implementation performance

Investment in Facilities and Technologies

Investment in Safety

(Unit: KRW million)



Safety

Major investment

- Safety management, such as inspection of firefighting facilities
- Regular inspection of ships and replacement of fire extinguishing/life-saving equipment
- Regular and safety diagnosis inspection of electrical equipment
- Smart safety and health system
- Conveyor safety inspection



Health

Major investment

- Health checkup, quarantine disinfection, etc.
- Work environment measurement
- Regular inspection of ships and replacement of fire extinguishing/life-saving equipment
- Regular and safety diagnosis inspection of electrical equipment
- Equipped with face part/auxiliary mask of air respirator



Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

1) As of 2023, [Reference] 2023 Dongwon Industries Annual Report 'VI. Matters related to the corporate organizations such as BOD'

Safety and Health

Safety and Health System Operation

Capacity Building

- Performing activities to raise awareness of safety and health through various channels and in cooperation with the Korea Occupational Safety and Health Agency in 2023
 - Safety campaign based on short videos and mobile content
 - 360° VR safety training in connection with Korea Occupational Safety and Health Agency
- Supplier support activities
 - Financial and management support for safety, health, and environment sectors to build an autonomous safety management system for suppliers
 - Regular safety and health training for employees of suppliers performing unloading work on business sites
 - Safety management risk assessment and implementation inspection of suppliers' workplaces (twice a year)

Risk Management

- Emergency response drill
 - Fire drills and safety and health training against regular emergency (fire, earthquake, power outage, etc.)
 - Defibrillator training for all employees
 - Emergency drills using various scenarios and safety equipment
 - Joint emergency and fire drills for off-site office workers
- Safety accident management
 - Regular safety inspections for all business sites (at least once a year)
 - Response to major accidents and prevention of near-misses by analyzing safety diagnosis surveys and workers' compensation insurance accident types
 - Improved inspection of firefighting equipment, fire detectors, and vulnerable areas against fire accidents

Risk Assessment Result¹⁾ (2023)



1) Based on the Busan Plant

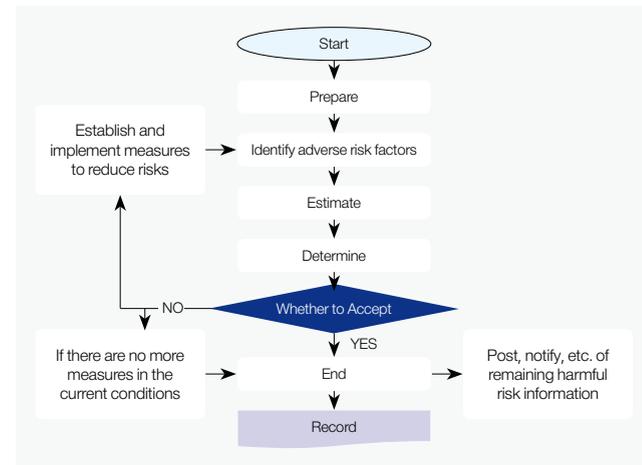
Safety and Health Training Performance

Industrial safety training (on-site)

Annually **12** times by business site

Training	Effectiveness KPI	2022	2023	Qualitative Performance	
Industrial safety training (on-site)	Find risk factors that need to act (action rate)	Busan Plant	1 (100%)	7 (100%)	Improved site conditions
		Gamcheon Cold Storage	20 (100%)	24 (100%)	
		Icheon Cold Storage	19 (100%)	50 (100%)	
		Seongnam Cold Storage	18 (100%)	12 (100%)	

Risk Assessment Process



Certification

- Acquiring and maintaining ISO 45001 certification for 4 out of 6 business sites, excluding the HQ and branch offices (66.7%), in 2023
- Continuously improving systems through internal review and post-review by third-party professional organizations

ISO 45001 Certification



Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

Safety and Health

Safety at Ocean

Crews' Safety

- Pursuing the safe operation of its fleet and preventing various accidents through 'Safety Operation Management Guidelines', 'Rules for Fishing Operation, Prohibiting Illegal Operation, and Bycatch Reduction', and 'Communication and Relationships Guidelines for Crew Members from Other Cultures'
- Programs in preparation for various safety accidents, such as unintentional fire, sinking, etc. on a ship
 - Mandatory quarterly shipboard training
 - Safety inspections of facilities to identify and remove risk factors at least once a week
- Safety rules for crews
 - Sharing safety tips for entering, exiting, sailing, fishing, and anchoring
 - Safety rules for maritime accidents and firefighting, evacuation drills
 - Education on crew accident cases and prevention of recurrence
 - Shipboard first aid training

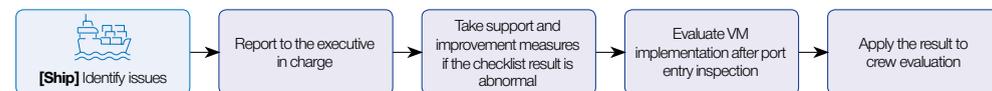
Safety Operation Management Guidelines among Fleet Management Guidelines [🔗](#)



Vessel Safety Management

- Performing 'Visual Management (VM)' to maintain major equipment and commercial repairs when ships entered port
 - Checking the checklist and evidence materials for 7 major items every week and submitting them to headquarters
 - Evaluating the implementation by checking the VM results and headquarters-requested action results and through a visit to a ship and applying the results to personnel evaluation of crews when the ship enters port

Visual Management Process



Safety Culture

Employee Safety and Health Programs

Safety and Health Activities

Business Unit	Detailed Index	Taregt
Marine Fisheries	<ul style="list-style-type: none"> • Inspecting the ship site <ul style="list-style-type: none"> - Weekly safety inspection of ships (40 ships, 1,840 times in total) • Safety training before business trip/commercial repair (48 ships, TER, etc.) • Sending accident safety reports of other companies/our company (total of 27 cases) • Distributing the 2023 safety calendar and attaching safety signs 	<ul style="list-style-type: none"> • Providing health checkups for employees (once a year) • Testing drinking water quality (once a year) • Providing special checkups for crews (197 people, in addition to general health checkups) <ul style="list-style-type: none"> - Providing special and thorough physical checkups before boarding and after disembarkation, with additional cancer screenings depending on the worker's age and position
Trade	<ul style="list-style-type: none"> • Preemptive fire prevention by installing fire protection facilities <ul style="list-style-type: none"> - Additional installation of sprinklers at the Busan Plant • Frequently assessing risk and managing safety and health • Regularly inspecting the sites by a safety and health professional company • Improving environments by measuring and inspecting on-site harmful factors 	<ul style="list-style-type: none"> • Providing health checkups for employees (once a year) • Operating health counseling service (at least once a quarter)
Cold Storage	<ul style="list-style-type: none"> • Acquiring a safety and health management system certification <ul style="list-style-type: none"> - Support of the acquisition of ISO 45001 to a first-tier subsidiary (Dongwon LOEX Cold Storage) • Improving forklift protection devices • Giving safety training using VR devices 	<ul style="list-style-type: none"> • Providing health checkups for employees (once a year) • Providing special checkups for night workers (once a year)

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

Safety and Health

Safety Culture

Supplier Safety and Health Grievance Handling

- Operating a safety council to listen to difficulties from suppliers and manage their safety risks (monthly)
- Holding annual/semi-annual meetings with suppliers to share safety and health policies and listen to their opinions
- Disseminating the circumstances, details, and measures of an accident and raising safety awareness when the accident occurred

Safety Council Participation

- Attending an industrial safety and health consultative body for reducing industrial accidents at the workplace and exchanging information on safety and health
 - Safety and health Council for the logistics industry (Feb. 2024)
 - Safety and health Council for eastern Gyeonggi-do (Mar. 2023)
 - Information exchange at the logistics Council in eastern Gyeonggi-do (Apr. 2024)

Safety Event Participation



Smart Safe Workplace

- Safety training using Virtual Reality (VR)
- Multilingual safety training using AI (Korean, Indonesian, English)

VR Training



Group's Activity Highlights

Dongwon LOEX

- Acquiring the Occupational Health and Safety Management Systems certification (ISO 45001) for 'logistics service transportation, unloading, and storage areas' in Nov. 2020 and continuously updating it
- Supporting the acquisition and management of ISO 45001 for our subsidiaries such as Dongwha, Dongwon Global Terminal Busan, BIDD¹⁾, and Hanchang
 - Supporting our affiliates to be managed through unified guidelines and regulations, primarily led by the safety and health management team directly under the CEO

Dongwon F&B

- Acquiring ISO 45001 certification for the headquarters and 13 plants (100% based on plants)
- Establishing mid- and long-term goals and action tasks for safety and health management

Dongwon Systems

- Establishing promotion directions and implementation tasks for each sector
 - Built a safety and health management system
 - Improved risk assessment
 - Raised awareness of safety and health

1) Busan International Distribution Company



Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

ESG Highlights

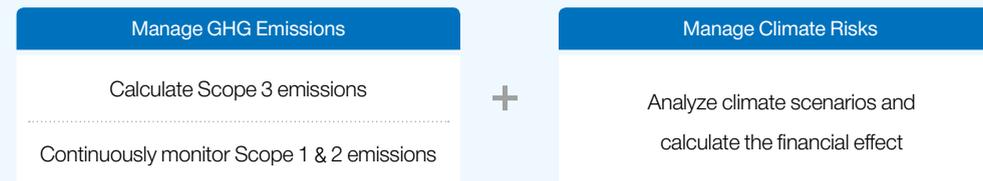
Core Issue III. GHG and Energy Management

Why it is important

Climate change and accompanying extreme weather conditions caused by greenhouse gas (GHG) emissions affect fishing and fisheries resources and rising temperatures increase operating costs for cold chain and logistics.

Meanwhile, many competitors actively respond to the era of carbon neutrality and low carbon transition and find ways to expand their markets. Dongwon Industries, as a global marine and fisheries industry leader, will continue to make all efforts to achieve the net zero goal and maximize opportunities by managing GHG emissions and energy and responding to climate risks.

Our Approach



2023 Key Performance



Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

GHG and Energy Management

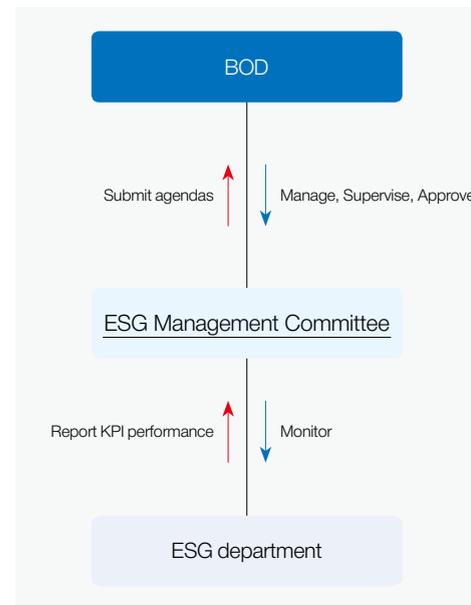
Dongwon Industries continues to strive to achieve net zero by 2050.
 Business transitions responding to the era of carbon neutrality and low carbon have become essential capabilities for companies. Dongwon Industries will thoroughly review its impact on the industry using various scenarios and continuously improve plans for managing GHG emissions and energy.

Climate Risk Management

Governance

- Building a climate change response system under the leadership of the board and the ESG management committee to evaluate and manage the risks and opportunities caused by climate change
- BOD
 - Managing and supervising reported climate-related issues
 - Making major decisions for environmental safety and health management plans and eco-friendly management through an ESG management committee
- ESG management committee
 - Composed of the Chief Financial Officer (CFO) of each subsidiary
 - Monitoring environmental impacts and regularly reporting environmental issues such as response to climate change to BOD

Climate Governance



Organization	Role	Description
BOD	<ul style="list-style-type: none"> • The BOD is the top decision-making body for climate change response. It makes major decisions by receiving reports on the environment, safety, health, ESG management plans and performance through the ESG Management Committee. 	<ul style="list-style-type: none"> - Approve the Group's ESG management plans including strategies against climate change - Review ESG performance and supervise improvement tasks
ESG Management Committee	<ul style="list-style-type: none"> • The ESG Management Committee resolves and reports climate change response strategies, projects, and policies of all subsidiaries of Dongwon Industries. It is the Group's ESG control tower and an organization in charge of setting common ESG KPIs and checking their performance, and managing disclosure topics according to global sustainability standards. 	<ul style="list-style-type: none"> - Manage company-wide key indicators and implementation task performance of climate change response - Approve, manage, and supervise GHG emission reduction goals and implementation plans - Manage standards for climate change risk management processes and its compliance status - Prepare for consolidated disclosure according to IFRS sustainability standards
ESG Department	<ul style="list-style-type: none"> • The ESG department establishes detailed plans for climate response strategies, manages related regulatory trends and performance, and responds to climate change-related inquiries from customers and investment institutions. 	<ul style="list-style-type: none"> - Find topics and issues related to ESG management, including climate change - Capital markets and stakeholder communication issues, including domestic and overseas ESG response - Analyze trends in climate change-related regulations and perform work related to sustainability disclosure

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

GHG and Energy Management

Climate Risk Management

Strategy

- Identifying internal and external risks and opportunity factors caused by climate change and generally analyze the impact on corporate business, strategy, and financial plans to manage climate risks preemptively
- Classifying climate risks into physical and transition risks and perform activities to respond to opportunity factors

Analysis Standard	Subject	Description
Principle of creating a scenario	Methodology and process	• According to the sustainability disclosure standards IFRS S1/S2 ¹⁾ and TCFD ²⁾ scenario guidelines, perform [㉠ Identify risk identification path, ㉡ Identify opportunities and risks, ㉢ Identify risk impact level, ㉣ Risk mitigation, and ㉤ Identify climate resilience] in order
	Scenario selection	• Selected two from the scenarios suggested in IPCC ³⁾ 6th report (AR6 ⁴⁾ ,2023) (SSP ⁵⁾ 1-2.6, SSP5-8.5) - SSP1-2.6: A scenario meeting the 2°C global warming limit by 2100, used to identify macroscopic transition risks - SSP5-8.5: A scenario suggesting global warming of 4°C by 2100, used to identify physical risk - If necessary, refer to data using the RCP scenarios
Standard of analyzing a scenario	Analysis target	• Based on individual business sites of Dongwon Industries, separate footnotes are provided for matters that need attention to reporting scope and boundaries
	Land and sea	• The IPCC 6 th report describes that land-based systems (physical systems) and marine and coastal systems (physical systems) will have different climate change risk paths and damage patterns, thus distinguishing land and sea to the extent possible when describing future situations
	Physical risk analysis scope	• In the physical risk analysis scope, the onshore was set to the Busan metropolitan area among business sites, and the offshore was to the Eastern Tropical Pacific (ETP), which is the largest fishing region of Dongwon Industries and accounts for 60% of the world tuna catch
	Short-/mid-/long-term	• Physical risk: The impacts of various factors such as interaction between the atmosphere and the sea, sea surface temperature, and amount of water vapor in the atmosphere cannot be predicted for each period so the scope is limited to [long-term: 2050] • Transition risk: Considering the level of consensus (global companies, governments, and civil society), policy target timing, and uncertainty of the future, it is divided into [short-term: Current-2030], [mid-term: 2030-2040], and [long-term: 2040-2050]
	Financial impact	• Accept the guidelines for applying IFRS sustainability disclosure standards ("Available without 'undue cost of effort,' companies need to consider all information that is 'reasonably available' to them") - Use the scale only when it is determined that the financial impact is significant or when the financial impact can be quantified using past financial information and authoritative statistical data

1) Sustainability financial information disclosure standards disclosed by the International Financial Reporting Standards (IFRS). They are S1 (general) and S2 (climate), respectively.

2) Task Force on Climate-related Financial Disclosure

3) Intergovernmental Panel on Climate Change

4) Assessment Report

5) Shared Socio-economic Pathway (new GHG path scenario)

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

GHG and Energy Management

Climate Risk Management

Strategy

Scenario Analysis

Analysis Standard	Subject					
Onshore: Busan business site (Seo-gu, Busan)	<ul style="list-style-type: none"> The climate change of the Busan business site was predicted according to the RCP 8.5¹⁾ scenario. 					
		Occurrence Risk	2021	2030	2040	2050
	Temperature and precipitation change	Average temperature	15.2 °C	16.2 °C	16.4 °C	16.8 °C
		Number of heat wave days	16.7 days	18.9 days	21.1 days	34.9 days
		Number of hot and humid nights	35.7 days	32.2 days	38.7 days	46.5 days
		Precipitation	1,659 mm	1,786 mm	1,146 mm	1,324 mm
		Heavy rainfall (max. precipitation per occasion)	292.4 mm	240.8 mm	311.2 mm	249.0 mm
Sea surface level change	Expected increase in sea level	-	-	-	0.34 m	
Offshore: Pacific Ocean	<ul style="list-style-type: none"> Tropical cyclone was predicted due to the increase in sea temperature - Comply with "The Ocean and Cryosphere in a Changing Climate (IPCC, 2019)," created according to the Principles Governing IPCC Work. 					
		Occurrence Risk	Confidence Level			
		Rise in sea level	Very high			
		Rise in storm surge intensity from tropical cyclones due to sea level rise	Very high			
		Rise in average intensity and precipitation of tropical cyclones	Medium			
	Rise in frequency of tropical cyclones	Low				

1) The extreme RCP scenario assuming no additional efforts to constraint emissions (RCP, Representative Concentration Pathways)

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

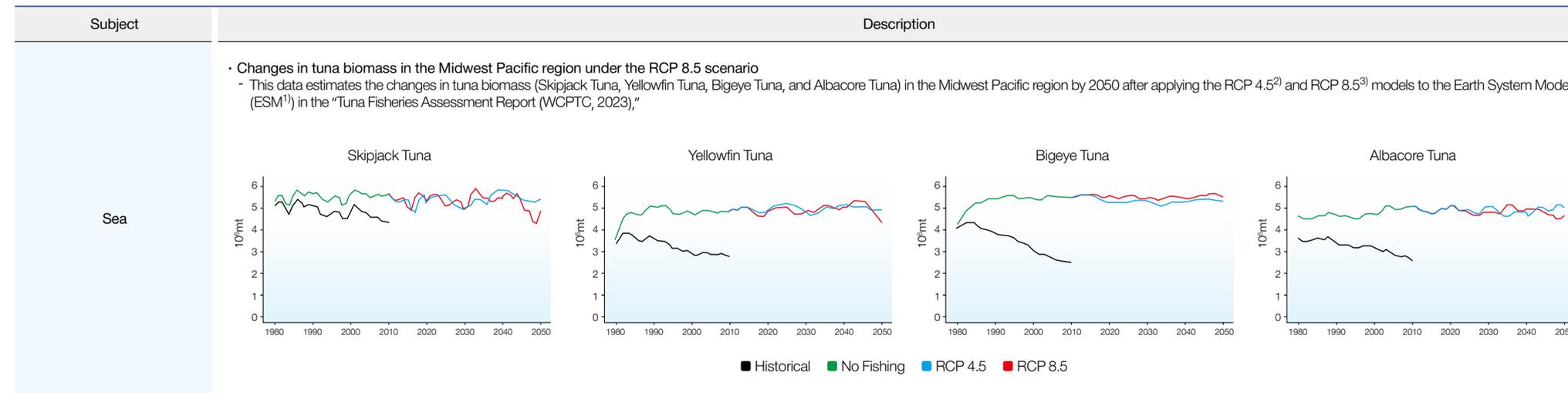
Appendix

GHG and Energy Management

Climate Risk Management

Strategy

Scenario Analysis



Physical Risk

	Risk Occurrence Path	[2050: Long-term basis] Impact on business models and financial structures
Onshore	Deterioration of the cooling function due to a rise in heat wave days and hot and humid nights	Rise in power costs due to increased cooling operation
	Possibility of flooding damage during storms and tidal waves	Logistics facilities shutdown due to flood damage
Offshore	Changes in tuna catches in the Midwest Pacific region as global temperature changes	Decrease in sales and increase in vessel operating costs because of a decrease in tuna catch
	Change in operation route due to sea level rise	Rise in ship fuel costs due to change in operation routes and additional fees incurred due to change in anchorage

1) Earth System Model
 2) This medium-level scenario is based on implementing GHG reduction policies and assumes that the policies are substantially realized.
 3) This scenario assumes GHG is emitted at the current level without any efforts to reduce GHG based on the implementation of GHG reduction policies.

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

GHG and Energy Management

Climate Risk Management

Strategy

Transition Risk

Risk Occurrence Path	Key Arguments	Impact on Business Models and Financial Structures		
		[Short-term: Current~2030]	[Mid-term: 2030~2040]	[Long-term: 2040~2050]
[Key issue] Whether to include fishing vessels in the scope of IMO ^{1) 2)}	<ul style="list-style-type: none"> Request for expanding CII/EEEXI³⁾ application and implementation of carbon emission reduction options to achieve IMO's carbon reduction goals (20% in 2030/70~80% in 2040). Japan's replacement of 22 aging fishing vessels, including 19 long liners, with new ones by 2025 	<ul style="list-style-type: none"> Rise in management costs due to carbon and energy intensity management 	<ul style="list-style-type: none"> Increased fuel transition costs due to carbon reduction and incurred costs for new vessel replacement 	<ul style="list-style-type: none"> Early retirement of ships that cannot switch fuels to reduce carbon emissions
[Key issue] Strengthening regulations and changing industrial structure to expand sustainable food	<ul style="list-style-type: none"> Expected policy changes to promote sustainable food consumption Emergence of startups and new business models in the industry 	<ul style="list-style-type: none"> Impaired leadership in the market due to companies and consumers voluntarily participate 	<ul style="list-style-type: none"> Rise in sustainable food certification costs and investment costs in reducing environmental impacts 	<ul style="list-style-type: none"> Reduction in structural market risks after a paradigm shift
Demand for an increase in fishing fees and investment in climate response within the countries ⁴⁾ during fishing negotiations with coastal countries	<ul style="list-style-type: none"> Coastal countries in fishing areas, such as Micronesia and Polynesia, are developing countries vulnerable to the climate crisis and face complex problems such as rising sea levels, reduction in potential catches, and rise in population 	<ul style="list-style-type: none"> Continuous rise in fishing fees 	<ul style="list-style-type: none"> Rise in demands for Official Development Assistance (ODA) from coastal countries 	<ul style="list-style-type: none"> To be determined by future catches and coastal state conditions
Rise in cost burden due to replacement of low-sulfur oil	<ul style="list-style-type: none"> Relatively high price and price volatility of low-sulfur oil compared to high-sulfur oil 	<ul style="list-style-type: none"> Profitability volatility aggravated by fuel cost fluctuations 	<ul style="list-style-type: none"> Expected to follow market price trends 	<ul style="list-style-type: none"> Expected to follow market price trends
Application of refrigerant fugitive emission management guidelines including offshore energy, in NDC ⁵⁾	<ul style="list-style-type: none"> A 37.8% reduction in transportation emissions by 2030 relative to 2018 as mandated by the NDC Statistics on fugitive emissions to be added to the 2024 National GHG Inventory Report 	<ul style="list-style-type: none"> Potential incurring of costs in the carbon emissions training system for companies targeted in the 4th NDC planning period 	<ul style="list-style-type: none"> Incurred expenses from the carbon emissions training system to meet the 5th planning period (2030) goal 	<ul style="list-style-type: none"> To be determined depending on whether to implement internal carbon emission reduction options
Enlarged gaps in logistics efficiency	<ul style="list-style-type: none"> Intensified pressure on logistics companies from industry-wide Scope 3 emission reduction efforts Competitiveness gap in logistics companies depends on business management, IT use, and investment scale 	<ul style="list-style-type: none"> Rise in operating costs due to Scope 3 management 	<ul style="list-style-type: none"> Decrease in sales opportunities if logistics efficiency is insufficient 	<ul style="list-style-type: none"> Reduced opportunities to participate in the sustainable urban redesign process⁶⁾

1) International Maritime Organization
 2) Ministry of Oceans and Fisheries, Toward Green Shipping by 2050
 3) Carbon Intensity Index (CII), Energy Efficiency Existing Ship Index (EEXI)

4) Ministry of Oceans and Fisheries, Measures to strengthen the competitiveness of the marine fisheries industry
 5) Nationally Determined Contribution
 6) Ministry of Land, Infrastructure and Transport · Busan Metropolitan City, Seeking the direction of sustainable urban policy

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

GHG and Energy Management

Climate Risk Management

Strategy

Opportunity

Identified Opportunity Factor	Key Argument	Requirements to Use Opportunities and Enter the Market	Dongwon Industries' Capabilities related to Opportunity Factor
Formation of a sustainable healthy diet paradigm	Formation of the trend "Consumption of Alternative Proteins = Healthy Diet + Engagement in Climate Crisis," yet efforts to create a market are also required	<ul style="list-style-type: none"> Minimize environmental impacts throughout the food manufacturing cycle, including raw material procurement, transportation, manufacturing, packaging, use, and disposal Active market positioning and consumer education 	<ul style="list-style-type: none"> Vertical integration of the food business No. 1 seafood brand reputation Entering the US market with active trading of alternative proteins Operation of solar power plants
	World population has increased by 30%, protein demand by about 70%	<ul style="list-style-type: none"> Design fundraising methods and business structures considering local conditions when expanding a sustainable seafood business model overseas Transfer sustainable seafood business models to major fishing countries and improve negotiation power on fishing quotas 	<ul style="list-style-type: none"> Responding to the blue food paradigm by promoting land-based salmon farming Know-how to build and operate facilities (fishing ports, cold storage centers and processing facilities) Global business capabilities
Rise in demand for stored food when climate variability rapidly increases	Unstable food security caused by the climate crisis increases demand for stored food	<ul style="list-style-type: none"> Improve products, including longer storage periods, more convenient storage, improved portability and storage 	<ul style="list-style-type: none"> Vertical integration of the food business
Contribution to sustainable urban development	Demand for improving recyclability in the logistics system in most urban life and the real economy, including groceries	<ul style="list-style-type: none"> Develop facilities and processes to operate the recycling system Build a monitoring system to identify the use patterns of end users 	<ul style="list-style-type: none"> Business connection and synergy between food, logistics, and construction businesses

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

GHG and Energy Management

Climate Risk Management

Strategy

Impact Level Analysis Methodology

Category	Risk Identification Path
Impact level analysis procedure	<ul style="list-style-type: none"> ① Prepare basic data on risk impact level authored by the ESG department ② Receive advice from external experts ③ Evaluate the impact level and scale through consultation with practitioners ④ Sustainability disclosure overseen and selected by the CEO
Business characteristics that affect climate crisis exposure	<ul style="list-style-type: none"> • Use the company's ecosystem system <ul style="list-style-type: none"> - Coastal fishing, and sea/land transportation • Geographical business scope <ul style="list-style-type: none"> - 6 bases and 129 partners in Korea and 4 foreign countries • Impact level on stakeholders <ul style="list-style-type: none"> - Governments, international organizations, coastal countries, consumers, and capital markets
Business characteristics that affect climate crisis sensitivity	<ul style="list-style-type: none"> • Use the company's ecosystem system <ul style="list-style-type: none"> - Coastal fishing, and sea/land transportation • Business area <ul style="list-style-type: none"> - Food-based industries • Business scope and value chain <ul style="list-style-type: none"> - Holding company and vertical integration • Financial impact <ul style="list-style-type: none"> - Sales, assets, and costs • Presence in the market <ul style="list-style-type: none"> - World's largest deep-sea tuna fishing company - Korea's largest seafood producer

Risk Impact Level

Business Area		Factor with high exposure and sensitivity	Factor with high exposure	Factor with high sensitivity	Factor with low exposure and sensitivity
		Grade I	Grade II	Grade II	Grade III
Sea	Ship operation and management	<ul style="list-style-type: none"> • Pressure on fishing vessels to reduce carbon emissions • Carbon intensity management 	<ul style="list-style-type: none"> • Rise in fuel costs due to replacement with low-sulfur oil 	<ul style="list-style-type: none"> • Including offshore energy in NDC¹⁾ 	
	Fishing quota negotiation	<ul style="list-style-type: none"> • Coastal countries' request for investing in them 	<ul style="list-style-type: none"> • Rise in fishing fee 		
	Fishing activities and transportation			<ul style="list-style-type: none"> • Reduction in catches 	
Land	Port logistics	<ul style="list-style-type: none"> • Demand for improving refrigerant fugitive emission management 		<ul style="list-style-type: none"> • Deterioration of cooling function due to heat waves • Possibility of flooding damage 	<ul style="list-style-type: none"> • Widened gap in logistics efficiency level
	Smart onshore salmon farming			<ul style="list-style-type: none"> • Reduction in production 	
	Sales	<ul style="list-style-type: none"> • Tightening regulations and changing industrial structure to increase sustainable food 			

1) Nationally Determined Contribution

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

GHG and Energy Management

Climate Risk Management

Strategy

Potential Financial Impact Estimation Methodology

Subject	Description																			
Criteria for quantifying risk factors	Application of risk quantification scale in financial risk management regulations																			
Quantification scale	<table border="1"> <thead> <tr> <th rowspan="2">Category</th> <th colspan="3">Quantification Scale</th> </tr> <tr> <th>●●●</th> <th>●●</th> <th>●</th> </tr> </thead> <tbody> <tr> <td>Sales</td> <td>15% or more</td> <td>15~10%</td> <td>10~5%</td> </tr> <tr> <td>Total cost</td> <td>3% or more</td> <td>3~1%</td> <td>1~0%</td> </tr> <tr> <td>Decrease in asset value</td> <td>5% or more</td> <td>5~3%</td> <td>3~1%</td> </tr> </tbody> </table>	Category	Quantification Scale			●●●	●●	●	Sales	15% or more	15~10%	10~5%	Total cost	3% or more	3~1%	1~0%	Decrease in asset value	5% or more	5~3%	3~1%
	Category		Quantification Scale																	
		●●●	●●	●																
	Sales	15% or more	15~10%	10~5%																
Total cost	3% or more	3~1%	1~0%																	
Decrease in asset value	5% or more	5~3%	3~1%																	

Potential Financial Impact Estimation

Financial Impact Path	Related Risk Factor	Financial Impact Period	Quantitative Estimation	Calculation Basis
Sales	Reduction in catch	Long term	●	Average of the tuna catch declination estimated according to SSP5-8.5 and the maximum catch decrease in the past 10 years (2014-2023)
	Business suspension due to heat wave	Short- to long-term	●	Sales loss estimation at Busan site, Dongwon Industries' largest in Korea, assuming a maximum of 15 business interruption days
Cost	Rise in fishing fee	short- to mid-term	●●	Applied the increase rate of 30.6% in 2016 when the increase rate of fishing fees in coastal countries was the highest in the past 10 years (2014-2023)
	Rise in using eco-friendly fuels because IMO ¹⁾ 's regulation is strengthened	Mid- to long-term	●	Cost difference when switching from conventional fuel to '10% biodiesel,' which is the alternative fuel conversion rate proposed by IMO

1) International Maritime Organization

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

GHG and Energy Management

Climate Risk Management

Strategy

Management strategy Alignment with Climate Risk-Opportunity

Management Strategy	Business Areas and Topic	Action to Mitigate Risks	Use of Opportunities Created from Risk Mitigation Measures
Improve strategic flexibility by promoting new businesses	Activating smart land-based salmon farming	<ul style="list-style-type: none"> Reduce the emission-to-sales ratio through land-based salmon farming expansion, with its lower emissions and enhanced energy control compared to fishing Build a low-carbon production system by using renewable energy in fish farms 	<ul style="list-style-type: none"> Leading new markets by acquiring an international certification for sustainable aquaculture (Aquaculture Stewardship Council, ASC) Supplying renewable energy from Dongwon Solar Park
	Global commercialization of sustainable fishing/aquaculture models	<ul style="list-style-type: none"> Reduce GHG in the value chain through sustainable fishing/aquaculture, eco-friendly feed, eco-friendly packaging, supply chain collaboration, and internalization of Scope 3 management methods Improve the negotiation power on fishing by transferring business models to coastal countries 	<ul style="list-style-type: none"> Issuing Sustainability-Linked Bonds (SLBs) using a sustainable healthy diet business model
Active mitigation measures to reduce carbon emissions	Complying with IMO regulations and increasing efforts for voluntary participation	<ul style="list-style-type: none"> Switch to low-sulfur oil entirely (100%) in compliance with IMO guidelines To respond to strengthened IMO regulations, review the application of carbon emission reduction options like engine power limiter and alternative fuel replacement rate (5%–10%) (long-term project) 	<ul style="list-style-type: none"> Using IMO support measures such as Zero-Emission Shipping Incentive Scheme (ZESIS) for fuel replacement
	Transportation and vehicle electrification	<ul style="list-style-type: none"> Replace port/logistics vehicles with electric ones 	<ul style="list-style-type: none"> Linking with sustainable urban planning of Busan
Indirect mitigation measures to reduce carbon emissions	Application of 4th generation purse seine technology	<ul style="list-style-type: none"> Improve energy efficiency and respond to IMO CII/EEXI regulations by investing in fishing vessels/fishing efficiency, such as detecting fish using drones, predicting fishing grounds based on analysis of weather and marine environment, and using databases 	<ul style="list-style-type: none"> Rising catches due to improved fish detection technology
	Reduction in energy use through logistics advancement	<ul style="list-style-type: none"> To reduce GHG emissions in the transportation sector, promote logistics efficiency, and reduce energy use through route optimization, wide-area delivery, and joint transportation and delivery 	<ul style="list-style-type: none"> Reducing logistics facility operating costs
	Promotion of external GHG reduction projects	<ul style="list-style-type: none"> Offset and reduce GHG emissions through external GHG emission reduction projects in tuna coastal countries and climate crisis areas 	<ul style="list-style-type: none"> Improve the negotiation power on fishing with coastal countries
Resource allocation to build a sustainable system	Using solar power proceeds as emission reduction funds	<ul style="list-style-type: none"> Use the proceeds from solar power plants as an investment in carbon emission reduction Improve the effectiveness of investment plans by complying with internal carbon pricing standards 	<ul style="list-style-type: none"> Securing investment resources for carbon emission reduction
Accelerate the transition to sustainable business by acquiring new technologies	Nurturing and supporting eco-friendly/low-carbon projects within the group	<ul style="list-style-type: none"> Operate a task force or seek external cooperation for research and develop technologies, such as refrigerant escape monitoring and attenuation, fish detection AI, circulating filtration system, antibiotic-free farming, and low-carbon refrigeration 	<ul style="list-style-type: none"> Increasing new business opportunities

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

GHG and Energy Management

Climate Risk Management

Risk Management

Subject	Description		
Definition of risk	Category	Risk Identification Path	
	Climate change risk	① Climate variability (acute), ② Biodiversity (chronic), ③ Ocean · Marine and Fisheries (chronic), ④ Agriculture · Livestock sector (chronic)	
	Policy/Legal risk	① Policy governance, ② Nationally Determined Contribution (carbon pricing), ③ International organization policies in the marine and fisheries sector	
	Market risk	① Civil society, ② Urban and infrastructure, ③ Food economy, ④ Food security, ⑤ Capital markets	
	Technology risk	① Technological innovation, ② Onshore energy, ③ Offshore energy, ④ GHG emission management, ⑤ Logistics efficiency	
	Implementation risk	① Energy use and GHG emissions, ② Refrigerant use, ③ Investment risk, ④ Risk related to disclosure, ⑤ Violation of environmental laws and regulations	
Risk management process			
Major Issue Report Cycle	Report Description	Report Cycle	Report Target
	ESG KPI performance, detailed implementation of measures to mitigate climate crisis (draft)	Every quarter	ESG Management Committee
	GHG emissions (onshore and offshore)	Every year	ESG Management Committee
	Internal audit results on climate risk management system, and issues about sustainability disclosure	Every year	BOD
	Energy use, violations of environmental laws, and changes in international organization policies	Frequently	CEO
Risk Management Regulations and Control Management	Formulating and managing separate climate risk regulations, empowering the ESG Management Committee to oversee compliance and standard revisions		

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

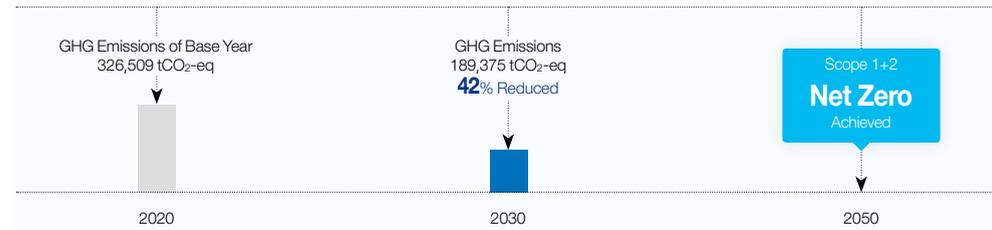
GHG and Energy Management

Reduction in GHG Emissions and Energy Use

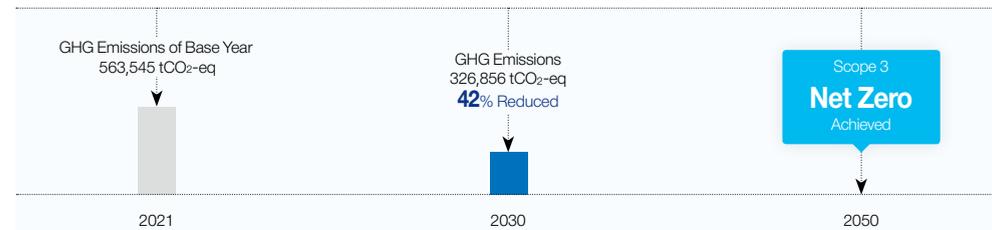
Metrics and Targets

- Setting 2020 as the baseline for carbon neutrality and declare '2050 net zero' in pursuit of national carbon neutrality goals
- Setting carbon emission reduction goals and implementation plans
 - Managing GHG emissions in business sites to achieve the 2050 net zero goal¹⁾
 - Formulating strategies to improve the efficiency and circularity of various resources, including energy
 - Developing technologies and improving product/service portfolio to produce low-carbon products such as solar energy and low-carbon materials

Scope 1+2 Mid- and Long-Term Goal²⁾



Scope 3 Mid- and Long-Term Goal

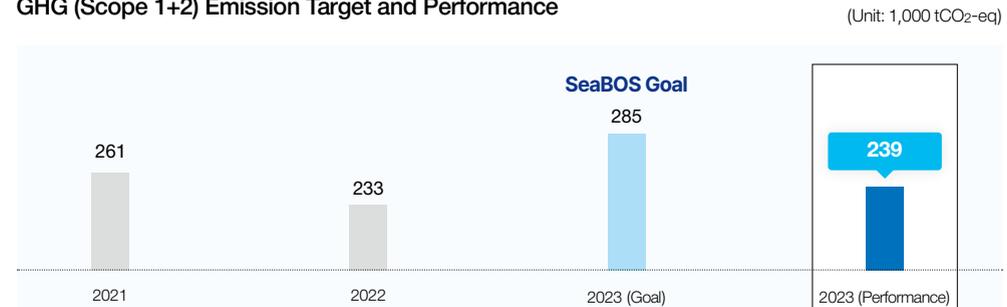


1) SeaBOS establishes a 42% reduction goal by 2030 based on the SBTi methodology.
 2) The mid- to long-term goal was planned before the merger with Dongwon Enterprises. Thus, it is expected to upgrade and reexamine the mid- to long-term goal in the future.

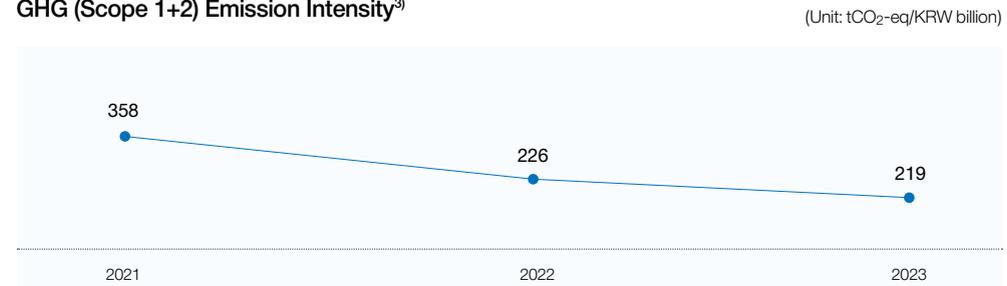
GHG Emission Management

- Calculating monthly GHG emissions and monitor target management at each business site
- Building an optimized management system to prevent excessive GHG emissions during facility expansion for product production
- Reviewing regularly the need to introduce a process for reducing GHG emissions
- Calculating and Monitoring Scope 3 emissions

GHG (Scope 1+2) Emission Target and Performance



GHG (Scope 1+2) Emission Intensity³⁾



3) Based on separate sales

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

GHG and Energy Management

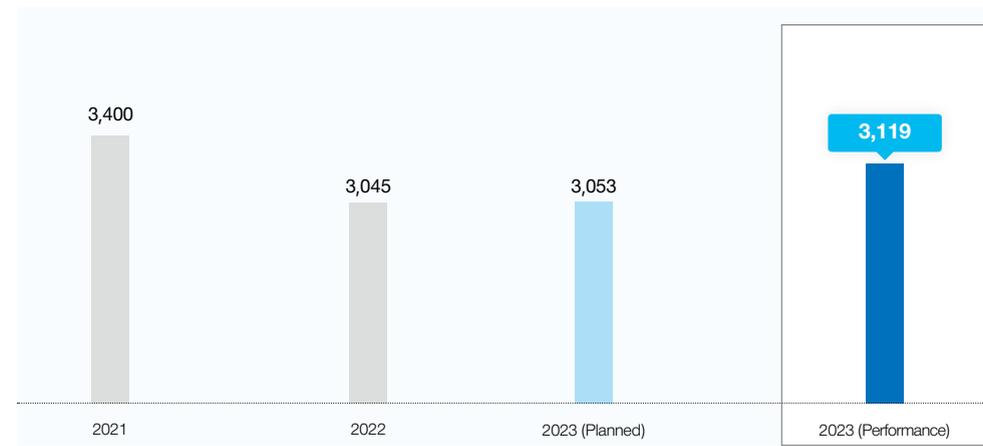
Reduction in GHG Emissions and Energy Use

GHG and Energy Reduction Activities

- Reducing GHG emissions resulting from vessel oil
 - Replacing high sulfur fuel oil (HSFO, 3.5% sulfur or less) with low sulfur alternatives (LSFO, 0.5% sulfur or less) in the reefer carriers to comply with IMO 2020 regulations
- Reducing GHG emissions from refrigerants
 - Switching to natural and alternative refrigerants in our fleet under the 'Montreal Protocol', an international agreement on controlling substances that deplete the ozone layer, for ozone layer protection
 - Working toward 'Zero Freon Use' in our fleet by 2027
- Generating 1,300 MWh annually at Dongwon Solar Park and sell the power to the Korea Power Exchange

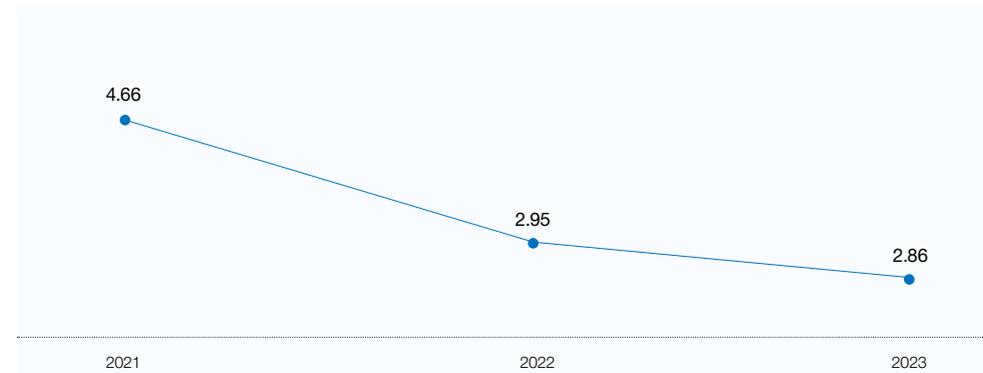
Total Energy Consumption

(Unit: TJ)



Energy Consumption Intensity³⁾

(Unit: TJ/KRW billion)



³⁾ Based on separate sales

Introduction

ESG Strategy

ESG Management

ESG Highlights

Core Issue I. Promotion of Sustainable Fisheries

Core Issue II. Safety and Health

Core Issue III. GHG and Energy Management

ESG Performance

Appendix

ESG Performance

Introduction

ESG Strategy

ESG Performance

Appendix

Environmental	48
Social	57
Governance	79
Business	97

Environmental



Environmental Management	49
Environmental Impact Control	52

Introduction

ESG Strategy

ESG Performance

Environmental

Environmental Management

Environmental Impact Control

Social

Governance

Business

Appendix

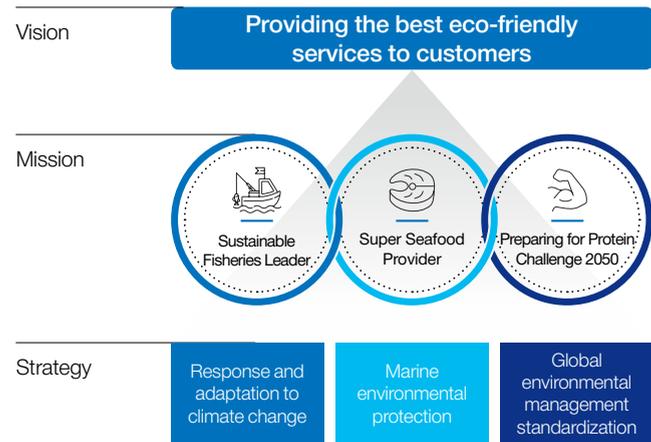
Environmental Management

Dongwon Industries will strive to manage the environmental impact on the ocean and the areas surrounding our business sites. Dongwon Industries, which operates businesses based on the fisheries industry, is working to minimize the environmental impact by adhering to the guidelines of regional fisheries management organizations in fishing areas (Pacific and Atlantic Oceans) and is legally managing the environmental impacts arising from its business sites.

Environmental Management System

Environmental Management Strategy

Environmental Management Framework



Key Points of Ocean Environment and Ecosystem Protection Guidelines

<p>FAD³⁾ management guidelines</p>	<ul style="list-style-type: none"> Refer to ISSF¹⁾ regulations and manage/use WCPFC²⁾-applied FADs Comply with the number of and the production method of FADs in the RFMO⁴⁾ regulations Comply with the no-fishing seasons and areas in the RFMO regulations Strive to retrieve discarded or stranded FADs, promote the use of biodegradable FADs, minimize ghost fishing⁵⁾, and ensure the safe release of protected species
<p>Bycatch management guidelines</p>	<ul style="list-style-type: none"> Sharks: Comply with measures specific to each fishing area (management of catch data, prohibition of catching protected species) Whales, Dolphins, and Whale Sharks: Prohibit netting before tunas are separated; rescue them if found during lifting Seabirds: Install tori lines⁶⁾ to prevent seabird bycatch and manage discards Sea Turtles: Implement measures to safely release captured sea turtles (cutting longlines, artificial resuscitation, etc.). Monthly report relevant incidents
<p>Marine waste management regulations</p>	<ul style="list-style-type: none"> Comply with the prohibition of waste disposal in designated areas Comply with waste regulations and strictly manage waste Use onboard incinerators for incinerable wastes Upon transfer of non-disposable and non-incinerable waste, receive transfer documents and record relevant details in waste record book Ensure the proper recording, maintenance, and retention of the waste record books
<p>Oil supply procedures and emergency response procedures for oil spill</p>	<ul style="list-style-type: none"> Follow the established processes for oil supply and sign the relevant documents Keep pollution prevention items in place Promptly notify all crew members in case of the oil spill, commence containment operations using the spill care kit, report, and request support
<p>Sludge, waste oil, and waste management guidelines</p>	<ul style="list-style-type: none"> Sludge/Waste Oil Handling Guidelines:- Separate water and oil and record the waste oil and sludge Waste Disposal Guidelines: Strictly manage waste according to offshore waste disposal standards Report monthly on sludge, waste oil, and waste data for company reporting

Ocean Environment and Ecosystem Protection Guidelines [🔗](#)

- Establish and enforce guidelines to protect the marine environment and manage sustainable fisheries resources during vessel operations
- Comply with waste and oil-related regulations to prevent marine pollution caused by waste and oil generated from vessel operations
- Comply with bycatch guidelines and regulations to prohibit illegal fishing practices

1) International Seafood Sustainability Foundation
 2) Western and Central Pacific Fisheries Commission
 3) Fish Aggregating Device
 4) Regional Fishery Management Organization
 5) Ghost fishing, a phenomenon where fish die after getting caught in discarded nets or fishing lines
 6) Streamer lines, also known as bird-scaring lines, are devices that are elevated above longlines to prevent seabird bycatch

- Introduction
- ESG Strategy
- ESG Performance**
- Environmental
 - Environmental Management
 - Environmental Impact Control
- Social
- Governance
- Business
- Appendix

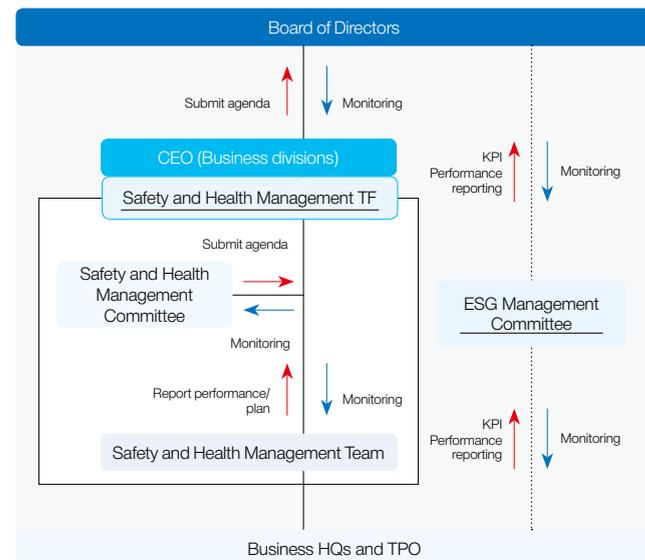
Environmental Management

Environmental Management System

Decision-Making System

- Making environmental management decisions at the Board of Directors level informed by reports from the CEO-led Health and Safety Management TF and the ESG Management Committee
 - Deliberation and approval of environmental policies and objectives
 - Regular reporting on environmental management performance to the Board
 - Holding regular committee meetings to discuss major environmental safety issues (quarterly)
 - Reviewing compliance with relevant laws and regulations

Environmental Governance



Organization

- Establishing and operate company-wide environmental, safety, and health plans through the ESG Management Committee and the CEO-led Health and Safety Management TF
- Overseeing plastic reduction efforts through a Total Plastic Officer (TPO) to mitigate the impact on the marine environment

Environmental Management Organization Chart

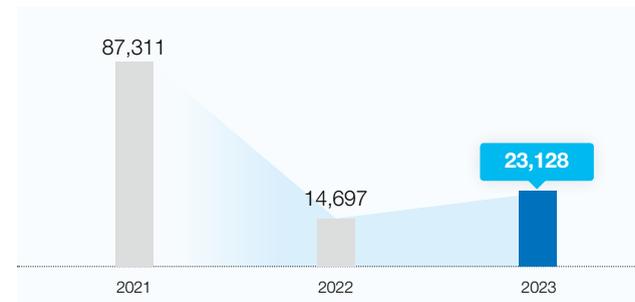


Eco-Friendly Purchase and Sales

- Managing and gradually expanding green purchasing and sales of sustainably certified seafood, such as MSC CoC and ASC Co
- Purchasing environmentally efficient raw and subsidiary materials
- Selling seafood caught in accordance with MSC certification standards

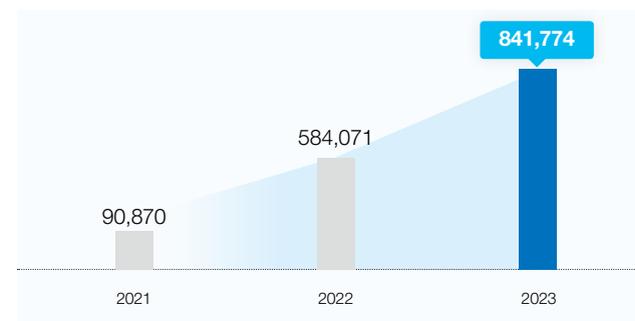
Eco-Friendly Purchase (Trade Div.)

(Unit: KRW thousand)



Eco-Friendly Sales (Trade Div.)

(Unit: KRW thousand)



Introduction

ESG Strategy

ESG Performance

Environmental

Environmental Management

Environmental Impact Control

Social

Governance

Business

Appendix

Environmental Management

Environmental Management System

Capacity Building

- Running various campaigns and providing training to enhance employees' environmental competency and prevent marine pollution
- Knowledge sharing
 - Company-wide sharing of SeaBOS meeting and activities
 - Training on MSC certification and sustainable seafood
 - Supporting e-learning and external training related to the environment and sustainability for employees engaging in relevant tasks or those interested
- Raising awareness
 - Conducting company-wide campaigns, including 'Adopt-A-Beach Clean-up', 'Clean-up Day'
- Crew training
 - Providing marine pollution prevention training for maritime crews

Environmental Training Performance

Name	Target	Period	Completed by
MSC CoC Training	Maritime crew	Occasionally	72 persons
Marine pollution prevention training	Maritime crew	Occasionally	38 persons
Environmental and ESG-related online training	For those interested	Regular basis	11 persons



[CASE] Transition to Sustainable Business

- Transitioning from 'capture' to 'culture' fisheries
 - In 2019, established 'K Smart Farming (KSF)', a joint venture with Salmon Evolution based on an investment agreement
 - Acquired and maintained ASC CoC¹⁾ certification for the distribution and handling of farmed seafood

1) Aquaculture Stewardship Council Chain of Custody, an international certification for sustainable aquaculture products

Risk Management

- Establish and operate guidelines for managing oil spills, a significant environmental risk associated with fishing
- Monitor applicable environmental regulations and manage legal risks

Environmental Regulation Compliance

Cases of violations (2023)

0

case

- #### Key environmental regulations
- Framework Act On Environmental Policy
 - Marine Environment Management Act
 - Water Quality and Aquatic Ecosystem Conservation Act
 - Toxic Chemical Substances Control Act
 - Clean Air Conservation Act
 - Wastes Control Act

Certification

- Obtaining ISO 14001 certification for 'seafood product research and development' in 2020 and maintain its validity through the Trade Division
- Conducting ongoing verification and management through annual external audits

ISO 14001 Certifications

Name	Period	Target
ISO 14001	Jun. 2020 - Jun. 2027	Busan Plant

Metrics and Targets

- Establishing KPIs to clarify compliance with environmental management laws and regulations during business operations and to carry out risk mitigation activities

Environmental Management KPI

Indicator	Details	KPI
Environmental competency building	<ul style="list-style-type: none"> • No. of environmental regulation violations • Environmental awareness campaign • Pre-boarding training 	<ul style="list-style-type: none"> • The no. of environmental training sessions to domestic and overseas business sites that violated regulations to remain the same as the previous year • To run it six times • To target all ship crew
GHG reduction	<ul style="list-style-type: none"> • Scope 1+2 • Scope 3 	<ul style="list-style-type: none"> • The reduction rate to remain the same as the previous year
Waste reduction	<ul style="list-style-type: none"> • Waste amount 	<ul style="list-style-type: none"> • To reduce by 5% compared to the base year

Introduction

ESG Strategy

ESG Performance

Environmental

Environmental Management

Environmental Impact Control

Social

Governance

Business

Appendix

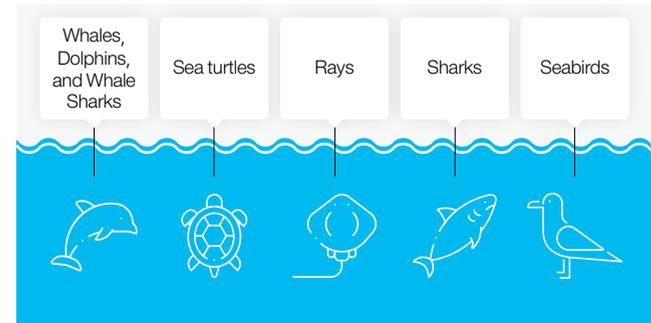
Environmental Impact Control

Ecosystem Preservation

Bycatch Reduction

- Contributing to marine ecosystem conservation by reducing bycatch and accidental deaths during fishing
- Ensuring strict adherence to the guidelines by all crew members on all vessels
- Ensuring all crew members comply immediately with revised international fisheries regulations upon receiving notification from the company
- Providing monthly safety training and inspections for onboard crews, including education on protected species and marine pollution prevention

Main Maritime Bycatch Reduction and Conservation Management Measures



Bycatch reduction measures per each RFMO in fishing areas



Participating Initiatives

International Seafood Sustainability Foundation(ISSF)

- Voluntarily registering vessels reflecting MSC certification standards (PVR, ProActive Vessel Register) for sustainable fishing
 - Continuing updates to ensure each vessel's compliance with sustainable fishing criteria required by the ISSF Foundation
 - Permitting trade exclusively with vessel owners who fully meet sustainable fishing standards
- ISSF PVR requirements
 - Taking protective measures for sharks, sea turtles, and seabirds
 - Advocating RFMOs
 - Cooperating in traceability and data collection
 - Having an onboard observer (for monitoring, control, and surveillance functions)
 - Prohibiting IUU (Illegal, Unreported, and Unregulated) fishing
 - Banning overfishing
 - Using non-entangling FADs and comply with regulations on FAD management

International Marine Mammal Project(IMMP)

- Dolphin Safe Fishing
 - Participating in the project are Dongwon Industries and tuna trading group companies (Dongwon F&B and StarKist)
 - Granting certification for purse seine fishing practices in the Eastern Tropical Pacific Ocean (ETP) that do not adversely affect dolphins
 - Receiving official recognition by the World Trade Organization (WTO) in 2018 for the Dolphin Safe Label as a measure for dolphin conservation
 - Committing to continuous monitoring of dolphin protection measures, including the presence of onboard observers from coastal nations and the installation of CCTV on participating vessels

Introduction

ESG Strategy

ESG Performance

Environmental

Environmental Management

Environmental Impact Control

Social

Governance

Business

Appendix

Environmental Impact Control

Ecosystem Preservation

Management of Impacts Due to FAD Usage

- Managing and using FADs according to global fisheries sustainability guidelines
 - ISSF Non-Entangling and Biodegradable FADs Guide
 - ISSF Conservation Measure (CM) 3.7
 - WCPFC regulations
- Efforts to reduce Ghost Fishing
 - Prohibiting the deployment and use of FADs classified as 'Highest Entanglement Risk' in accordance with the ISSF Non-Entangling and Biodegradable FADs Guide
 - Using only fully non-entangling FADs
- Complying with FAD-related regulations of each RFMO
 - Complying with the limits on the number of FADs based on scientific evidence
 - Complying with FAD closure and total closure

RFMO FAD-related Regulations

RFMO	FAD-related regulations
WCPFC	<ul style="list-style-type: none"> • Prohibit the use of nets or net-like covers in the construction of FAD buoys to reduce entanglement of protected species. If covering becomes necessary, use materials such as canvas, waterproof fabric, shade cloth, or non-entangling materials • Prohibit net or net-like materials for FAD sinkers, opting for ropes, canvas sheets, or non-entangling materials to prevent entanglement of protected species
IOTC	<ul style="list-style-type: none"> • The surface structure of the FAD should not be covered, or only covered with non-meshed material • Use non-meshed materials like ropes or canvas sheets for sub-surface components instead of netting

Compliance Requirements Related to FAD

Ghost Fishing Gear, FAD Loss Prevention

- Displaying a tracking number on all FADs
- Complying with the FAD quantity per vessel established based on scientific evidence
- Using FAD logbooks and deployment information to identify the number of FADs in use and lost
- Making efforts to discover and retrieve lost FADs
- Prohibiting the disposal of FADs from all vessels
- Retrieving lost, damaged, or abandoned FADs encountered during operations
- Storing, landing, and disposing of lost, damaged, or abandoned FADs at appropriate disposal facilities upon port entry
- Maintaining records in the FAD logbook regarding protected species

Minimize Impact from FAD

- Making efforts to retrieve low-risk, abandoned, or stranded FADs
- Continuously researching into biodegradable FADs and encourage their use
- Testing biodegradable FADs with relevant RFMOs, scientific institutions, and coastal nations to monitor experimental designs
- Reusing, recycling, and recovering FADs to minimize ghost fishing

FAD Record Management

- To accurately assess our fisheries' impact on the environment, maintaining logbooks, FAD logbooks, and DCR to track fishing activities; ensuring 100% onboard observer coverage; marking FADs; using satellite tracking systems for FAD operations; and complying with all reporting requirements mandated by RFMOs, the Korean government, and coastal nations, including FAD-related reporting
- Reporting FAD position data to RFMO scientific bodies, national scientific institutions, or agencies with up to a 90-day lag, and requesting that such data be used for scientific purposes
- Acknowledging the need for additional FAD data to assess impacts on marine ecosystems, and continuously reviewing and implementing measures to voluntarily report additional FAD buoy data to the scientific bodies of each RFMO, ensuring its availability for scientific evaluation of marine ecosystem impacts.

Introduction

ESG Strategy

ESG Performance

Environmental

Environmental Management

Environmental Impact Control

Social

Governance

Business

Appendix

Environmental Impact Control

Resource and Waste

Environmental Management During Fishing

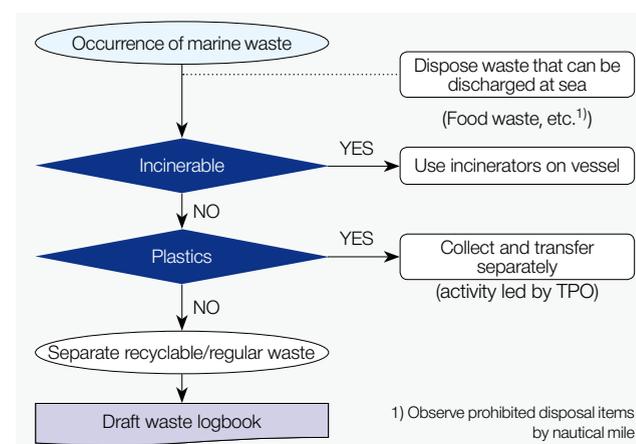
- Establishing and strictly observing onboard environmental pollution management guidelines, considering the challenges of waste disposal in deep-sea fishing
- Identifying waste, sludge, and waste oil as key management targets; preparing separate guidelines for each vessel; recording details daily in the logbook; and submitting to headquarters for ongoing compliance monitoring



Guidelines for Disposal of Garbage in the Ocean

- Strictly prohibiting the disposal of waste at sea within designated waters
- Rigorously managing marine waste in accordance with disposal procedures
- Using onboard incinerators on each vessel to burn incinerable waste
- Transferring non-incinerable waste to a reefer carrier during transshipment operations, collecting receipts, and logging them in the waste logbook
- Recording, maintaining, and retaining waste logbooks on our vessels as per the established recording method
- Ensuring no discharge of prohibited waste, including synthetic ropes, fishing gear, plastic trash bags, all plastics, glass, and metal, in any waters

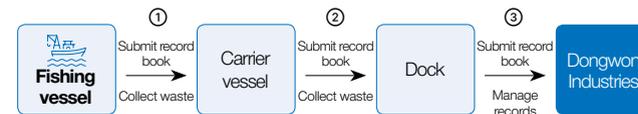
Types and Disposal Standards for Marine Waste



Handling Guide of Sludge, Used Oil, Waste

- Operating the bilge oil separator when handling sludge/waste oil to separate water and oil, storing the oil in the sludge tank, and recording the process in the Oil Record Book
- Discharging stored waste oil/sludge during port entry or transferring it to a carrier/tanker vessel during transshipment, and retaining the receipt post-transfer
- Using empty drums if the reefer carrier lacks a sludge tank and transfer is not feasible
- Recording, maintaining, and retaining oil and waste logbooks using the predetermined recording method, and submitting copies and transfer receipts to headquarters

Process for Onshore Waste Disposal from Fishing Vessels



- ① Fishing vessel ↔ Carrier vessel
 - The reefer carrier receives waste from the fishing vessel, records the quantity and type of waste, and then transfers it
 - The fishing vessel logs the quantity, type, and timeline in the 'waste logbook'
- ② Carrier vessel ↔ Land(Dock)
 - The reefer carrier transfers the waste to waste collection organizations
- ③ Waste collection organization ↔ Dongwon Industries
 - Dongwon Industries inspects and manages records of waste disposal operations, including information about the fishing vessel, reefer carrier, and waste collection organizations' collection dates, locations, and types/quantities of waste

Introduction

ESG Strategy

ESG Performance

Environmental

Environmental Management

Environmental Impact Control

Social

Governance

Business

Appendix

Environmental Impact Control

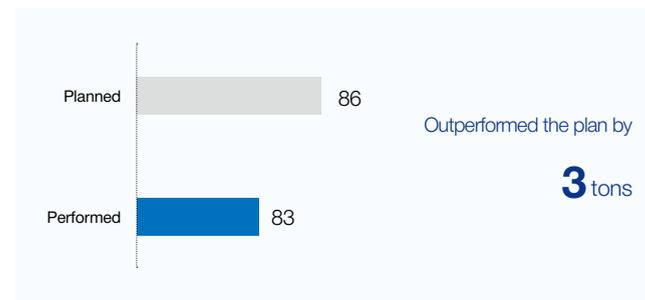
Resource and Waste

Workplace Waste Management

- Establishing waste management guidelines for efficient handling of waste generated from business activities
- Managing waste disposal volumes rigorously according to internal standards for proper disposal
- Selling byproducts from fish processing as feed ingredients



Total Waste Generation¹⁾ (2023)

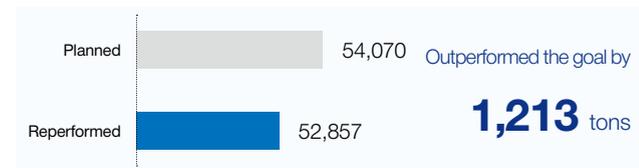


1) Based on the sum of general waste from the business sites, excluding some (Icheon, Seongnam) where the whole wastes are processed by an entrusted disposal firm

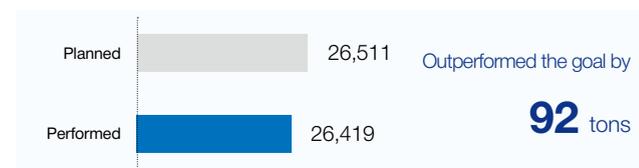
Industrial Water Management

- Monitoring water resource management and invest in relevant facilities
 - Checking for compliance with statutory water use standards monthly
 - Checking for underground water and wastewater pipeline leakage within the company regularly
 - Reviewing the necessity for new facilities or expansion to conserve water
 - Monitoring quarterly progress against water conservation goals
- Monitoring water resource risks, with current facility risk levels ranging from 'low to medium' to 'medium to high'
 - Monitoring a Busan facility currently at a 'medium to high' risk level and planning to take necessary action thereafter

Total Water Withdrawal (2023)



Total Water Discharge (2023)



Water Withdrawal Source and Volume by Business Sites

Business site	Water source (ratio)	Water intake volume (Unit: m ³)	Water stress index	
			World Resource Institute (WRI) ²⁾	World Wide Fund (WWF) ³⁾
Headquarters	Municipal (100%)	7,991m ³	Low-Medium	Very low (1/5)
Busan Branch	Municipal (100%)	982m ³	Medium-High	Medium-High (3/5)
Busan Plant	Municipal (100%)	21,508m ³	Medium-High	Medium-High (3/5)
Gamcheon Cold Storage Center	Municipal (100%)	7,376m ³	Medium-High	Medium-High (3/5)
Icheon Cold Storage Center	Underground water (100%)	10,340 m ³	Low-Medium	Very low (1/5)
Seongnam Cold Storage Center	Municipal (100%)	4,661m ³	Low-Medium	Very low (1/5)

2) Based on the 'Baseline-Water Stress' of the World Resource Institute's Aqueduct Water Risk Atlas

3) Based on the 'Water Depletion' of the World Wide Fund for Nature's Water Risk Filter

Introduction

ESG Strategy

ESG Performance

Environmental

Environmental Management

Environmental Impact Control

Social

Governance

Business

Appendix

Environmental Impact Control

Plastic Reduction Activities

TPO Activities

- Appointing a total plastic officer (TPO) to reduce marine plastic pollution and monitor plastic use and reduction efforts
- Working to reduce plastic disposal in deep-sea fishing by utilizing non-plastic substitutes and encouraging plastic collection
 - Using FADs made from biodegradable materials and paper packaging
 - Recycling PET water bottles collected at sea during deep-sea fisheries onshore

TPO-Led Plastic Reduction Activities

Use of eco-friendly packaging materials



- Using EcoSobre, a patented paper packaging material, and ice packs for sashimi-intended tuna products to reduce plastic waste compared to traditional plastic packaging

Use of BIO FAD



- Producing and using bio FADs made from biodegradable materials
 - Testing and producing cork heads and natural materials to improve bio FADs' durability
- Accounting for 30% of total FADs used at sea with bio FADs in 2023, with plans to increase this ratio to 80% by 2030

Water bottle collection



- Collecting transported PET bottled water used in the operation of distant-water fisheries and handing it over to a recycling contractor inland
- Outperforming the 2023 target collection rate with a 125% achievement over the 75% goal
 - Achieving the set goals for other items as well

Plastic Reduction Performance in 2023



Total reduction amount of

27.2 ton

Used Fish Net Upcycling

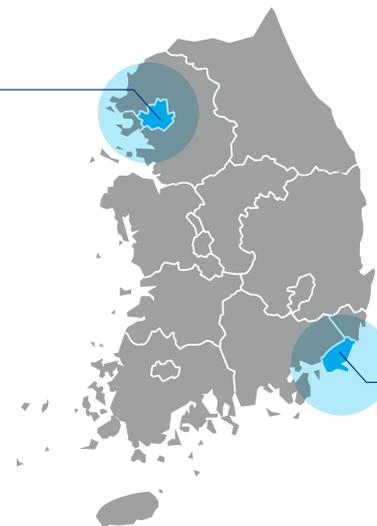
- Signing an environmental upcycling MOU with Hyundai Motor Group and Kia Motor in November 2022, titled "SAVE THE EARTH"
 - Undertaking an upcycling project where waste fish nets are converted into PCR (Post-Consumer Resin) for manufacturing auto parts

Clean Up Day

- Conducting marine cleanups as part of efforts to reduce plastic waste with SeaBOS
- Using Clean Swell, a mobile app, to manage and aggregate plastic collection data during marine cleanup activities
- Motivating participants by offering rewards to outstanding contributors

Clean Up Day Achievements

- **Seoul**
 - Date: Sep. 22, 2023
 - Location: Yangjaecheon
 - Participants: 68 people
 - Amount collected: 88.9 kg



- **Busan**
 - Date: Sep. 22, 2023
 - Location: Gamjihaebyeon
 - Participants: 24 people
 - Amount collected: 97.4 kg

Introduction

ESG Strategy

ESG Performance

Environmental

Environmental Management

Environmental Impact Control

Social

Governance

Business

Appendix

Social



Employee Capacity and Working Condition	58
Human Rights	63
Customer and Consumer	66
Supply Chain Sustainability	70
Local Community	73
Information Protection and Security	76

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Employee Capacity and Working Condition

Dongwon Industries creates the future together with Dongwon People, which is the source of our competitiveness. We attract talented people by operating a systematic and transparent personnel system, foster them to develop expertise with respect, and 'accompany' them for their happiness with various communication channels and welfare systems.

Talent Recruitment and Development

Our Position

Ideal Talent



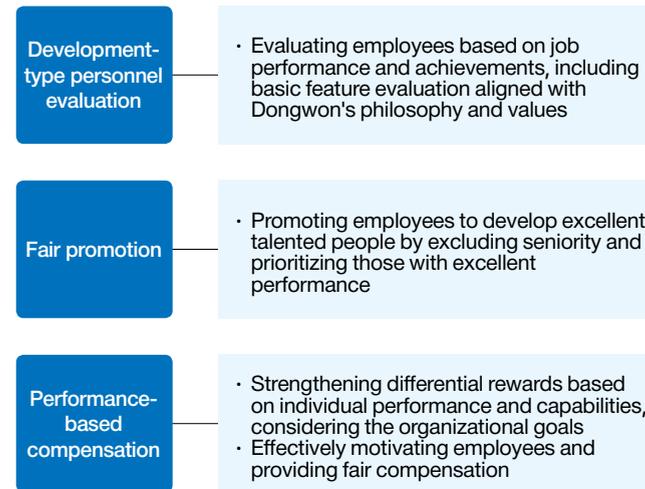
Talent Recruitment

- Operating a recruitment system under the Human Rights Management principle and employment rules, we provide equal opportunities to all applicants without discrimination based on gender, age, social status, or region of origin
- Operating an inclusive recruitment policy, such as separate recruitment or provision of additional points for the document screening process for socially disadvantaged groups like the disabled, veterans, and seniors
- Operating an internal job opening system where employees from subsidiaries or other departments with excellent capabilities can apply for positions at Dongwon Industries in addition to department transfers between subsidiaries

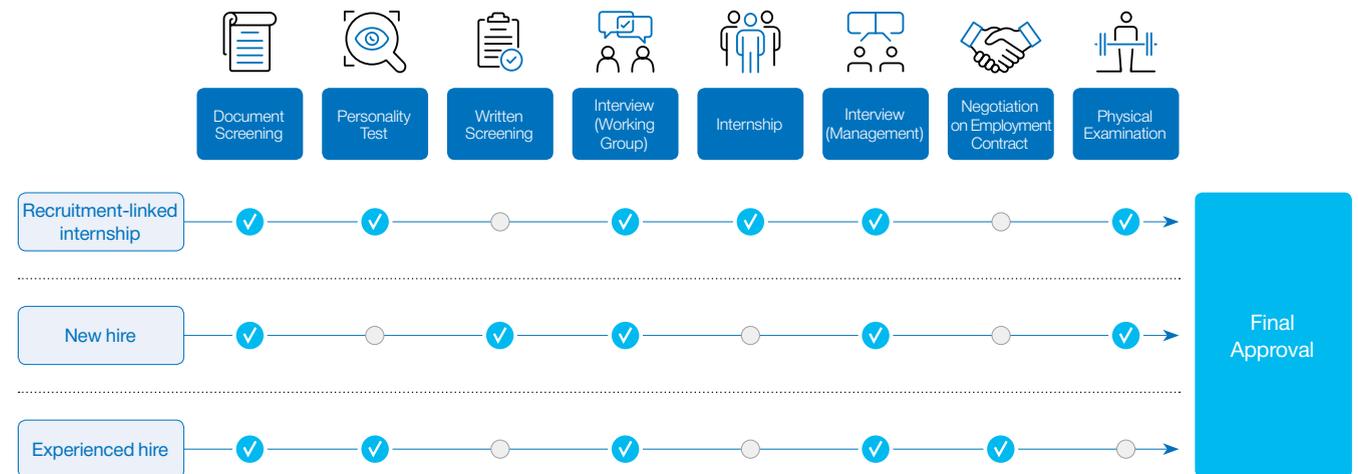
Dongwon Industries' Criteria for Talented People

System	Description
Recruitment-linked internship	Recruit new employees from among those who have completed internships with excellent capabilities
Global internship	Recruit overseas students residing in Korea to improve the organizational culture by hiring excellent talented people from various nationalities
Senior recruitment	Retain employment of prospective retirees with excellent job performance by converting them to non-regular staff, or separately hire seniors for field sales workers
Internal job opening	Recruit employees from subsidiaries or other departments with excellent capabilities

Recruitment Process Operation Strategy



Recruitment Process



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local CommunityLocal Community

Information Protection and Security

Governance

Business

Appendix

Employee Capacity and Working Condition

Talent Recruitment and Development

Talent Recruitment

[CASE] Dongwon Group's Communication Channels

- Operating a separate recruitment website and an SNS channel to provide Dongwon Group's recruitment and major status and company life information
- Operating an SNS channel to share Dongwon Group's recent news and company life information



Recruitment Web Page of Dongwon Group [\(KOR\)](#)

- Dongwon Group's main information
- Talented people-related system (personnel, education, and welfare) information
- Job openings of each Group company



Official YouTube of Dongwon Group [\(KOR\)](#)

- Dongwon Group's main business performance
- Job interviews with employees of Group companies
- Introduction of Dongwon Group's main products
- Dongwon Group's recruitment information



Recruitment Blog of Dongwon Group [\(KOR\)](#)

- Introduction of Dongwon Group companies and main business performance
- Introduction of company life
- Recruitment FAQ and news

Capacity Building

- Providing customized education for jobs and positions (education for new employees and promoted employees)
- Operating programs for the Group's philosophy and common capabilities and those requested by employees
 - Knowledge development education programs reflecting basic knowledge and trends, such as reading education and Thursday seminars
 - Education program for open job training and capacity building of employees through 'D-learning,' an online education website for Dongwon Group
- Providing knowledge-sharing content on various subjects twice a month from the second half of 2023 (sending a mail to all employees)
- Conducting surveys on satisfaction and recommendation indices after each educational session to continuously monitor education demand and improvement
- In addition, supporting internal job competency training considering the jobs of each divisions

Educational Program Activity and Performance

Category	Education	Number of participants	Education hours per person
Basic competency	Education for new employees	48 people	39.94 hours
Common competency	Education for promotees, leaders, and executives	61 people	16.25 hours
Job competency	Professional education for each job (internal/external)	323 people	7.13 hours

Education Framework



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Employee Capacity and Working Condition

Talent Recruitment and Development

Job Skill Improvement

- Planning and operating activities to improve job skills annually, each business ensures continuous skill enhancement
 - Sharing job-related knowledge
 - Supporting certificate acquisition (rewards for acquisition, test paper support, etc.)
 - Improving digital competency to upgrade job skills

Job Skill Improvement Activity

<p>Marine Fisheries</p>	<ul style="list-style-type: none"> • Job competency-building programs <ul style="list-style-type: none"> - Strengthening practical training to improve field understanding/expertise - Fisheries practical training, main/auxiliary engine and refrigerator operation • Developing digital talent <ul style="list-style-type: none"> - Using GPT and fostering power users of robotic process automation • Educating on oceanography and job-related laws and regulations, etc., is planned for 2024.
<p>Trade</p>	<ul style="list-style-type: none"> • Building a learning organization <ul style="list-style-type: none"> - Upgrading work competencies (fish species/route/global capabilities) - Developing in-house experts (instructors) and operating regular studies (quarterly) - Benchmarking (domestic and overseas) and providing external training
<p>Cold Storage</p>	<ul style="list-style-type: none"> • Fostering cold chain leaders <ul style="list-style-type: none"> - Encouraging to take regular education programs and acquire certificates (bonded/logistics) • Fostering data analysts <ul style="list-style-type: none"> - Visualizing indicators using back data • As of the end of 2023, holding bonded goods caretaker qualifications are 7 out of 21 managers (33.3%)

[CASE] Group-Wide ESG Awareness Education

• Since the second half of 2023, sharing ESG knowledge in 'Business Article,' provided twice a month to all employees of Dongwon Group

ESG education performance

- ESG guideline: 'ESG creating new values' (Sep. 2023)
 - Understanding ESG 2.0
 - Responding to carbon neutrality
- Sustainable strategies: Calling out ESG in the flow of change (Oct. 2023)
 - Sustainable brand strategy
 - Marketing of eco-friendly products
 - Building a sustainable energy ecosystem, etc.

Example of ESG education material



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Employee Capacity and Working Condition

Talent Recruitment and Development

Performance Appraisal and Compensation

- Classifying our appraisal system into company, organizational, and individual levels
- After comprehensively analyzing results, paying financial rewards such as pay rises differentially according to a predefined distribution rate
- Dividing individual appraisals into performance and competency
 - Performance assessment: Composed of 5 levels, Reflected in promotion points (basic salary adjustments and promotion)
 - Competency assessment: Reflected in talent development as qualitative indicators of leadership, work style
- Conducting an interim personal interview in the first half of the year
 - Discussion on goals for the year
 - Discussion on organizational and personal goals
 - Sharing opinions and feedback on the interim evaluation

Performance Management Process



Working Condition Management

Flexible Work and Welfare Systems

- Various types of work systems for work-life balance (work from home, flex-time work)
- Encouraging employees to use their annual leave
 - Biz-Free: Holidays interspersed with workdays
 - I'm Free: "4 days of refreshing paid vacation + 1 day of annual leave" for up to 9 days of vacation
- Various welfare benefits related to home life, work life, and leisure/health life

Major Welfare Program

Home life	Employee loans	Loans through the company's employee welfare fund (housing fund - up to KRW 50 million/stability fund - up to KRW 20 million)
	School entrance congratulation	Elementary school entrance congratulatory money (KRW 0.5 million/person)
	School fees	School fees for children (up to KRW 3 million per semester)
	In-house daycare center	Operation of Dongwon daycare center for children of employees
	Congratulations and condolences	Support for funeral leave, funeral supplies, wreaths, and other funeral services within the limit of KRW 0.8 million
	Payment of welfare points	Payment of welfare points (KRW 0.3 million per year)
Work life	Refresh vacation	Provision of refresh vacation (up to 4 business days) and subsidy (KRW 0.5 million per year)
	Shuttle bus	Operation of shuttle bus for HQs and business sites
	Longevity reward	Payment of compensation for long-term service (10/20/25 years)
	Year-end award	Awards cash prizes (up to KRW 2 million per year), promotion points, and commendations to outstanding employees in each field (service, contribution, and paragon) each year
Leisure/Healthy life	Recreational facilities	Support for recreational facilities for families (once a month/up to 24 nights per year)
	Health checkup and psychological counseling	Provision of health checkups (up to KRW 1 million per year)
	Fitness center	Operation of fitness centers in HQs and business sites
	Hobby activity	Support for hobby club activities at work

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

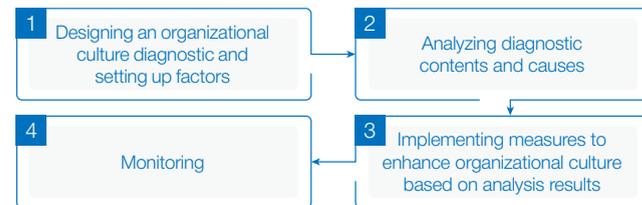
Employee Capacity and Working Condition

Working Condition Management

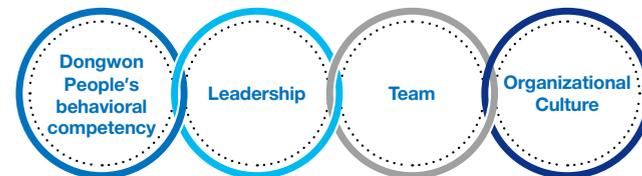
Diagnosis of Organizational Culture

- Diagnosing the organizational culture for employees periodically every year
- Monitoring improvements through continuous interviews with department heads and employees
- Expected impact
 - Freely expressing employees' opinions
 - Identifying values, behavior patterns, work methods, and grievances among employees
 - Identifying issues and problems within the organization in advance and finding improvement directions
- Main diagnostic items
 - Regulation and rule compliance
 - Employee satisfaction and immersion
 - Collection of opinions and grievances related to work engagement

Diagnostic Process



Main Diagnostic Item of Organizational Culture



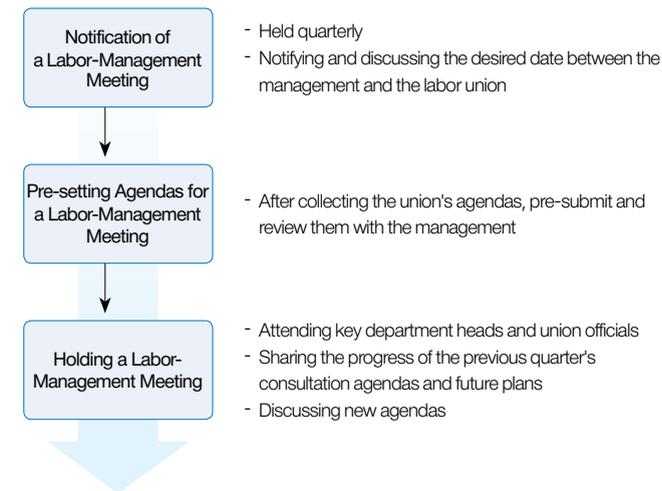
Employee Communication

- Major communication channel
 - Damoim (Junior board)
 - Quarterly sharing session
 - Hanmaeum Council (labor-management council)
- Purpose
 - Improving the working environment, welfare system, and treatment of employees
 - Creating a corporate culture of mutual understanding and empathy
- Complying with the constitution and relevant laws and regulations to ensure that workers' fundamental rights, such as the right of organization, collective bargaining, and collective action
- Operating a labor-management council (Hanmaeum Council)
 - Listening to the voices of workers and prevent damage to human rights
 - Held regular meetings every quarter
 - Discussing and improving various issues related to promoting the welfare of employees, improving the working environment, and building a safe workplace

Employee Communication Channel

Classification	Composition	Description	Frequency
Damoim (Junior board)	Employees – Assistant managers	• Communicating horizontally with employees of all generations for mutual understanding	Monthly
Quarterly sharing session	Office workers in all business sites	• Sharing the Group's management policies and how we work through 'Share Spirit' • Sharing the company's management issues and performance	Quarterly
Hanmaeum Council	Employee and executive representatives	• Discussing ways to improve the work environment, and welfare system and treatment of employees • Sharing ideas for improving productivity	Quarterly

Operation Process of Hanmaeum Council



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Human Rights

Dongwon Industries respects the human rights of various stakeholders.

We have an established human rights management policy to respect the human rights of various stakeholders such as customers, suppliers, local communities as well as employees in all management. With this policy, we will do our best to fulfill corporate social responsibility and human rights management.

Human Rights Management System

Human Rights Management Policy

- Based on the spirit of righteousness management, Dongwon Industries respects the human rights of all workers and other stakeholders and conducts various activities to prevent human rights violations from occurring within the company
- According to the employment rules, we prohibit all discrimination during recruitment and promotion and support employees' freedom to work according to their aptitude and competency
- Based on the 10 principles of the UN Global Compact, we prohibit discrimination based on gender, race, religion, color, and age, as well as forced and child labor
- In 2023, by establishing and publishing our human rights management policy on our website, we aimed at ingraining a culture of human rights management and averting potential infringements

Key points of Human Rights Management Policy [\(KOR\)](#)

<p>1. Prevent forced labor</p> <ul style="list-style-type: none"> • Respect the dignity of employees and stakeholders • Prohibit all types of involuntary and forced labor 	<p>2. Prevent child labor</p> <ul style="list-style-type: none"> • Prohibit child labor in principle at all domestic and overseas business sites * Work opportunities can be provided to children only if their employment is not illegal according to local laws. However, educational opportunities must be guaranteed, and we must care about their safety 	<p>3. Prevent discrimination</p> <ul style="list-style-type: none"> • Strictly prohibit unfair discrimination in recruitment, promotion, remuneration, and welfare benefits based on race, age, nationality, ethnicity, religion, social status, disability, political orientation in all business activities 	<p>4. Respect community diversity</p> <ul style="list-style-type: none"> • Make efforts to understand the religion and culture of local residents at all business sites and respect diversity • Actively participate in various activities to fulfill social responsibilities as a local community member 	<p>5. Ensure the freedom of association and the right to collective bargaining</p> <ul style="list-style-type: none"> • Respect the freedom of association and the right to collective bargaining guaranteed by the Constitution and labor-related laws • Provide sufficient opportunities for communication regarding working conditions to all employees
<p>6. Fair treatment</p> <ul style="list-style-type: none"> • Fairly treat all employees based on their abilities and qualifications, and provide equal opportunities for self-development and education 	<p>7. Compliance and improvement of working conditions</p> <ul style="list-style-type: none"> • Strictly comply with all laws related to working conditions, such as minimum wage, working hours, and statutory allowances • Make efforts to improve working conditions and welfare benefits 	<p>8. Ensure a safe working environment</p> <ul style="list-style-type: none"> • Provide a safe and clean working environment for employees • Actively take necessary measures to prevent safety accidents and support an improved working environment 	<p>9. Comply with environmental laws and regulations</p> <ul style="list-style-type: none"> • Comply with regulations of all international organizations, including global regional fisheries management organizations • Support domestic and overseas environmental management policies for sustainable development 	<p>10. Fulfill social and environmental responsibilities</p> <ul style="list-style-type: none"> • Recognize environmental responsibility in all business activities as a responsible company • Strive to perform our social and environmentally friendly corporate activities faithfully

Goals

- Establishing and operating mid- and long-term goals, along with roadmaps, for the continuous enhancement of the human rights management system

Mid- and Long-Term Goal for Human Rights Management



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Human Rights

Human Rights Management System

Crew Human Rights Improvement

- Establishing communication and relationship guidelines for foreign crews to prevent human rights violations
- Conducting activities to improve the welfare, treatment, and working environment of domestic and foreign crews
 - Prevention of sexual harassment and protection of human rights during pre-departure (pre-boarding) compliance training
 - Joint inspection between labor and management (quarterly)
 - Listening to opinions at the site
 - Providing information on the human rights reporting hotline in Indonesian, Vietnamese, and English on board
 - Identifying items required to be improved and performing improvement activities through ongoing discussions with various stakeholders, such as relevant government ministries, international organizations, and civic groups, and through interviews with crews

[CASE] Joint Inspection between Labor and Management

- Conducting joint inspections to prevent human rights violations against crews aboard
- Particularly checking improvement of working conditions for foreign crews who are easily exposed to human rights violations
 - Conduct a survey before boarding and after disembarkation to check if human rights violations have occurred
 - Conduct a survey to check if the wages of disembarked workers are guaranteed (the basic wage of ITF¹⁾/ILO²⁾ or higher), and take action according to the results
 - Check if the complaint handling procedure is posted on board the ship, and regularly counsel grievances
- Creating a checklist for crews aboard
 - Check if human rights violations have occurred, such as mental/physical/sexual harassment/invasion of privacy/excessive demands, and listen to satisfaction with life on board and requests

Offshore worker human rights grievance handling performance



1) International Transport Workers' Federation
2) International Labour Organization

Capacity Building

- conducting 'sexual harassment prevention training' and 'disability awareness training' for all employees to raise human rights awareness and respect human rights in accordance with relevant laws and regulations every year
- Orientation training for new/career employees and promotion training include gender equality, prohibition of discrimination, and understanding, respect, and value for diversity
- Providing separate human rights training for offshore workers and onboard ship reserve service people before departure (boarding)
 - Managing relationships with foreign crews
 - Sexual harassment prevention in the workplace (vessel)
 - Action against and response to problems that occur on board

Human Rights Training Performance (in 2023)

Training	Number of Participants	Training Hours/Person
Sexual harassment prevention	792 people	1 hour
Disability awareness	792 people	1 hour
Pre-departure compliance training	120 people	5 hours

Risk Management

- Operating a grievance counseling channel and a reporting center to prevent human rights damage
 - Confidential processing of reported human rights violations or grievances by the responsible department, with actions determined by the findings of subsequent reviews and interviews
 - Inclusion of qualified female psychological counselors in the grievance counseling center
- Anticipated enhancement of the human rights management system in 2024

Human Rights Violation Reporting and Action Process



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Human Rights

Human Rights Management System

[CASE] Human Rights Management System Enhancement

- Advancing the human rights management system through stakeholder-specific human rights impact assessments and current system diagnostics
- Human rights management to be overseen by the ESG Management Committee, with reporting of results to the board, the highest decision-making body for human rights management

Identification of potential stakeholder-specific human rights impacts

- Identification of stakeholders affected by human rights impact factors in Dongwon Industries' operations, with a commitment to proactive response in the event of heightened human rights risks or violations, as per the human rights management policy
- Analysis of human rights impact factors, issues, grievance mechanisms, and mitigation strategies for stakeholders, with system enhancements planned through application to human rights impact assessments

Human rights management framework diagnosis

- Inspection of human rights management levels by the ESG Management Committee using a risk identification table, referencing universal guidelines in the first half of 2024
 - Human rights risk area: Human rights management system, labor human rights management, occupational safety and health, freedom of association and collective bargaining, supplier management, community management, and environmental management
- Implementation of 18 out of 25 items in 7 areas of the identified diagnosis table, achieving a 72% completion rate, with results informing future task identification

Human rights management status of each identified stakeholder

Identified Stakeholder	Human Rights Impact Factor	Human Rights Issue	Grievance Mechanism	Mitigation Measure
Employee 	Affected by labor and work environment, working hours, working conditions, and labor-management relations, employees may also be exposed to workplace harassment, discriminatory treatment, and infringement on freedom of association.	<ul style="list-style-type: none"> - Human rights management in the company - Occupational safety and health 	<ul style="list-style-type: none"> - Grievance Counseling Center - Hanmaeum Council (labor-management council) - Damoim (Junior board) 	<ul style="list-style-type: none"> - Performance management process - Sexual harassment prevention/ disability awareness education - Organizational culture diagnosis - Continuous immersion improvement activities - Welfare system improvement
Crew 	Exposed to rapid changes in the marine environment, such as bad weather, waves, and sinking. Offshore workers may be exposed to relatively more risks than onshore workers as they work in remote locations.	<ul style="list-style-type: none"> - Human rights management in the company - Occupational safety and health 	<ul style="list-style-type: none"> - Human rights reporting (Hotline) 	<ul style="list-style-type: none"> - Safety training based on the safety rules for crews - Training on respect for crews on board (management of human rights of foreign crews) - Stress management for crews
Local community 	Local community may be exposed to damage from leakage of hazardous substances and other inconveniences such as deterioration of water quality, noise, and odor in daily life due to business operations.	<ul style="list-style-type: none"> - Human rights management in the local community - Number of environmental law violations 	<ul style="list-style-type: none"> - Voice of the Customer 	<ul style="list-style-type: none"> - International Clean-up Day - Rescue efforts for castaways - Support economic revitalization of coastal countries - Dongwon Education Foundation
Supplier in the supply chain 	Supplier workers who are directly or indirectly affected by Dongwon Industries may be exposed to workplace harassment, discriminatory treatment, and violations of freedom of association regarding labor and work environment, working hours, working conditions, and labor-management relations.	<ul style="list-style-type: none"> - Human rights management in supply chains 	<ul style="list-style-type: none"> - Righteousness Management Reporting Center 	<ul style="list-style-type: none"> - Safety management risk assessment and implementation inspection - the 'Righteousness Management' letter - Sustainability evaluation and diagnosis

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Customer and Consumer

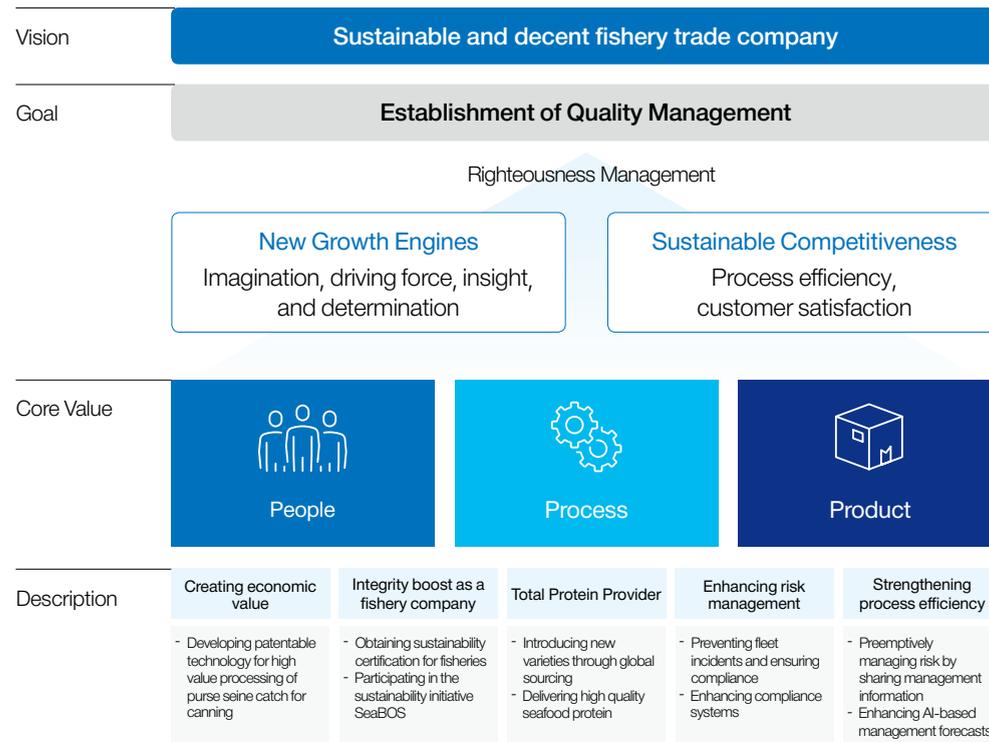
Dongwon Industries is a sustainable and decent fishery trade company that brings happiness to customers. In order to implement quality management by innovating customer value, we promote quality improvement activities through changes and innovation every year. In addition, we will maintain Dongwon's value as a company needed by society by providing products and services reflecting customer needs.

Quality Management System

Quality Management Strategy

- Operation of a comprehensive quality management system at Dongwon Industries, anchored in the three core values of 'People,' 'Process,' and 'Product'
- Establishment of five core management areas for effective product quality, with detailed tasks executed in each domain

Quality Management Framework



Quality Policy

Busan Plant of Dongwon Industries established the following quality policy to implement when operating businesses.

We provide good quality products that will impress customers

With these basic policies, we establish and operate a quality management system suitable for the purpose of our businesses. Thus, all employees should understand and comply with the following.

- 1. All our employees comply with the quality management system requirements containing our food safety culture and continue to improve the effectiveness of the system.**
We comply with customer requirements, legal and regulatory requirements, ISO 9001 requirements, and company requirements, and continuously improve the effectiveness of the quality management system.
- 2. We establish quality goals and do our best to achieve them.**
According to this quality manual, we establish quality goals consistent with quality policies, including customers' requirements for the products and services we provide, and regularly review them. The quality goals should be set based on the basic policies mentioned above and be measurable. All employees should make efforts to achieve the quality goals.
- 3. We understand and actively promote quality policies.**
All employees need to understand the policies and implement our quality management system based on them. In addition, we need to make efforts to promote our quality policies to related suppliers to meet customers' requirements.
- 4. We regularly review the quality policies to ensure they are consistent with our business purposes and whether they meet those purposes.**
We regularly review whether the quality policies meet our business purposes. If the policies need to be changed, they need to be revised and the revision needs to be promoted to all employees.

Jan. 2, 2024
Eunhong Min
CEO, Dongwon Industries

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Customer and Consumer

Quality Management System

Securing Field Experts (People)

- Finding and implementing tasks to secure field professionals considering the characteristics of Business Divisions
 - Marine Fisheries: Secure professional crew
 - Trade: Secure skilled production workers
 - Cold Storage: Secure professional Bonded goods caretakers¹⁾ and support the acquisition of refrigeration-related qualifications

Advancing Work Processes (Process)

- Improving work processes to avoid human errors in work and provide customer-oriented products and services

Creating Value-added Products (Product)

- Improving the added value of products by diversifying products that meet diversifying customers' needs and finding new strategic fish species, and performing preventive activities to decrease product claims by managing product quality thoroughly

Quality Management Activity Performance

Category	People	Process	Product
 <p>Marine Fisheries</p>	<ul style="list-style-type: none"> • Securing professional crew <ul style="list-style-type: none"> - Closely managing captains or engineers with excellent track records, encouraging early boarding, and strengthening external recruitment - Providing education on catch management • Holding an end-of-fishing-period meeting 	<ul style="list-style-type: none"> • Advancing sales management systems <ul style="list-style-type: none"> - Introducing automatic generation systems for domestic and overseas sales and final computerized slips 	<ul style="list-style-type: none"> • Operation of quality task forces and going on board the ship • Raising the awareness of crews to manage super tuna quality management • Increasing the use of drones • Promoting localization of drone parts • Expanding a new strategic fish species market (shrimp)
 <p>Trade</p>	<ul style="list-style-type: none"> • Educating and nurturing workers of Busan Plant <ul style="list-style-type: none"> - Education on sanitation rules, use of cleaning/disinfectants, food defense, and certification • Increasing recruitment of experienced people <ul style="list-style-type: none"> - Securing talented people with high technical skills by re-employing retirees • Selected as a military service exemption company to improve manpower stability (Jan. 2023) 	<ul style="list-style-type: none"> • Improving purchasing processes <ul style="list-style-type: none"> - Operating purchasing processes based on consumer demand - Improving purchasing competitiveness and operating appropriate inventory • Increasing D2C(direct to customer) sales <ul style="list-style-type: none"> - Preemptively responding to market changes and expanding contact points with consumers, such as special sales for companies/colleges and use of home shopping and smart stores 	<ul style="list-style-type: none"> • Building a microbial hazard prevention system • Promoting quality competitiveness reinforcement through external quality certification • Promoting product development that reflects consumer trends through online channels • Diversifying portfolio according to the Super Seafood Provider strategy
 <p>Cold Storage</p>	<ul style="list-style-type: none"> • Managing bonded areas by fostering bonded goods caretakers <ul style="list-style-type: none"> - Increasing the rate of acquisition of bonded goods caretaker qualifications (retention rate: 33.3%) • Developing excellent workers in the cold chain sector • Recruiting and educating people for early stabilization of new business sites 	<ul style="list-style-type: none"> • Expanding online shipping services <ul style="list-style-type: none"> - Prevent work loss by switching fax receipts to online shipping receipts • Increasing the speed by improving automated warehouse processes <ul style="list-style-type: none"> - Searching short-/long-term storage inventory, and automatically adjusting inventory locations 	<ul style="list-style-type: none"> • Expanding linked sales of each center <ul style="list-style-type: none"> - Integrated management of customer base volume and creation of synergy through linked sales between centers • Additional installation of sprinklers in areas exempt from sprinkler installation to prevent fires in stored items

1) A person who has passed the examination for licensed managers of bonded goods under Article 165 of the Customs Act, has specialized knowledge in bonded goods management and is a professional bonded goods manager who is entrusted with performing some of the duties of customs officials for bonded goods management (Source: Korea Customs Logistics Association)

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Customer and Consumer

Quality Management System

Capacity Building

- Provision of education by the Trade Business Division to enhance product quality and food safety, coupled with the establishment and management of effectiveness indicators

Quality Training Performance

Education	Effectiveness KPI	2022	2023	Qualitative Performance
HACCP Basic/Inspection Training	HACCP Certification maintained	Examination passed	Examination passed	Strictly complied with personal hygiene procedures
Food Sanitation Training	Hygiene claim (PPM)	0.61	0.19	Identified hygiene-impairing factors and rapidly took action



Risk Management

- Operation of standard inspections for catch quality and food safety management at Busan Plant, which processes catch
 - Airborne bacteria, surface contamination, worker hygiene, and water
- Building a global management system for food safety to obtain and maintain various certifications
- Establishing and operating regulations for food defense and prevention of food fraud prevention

Certification

Product Certification Status

Certification	Description	Period
ISO 9001	• An international standard that stipulates the requirements of quality management systems applicable to all industrial fields and activities	Jun. 2005 to Jun. 2027
SQF ¹⁾	• Food safety standard of GFSI ²⁾ • Designed to meet the industry, customer, and regulatory requirements in all segments of the food supply chain from farm to retail stores	Nov. 2007 to Nov. 2024
HACCP ³⁾	• Food safety management standard • A systematic food safety management system that establishes and manages critical control points for food hygiene hazards throughout the entire process of production, manufacturing, and distribution	Dec. 2006 to Apr. 2026
BRGS ⁴⁾ FOOD SAFETY	• (Former) BRC Food Safety • An international food safety standard recognized by GFSI, that manages safety, integrity, legality, quality, and management systems when manufacturing food and food ingredients	May. 2008 to Jun. 2025
MSC, MSC CoC ⁵⁾	• Certified sustainable fishing for seafood caught in nature • Catch meeting the guidelines for UN FAO ⁶⁾ sustainable fisheries (MSC) or handling of the catch (MSC CoC)	Mar. 2019. to Feb. 2025
ASC CoC ⁷⁾	• Certified companies that handle ASC label certified seafood to maintain sustainable aquaculture • Improve the history traceability of the supply chain	Mar. 2019 to Feb. 2025

1) Safe Quality Food
2) Global Food Safety Initiative
3) Hazard Analysis and Critical Control Points

4) Brand Reputation through Compliance Global Standards
5) Marine Stewardship Council, Marine Stewardship Council Chain of Custody

6) United Nations Food and Agriculture Organization
7) Aquaculture Stewardship Council Chain of Custody

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Customer and Consumer

Customer and Consumer Value Promotion

Our Position

- Stipulation of operational guidelines for protecting customer values and improving customer satisfaction in the Dongwon Ethical Standards
- Establishment of a mid- and long-term vision for protecting consumer rights and interests in 2024, with corresponding strategic directions and tasks set for operation

“Responsibility to Customers” in Ethical Standards

With customer value as our top priority in management, we provide high-quality products and services simultaneously, and do our utmost to satisfy customers through technology development and quality improvement. We faithfully and sincerely respect customers' opinions, and customers are the top priority for all judgments and actions in our business activities. We do not disclose customer information to others or use it for other purposes without the customer's consent, and protect their property and reputation.

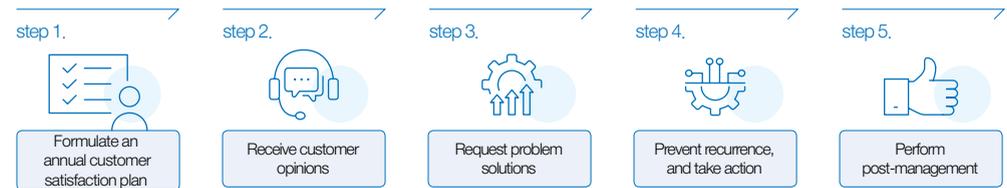
Goals to Protect Consumer Rights and Interests

Vision	Consumption that protects the ocean and sustainable health		
Strategic directions	Provide safe and reliable products	Provide transparent product information	Form sustainable food consumption market
Strategic tasks (target year: 2030)	<ul style="list-style-type: none"> • Continuously improve facilities <ul style="list-style-type: none"> - Improve freshness/quality of products by replacing freezing/refrigeration facilities and vessels - Advance the monitoring for each process, such as detectors and inspection equipment • Improve quality management system <ul style="list-style-type: none"> - Advance the quality information management system to enhance response to previously acquired quality certifications - Develop forecast models for sanitation management 	<ul style="list-style-type: none"> • Build a consumer information platform <ul style="list-style-type: none"> - Actively providing traceability information such as country of origin, fishing method, and distribution to consumers - Build a 24-hour consumer response system using chat bot • Improve product reliability <ul style="list-style-type: none"> - Improve product (sashimi tuna) rating reliability by upgrading AI classification models 	<ul style="list-style-type: none"> • Increase MSC-certified products/businesses <ul style="list-style-type: none"> - Increase the diversity of sustainable products by expanding MSC certification • Promote the consumption of sustainable food <ul style="list-style-type: none"> - Run a campaign to promote sustainable food consumption (Sustainable Food Week, 30-Day Challenge)

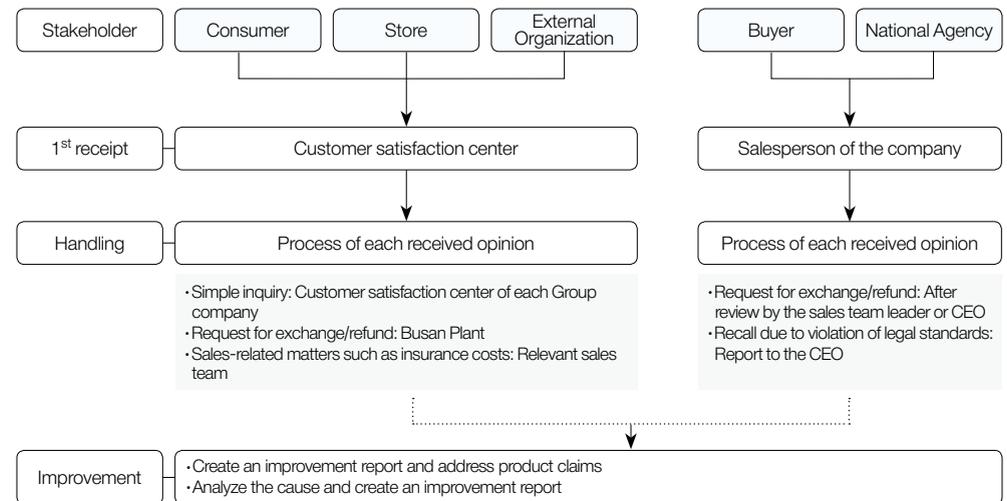
Risk Management

- Collection of customer feedback and claims via the customer satisfaction center and sales representatives
- Operating stakeholder grievance resolution process
- Identification of enhancements from customer complaints and integration of customer needs into business operations

Customer Opinion Response Process



Claim Processing Process of Each Stakeholder



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

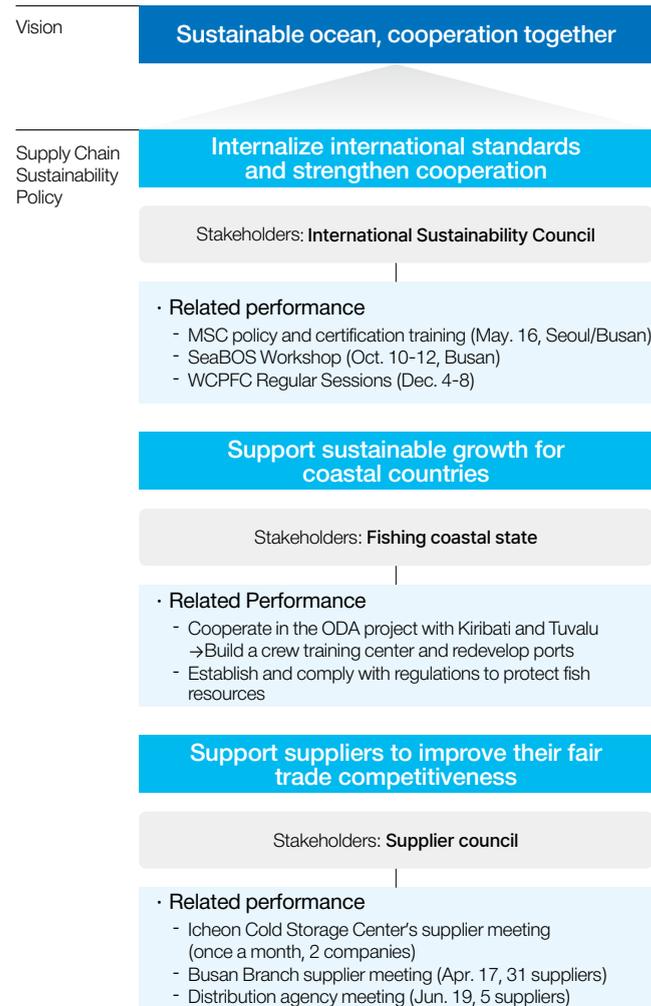
Appendix

Supply Chain Sustainability

Dongwon Industries endeavors for shared growth across the value chain. For the co-prosperity of all suppliers working with Dongwon Industries, we perform various financial and non-financial support activities. In addition, we plan to seek and implement action plans to improve ESG capabilities across our supply chain.

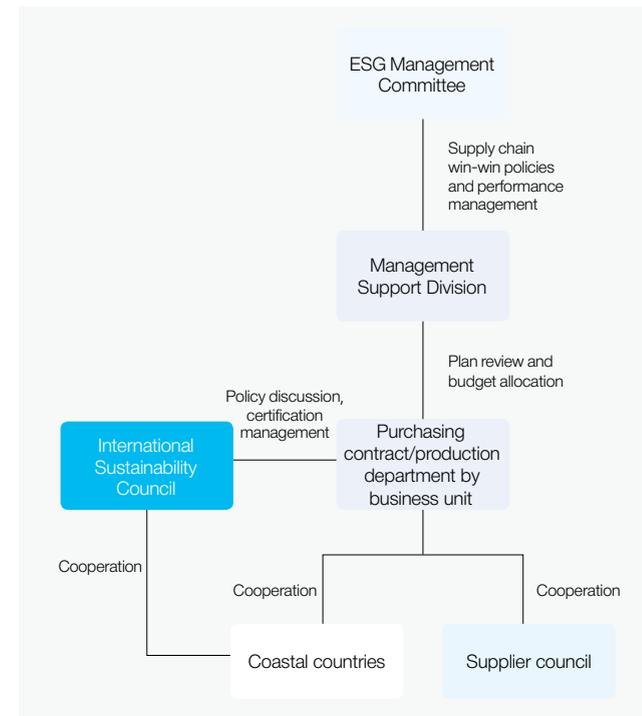
Supply Chain Management System

Our Position



Decision-Making System

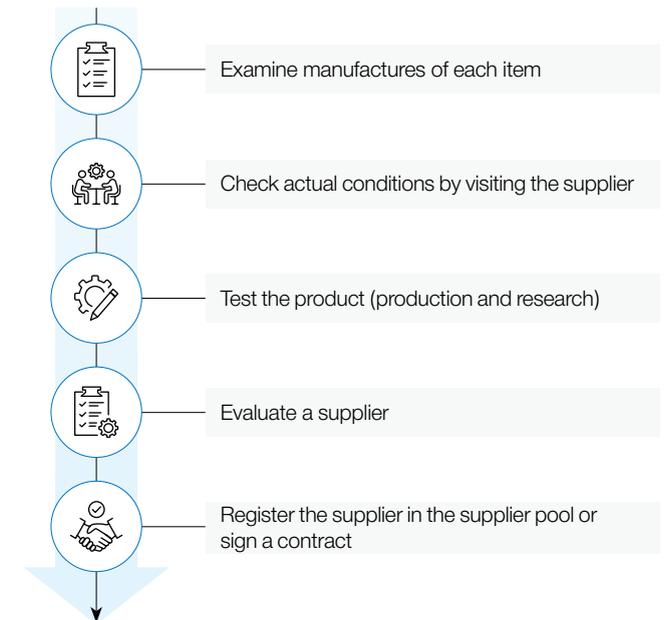
- Engaging in managing win-win strategies and policies with suppliers in the ESG management committee
- Performing shared growth activities as designated, a manager carries out the tasks
- Discussing and responding to important shared growth issues with related departments and directly inspecting specific activities like non-financial risk management and supply chain support for each sector, the shared-growth manager ensures thorough oversight



Supply Chain Selection

- Operating a new supply chain selection process to select a supply chain with excellent capabilities to minimize risks during selection
- Selecting a supply chain by considering its sustainability
 - Inspect a supply chain status and evaluate products
 - Evaluate the sustainability of a supply chain including quality items such as the supply chain's financial soundness and environmental safety management status, product differentiation
 - Incentivizing excellent suppliers according to evaluation results

Supply Chain Selection Process



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Supply Chain Sustainability

Shared Growth

Shared Growth Management System

- Seeking win-win cooperation with suppliers with the philosophy of 'pursuing the happiness of stakeholders'
- Setting the top three goals for shared growth, and set and promote implementation strategies

Shared Growth Goal and Implementation Strategy

Goal	Strategic Activity
Build shared growth infrastructure	<ul style="list-style-type: none"> - Set a shared growth strategy - Create a supply chain communication channel - Build an organization to promote shared growth
Improve the supply chain competitiveness	<ul style="list-style-type: none"> - Improve and develop quality competitiveness - Strengthen support to improve productivity - Support financial stabilization
Establish fair trade order	<ul style="list-style-type: none"> - Prevent unfair trade - Promote righteousness management and ethics - Comply with shared growth standard agreements

Shared Growth Activity

- Operating education/training programs and funding and technical support programs to improve the long-term competitiveness of the supply chain
- Expanding the scope of the supply chain joining shared growth activities and giving education for ESG management in 2023

Main Shared Growth Activities

Program	Description
ESG	
Supply chain ESG educational program	<ul style="list-style-type: none"> - Understand climate change and ESG management - Share Dongwon Group's ESG vision and activity progress, and major ESG KPIs
Safety, Health, and Environment (SHE)	
Safety and health education	<ul style="list-style-type: none"> - Provide a regular safety and health education for supply chain workers in unloading at business sites
Workplace risk assessment	<ul style="list-style-type: none"> - Conduct safety management risk assessment and implementation inspection in supply chain business sites every quarter
Marketing	
Partnership loyalty improvement	<ul style="list-style-type: none"> - Support promotions using Dongwon's logo on building signs and signboards, and vehicle wrapping - Activate sales activities in the supply chain - Contribute to increasing sales and finding global markets relatively weak
Award for excellent suppliers	
Excellent safety management suppliers	<ul style="list-style-type: none"> - Give incentives to suppliers with excellent safety management, and additional points for regular evaluations
Award for excellent suppliers	<ul style="list-style-type: none"> - Give award plaques and prizes to suppliers with excellent technology and credibility and that make efforts for friendly cooperation (every year)

[CASE] Financial Incentive Support Activities to Suppliers

- In May 2024, Dongwon Industries signed an agreement on business support for expanding ESG management with Shinhan Bank
- Under the agreement, Shinhan Bank will provide ESG consulting and finance to our subsidiaries, which we recommend, under the 'Shinhan ESG Excellent Win-Win Support Loan'
- Then, we will motivate ESG management of the supply chain and provide incentives to the suppliers with excellent ESG management

Detailed ESG management support activities

ESG consulting for subsidiaries of Dongwon Industries

Inspect the ESG management level and set specific ESG management action plans by using the 'ESG management diagnosis model and methodology'

Providing financial incentives to excellent suppliers

Give benefits such as preferential interest rates using the 'Shinhan ESG Excellent Win-Win Support Loan*' to the companies we recommend

*This product offers benefits such as preferential interest rates for excellent sustainable management (ESG) companies and supply chains recommended by excellent companies.

Shared Growth KPI

Indicator Name	Detailed Indicator	Goal
Supplier win-win and shared growth	<ul style="list-style-type: none"> Number of supplier meetings Number of ESG education cases for suppliers 	<ul style="list-style-type: none"> Holding at least one meeting of each division Providing ESG education to suppliers (of the Icheon and Gamcheon Cold Storage Centers)

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Supply Chain Sustainability

Shared Growth

Grievance Handling

- Listening to and addressing suppliers' grievances and complaints in divisional meetings

Supplier Grievance Handling Channel

Business Unit	Channel	Description
Marine Fisheries	A win-win cooperation meeting with companion companies	- Targeting suppliers related to vessels, vessel operation, and supply - Once a year for all suppliers
Trade	A meeting with agencies	- Once a year for trade agency suppliers
Cold Storage	A council meeting	- Weekly council meetings with in-house suppliers

Fair Trade

- Planning to strengthen compliance management in transactions with suppliers, and continue to seek win-win partnership
- Self-training on subcontracting-related laws for operational staff under the supervision of the Group's ESG management committee
- Fair trade training for sales staff organized by the Group (Jun. 2023)
- Establishing a reporting channel for suppliers to report unfair trade practices and ensure righteousness management
- Performing righteousness management activities to establish a fair trade culture

Fair Trade Education (2023)

Education	Target	Number of Participants
Fair trade related laws in the sales sector	Sales staff	478 people
Fair trade related laws	All employees	1,148 people

Sustainable Supply Chain Management

Regular Evaluation of the Supply Chain

- Comprehensive evaluation using various evaluation methods for supply chains
 - Survey targeting admin workers
 - Survey targeting supply chain workers
 - Comprehensive evaluation (quality, technology, responsiveness, and on-time delivery)
 - Including food fraud and food defense items for food safety for the Trade Division that processes food
- Evaluating supplier safety capabilities
 - Work type risk, number of recent accidents, safety management system (whether ISO-certified), legal compliance rate, etc.
- Considering the current transparent management status for evaluation and excluding all suppliers engaged in unfair practices like collusion and bid agreements
- Awarding excellent suppliers once a year

[CASE] Supply Chain Quality Inspection

- Yearly by the Trade Division
- Applying sustainability factors such as basic quality issues, hygiene, water, traceability, education and training
- Classifying evaluation results into five grades (A, B, C, D, and F), rewarding excellent supply chains with incentives (Grade A), and considering transaction termination for unsatisfactory ones
- Monitoring the improvement status for the requirements found from evaluation results

Grade	Description
A	Exempt the next quality inspection for one time
B	Request the company to notify improvement results
C	Conduct inspection within 1 month
D	Conduct inspection again within 1 month
F	Consider terminating transactions

Group's Activity Highlights

Dongwon LOEX

• Fair Trade

- Inspecting and reporting risks of possible misconduct every quarter
- Establishing inspection lists based on the items where misconduct may occur considering the operation characteristics of each branch, and perform the risk inspection
- Directly checking each organization's self-inspection list, the manager reports to the head of the operation department and subsequently to the CEO at the HQ's planning department

• Supply chain sustainability management

- Signing the ethical management practice pledge, Dongwon LOEX's supply chain code of conduct, is required for workers when contracting with a supplier
- Including reporting on unfair transactions and corruption, and respect for human rights

Dongwon LOEX's Supply Chain Code of Conduct

Ethical Management Practice Pledge

We pledge to abide by the following regulations to cooperate with Dongwon LOEX's righteousness management and practice fair and transparent ethical management when handling its transportation volume

1. We will adhere to all relevant laws, regulations, and ethical guidelines for consignment work, fulfilling our duties conscientiously.
2. We will conduct our duties with integrity and fairness towards all parties involved, upholding the reputation and dignity of our company, consignors, and associates, and avoid any actions detrimental to the consignor's interests.
3. We will respect the human rights and personality of all people involved in our business, such as employees of our company and consignment companies, and treat them with courtesy and sincerity.
4. We will not engage in any unfair or corrupt practices, such as unfair transactions or providing money, valuables, or entertainment, in any process related to the performance of entrusted work.
5. Should we detect any employee misconduct or receive proposals for unethical practices during consigned work, we will promptly report to Dongwon LOEX Operation Planning Team (82-2-6363-2582) or Dongwon Group's Righteousness Management Reporting Center (via the 'Ethics' section at <http://dongwon.com>).
6. We will fully cooperate with the consignor's routine and frequent audits for ethical management breaches, including providing all requested documents.
7. In case of a breach of this pledge, we will accept all actions per our transport agreement with the consignor and bear any civil and criminal liabilities without contesting the penalties.

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Local Community

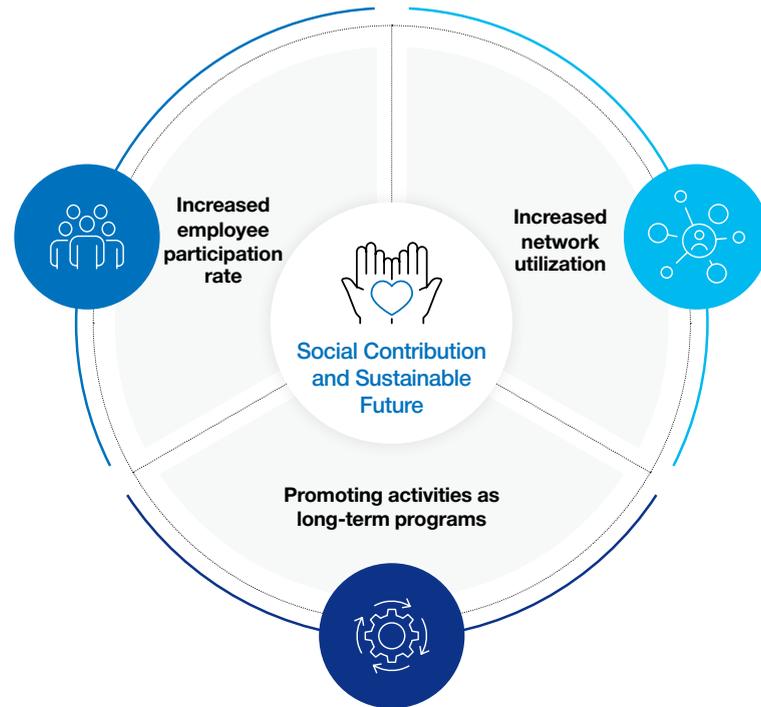
Dongwon Industries makes efforts to create a world where all people are happy and healthy and a warm world where all people share and practice together. We will be upgraded as a company needed by society that fosters talented people (talent development), contributes to the preservation of the natural environment (eco-friendliness), and shares warmth with society (volunteering·donation).

Social Contribution System

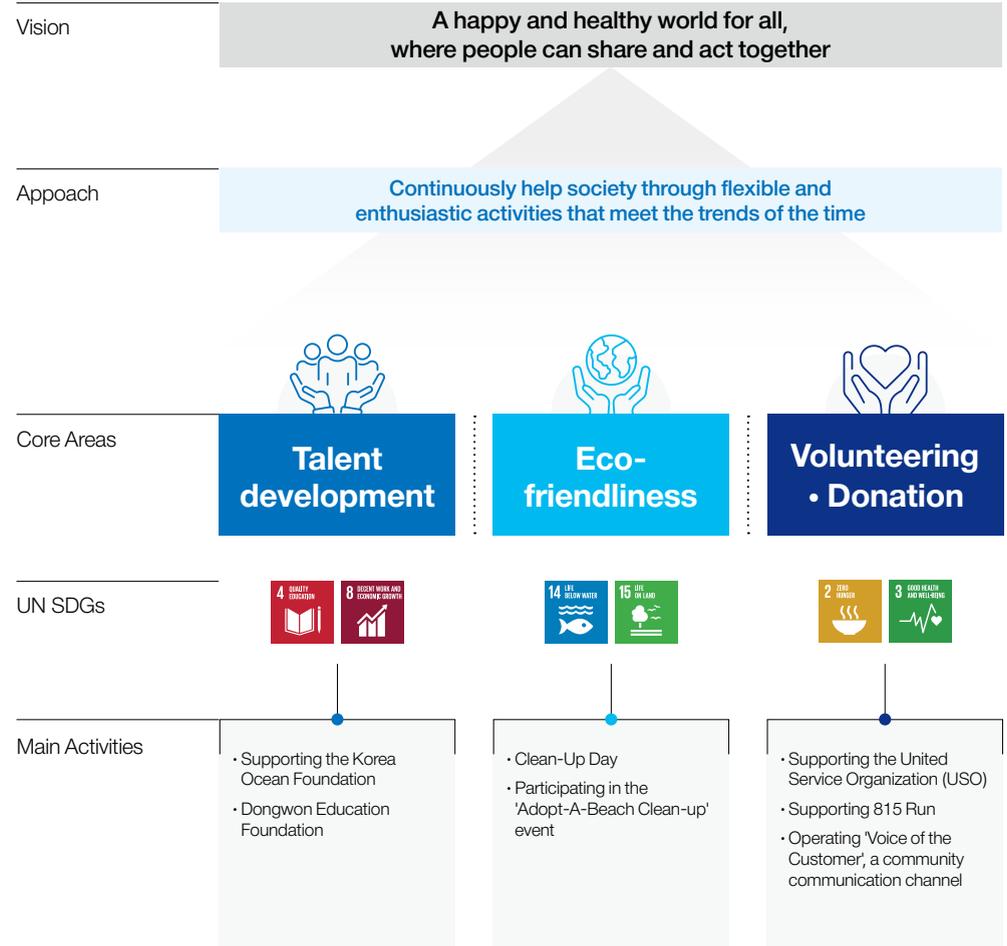
Social Contribution Framework

- Materializing a social contribution promotion system to become a company needed by society that creates new values, Dongwon Industries bases its actions on the vision of 'a happy and healthy world for all, where people can share and act together'
- Selecting 'talent development', 'eco-friendliness', and 'volunteering and donation' as three core areas
- Establishing and operating the Dongwon Education Foundation, which is in charge of group-wide social contribution, to focus on social contribution and win-win management

Approach to Social Contribution



Social Contribution Value Framework



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Local Community

Social Contribution Activity

Talent Development

Support for the Korea Ocean Foundation

- Continuing support for the Korean Ocean Foundation, which conducts various industrial and talent development activities
 - Culture to promote maritime ideas
 - Arts promotion project
 - Marine-related science and technology promotion and academic research projects
 - Ocean-related international exchange and cooperation projects, etc

History · Culture

Science · Industry

Environment · Safety

Marine Territory

Education · Promotion



[CASE] Operation of Community Communication Channel 'Voice of Customer'

- Listening to the voices of local communities and residents through the 'Voice of Customer' channel on our website and reflect their opinions
- Implementing environmental improvement projects near our business sites and social contribution programs at our branches around the country based on the reflected opinions

Eco-Friendliness

Clean Up Day

- Collecting household garbage and various marine plastic waste that washed up on the shore to preserve marine ecosystems and ensure a clean community environment
- Recording the types and quantities of marine plastics collected in real time on the application and managed as data, and the results are shared by holding presentations at SeaBOS meetings

Adopt-A-Beach Clean-up Program

- Conducting clean-up activities and a marine environment conservation campaign at Gamji Beach, which is cared for by as part of the Adopt-A-Beach Clean-up Program



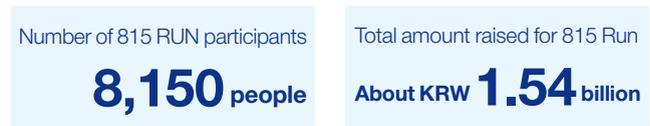
Volunteering · Donation

Support for the United Service Organizations (USO)

- Signing a donation agreement with the USO Korea and conducting sponsorship activities
- Participating in the 'USO Korea 50th Six Star Salute' event on Dec. 28, 2023, and giving special thanks to outstanding US and Korean soldiers serving in the Republic of Korea, with 82 soldiers selected and awarded over the past year

815 Run Sponsorship to Support Housing for Descendants of Independence Fighters

- Sponsoring the Korea Habitat Campaign, an international housing welfare non-profit organization
- Donating all participation fees to improve the residential environment for descendants of independence fighters



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Local Community

Social Contribution Activity

Group's Activity Highlights

Talent Development

Dongwon Home Foods

- Sponsoring an exhibition of artworks by artists with developmental disabilities held in Dec. 2023
- Receiving training to become professional painters at the art studio in the Beondong Koinonia Disabled Protection Work Facility, the artists joined the exhibition

Dongwon Education Foundation

- Providing scholarships to about 9,500 gifted students since its foundation in 1979
- Supporting academic research and science and technology projects of excellent Korean universities such as Seoul National University and Hankuk University of Foreign Studies and research organizations such as the Institute for International Justice
- Conducting educational support programs such as Dongwon Book Kids and Life Academy to help young promising kids grow

Dongwon Education Foundation's Scholarship



Eco-Friendliness

Dongwon F&B

- Arranging and hosting a marathon event in celebration of World Tuna Day on May 2 to attract consumer interest in 'MSC certified' tuna that is sustainably caught and distributed
- Signing an MOU with the Korean office of the Marine Stewardship Council (MSC), an international non-profit organization, and 'Running Point,' a venture company, and donating the participation fee to the local community

Dongwon Systems

- Signing a business agreement to promote the use of recycled PET bottles in Mar. 2024
- Establishing a resource circulation system that recycles waste PET bottles into food containers

Dongwon Systems' Eco-friendly Recycled PET Activation



Volunteering · Donation

StarKist

- Holding a dinner event for veterans of the Jangjin Reservoir Battle
- Holding a dinner event with 40 Korean War veterans invited in Nov. 2023

Dongwon F&B

- Donating KRW 300 million worth of halal certified tuna to Turkiye and Syria deady affected by the earthquake in Mar, 2023
- Giving about 76,000 tuna cans urgently produced for donation through the Fruit of Love

Dongwon LOEX

- Conducting volunteer activities for the local community at each business site
- Volunteer activities for welfare centers and facilities, delivery of lunch boxes and goods to vulnerable social groups

Dongwon LOEX's Volunteer Activity for the Local Community



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Information Protection and Security

Dongwon Industries takes various measures to protect stakeholders' valuable information assets in the digital transformation era. As a holding company, we operate the Group-wide information protection system to improve the information protection level, and provide educational programs considering the job and position of employees to upgrade the awareness of information protection.

Information Security System

Information Protection and Security Strategy

- Planning to build a 'hybrid cloud' infrastructure environment to secure agility to trends such as generative AI and to ensure operational stability and protection of corporate data
 - Hybrid cloud: Building IT infrastructure optimized for each service by operating private and public clouds in parallel
- Strengthening the security system by applying the 'Zero Trust' concept to the implemented security architecture
 - Zero trust: With the principle that 'all interactions cannot be trusted,' the information security system is strengthened based on de-boundaryzation and minimum authority (Ministry of Science and ICT, Zero Trust Guideline 1.0)

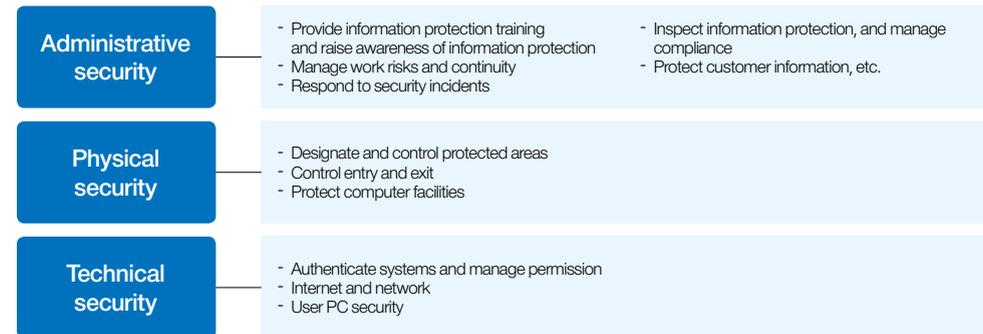
Information Protection and Security Framework

Vision	Provide a safe IT infrastructure environment that can rapidly respond to business changes		
Core Goal	Expansion of open source	Integrated management of IT Infrastructure platform	Improved IT Infrastructure stability
Slogan	More Flexibly, More Safely		

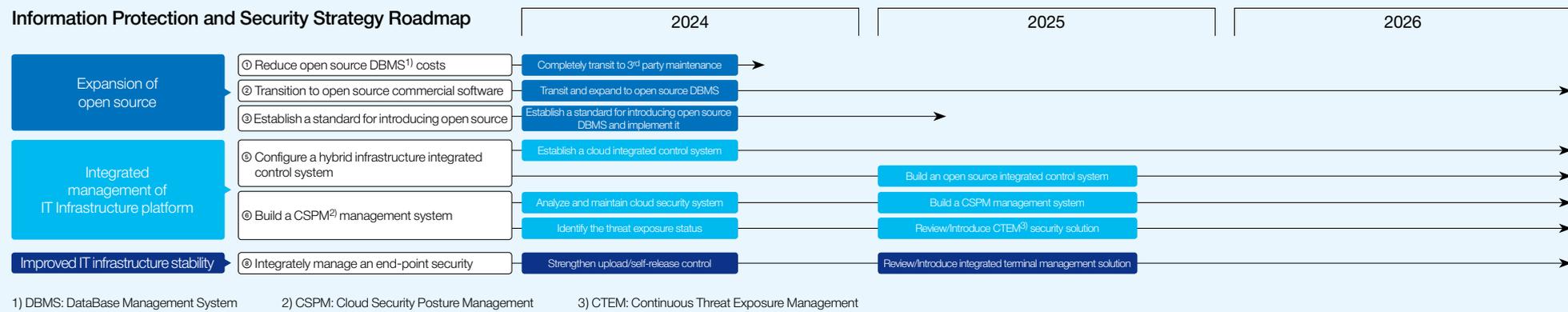
Information Security Policy and Guideline

- Having established a group information protection policy and the information protection policy and guidelines of each group company to protect all information assets held by group subsidiaries
- Applying the policy to all external workers and visitors in contractual relationships as well as our group company employees

Main Item of Information Protection Policy



Information Protection and Security Strategy Roadmap



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

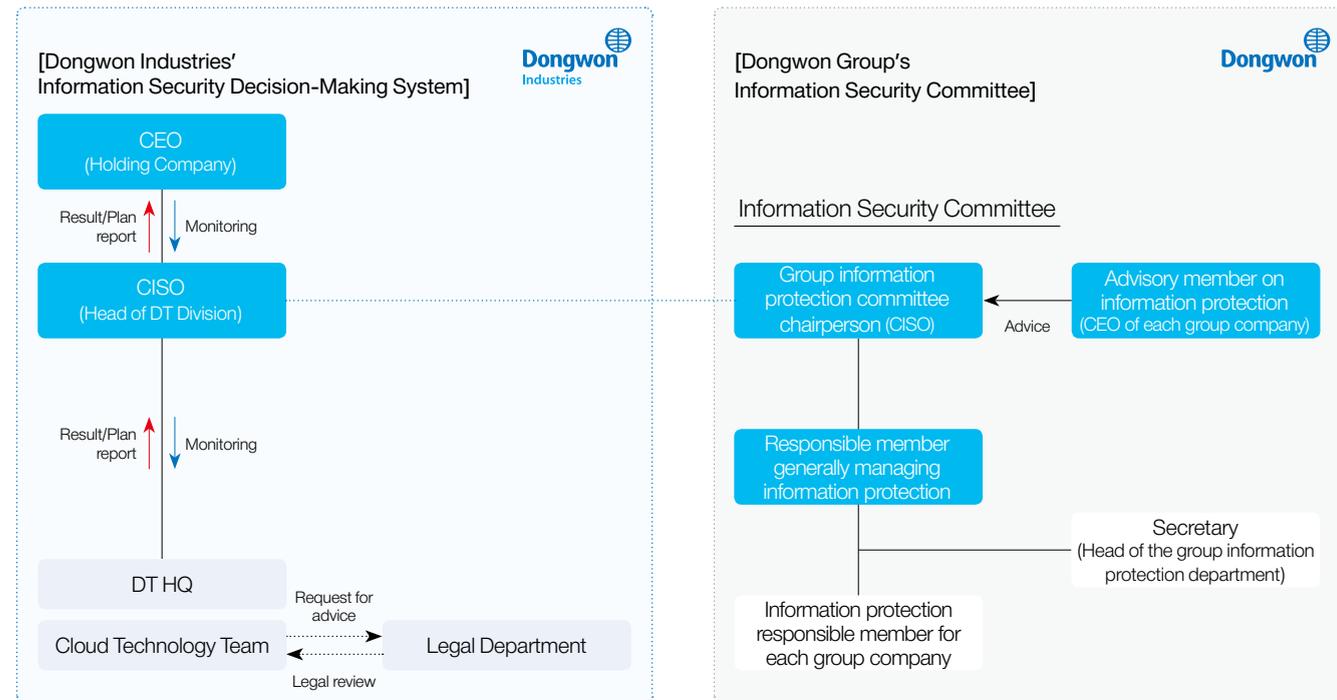
Information Protection and Security

Information Security System

Decision-Making System

- Establishing and operating a group-wide information protection committee to improve the information protection level of group subsidiaries
- Appointing the CISO¹⁾
- Detecting various security threats and leakage risks in advance and prevent security incidents by securing information security operation workers and providing external control services
- Supporting risk response through cooperation between departments at all times

Information Security Decision-Making System



1) Chief Information Security Officer

Basic Security System Improvement

- Security 3.5 generation in operation
 - Big data security control based on trust and security
- Installing a security improvement system on employees' PCs
 - Document encryption, external storage use prevention system
- EDR²⁾-based monitoring and control of potential malicious behavior in employees' PCs
- Security and security breach prevention with minimized authorities
 - Additional one time password (OTP) authentication, required when accessing a virtual private network (VPN)
 - Permission to access the system is restricted by stage
- Security capacity building activity based on the information security roadmap

2) EDR: Endpoint Detection and Response

Improved Personal Information Protection

- Reviewing and revising the privacy policy in regular basis
- Notifying the latest version of the privacy policy on the webpage
- External security control services for network security equipment (firewall, IPS³⁾, DDoS⁴⁾, WAF⁵⁾) (throughout the year)
- Applying DB encryption to systems with personal information
- Access control solutions applied to servers and DBs for internal accounting audit (limiting the number of accesses and actions)
- Individual monitoring all employees' PCs and responding to problems

3) Intrusion Prevention System
 4) Distributed Denial-of-Service
 5) Web Application Firewall

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Information Protection and Security

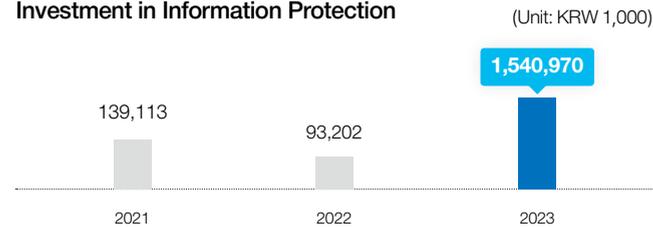
Information Security System

Investment in Facilities and Technologies

- Investing about KRW 1.54 billion in the information protection sector such as building a regular control APT¹⁾ and conducting mock hacking and taking actions

1) Advanced Persistent Threat

Investment in Information Protection



Capacity Building

- Specifying educational programs for information protection compliance provided to external personnel, including employees of related suppliers, organizations in charge of information protection, and consignment companies
- Providing education for improving security managers to employees in charge of IT security
 - Education for building and operating an information security system
 - Technical education such as prevention of hacking and technology leak
 - Joining external conferences

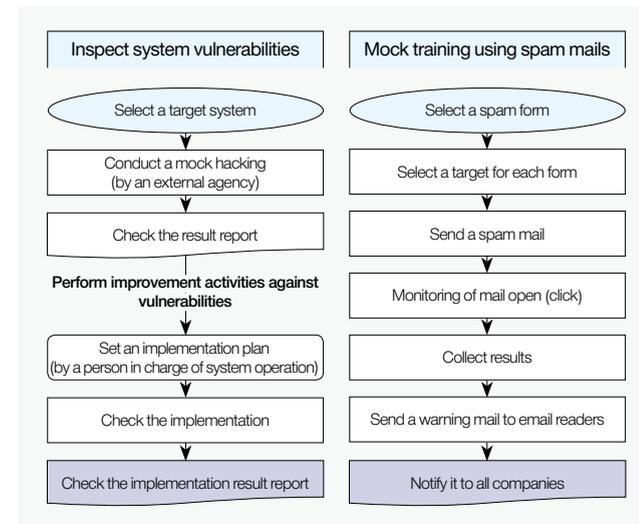
Information Protection Education Performance

Education	Effectiveness KPI	2022	2023	Qualitative Performance
Information protection education	Personal information leak (cases)	0 case	0 case	Increase awareness of information security importance

Risk Management

- Conducting mock hacking on major business systems for effective and rapid response to cyber threats, removing identified vulnerable points, and performing improvement activities twice a year
- Taking action for each incident level when an attempt to leak information is detected or made

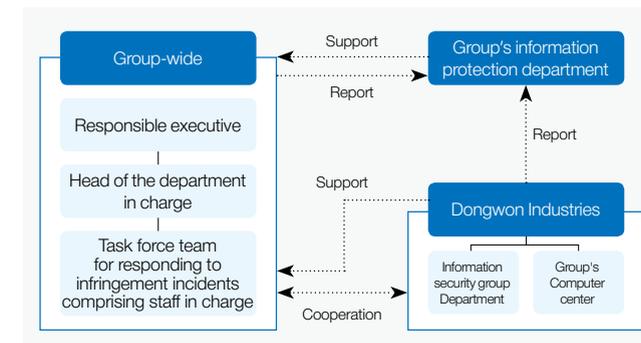
Risk Management Process



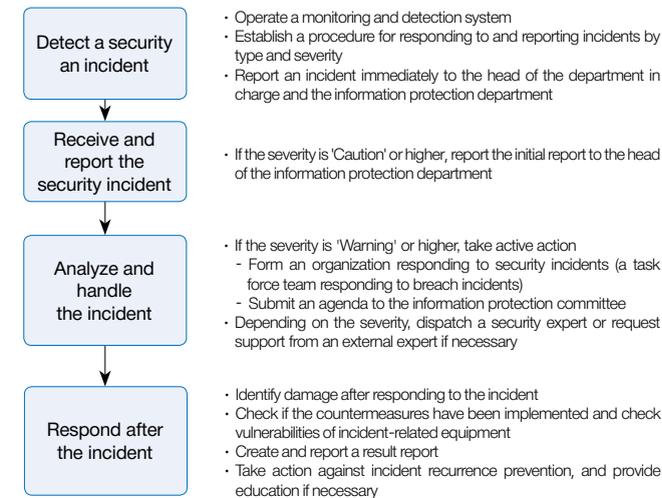
Risk Management Performance

Activity	Date	Target
Check system vulnerabilities	Apr. 11, 2023/Nov. 2, 2023	Web, mobile web
Spam email mock training	Nov. 14-16, 2023	All employees

Organization Responding to Security and Breach



Security and Breach Incident Response Process



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Employee Capacity and Working Condition

Human Rights

Customer and Consumer

Supply Chain Sustainability

Local Community

Information Protection and Security

Governance

Business

Appendix

Governance



Governance and the Board	80
Shareholder Value	86
Righteous Management	90
Risk Management	93

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Governance and the Board

Dongwon Industries, as the holding company of the Dongwon Group, has established a sound and transparent corporate governance structure.

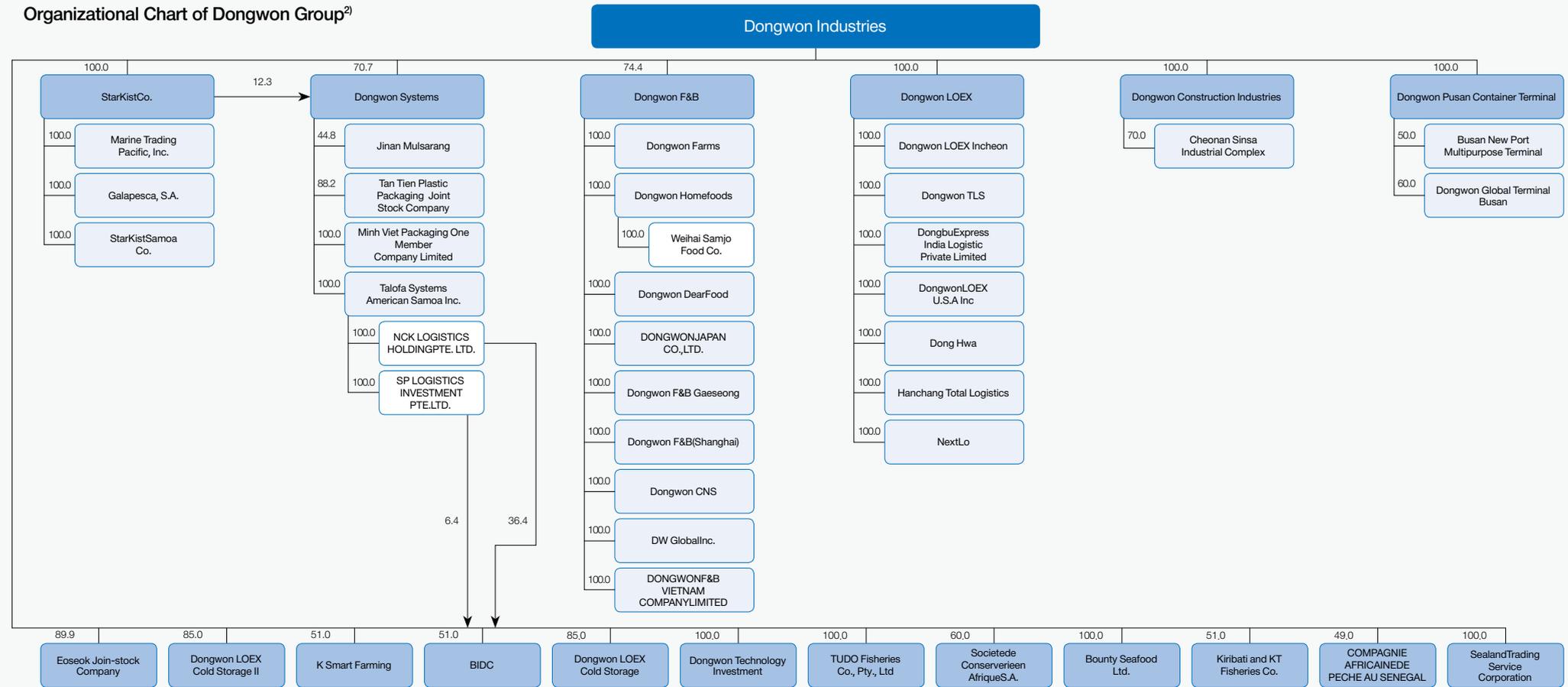
Reflecting the Dongwon Group's 50-year history, we reorganized the group's governance for the next 50 years, solidifying Dongwon Industries' position as a holding company. Furthermore, we maintain a board and subcommittees composed of outside directors with exceptional expertise in respective fields.

Group Corporate Governance

Corporate Ownership Structure

- Transitioning to a holding company system following a merger with Dongwon Enterprise in Nov. 2022
- Comprising 48¹⁾ companies, including Dongwon F&B and Dongwon Systems, with Dongwon Industries serving as the holding company

Organizational Chart of Dongwon Group²⁾



1) Holding Company: 1, Subsidiaries: 18 (11 domestic, 7 overseas), Sub-subsidiaries: 26 (13 domestic, 13 overseas), Third-tier subsidiaries: 3 (overseas3) (excludes Dongwon Wineplus. Number of companies counted in accordance with the Fair Trade Act. 26 subsidiaries based on Korea Fair Trade Commission)
 2) As of the end of 2023

- Introduction
- ESG Strategy
- ESG Performance**
- Environmental
- Social
- Governance
- Governance and the Board
- Shareholder Value
- Righteous Management
- Risk Management
- Business
- Appendix

Governance and the Board

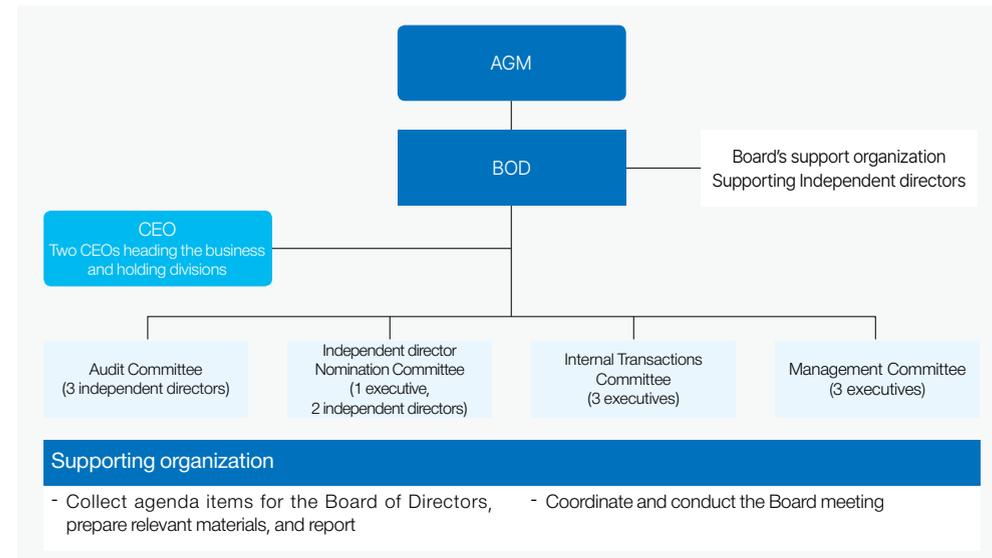
Board of Directors

Corporate Governance¹⁾

- The board operating as Dongwon Industries' paramount permanent decision-making entity, with four subcommittees functioning in accordance with the Board's operational directives:
 - The Board's deliberation and resolution of matters stipulated by laws or the articles of incorporation, matters delegated by the general shareholders' meeting, and key matters related to the company's management policies and business execution
 - The Board's subcommittees comprising the Audit Committee, the Independent Director Nomination Committee, the Internal Transactions Committee, and the Management Committee
- The appointment and dismissal of the CEO and the Board Chairperson by the Board, as prescribed in relevant laws
- Disclosing major statuses and changes in the Board and governance in the annual and governance reports

Corporate Governance

The Board's Regulation [\(KOR\)](#)



1) [Reference] 2023 Dongwon Industries annual report 'VI. Matters related to the Board of Directors and other institutions'

Board Composition

- Comprising seven members (three inside and four outside directors) as of the AGM date in Mar. 2024, the Board of Dongwon Industries
- The ratio of independent directors being 57.14%, with one female director

Board Memebers²⁾

Type	Name	Gender	Age	Role	Career Highlights
Executive Director	Moonsu Park	Male	65	CEO (Holding)	CEO, Dongwon Enterprise (Current) CEO, Dongwon Industries
	Eunhong Min	Male	53	CEO (Business)	Procter&Gamble CEO, K Smart Farming (Current) CEO, Dongwon Industries
	Namjung Kim	Male	50	Chairman	Vice Chairman, Dongwon Enterprise Vice Chairman, Dongwon Industries (Current) Chairman, Dongwon Industries
Independent Director	Juwon Kim (Chairperson)	Male	65	-	Vice Chairman, Korea Investment Holdings Vice Chairman, Kakao Corp. Chairman of the Board, Kakao Corp. (Current) Chairman of the Board, Dongwon Industries
	Jongpil Kim	Male	52	-	Head of Information and Communications, the Supreme Prosecutors' Office Chief Prosecutor, Special Crimes Department, Busan District Prosecutors' Office Dispute Resolution Commissioner at the Financial Supervisory Service (Current) Partner Attorney at Yulwoo Law Firm
	Hyunjung Shim	Female	44	-	Carnegie Mellon University (US), Ph.D. in Electrical and Computer Engineering Researcher at Samsung Advanced Institute of Technology Prof. at Yonsei University, Dept. of Global Convergence Engineering (Current) Prof. at KAIST, Kim Jae Cheol AI Graduate School
	Jonglok Yoon	Male	66	-	Second Vice Minister of the Ministry of Science and ICT President of the Korea Information Society Development Institute (Current) Concurrent Prof. at the KAIST Graduate School of Science and Technology Policy

2) As of the end of March 2024

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

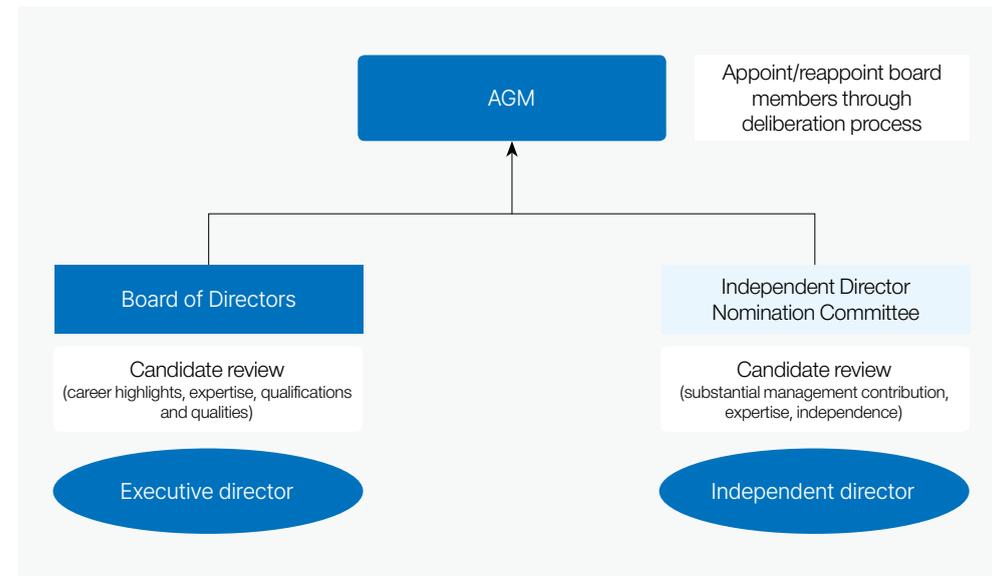
Governance and the Board

Board of Directors

Board Nomination

- Appointing or reappointing candidates as Board directors at an AGM
- Having a director review procedure to prevent the appointment of a director who may damage corporate value or infringe shareholder rights
- Executive directors
 - Pre-reviewing inside director candidates by the Board
 - Key review criteria: career highlights, expertise, qualifications and qualities
- Independent directors
 - Pre-reviewing independent director candidates by the Independent Director Nomination Committee
 - Key review criteria: Potential for substantial management contribution, expertise, independence

Board Member Appointment/Reappointment Process



Board's Independence

- Comprising a majority of independent directors and appointing its chair from among the independent directors by the Board
- Comprising the board of independent directors fulfilling the independence criteria required by the Commercial Act

Requirements for Independent Directors (Article 382(3) and Article 542-8 of the Commercial Act)

- Directors or executive officers currently employed by the company or who have been employed as directors, auditors, executive officers, or employees within the past two years
- Immediate family members (spouse, direct descendants, and siblings) of a natural person who is the largest shareholder
- Directors, auditors, executive officers, or employees of a corporation where the largest shareholder is a legal entity
- Immediate family members (spouse, direct descendants, and siblings) of directors, auditors, or executive officers
- Directors, auditors, executive officers, or employees of the company's parent company or subsidiaries
- Directors, auditors, executive officers, or employees of corporations with significant relationships such as transactions with the company
- Directors, auditors, executive officers, or employees of other companies where the company's directors, executive officers, or employees hold similar positions
- Minors, persons under limited guardianship, or persons under unrestricted guardianship
- Persons who have been declared bankrupt and not rehabilitated
- Persons who have been sentenced to imprisonment or a more severe penalty, and less than two years have passed since the completion of their sentence or exemption from execution
- Persons who have been dismissed or removed from office due to violations of laws designated by separate presidential decree, and two years have not passed since their dismissal or removal
- Individuals who, as shareholders of a listed company, excluding non-voting shares, and based on the total number of issued shares, own the highest number of shares among themselves and those in a special relationship as designated by presidential decree ("specially related persons")
- Shareholders who, regardless of whose name the shares are held under, own 10% or more of the total issued shares excluding non-voting shares, and who exercise substantial influence over major management matters such as the appointment and dismissal of directors, executive officers, and auditors of a listed company, along with their spouses, direct descendants, and siblings
- Other individuals designated by presidential decree who may have difficulty performing their duties faithfully as outside directors or who may affect the management of a listed company

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Governance and the Board

Board of Directors

Board Expertise and Diversity

- Avoiding discrimination against directors based on gender, race, ethnicity, age, religion, place of origin, and nationality
- Operating a Board support organization¹⁾

1) As of 2023, [Reference] 2023 Dongwon Industries annual report 'VI. Matters related to the Board of Directors and other institutions'

Board Skill Matrix(BSM)²⁾

Type	Name	Management	Economy/Finance	Sales	Law	Fisheries	Future/Science	Risk
Executive Director	Moonsu Park	●	●					
	Eunhong Min	●		●		●		
	Namjung Kim	●	●					
Independent Director	Juwon Kim (Chairperson)		●		●			
	Jongpil Kim				●			●
	Hyunjung Shim						●	
	Jonglok Yoon						●	

2) As of the end of Mar, 2024

Diversity of the Board



Board Operation

- Holding regular board meetings quarterly, with additional meetings being convened as necessary
- Stipulating in the articles of incorporation that notice of board meetings must be given at least three days beforehand
- Holding seven board meetings (four ordinary and three extraordinary meetings) as of 2023

Key indicators of the board management¹⁾

Board of Directors' Meeting	Held	Resolution items	Reported items
	7 times	17 cases	14 cases
Attendance rate	Overall average	Executive directors	Independent directors
	90%	91%	89%

1) As of 2023, [Reference] 2023 Dongwon Industries annual report 'VI. Matters related to the Board of Directors and other institutions'

Support for Decision-making

- Enabling simultaneous transmission and reception of voice by allowing participation in board and committee meetings via remote communication methods
- Covering directors' liabilities with directors' liability insurance and including provisions in the articles of incorporation to mitigate directors' liabilities to the company through resolutions from shareholders' meeting
- Provide training to support effective decision-making by independent directors
 - In 2023, some independent directors visited the business sites in Busan to enhance their understanding of the working environment
 - In 2024, trainings related to the marine fisheries will be held for newly appointed independent directors

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Governance and the Board

Board of Directors

Board Compensation

- Paying directors under the relevant regulations within the limits approved at an AGM
 - Including considerations of company performance, executive performance evaluations, and market salary levels
- Independent directors
 - Paid in fixed amount
 - Determining compensation based on major career highlights and expertise

Board's Compensation Planning and Execution (Unit: KRW million)¹⁾

Total compensation amount or the maximum limit	Total actual amount paid	Average amount per executive director	Average amount per non-executive director	Average amount per members of the Audit Committee
8,000	2,582	580	51	53

1) As of 2023, [Reference] 2023 Dongwon Industries annual report 'VIII. Matters related to the executive and employees'



Board's Committees

Committee's Composition and Operation

- Including the Audit Committee, the Independent Director Nomination Committee, the Internal Transactions Committee, and the Management Committee among our board's committees
- Comprising a majority of independent directors in all board committees, except the Management Committee, with the Audit Committee and the Internal Transaction Committee consisting entirely of independent directors

Board's Committees¹⁾

● Member, ◎ Chairperson

Type	Name	Audit Committee	Independent Director Nomination Committee	Internal Transactions Committee	Management Committee
Executive Director	Moonsu Park		●		◎
	Eunhong Min				●
	Namjung Kim				●
Independent Director	Juwon Kim (Board Chair)	●		◎	
	Jongpil Kim	◎		●	
	Hyunjung Shim		●	●	
	Jonglok Yoon	●	◎		

1) As of the end of Mar. 2024, [Reference] 2023 Dongwon Industries annual report 'VI. Matters related to the Board of Directors and other institutions'

History of committee meetings held^{1,2)}

Committee	Numbers held	Agenda resolved	Average attendance rate	Attendance rate: Executive members	Attendance rate: Independent members
Audit Committee	3 times	6 cases	100%	-	100%
Internal Transactions Committee	1 time	2 cases	100%	-	100%
Management Committee	8 times	10 cases	95.75%	95.75%	-

1) As of 2023, [Reference] 2023 Dongwon Industries annual report 'VI. Matters related to the Board of Directors and other institutions'
 2) As of 2023, no recorded activities of the Independent Director Nomination Committee

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Governance and the Board

Board's Committees

Audit Committee

- Composed solely of independent directors
- Authorized to approve the appointment and dismissal of the support organization's leader
- Pre-reviewing and approving contracts for non-audit services provided by external auditors
- Conducting training programs for the Committee to enhance capabilities

Training for Audit Committee Members¹⁾

2 times

- Changes of future system and technology use(2023.05)
- Governance role of the Board(2023.12)

1) Trainee: Jonglok Yoon

Audit Committee's Agendas

Date	Agenda
Mar. 9, 2023	<ul style="list-style-type: none"> • Report on the Operation Status of the Internal Control over Financing Report (ICFR) for 2022 • Report on the 2022 Audit Result
Jun. 22, 2023	<ul style="list-style-type: none"> • Tax Adjustment Services Selection for 2023 • Report on the Internal Control over Financing Report Plan and Schedule for 2023 • Report on the 2023 Audit Plan and Audit Results for 1Q23
Sep. 22, 2023	<ul style="list-style-type: none"> • Report on the Audit Review Results for 1H23

1) As of 2023, [Reference] 2023 Dongwon Industries annual report 'VI. Matters related to the Board of Directors and other institutions'

Internal Transactions Committee

- Reporting on internal transactions between subsidiaries, deliberation and resolution on major transactions³⁾

3) Internal transactions amounting to 5% of total equity or KRW 10 billion or more

Internal Transactions Committee's Agendas

Date	Agenda
Jun. 7, 2023	<ul style="list-style-type: none"> • Investment in Dongwon New Growth No.1 Fund • Investment in Dongwon Pusan Container Terminal

1) As of 2023, [Reference] 2023 Dongwon Industries annual report 'VI. Matters related to the Board of Directors and other institutions'

Management Committee

- Deliberating and resolving on matters related to financial and/or investment activities

Management Committee's Agendas

Date	Agenda
Feb. 10, 2023	<ul style="list-style-type: none"> • Approval for general fund borrowing in KRW currency
Mar. 24, 2023	<ul style="list-style-type: none"> • Approval for extension of loan limit maturity
Apr. 26, 2023	<ul style="list-style-type: none"> • Investment in OMMATIDIA LIDAR • Approval for business and loan agreements for third parties
May. 9, 2023	<ul style="list-style-type: none"> • Approval for general fund borrowing in KRW currency
Jul. 6, 2023	<ul style="list-style-type: none"> • Approval for funding of deep-sea fishing operations
Jul. 26, 2023	<ul style="list-style-type: none"> • Approval for business and loan agreements for third parties
Aug. 22, 2023	<ul style="list-style-type: none"> • Approval for general fund borrowing in KRW currency
Oct. 18, 2023	<ul style="list-style-type: none"> • Approval for general fund borrowing in KRW currency • Investment in Dongwon New Growth No.2 Fund

1) As of 2023, [Reference] 2023 Dongwon Industries annual report 'VI. Matters related to the Board of Directors and other institutions'

Independent Director Nomination Committee

- Ensuring independence by forming the majority with independent directors
- Managing and Recommending candidates for independent director

Independent Director Nomination Committee's Agendas

Date	Agenda
Mar. 03, 2024	<ul style="list-style-type: none"> • Candidate recommendation of independent directors

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Shareholder Value

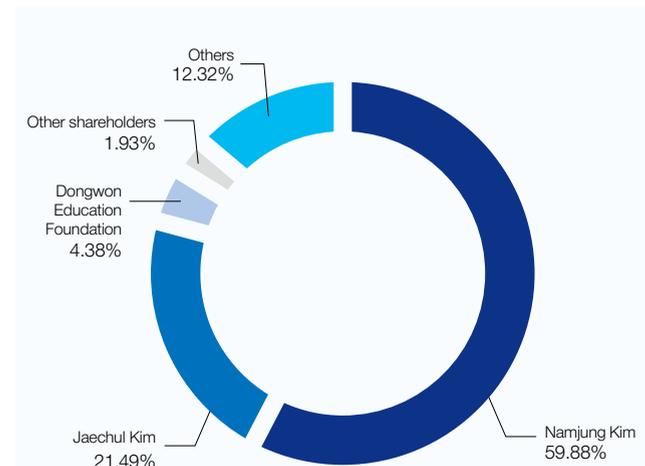
Dongwon Industries remains active in enhancing shareholder value through a proactive shareholder return policy and shareholder communication.

We've tried to maximize shareholder value through two rounds of full retirement of treasury shares. Additionally, our communication effort, characterized by timeliness and transparency targeting diverse shareholders, has been recognized, leading to designation as an "excellent disclosure corporation."

Shareholder Right Protection

Status of Voting Rights

Shareholder Breakdown¹⁾



Type	Shareholder	Number of shares	Percentage(%)
Largest shareholders and specially related persons	Namjung Kim	21,569,875	59.88
	Jaechul Kim	7,742,020	21.49
	Dongwon Education Foundation	1,575,960	4.38
	Others	695,966	1.93
	Other shareholders	4,438,074	12.32

1) As of May. 14, 2024, date of modified listing, [Reference] 2023 Dongwon Industries annual report 'VII. Matters related to the shareholders'

Voting Rights Composition and Exercise Status¹⁾ (KOR)

Type	Number of shares
Total number of shares issued	46,482,665
Number of shares without voting rights ²⁾	10,460,770
Number of shares with voting rights	36,021,895
Number of voting rights attended	31,611,303
Voting rights for the nomination of Audit Committee member	8,376,008
Attendance rate	87.76% (excluding the largest shareholders and specially related persons 2.23%)

1) Based on the 55th regular shareholders' meeting in 2024
2) Treasury stock under the Commercial Act

Summary of Shareholder Meeting Minutes¹⁾

Agenda	Resolution
55 th consolidated and unconsolidated financial statements	Approved
Appointment of directors	Approved
Appointment of Audit Committee members	Approved
Approval of director compensation limit	Approved
Approval of reducing authorized capital	Approved

1) As of the 55th general shareholders' meeting

Support for Exercising the Voting Rights

- Scheduling AGMs while avoiding the most concentrated AGM dates experienced in the previous year
- Notifying shareholders about all matters related to the shareholders' meeting up to two weeks prior to the meeting
 - Shareholders holding 1% or more of the shares: Send written summons
 - Shareholders holding less than 1% of the shares: Notify electronically
- Receiving dividend-related information by shareholders six weeks before the AGM date
- Introducing electronic voting for the AGM in March 2024

Sample Display of Implementing Electronic Voting



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

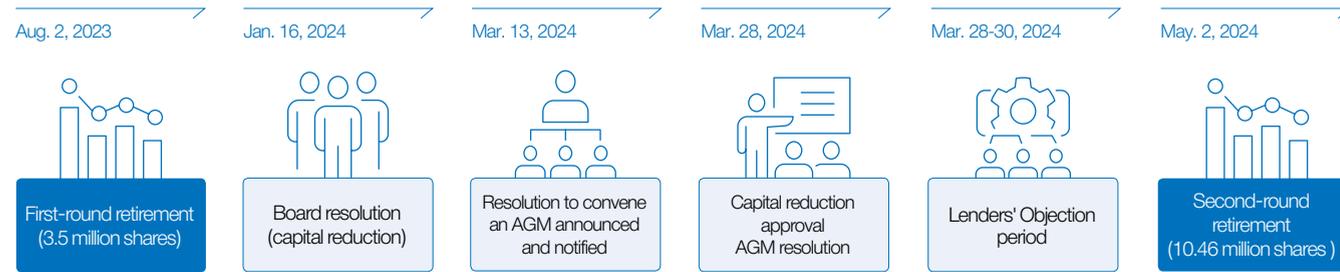
Shareholder Value

Shareholder Right Protection

Treasury Stock Retirement for Shareholder Returns

- Retiring stocks in Aug. 2023 and May. 2024
- Full-scale retirement in May. 2024 (representing 22.5% of ownership)
- Expected benefits from retirement
 - Enhancement of shareholder value
 - Active communication with the market
 - Continued market-friendly policies

Treasury Stock Retirement Schedule



Changes from Treasury Stock Retirement

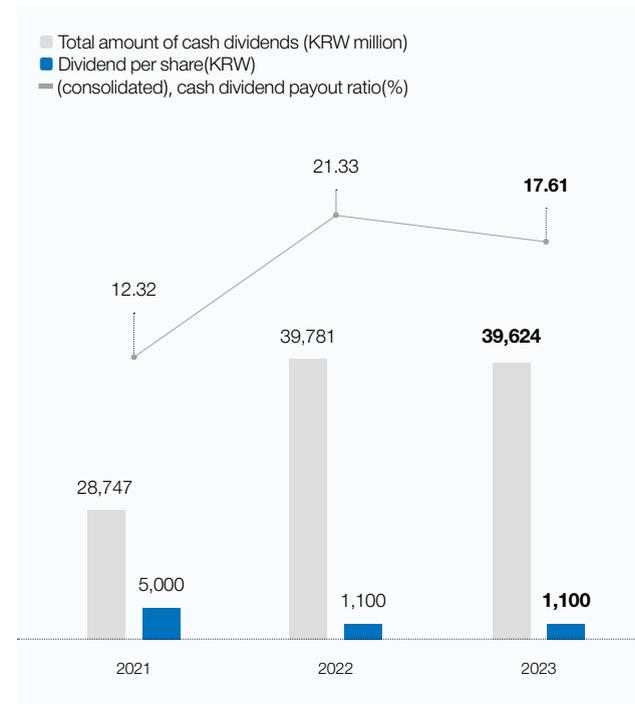
(Unit: shares, KRW)

Type	Before	1 st retirement (2023)		Other increases (appraisal right exercised)		2 nd retirement (2024)	
		Treasury stock retirement	After (Aug. 17 and onward)	Increase in treasury stocks	After	Treasury stock retirement	After (May 14 and onward)
No. of treasury stocks	13,959,990		10,459,990	+780 shares	10,460,770		-
Total number of stocks issued	49,982,665	-3,500,000	46,482,665	-	-	-10,460,770	36,021,895
Capital	49,982,665,000	-3,500,000,000	46,482,665,000	-	-	-10,460,770,000	36,021,895,000

Shareholder Return Policy

- Paying cash dividends annually since 2005
- Amounting to KRW 39,624 million in total cash dividends in 2023, with a (consolidated) cash dividend payout ratio of 17.61%
- Disclosing dividend-related information on the website

Status of Dividend Payout



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Shareholder Value

Shareholder Communication

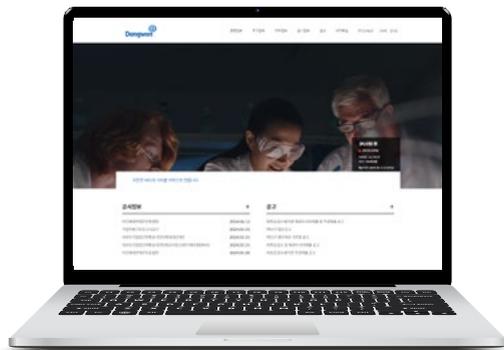
Disclosure Management Regulations

- Aimed at the legal, accurate, and timely disclosure of information
- Mandatory approval by the CEO for external disclosure information
 - Increased accountability for disclosures

Shareholder Communication Channels

- Regular and ad-hoc investor relations (IR) meetings, including conference calls, providing opportunities for shareholder communication (total of 116 meetings¹⁾)
- IR page for disclosing financial results and key investment information
- Establishment of shareholder communication goals for 2024

IR Webpage of Dongwon Industries [\(KOR\)](#)



1) [Reference] Corporate governance report

Performance and Goals of IR and Shareholder Communications

Type	Details	2023	2024 goals
IR activation	Quarterly earnings announcement(earning call)	4 times	4 times/year
	Number of NDRs ²⁾	6 times	7 times
	Draft and release IR letters	None	Execute
	IR-dedicated webpage	Open	Operate
	IR disclosure	Open	Expand
Expanding IR activities targeting foreigners	IR Book in English	Published	Continued updates
	Conference call for foreign investors	1 time	2 times
	Disclosure in English	Open	continued
Share ratio management	Institutional share ratio management	Quarterly Manage shareholder's list	continued
	Foreign ratio management		continued
Conduct activities	Discussion forums, website visit and more	None	1 time

2) Non-Deal Roadshow, Corporate Briefings or Investor Presentations

[CASE] Enhancing Group Disclosure Reporting Using RPA¹⁾

• Planned development of an automatic disclosure alert feature to reduce the risk of omissions in the disclosure of key information by subsidiaries, following the transition to a holding company structure

As-is

- Each subsidiary's responsible personnel performs disclosure duties according to the disclosure information management regulations
- Reporting from each subsidiary is required to monitor the disclosure items of key subsidiaries within the group

To-be

- Automated monitoring of key disclosure items of subsidiaries based on RPA
- Reduction in the risk of disclosure omissions

1) Robotic Process Automation



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

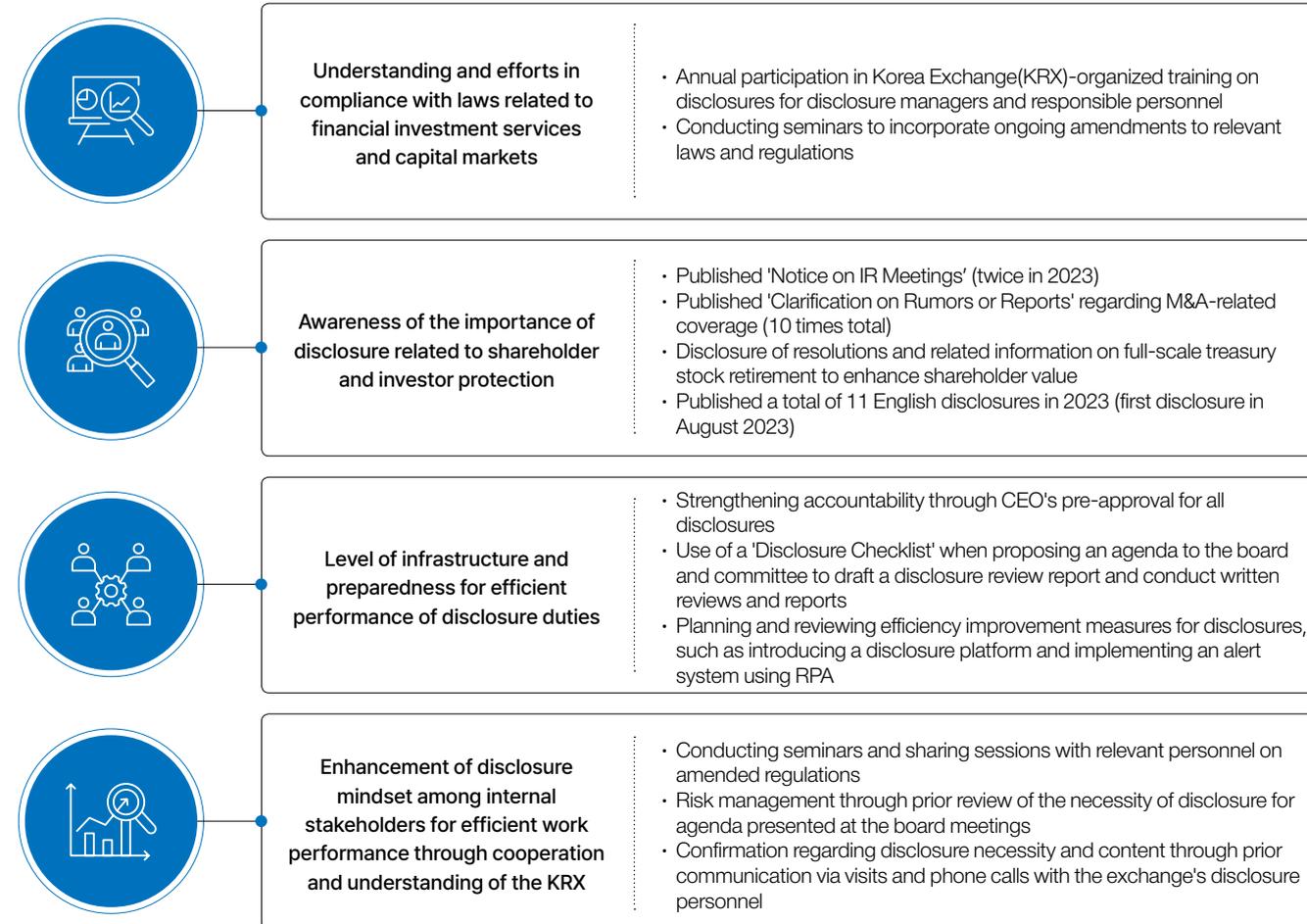
Shareholder Value

Shareholder Communication

Designation as Excellent Disclosure Company

- Designated as an excellent disclosure company in the 2023 stock market
- Designation criteria:
 - Quantitative evaluation: Number of disclosures, frequency of investor relations meetings
 - Qualitative evaluation: Disclosure infrastructure and more

Performance by Detailed Criteria for Designation as Excellent Disclosure Company



Award Ceremony for Excellent Disclosure Company



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Righteous Management

Dongwon Industries is built on the foundation of "righteous management," internalizing the values that companies ought to uphold. Dongwon Industries has established systems to comply with legal and ethical norms and conducts various activities to enhance employees' competencies. Moving forward, we will continue to strive to establish an honest corporate culture through ethical thinking and responsible corporate activities, contributing to building a healthy society.

Righteous Management System

Righteous Management Framework

- Consisting of [Ethics Charter - Ethical Standards - Implementation Rules] in our Righteousness Management Framework
- Formalizing ethical management practices for each stakeholder of Dongwon Industries based on the founding principles
- Including compliance with social (ethical management) and legal norms (compliance) in Dongwon Industries' Righteousness Management

Righteous Management Framework



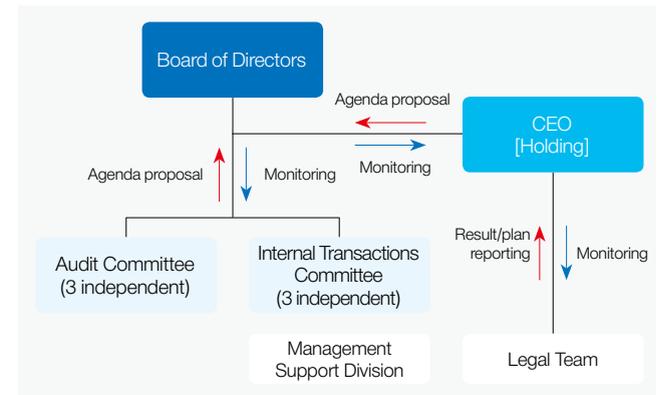
Key contents of Ethical Standards

Responsibility to customers <ul style="list-style-type: none"> • Placing utmost priority on customer value • Quality and delivery management • Technological development and quality improvement • Customer satisfaction • Approach with sincerity and integrity • Respect for customer opinions • Protection of customer information, property, and reputation 	Responsibility to shareholders and investors <ul style="list-style-type: none"> • Transparent decision-making • Fair profit realization • Continuous growth and development • Protection of shareholders' and investors' interests • Enhancing the reliability and timeliness of information
Responsibility to employees <ul style="list-style-type: none"> • Respect for individual creativity • Knowledge-based creative management • Prohibition of unfair discrimination • Provision of equal opportunities • Fair assessment and just compensation • Support for self-development and education • Development of talent with a long-term perspective 	Employees' responsibility <ul style="list-style-type: none"> • Compliance with all laws and regulations • Maintaining the dignity of the company and individuals • Prevention of conflicts of interest in transactions • Cultivating a culture of cooperation based on mutual trust • Prohibition of discrimination and harassment • Prohibition of personal use of company property • Prohibition of unfair use of information • Protection of company's tangible and intangible assets
Responsibility to the nation and society <ul style="list-style-type: none"> • Continuous job creation • Honest tax payment • Compliance with domestic and international laws and treaties • Compliance with accounting regulations and standards • Political neutrality • Prohibition of providing funds for illegal political donations • Respect for individuals' voting rights and political opinions • Prohibition of political activities within the company 	Fair competition and trades <ul style="list-style-type: none"> • Respect for market economy order • Pursuit of fair competition • Compliance with fair trade regulations • Providing fair opportunities to partner companies • Ensuring reasonable transaction conditions • Cooperative partnership for mutual growth

Decision-making System

- Performing key roles in Righteousness Management decision-making and oversight by the Audit Committee and the Internal Transactions Committee
- Audit Committee
 - Audit of the legality of management's operations
 - Reporting on compliance evaluations of ethical standards by employees
- Internal Transactions Committee
 - Prior deliberation and resolution on the appropriateness of transactions with subsidiaries and related parties

Righteous Management Governance



Key Agenda Reported to the Board and Committees

Date	Reporting body	Agenda
Sep. 22, 2023	Audit Committee	Report on the audit review results for 1H23
Jun. 7, 2023	Internal Transactions Committee	Investment in Dongwon Shin Growth No.1 Fund Investment in Dongwon Pusan Container Terminal

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Righteous Management

Righteous Management System

Organization

- Including the Management Diagnosis Office, Management Support Division, and Legal Team as the main organizations, with the Management Diagnosis Office and Management Support Division also serving as support organizations for committees under the Board

Management Diagnosis Office

- Monitoring of compliance issues (Operation of the Sound Management Reporting Center)
- Compliance with laws, articles of incorporation, and internal regulations, and regular ethics training
- Regular sharing of issues with management (more than 4 times a year)
- Regular follow-up checks on improvement recommendations (more than 4 times a year)

Management Support Division

- Ongoing support activities in response to requests from the Audit Committee and Compliance Officer

Legal Team

- Legal risk diagnosis and management for subsidiaries (including key law enactment/amendment and operational requests)

Awareness Enhancement

- Sending "Righteous Management Practice Letters" to suppliers (twice a year, before major holidays)
 - Purpose: Eliminating practices, such as high-pressure sales of Chuseok holiday gift sets, based on Dongwon Group's Righteousness Management practices
 - Recipients: All suppliers with regular transaction history (trade partners)
 - Key contents: Elimination of convenience gifts, elimination high-pressure sales practices, establishment of fair-trade practices
 - Including information on the "Unfair Practices Reporting Center" to enhance accessibility and specifying principles for reporting and policies to protect whistleblowers

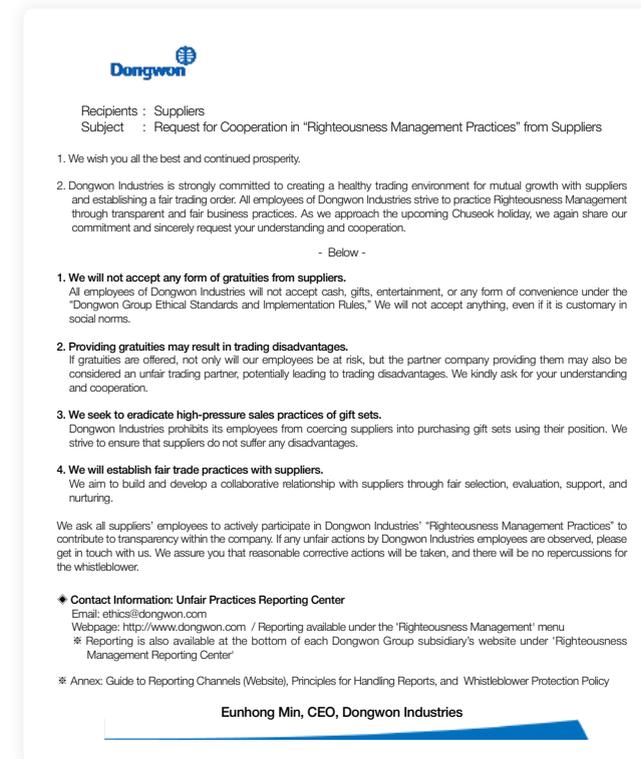
Capacity Building

- Major Ethics Training Program for (Office) Employees
 - Ethics standards and internal regulations
 - Examples of violations of ethical management by type
 - Importance of ethical management
 - Cases of unfair trade practices

Ethics Education Performance

Target	Participants	Number of training hours per participant
All office employees	387 people	1 hour / person

Righteous Management Practice Letter for Business Partners



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Righteous Management

Righteous Management System

Risk Management

- Establishment of an internal whistleblowing system and operation of a Righteous Management Reporting Center
 - Accepting reports concerning all stakeholders
 - Including reports on group companies, with Dongwon Industries' Management Diagnosis Office identifying and forwarding the report to the relevant subsidiaries
 - Operating a policy to consider leniency for self-reported fraud and corruption, encouraging adherence to ethical management
 - Receiving a total of 4 reports in 2023 and closing all cases
 - Main subjects of reports: Violations of ethical standards

Reports on Counselling Channel

- Phone : 02-589-3548 Management Diagnosis Office, Dongwon Group
- URL : Righteous Management Reporting Center (KOR)
- Email : ethics@dongwon.com

Report Reception and Processing System



Compliance

Organization

- Including the Management Diagnosis Office and the Legal Team (compliance officer) as key operating organizations

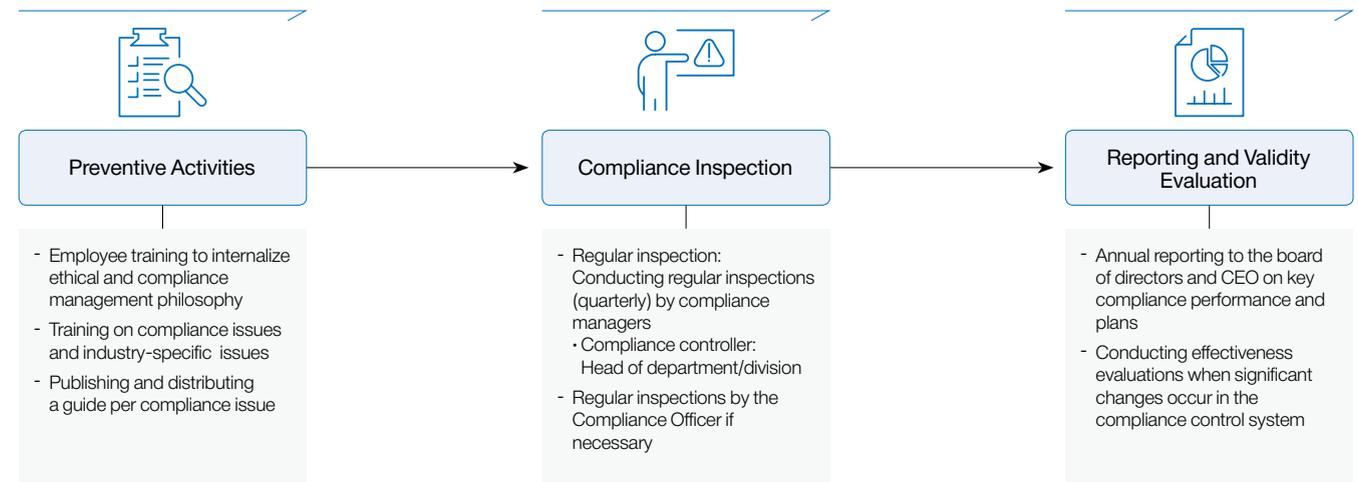
Management Diagnosis Office

- Refer to [Righteous Management Framework-Organizations]

Legal Team(Compliance Officer)

- Continuous legal risk assessment and management related to internal decision-making and business execution
- Attend board meetings to monitor the appropriateness of company management execution

Compliance Management Process



Capacity Building

- Annual training for all employees on regulations, compliance requirements, and the latest trends that are required for work performance
- Special training for employees based on their specific job functions and for new and experienced staff

Risk Management

- The compliance management process follows the procedures of [Prevention - Implementation Check - Reporting and Validation]
- Including fair trade, privacy, employee human rights, and anti-corruption as key management areas

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Risk Management

Dongwon Industries identifies and prevents financial and non-financial risks that may arise throughout business activities. Dongwon Industries maintains an ESG Management Committee composed of the group's CFO, addressing not only existing financial risks but various non-financial risks from a group-wide perspective. As the holding company of Dongwon Group, Dongwon Industries aims to proactively respond to diverse risks to ensure the group's sustainability.

Risk Management System

Decision-making System

- Establishing and operating a company-wide risk management governance based on the risk type (financial and non-financial)
- Serving as the highest management and oversight body for company-wide risks by the Board
 - Reporting on major risks and strategies and the current status of responses
 - Comprehensive management and oversight of risks across all business activities

- Organizations responsible for integrated risk management by type
 - Financial Risk: Audit Committee, Internal Transactions Committee (the Board's subcommittees)
 - Non-Financial Risk: ESG Management Committee (Group's C-level Committee)

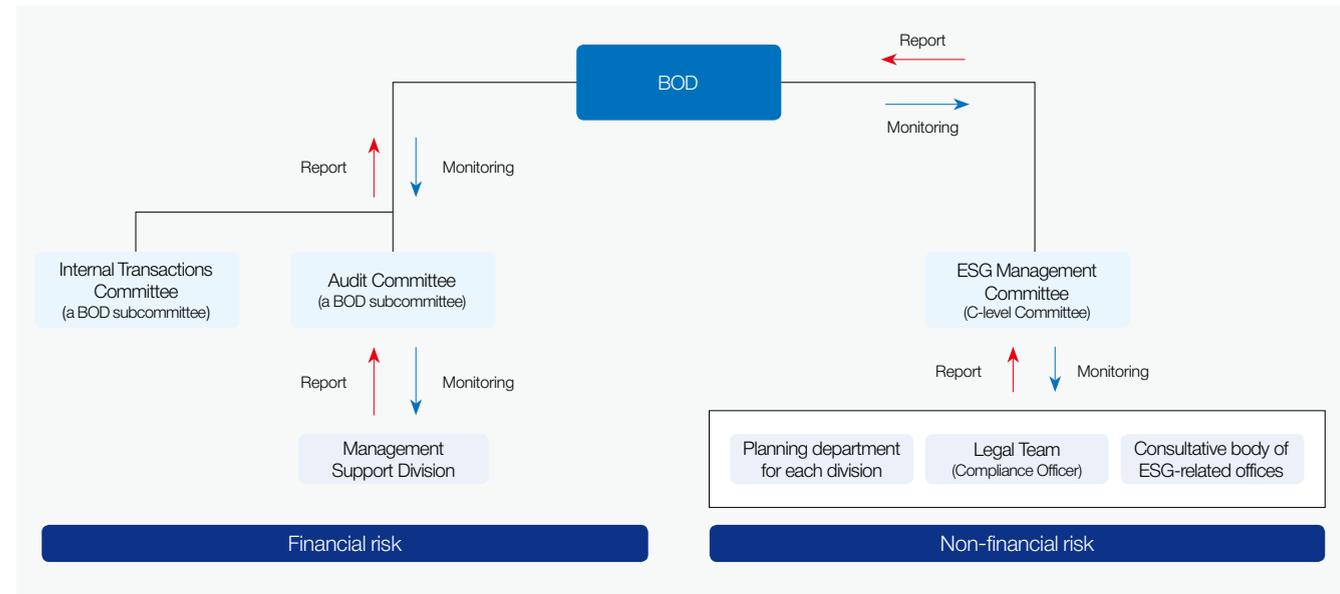
Agenda Reported to the Board and the Committee

Date	Reporting body	Agenda
2023.06.07	Internal Transactions Committee	<ul style="list-style-type: none"> • Investment in Dongwon New Growth No.1 Fund • Investment in Dongwon Busan Container Terminal

Organization

- Key operating organizations by type of risk
 - Financial Risk: Management Support Division
 - Non-Financial Risk: Planning departments of each business division, Legal Team (Compliance Officer), Consultative body of ESG-related offices
- Consultative body of ESG-related offices
 - Composed and managed by working groups related to ESG in each department
- External auditor
 - Internal Control over Financing Report (ICFR)

Risk Governance



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Risk Management

Identification and Response to Key Risks

Financial risk

Key risks	Response to risks	Reference
Market · Credit · Liquidity Risk	<ul style="list-style-type: none"> Maintaining asset-liability ratios to ensure financial solvency Establishing internal policies based on authoritative interpretation 	Annual Report 🔗
Internal Control over Financing Risk	<ul style="list-style-type: none"> Operating an internal control system Independent third party's consulting on Internal Control over Financing Report (ICFR) 	Internal Accounting Management 🔗
Unfair Trade Risk	<ul style="list-style-type: none"> Management of fair practices and compliance risks through the operation of the Management Diagnosis Team and Compliance Officer Operation of the Internal Transactions Committee 	Righteous Management 🔗

Tax Risk

- Operating tax planning policies according to tax laws and policies for domestic and overseas corporations
- Submitting relevant implementation status to the National Tax Service through an integrated international transaction information report (OECD BEPS^{1,2} policy implementation)
- In case of decision-making needs, dedicated organizations and related departments review and make the final decision
- Conducting external consultations for new transactions and tax law issues to manage tax risks in 2023

1) Organisation for Economic Cooperation and Development
 2) Base Erosion and Profit Shifting

Non-financial Risk

Key risks	Response to risks	Reference
Business · Process Risks	<ul style="list-style-type: none"> Continuous monitoring of domestic and international industry trends Establishment of a safety and health management team to prevent accidents that may occur in business operations 	Safety and health management 🔗
Compliance Risk	<ul style="list-style-type: none"> Continuous monitoring of domestic and international laws and regulations, including amendments Compliance training for employees and supply chain partners 	Compliance 🔗
ESG Risk	<ul style="list-style-type: none"> Establishing an ESG management system in accordance with domestic and international ESG initiative standards Reviewing the direction of the company's mid- to long-term ESG strategy implementation direction and progress 	ESG Management 🔗

Internalizing Risk Awareness

- Regular training sessions on major non-financial (ESG) risk management

Non-financial (ESG) risk	Health and safety	Human rights management	Ethics and compliance
Major training elements	<ul style="list-style-type: none"> Precautions and incident response procedures in workplace operations 	<ul style="list-style-type: none"> Sexual harassment prevention Improving awareness of the disabled 	<ul style="list-style-type: none"> Training on preventing workplace bullying and harassment
Training performance	Safety and health management 🔗	Human rights 🔗	Righteous management 🔗

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Risk Management

Internal Control over Financing Report (ICFR)

ICFR Regulations and Operating Guidelines

- Establishment and compliance of internal accounting management regulations and guidelines according to the amended Act on External Audit of Stock Companies (enforced in Nov. 2018)
 - Beginning with the preparation of financial information for consolidated financial statements in 2023
 - Revising application examples regarding necessary items for disclosure
- Application of best practice standards for ICFR by the Internal Accounting Management System Committee

Decision-Making System

- The Board serving as the top management and supervisory body for internal accounting control
- CEO
 - Responsible for the design and operation of ICFR
 - Annual report on the operational status of ICFR to shareholders, the Board, and auditors (once a year)

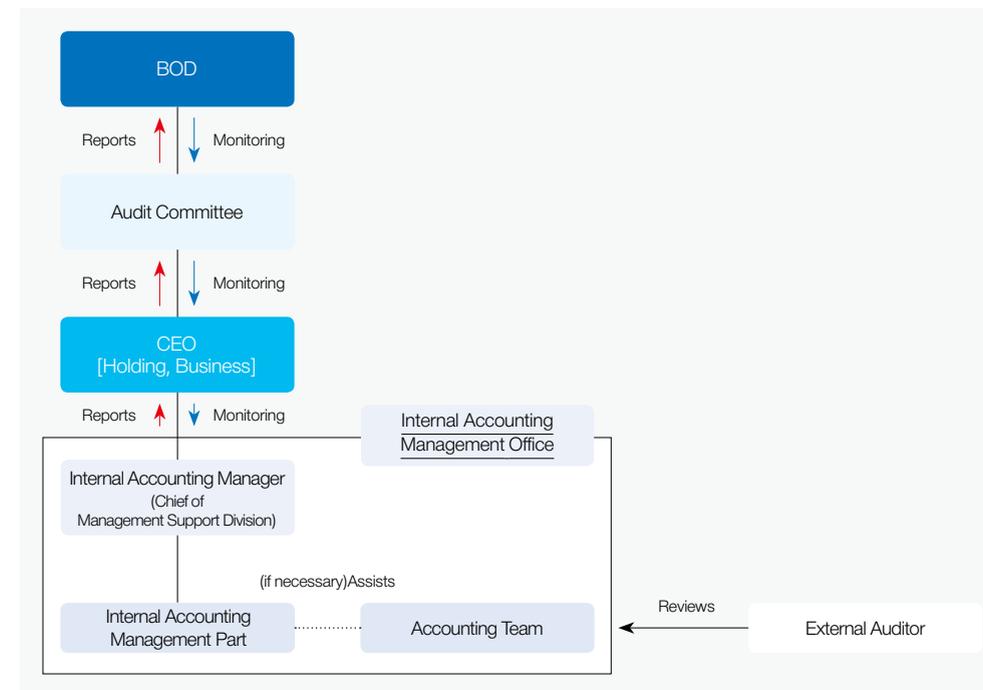
Agendas for Internal Accounting-Related Meetings

Date	Reporting Body	Agenda Title
Mar. 9, 2023	Audit Committee	• No. 1: 2022 ICFR Status Report
Mar. 14, 2023	Board of Directors	• 2022 ICFR Status Report
Jun. 22, 2023	Audit Committee	• No. 2: Report on the 2023 Internal Accounting Plan and Schedule

Organization

- Internal Accounting Office
 - Being established under the Management Support Division, which is supervised by the Internal Accounting Manager
 - Independently examining the adequacy of internal control activities of each internal department and their procedures
- Accounting Team
 - Accounting information processing, management and operation of accounting ledgers by computer systems, accounting information error control and internal verification
- External Accounting Auditor
 - Reviewing the adequacy and effectiveness of ICFR

ICFR Governance



Report on ICFR by the External Auditors

Business year	Auditor's opinion	Comments
55 th (2023)	As of December 31, 2023, the company's ICFR is effectively designed and operated from the perspective of importance in accordance with the "Conceptual Framework for Designing and Operating ICFR"	N/A

1) As of the end of Mar. 2024, [Reference] 2023 Dongwon Industries Annual Report 'V. Auditor's report'

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Risk Management

Internal Control over Financing Report (ICFR)

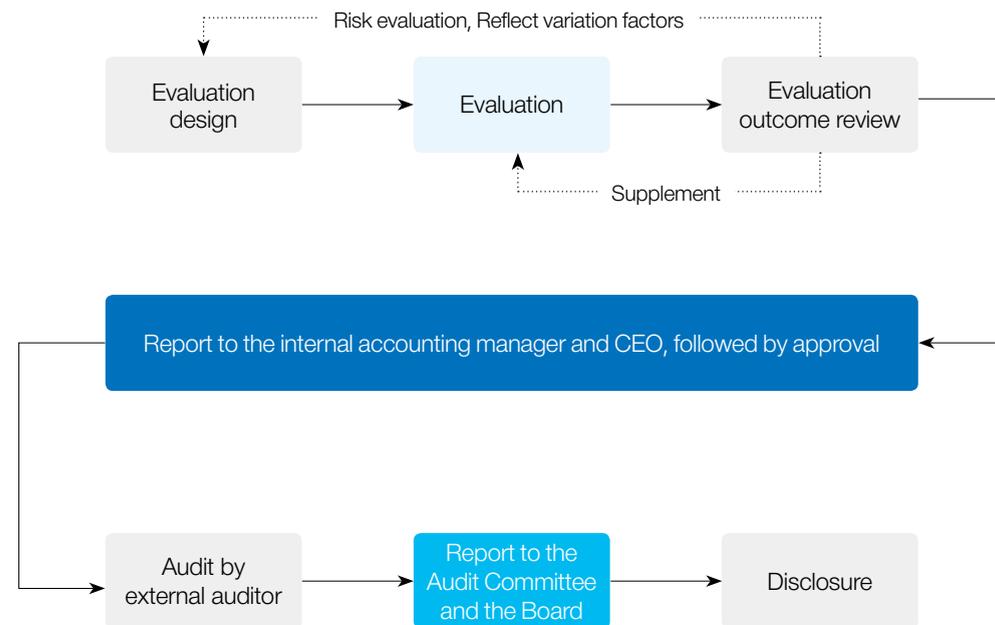
Risk Management

- An annual assessment on the status of the Internal Accounting Control System (once per year)
- Including all subsidiaries under Dongwon Industry, both directly owned private companies and listed entities like Dongwon F&B and Dongwon Systems, along with their subsidiaries
- Performing internal accounting risk assessments for 11 consolidated subsidiaries as a holding company

Implementation of Consolidated Internal Accounting Management System

- Under the "Act on External Audit of Stock Companies" amendment (Nov. 2018), listed companies with (separate) assets exceeding KRW 2 trillion are required to extend their obligation to design and operate internal accounting management systems based on consolidated financial information of the group, including its subsidiaries (effective Jan. 1, 2023)
- Establishing, operating, and evaluating internal controls for financial reporting based on consolidated financial information throughout the year, and undergoing external audits for companies subject to consolidated Internal Accounting Control Systems
- Establishing an Internal Accounting Control System in 2023 that covers the subsidiaries subject to consolidation

Internal Accounting Control System Evaluation Process



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Governance and the Board

Shareholder Value

Righteous Management

Risk Management

Business

Appendix

Business



New Growth Engines

98

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Business

New Growth Engines

Appendix

New Growth Engines

Dongwon Industries is actively building a sustainable business model by responding swiftly to market changes through Chain Innovation.

By leveraging our strengths, we steadily expand into new areas and continuously enhancing operational efficiency by integrating AI technology across various business domains.

Business Innovation

Group Portfolio Diversification

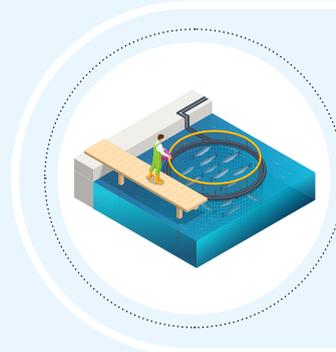
- Driving a strategy to discover and foster new growth engines that leverage expertise from existing businesses based on 'Chain Innovation' at Dongwon Group
- Being recognized in 2023 for contributing to corporate ecosystems and national economic development through innovative management, Dongwon Group received the '21st Management Scholar's Top Korean Company Award'

The 21st Management Scholar's Top Korean Company Award



Group's Activity Highlights

- Accelerating the balanced growth of Dongwon Group's business by investing in sectors with strong growth momentum
- Making investments with considerations for a low-carbon society and environmental regulations, and adapting corporate structures to social trends



Dongwon Industries

Onshore salmon farming, the first in Asia

- Fully localized Atlantic salmon, which used to be imported
- Targeting domestic demand and entry into the East Asian market



Dongwon Global Terminal Busan

Fully-automated domestic terminal, first in Korea

- Busan New Port's West container terminal operation
- Phase 2 to 5 to be open in Apr. 2024
- 3.55 million TEU¹⁾ per year

¹⁾ Twenty-foot equivalent unit, Unit to measure 20ft



Dongwon Systems

Expansion of secondary battery materials/parts business

- Discovering new items such as polar aluminum foil, battery cans, and cell pouches
- Expansion and completion of secondary battery can factory
- Adding polar foil rolling mill
- Establishing dedicated line for cell pouch in Gongju, conducting sample responses and approval tests

Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Business

New Growth Engines

Appendix

New Growth Engines

Business Innovations

[CASE] Operation of Drones on Purse Seiners for Fish Detection

- Transitioning from helicopters to unmanned drones for detecting tuna groups, with the expectation that using drones will reduce carbon emissions, lower the risk of human accidents, and improve detection time and accuracy
- Pursuing R&D since 2019 to replace helicopters with drones for detecting fish groups, and in 2023, working to localize parts and technology and expand the use of drones in fishing vessels

Future Key Initiatives



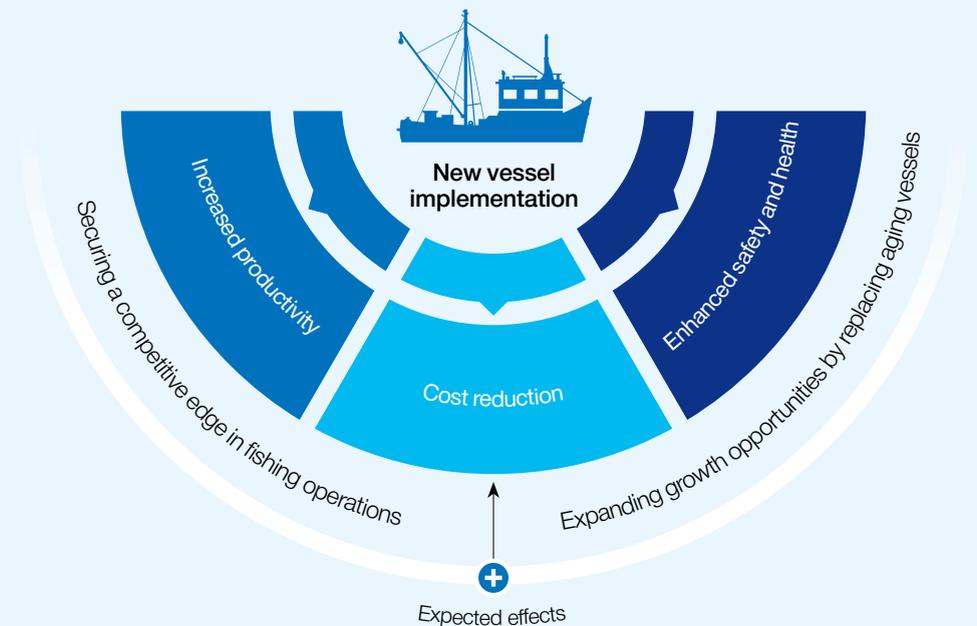
Comparison of Using Helicopter Versus Drones for Finding Fish

No.	Item	Helicopter	Drone
1	Fuel	140L/hr	1L/hr
2	Safety accidents	Equipment deterioration, accidents	Unmanned
3	Workforce issue	Pilots and mechanics are needed at all times	Training drone operators
4	Efficiency	<ul style="list-style-type: none"> • Time spent for fish detection: 1.5hrs (2hrs max) • Fish group detection: dependent on finders 	<ul style="list-style-type: none"> • Time spent for fish detection: 4hrs (5hrs max) • Fish group detection: Watching fish groups in real time

[CASE] Constructing New Purse Seiners

- Investing approximately KRW 200 billion over the past decade due to the aging of Pacific fishing purse seiners and competition among major fishing nations to bring in new vessels, resulting in the construction of six state-of-the-art purse seiners
- Undertaking the construction of 4th-generation purse seiners recently, featuring upgraded navigation equipment, such as radar and SONAR, and incorporating self-developed AI drones
 - Innovation in fish detection technology (3D sonar visualization equipment, sonar-equipped purse seiners)
 - Improvement in equipment performance and efficiency (generators, decelerator)
 - Remote monitoring of ship equipment (enabling real-time safety management)
- Being capable of unmanned fish school detection using AI drones and equipped with special quick-freezing facilities to produce high-value sashimi-grade tuna, known as 'Super Tuna,' the 4th-generation purse seiners will

Effects of Introducing New Vessels



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Business

New Growth Engines

Appendix

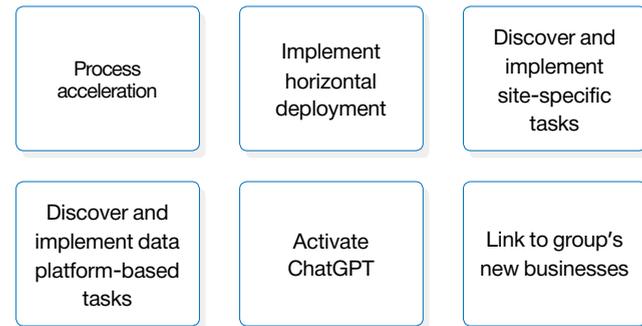
New Growth Engines

AI-based Work Innovation

Our Position

- Identifying field issues, including those at Dongwon Industries and its subsidiaries, and defining AI tasks to address problems that can be solved through AI-aided data learning
- Tracking the effectiveness of AI-based business innovation by setting performance indicators, such as cost reduction, contribution to sales, work efficiency, and claim reduction

Direction of AI Operations



2023 Key AI Project Progress

Division	Key tasks
Management / Work efficiency	<ul style="list-style-type: none"> • Implement OCR system • Establish marine fisheries dashboard
Production	<ul style="list-style-type: none"> • Automate the tuna defrosting line and grade products
Marine fisheries	<ul style="list-style-type: none"> • Enhance intelligence of fish school detection drones for purse seiners • Improve fish price prediction models

Organization

- Setting up the AI Technology Team under the DT (Digital Transformation) HQs to drive AI-based business innovation, with the Team tasked to support the application of smart technologies to business operations

AI-Based Business Innovation Organizations



Capacity Building

- Launching a program called 'GPTizens' among employees for training and development projects to enhance operational efficiency using ChatGPT:
 - Development of automation programs for individual/departmental tasks
 - Planning usage strategies for AI-based content using image recognition
 - Identifying cases for generative AI in business operations
- Additional growth points awarded for excellent cases
- In 2023, having 47 employees participate in a 4-week program; currently expanding to departmental training for all employees, with an accumulation of over 1,500 participants by the first half of 2024



AI Implementation Cases

Dongwon GPT

- Introducing 'Dongwon GPT,' a proprietary AI platform based on OpenAI's 'GPT 4.0' in Feb. 2024, and upgrading to GPT 4o in May. 2024
- Installing Dongwon GPT on the company's intranet to enable document creation, data analysis, and internal information search concerning HR and general affairs without data leakage
- Enhancing Dongwon GPT to provide customized information and planning integration with group systems such as ERP (Enterprise Resource Planning) and MES (Manufacturing Execution System)
- Establishing an Executive Information System to extract new product strategies based on customer and sales information owned by the group, aiding in senior management's decision-making
- Providing practical AI enhancement training to Chairman Namjung Kim, top management, and employees before introducing Dongwon GPT
- Expecting annual savings of approximately 150,000 work hours through the implementation of Dongwon GPT



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Business

New Growth Engines

Appendix

New Growth Engines

AI-based Work Innovation

AI Implementation Cases

Onshore Salmon Farming Project (Planned):

- **Object recognition**
 - Automation of individual salmon recognition and measurement of growth indicators (size, weight, volume)
- **Optimized growth environment**
 - Automatic monitoring of disease infection, adjustment of feed amount, selection of screening time according to developmental stages

Automated Grading of Sashimi-Grade Tuna:

- Pre-training with over 10,000 tail cross-section images and grading criteria
- Achieving objectivity in grading assessment with an accuracy level of 94%

Marine Fisheries Data Management Systematization and AI Prediction System Advancement:

- **Tuna price prediction**
 - Revamping existing price prediction programs (diversifying predictive variables and reanalyzing correlations)
- **Ship inventory demand forecasting**
 - Proactive lead-time management through ship-specific/inventory-specific demand forecasting
 - Advanced management of ship inventory programs
- **Fishery analysis and prediction (planned)**
 - Prediction of cycles through analysis of fishing ground time series and patterns
 - Examination of fishing area by species and analysis of historical catch data

Introducing an AI Broadcaster for Internal News Sharing:

- Introducing an AI broadcaster for internal news-sharing videos in Jan. 2023
- Enhancing information delivery compared to traditional methods of text and images, effectively reducing costs and time compared to using a human broadcaster



Group's Activity Highlights

- Operating West Container Port Phases 2-5, fully automated container terminals, at Dongwon Global Terminal Busan (DGT, Busan Shinhang Port, 7th Dock)
- Automating the entire process from unloading containers from ships to transportation and stacking using unmanned technology
- Planned to gradually open the terminals by 2026 to fully automated ones covering an area of 140,000 m²
- Localizing and operating all handling equipment, including unmanned transport vehicles and container cranes, under a digital-based automated terminal operation system
- Receiving recognition in Apr. 2024 for contributions to domestic smart port projects, where Chairman Namjung Kim was awarded the Silver tower order of industrial service merit

Panoramic View of DGT



Introduction

ESG Strategy

ESG Performance

Environmental

Social

Governance

Business

New Growth Engines

Appendix

Appendix

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment	103
Stakeholder Engagement	105
ESG Factbook	106
ESG Index	119
Awards and Membership	130
Independent Assurance Statement	132

Materiality Assessment

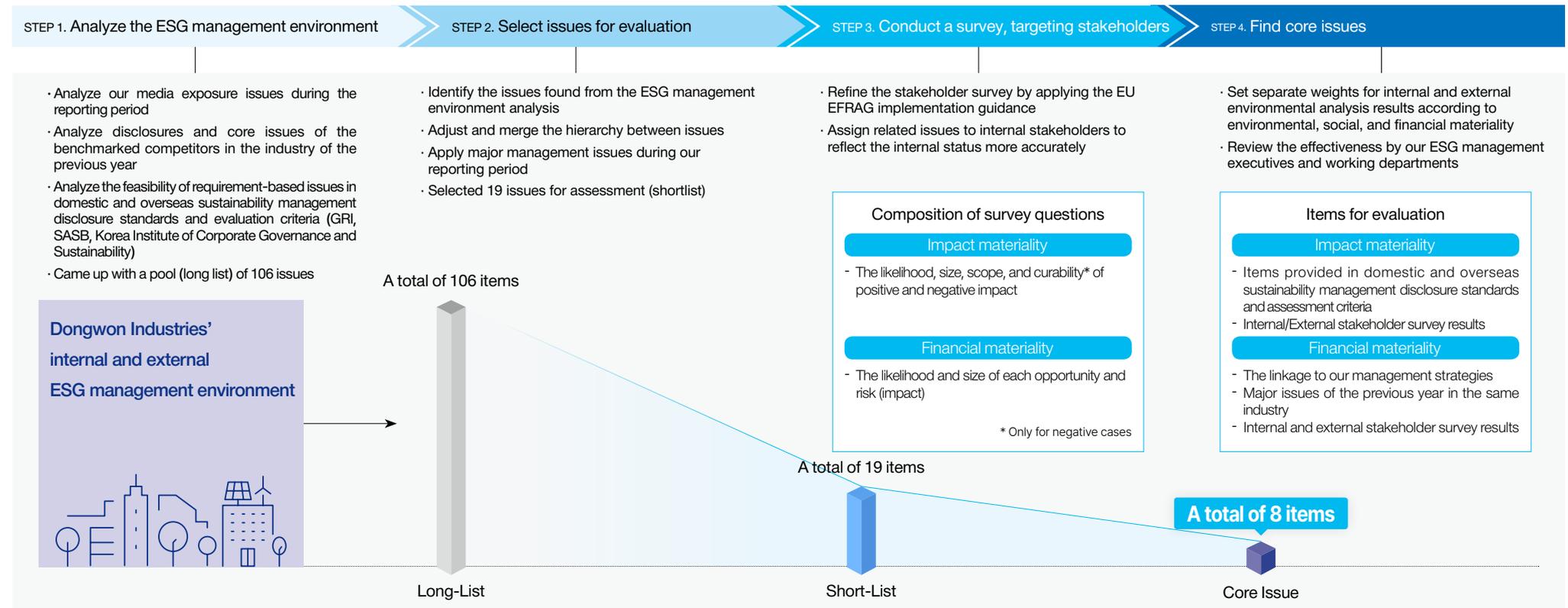
Materiality Assessment Overview

Double Materiality Assessment

- Conducting a 'double materiality assessment' following the previous year
- Finding core issues considering environmental, social, and financial materiality
 - Impact materiality, inside-out: The impact of a company on the environment and society
 - Financial materiality, outside-in: The impact of environment and society on corporate financial statements

Double Materiality Assessment Process

- The process takes four steps:
 - Analyze the ESG management environment → Select issues for assessment → Conduct a survey targeting stakeholders → Find core issues
- Differences compared to the previous year
 - Conducting a stakeholder survey applying the EU EFRAG¹⁾ implementation guideline, a global sustainability disclosure standard



1) European Financial Reporting Advisory Group

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

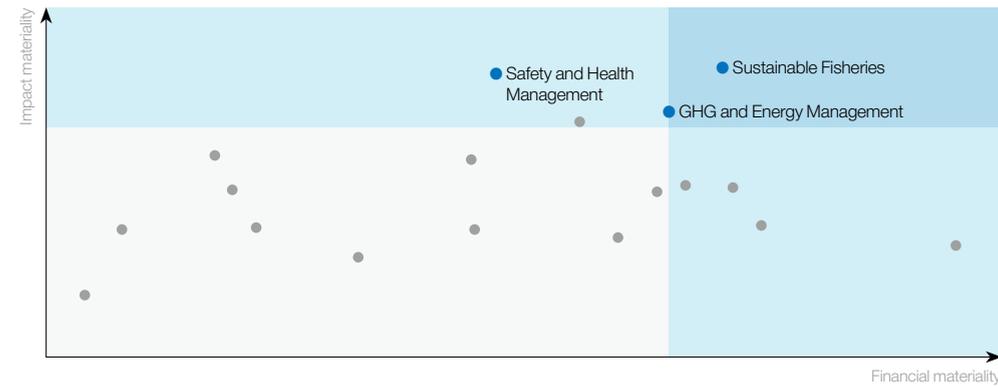
Awards and Membership

Independent Assurance Statement

Materiality Assessment

Materiality Assessment Result

Materiality Assessment Matrix



Major Changes Compared to the Previous Year

- Identifying core business issues
 - Identifying high financial materiality issues, including 'new growth business' issues with high or expected to be high financial materiality
- Ranking 'Promotion of sustainable fisheries' high
 - Sustainable fisheries, being our main business, have a high impact and financial materiality
- Maintaining climate change-related issues
 - Identifying the 'GHG' issue as a material issue this year, whereas it was part of 'Climate Risk Management' in the previous year

Material Issues

Customer Shareholder·Investor Employee Supply Chain Local Community Government Ecosystem

Category	Area	Issue ● Core Issue	Impact Materiality		Financial Materiality		Impact Location ¹⁾			Stakeholder To Be Affected	Impact Management Action and Effect
			Positive	Negative	Opportunity	Risk	(U)	(S)	(D)		
Environmental		Promotion of sustainable fisheries ●	▬	▬	▬	▬	●	●		Shareholder·Investor, Ecosystem	Promotion of sustainable fisheries ↗
Social		Safety and health management ●	▬	▬	▬	▬	●	●	●	Employee, Supply Chain	Safety and health management ↗
Environmental		GHG and energy management ●	▬	▬	▬	▬	●	●	●	Supply Chain, Local Community, Government, Ecosystem	GHG and energy management ↗
Material Issue	Environmental	Biodiversity conservation	▬	▬	▬	▬	●	●		Local Community, Ecosystem	Promotion of sustainable fisheries ↗ Environmental impact control ↗
	Business	New growth business portfolio and technological innovation	▬	▬	▬	▬		●		Customer, Shareholder·Investor	New growth engines ↗
Governance		Advanced sustainability management	▬	▬	▬	▬	●	●	●	Customer, Shareholder·Investor, Employee, Supply Chain, Local Community, Government, Ecosystem	ESG Management ↗
Social		Customer and consumer rights protection	▬	▬	▬	▬			●	Customer, Shareholder·Investor, Supply Chain	Customer and consumer ↗

1) (U) Upstream, (S) Self-operation, (D) Downstream

- Introduction
- ESG Strategy
- ESG Performance
- Appendix**
 - Materiality Assessment
 - Stakeholder Engagement
 - ESG Factbook
 - ESG Index
 - Awards and Membership
 - Independent Assurance Statement

Stakeholder Engagement

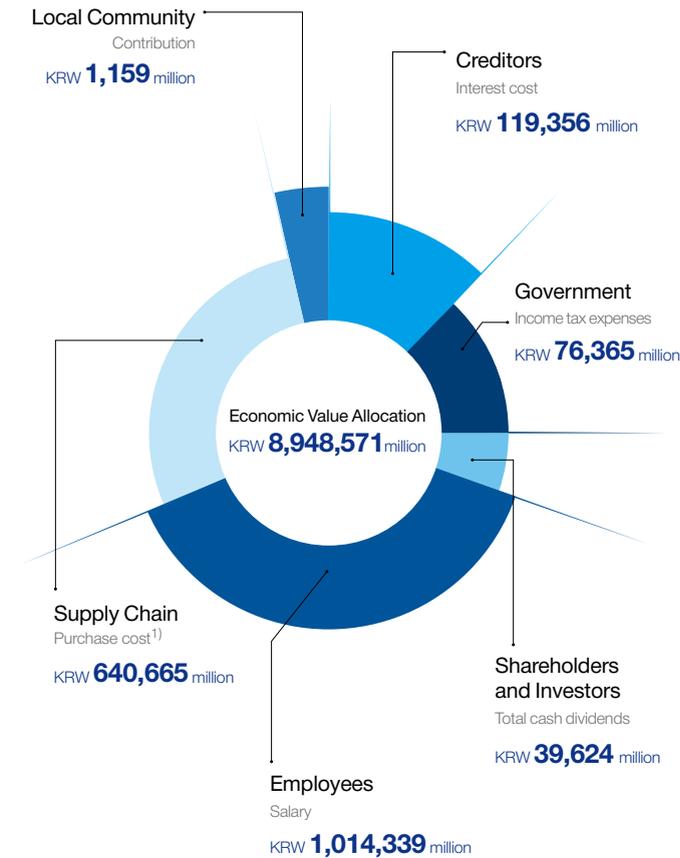
Dongwon Industries' Stakeholder

Stakeholder Key Interests and Communication Channels

- Operating customized communication channels for our key stakeholders
- Reporting major issues found from each stakeholder group to the BOD and review them for decision-making
- Actively performing 'shareholder/investor' engagement activities in 2023

Classification	Communication Channels	Key Interests	Key Interests Response Activities
Customers 	<ul style="list-style-type: none"> • Website (year-round) • Media coverage (year-round) • Interviews (year-round) 	<ul style="list-style-type: none"> • Provision of advanced and competitive services • Production of sustainable and eco-friendly products 	Customer and Consumer 🔗
Shareholders and Investors 	<ul style="list-style-type: none"> • AGM • Extraordinary general meeting of shareholders (as needed) • Conference calls (year-round) • Publication of various reports (year-round) 	<ul style="list-style-type: none"> • Enhancement of corporate value • Risk management • Activation of shareholder-friendly management 	Shareholder Value 🔗
Employees 	<ul style="list-style-type: none"> • Grievance counseling center (year-round) • Employee satisfaction survey (year-round) • Junior Board (monthly) • Hanmaeum Council (monthly) 	<ul style="list-style-type: none"> • Work-life balance • Fair performance evaluation • Win-win labor-management relations 	Employee Capacity and Working Condition 🔗
Supply Chains 	<ul style="list-style-type: none"> • Meetings with suppliers (once a year) • Education for supply chains (year-round) 	<ul style="list-style-type: none"> • Expansion of win-win management • Establishment of fair partnerships • Fair trade 	Supply Chain Sustainability 🔗
Local Community 	<ul style="list-style-type: none"> • Social contribution programs (year-round) • Operation of the Dongwon Education Foundation (year-round) • Cooperation with NGOs (year-round) 	<ul style="list-style-type: none"> • Contribution to community development and creation of social value through social contribution activities 	Local Community 🔗
Government 	<ul style="list-style-type: none"> • Membership in international associations • Acquisition of international certifications 	<ul style="list-style-type: none"> • Compliance with laws and regulations • Reinforcement of public-private partnership 	Righteousness Management 🔗

Value Generation & Distribution (on a consolidated basis)



1) Total purchase cost from suppliers based on separate standards

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

FINANCE

FINANCE

Summarized Consolidated Balance Sheet

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Asset	Total assets	-	KRW mn	6,685,168	7,061,179	7,725,143
	Current assets	-	KRW mn	3,047,422	3,395,834	3,770,744
	Non-current assets	-	KRW mn	3,637,746	3,665,345	3,954,399
Liabilities	Total liabilities	-	KRW mn	4,058,409	4,152,704	4,589,422
	Current liabilities	-	KRW mn	2,216,121	2,682,962	3,070,620
	Non-current liabilities	-	KRW mn	1,842,288	1,469,742	1,518,801
Equity	Total equity	-	KRW mn	2,626,758	2,908,475	3,135,721
	Total equity attributable to owners of parent	-	KRW mn	1,851,078	2,520,572	2,696,817
	Non-controlling interests	-	KRW mn	775,680	387,903	438,904

Summarized Consolidated Income Statement

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Sales	-	-	KRW mn	7,603,000	9,026,258	8,948,571
Operating profit	-	-	KRW mn	508,664	494,433	464,734
Net profit	-	-	KRW mn	315,040	296,545	272,187
Profit (loss), attributable to owners of parent	-	-	KRW mn	233,293	186,478	224,959
Profit (loss), attributable to non-controlling interests	-	-	KRW mn	81,747	110,067	47,228
Earnings per share	-	-	KRW mn	7,384	5,748	6,237
Number of companies included on a consolidated basis	-	-	KRW mn	42	43	46

Sales by Business Unit (Consolidated)

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Marine Fisheries unit	Sales (adjusted)	-	KRW mn	270,297	312,600	403,029
	Sales portion	-	%	3.56	3.46	4.50
Food Processing & Trade unit	Sales (adjusted)	-	KRW mn	3,016,870	3,167,008	5,858,637
	Sales portion	-	%	39.68	35.09	65.47
Logistics unit	Sales (adjusted)	-	KRW mn	1,102,222	1,291,869	1,150,510
	Sales portion	-	%	14.50	14.31	12.86
Seasoning & Distribution unit	Sales (adjusted)	-	KRW mn	1,436,262	1,851,112	N/A
	Sales portion	-	%	18.89	20.51	N/A
Construction unit	Sales (adjusted)	-	KRW mn	517,890	665,781	N/A
	Sales portion	-	%	6.81	7.38	N/A
Online business unit	Sales (adjusted)	-	KRW mn	N/A	204,064	N/A
	Sales portion	-	%	N/A	2.26	N/A
Packaging unit	Sales (adjusted)	-	KRW mn	992,240	1,176,222	1,030,824
	Sales portion	-	%	13.05	13.03	11.52
Others	Sales (adjusted)	-	KRW mn	267,219	357,602	505,571
	Sales portion	-	%	3.51	3.96	5.65

- 1) Unless otherwise stated, based on the consolidated financial statements.
- 2) In November 2022, Dongwon Industries reported economic performance data for 2021-2023 based on post-merger figures due to its absorption merger with Dongwon Enterprise.
- 3) Due to the merger with Dongwon Enterprise and business division restructuring, some of the 2023 data for the business segments may differ.

Direct Economic Value Generation & Distribution

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Direct Economic Value Generated	Sales (consolidated)	-	KRW mn	7,603,000	9,026,258	8,948,571
	Sales (separate)	-	KRW bn	729	1,032	1,090
Economic Value Distributed	Total supplier purchase amount	-	KRW mn	397,709	579,061	640,665
	Total cash dividends	-	KRW mn	28,747	39,781	39,624
	Salary	-	KRW mn	893,427	993,880	1,014,339
	Interest cost	-	KRW mn	71,054	84,876	119,356
	Income tax expenses	-	KRW mn	85,952	109,209	76,365
	Donations	-	KRW mn	707	887	1,159

- 1) Unless otherwise noted, figures are based on consolidated financial statements.
- 2) [Total supplier purchase amount]: Based on separate tax invoices

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

FINANCE

FINANCE

Financial Assistance Received from Government

Category	Sub-category (Tier2)	Sub-sub-category (Tier3)	Unit	2021	2022	2023
Total monetary value of government financial assistance received in reporting period	Tax relief and tax credits	-	KRW mn	2,828	3,965	708
	Subsidies	-	KRW mn	215	10	267

1) Based on separate financial statements
 2) [Subsidies]: Includes details of other subsidies in addition to those listed in the business report.

GOVERNANCE

1) The 2021 data reflects Dongwon Industries prior to the merger. The 2022 and 2023 data are post-merger with Dongwon Enterprises

Establishment of Governance Structure and Operation of the Board

Board Composition and Operation

Category	Sub-category (Tier2)	Sub-sub-category (Tier3)	Unit	2021	2022	2023
Independence	Total number of directors	-	person	5	9	9
	executive director	-	person	3	4	4
	Independent director	Personnel	person	2	5	5
Diversity	Ratio		%	40.00	55.56	55.56
		Male	person	5	8	8
	Gender	Female	person	0	1	1
		- Women excluding the largest shareholder and specially related persons	person	0	1	1
	Age	- Ratio	%	0.00	11.11	11.11
		Under 30 years old	person	0	0	0
30-50 years old		person	1	1	1	
Professionalism	Risk management expert	Over 50 years old	person	4	8	8
			person	1	1	1
Guaranteed term	executive director		year	2	2	2
		Independent director	year	2	2	2
Board prior convening notice period	Board prior convening notice period	-	day	10	3	3
Board operation	Meetings held	-	time	6	13	7
	Number of agenda submitted	Total Agendas	case	26	48	31
		- Resolution agendas	case	15	37	17
		- Reporting agendas	case	11	11	14
	Opinions by agenda	Vote for	case	15	37	17
		Vote against	case	0	0	0
		Amend	case	0	0	0
		Abstain	case	0	0	0
		Average attendance rate	%	87.50	89.58	90.00
	Attendance rate	- Executive directors	%	75.00	93.00	91.40
		- Independence directors	%	100.00	86.17	88.60
Frequency of board reviews related to sustainability(ESG)	-		time	4	2	1

1) [Guaranteed Term]: The term guaranteed by contract after director appointment.
 2) [Independence]: Total number of directors, [Diversity]_ Gender: Based on registered executives
 3) [Board Operation]_ Attendance Rate: Compiled from the list of directors in office at the end of each fiscal year
 4) [Board Operation]_ Frequency of Board Review on Sustainable Management (ESG): For 2021, includes reviews by the Compliance Committee and ESG Committee

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

GOVERNANCE

Establishment of Governance Structure and Operation of the Board

Board Committee

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023		
Audit Committee (Audit Body)	Composition	Personnel	person	N/A	3	3		
		Independent director ratio	%	N/A	100.00	100.00		
		Number of accounting and financial experts	person	1	1	1		
		Chairperson's financial expertise status	Y/N	N/A	N	N		
		Meetings held	time	N/A	1	3		
	Operation	Total Agendas	case	N/A	1	6		
		- Resolution agendas	case	N/A	1	6		
		- Reporting agendas	case	N/A	0	0		
		Vote against	%	N/A	0	0		
		- Approval rate for independent directors	%	N/A	100.00	100.00		
		Average attendance rate	%	N/A	66.70	100.00		
		- Independence directors	%	N/A	100.00	100.00		
		Audit-related training	time	7	1	2		
		Internal Transaction Committee	Composition	Personnel	person	2	3	3
				Independent director ratio	%	50.00	100.00	100.00
Meetings held	time			2	3	1		
Operation	Total Agendas		case	2	4	2		
	- Resolution agendas		case	2	4	2		
	- Reporting agendas		case	1	0	0		
	Vote against		case	0	0	0		
	- Approval rate for independent directors		%	100.00	100.00	100.00		
	Average attendance rate		%	100.00	100.00	100.00		
	- Independence directors		%	100.00	100.00	100.00		
Independent Director Nomination Committee	Composition	Personnel	person	N/A	5	5		
	Independent director ratio	%	N/A	100.00	100.00			
	Operation	Meetings held	time	N/A	0	0		
Management Committee	Composition	Personnel	person	3	3	3		
		Independent director ratio	%	0.00	0.00	0.00		
	Operation	Meetings held	time	4	5	8		
		Total Agendas	case	4	8	10		
		- Resolution agendas	case	4	8	10		
		- Reporting agendas	case	0	0	0		
		Average attendance rate	%	100.00	100.00	95.75		

1) [Audit Committee (Audit Body)]: Transitioned to an audit committee system as of Nov. 2, 2022, concluding the auditor's activities (with one audit committee activity), and the audit committee was established in Nov. 2022.

2) [Internal Transaction Committee]: Established as of May. 6, 2021

3) [Independent Director Nomination Committee]: Established as of Nov. 2, 2022

Board Compensation

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Registered executive	Personnel	-	person	3	4	4
	Total compensation	-	KRW mn	846	1,402	2,322
	Average compensation per person	-	KRW mn	279	351	580
Independent Director	Personnel	-	person	2	2	2
	Total compensation	-	KRW mn	90	69	102
	Average compensation per person	-	KRW mn	45	35	51
Audit Committee (Audit Body)	Personnel	-	person	1	3	3
	Total compensation	-	KRW mn	126	26	159
	Average compensation per person	-	KRW mn	126	9	53

1) [Registered executive]: Excludes external directors and audit committee members for registered directors

2) [Independent Director]: Excludes audit committee members from the total number of external directors

3) [Audit Committee (Audit Body)]: For 2021, the amount pertains to 'auditing'.

Shareholder Composition

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Government	-	-	%	0.00	0.00	0.00
Controlling shareholders and their relatives	-	-	%	67.60	63.20	68.16
Registered internal director	-	-	%	11.50	3.20	0.04
Affiliates	-	-	%	0.00	0.00	0.00
Foreigner	-	-	%	8.40	2.40	1.53
Treasury stock	-	-	%	7.30	27.70	22.50
Other and personal	-	-	%	5.20	4.60	7.81

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

GOVERNANCE

Business Ethics and Compliance

Compliance

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Total non-compliance case	administrative monetary penalty	-	case	0	1	0
	administrative non-monetary penalty	-	case	0	0	0
	Total fines	-	KRW mn	0	8	0
Environment-related	Judicial punishment, fines, or restrictions on participation in national or local government bidding	-	case	0	0	0
	administrative monetary penalty	-	case	0	0	0
	administrative non-monetary penalty	-	case	0	0	0
	Total fines	-	KRW mn	0	0	0
	Environmental debt	-	KRW mn	0	0	0
Society-related	Judicial punishment, fines, or restrictions on participation in national or local government bidding	-	case	0	0	0
	administrative monetary penalty	-	case	0	0	0
	administrative non-monetary penalty	-	case	0	0	0
Privacy	Judicial punishment, fines, or restrictions on participation in national or local government bidding	-	case	0	0	0
	administrative monetary penalty	-	case	0	0	0
	administrative non-monetary penalty	-	case	0	0	0
Governance	Judicial punishment, fines, or restrictions on participation in national or local government bidding	-	case	0	1	0
	administrative monetary penalty	-	case	0	0	0
	administrative non-monetary penalty	-	case	0	0	0
Ethics/anti-corruption	Punishment equivalent to administrative fine, penalty fine, imprisonment, penitentiary imprisonment, detention	-	case	0	0	0
	Punishment equivalent to penalty charge, monetary penalty, Compulsory fine	-	case	0	0	0
	Sanctions such as corrective orders and business suspension without financial punishment	-	case	0	0	0

Employee Ethical Awareness Enhancement

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Ethical management training	Training personnel	-	person	283	380	387
	Training hours per person	-	hour/person	1	1	1
Sexual harassment prevention training	Training personnel	-	person	677	747	792
	Training hours per person	-	hour/person	1	1	1
Disability awareness training	Training personnel	-	person	677	747	792
	Training hours per person	-	hour/person	1	1	1

- 1) Data for 2021 and 2022 have been recalculated based on Dongwon Industries' separate standards and may differ from the previous year's report (Previously Data based on the consolidated figures of Dongwon Industries, Dongwon Lox, and Dongwon Lox Refrigeration, (Revised) Dongwon Industries.
- 2) Ethics management training targets all office workers company-wide, while sexual harassment prevention training and disability awareness training are conducted for all employees.

Communication and Training Regarding Anti-corruption Policies and Procedures

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Communication on anti-corruption policies and procedures	Business partner	Ratio	%	100.00	100.00	100.00
		Personnel completions	hour/person	283	380	387
Anti-corruption training	Employee	Completion ratio	%	39.47	47.38	48.86

- 1) [Communication on Anti-Corruption Policies and Procedures]_Business partner: Dongwon Industries sends 'Integrity Management Letters' to all partner companies to inform them of Dongwon Industries' anti-corruption policies and procedures.
- 2) [Anti-Corruption Training]_Employees: Targets all company-wide office workers.

Identified Corruption Cases and Measures Taken

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Corruption cases and measures taken	Identified corruption cases	Total cases	case	1	0	0
		Dismissal or Disciplinary Employee	case	1	0	0
		End of partnership due to corruption	case	1	0	0
		Target personnel	person	1	0	0

Grievance Handling

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Hot-line operation status	Processing	Receipt	case	12	7	2
		Total cases	case	12	7	2
		Processing ratio	%	100.00	100.00	100.00

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

GOVERNANCE

Protecting and Enhancing Shareholder Value

Approach to Shareholder Engagement

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Shareholder/Investor Rights Protection	Investor relations meeting	-	time	81	77	116
	Dividend Policy and Plan Notice	-	time	0	1	1
Dividend policy and implementation	Annual dividend	-	time/year	1	1	1
	Annual dividend per share	-	KRW	5,000	1,100	1,100
	Total sach dividends	-	KRW mn	28,747	39,781	39,624
	Net income	-	KRW mn	233,293	186,478	224,959
	Cash dividend payout ratio	-	%	12.32	21.33	17.61

1) [Dividend Policy and Implementation]: Based on the consolidated income statement

Stocks and Voting Rights

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Status of issued stocks	Number of shares issued	-	share	3,677,641	49,982,665	46,482,665
	Number of shares outstanding	-	share	3,411,060	36,164,120	36,021,895
Non-voting stocks	Number of shares	-	share	266,581	13,818,545	10,460,770
	Ratio	-	%	7.25	27.65	22.50
Stocks that can exercise voting rights	Number of shares	-	share	3,411,060	36,164,120	36,021,895
	Ratio	-	%	92.75	72.35	77.50
Voting rights status	Share ratio of registered executives	Total shareholding	%	0.00	43.18	46.41
		CEO	share	2,100	10,500	4,500
		Registered executives excluding CEO	share	0	29,322,395	21,573,275

Integrated Risk Management Considering Sustainability

Approach to Tax

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Cash payment corporate tax	-	-	KRW mn	-106,932	-115,147	-97,645
Accumulated profit and loss corporate tax	-	-	KRW mn	85,952	109,209	76,365

1) Domestic bussiness sites

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

SOCIAL

1) The 2021 data reflects Dongwon Industries prior to the merger. The 2022 and 2023 data are post-merger with Dongwon Enterprises.

Employee Capacity and Working Condition

Employees by Type

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Total employees	-	-	person	603	543	792
By gender	Male	-	person	434	380	635
	Female	-	person	169	163	157
By region	Domestic	-	person	594	535	529
		Overseas	person	9	8	9
	Others (crews)	Total personnel	person	1,006	1,077	1,052
		Domestic	person	267	262	254
		Foreign	person	739	815	798
By age	Under 30 years old	-	person	120	136	174
	30-50 years old	-	person	386	295	367
	Over 50 years old	-	person	97	112	251
By position	Staff	-	person	509	461	641
	Manager	-	person	71	56	125
	Executives (internal job position)	-	person	23	26	26

- 1) [Total Employees]: For 2021-2022, the figures exclude domestic seafarers (crews) from the data in the business report, but from 2023, the disclosure standards will change to align with the business report.
- 2) [Crews]: Crews are defined as employed when boarding and retired when disembarking, with the number of crews boarded at the end of each fiscal year being tallied (Headcount).
- 3) [By Position]: Each detailed indicator is tallied based on the following criteria:
 - Staff: Employee and Senior Staff levels
 - Manager: Assistant Manager to Deputy General Manager levels
 - Executive: 'Executive' level within Dongwon Industries' internal job position

Employees by Employment Type

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Full-time	Total personnel	-	person	583	525	772
	By gender	Male	person	423	369	620
		Female	person	160	156	152
	By region	Domestic	person	574	517	763
		Senegal	person	8	7	8
Thailand		person	1	1	1	
Temporary	Total personnel	-	person	20	18	20
	By gender	Male	person	11	11	16
		Female	person	9	7	4
	By region	Domestic	person	20	18	20
Non-employee worker	Total personnel	-	person	479	44	77

1) Non-employee workers include workers from partner companies at the cold storage centers.

Recruitment

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Total numbers of newly hired	-	-	person	149	144	218
By gender	Male	-	person	107	94	200
	Female	Personnel	person	42	50	18
		Ratio	%		28.19	34.72
By age	Under 30 years old	-	person	70	82	73
	30-50 years old	-	person	70	47	67
	Over 50 years old	-	person	9	15	78
By region	Domestic	-	person	148	144	218
	Overseas	-	person	1	0	0

- 1) For 2021, the total number of new hires is the sum of Dongwon Industries and Dongwon Enterprise.
- 2) Includes full-time and temporary employees, experienced hires, and transfers from group companies, excluding maritime employees
- 3) [By gender]: For women, based on employment insurance registration

Turnover

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Total turnover	-	-	person	163	213	279
By gender	Male	-	person	115	159	249
	Female	Personnel	person	48	54	30
		Ratio	%		29.45	25.35
By age	Under 30 years old	-	person	52	52	78
	30-50 years old	-	person	90	135	92
	Over 50 years old	-	person	21	26	109
By region	Domestic	-	person	163	213	279
	Overseas	-	person	0	0	0

- 1) Includes full-time and temporary employees, experienced hires, and transfers from affiliated companies, excluding maritime employees
- 2) [By Gender]: For women, based on employment insurance registration

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

SOCIAL

Employee Capacity and Working Condition

Voluntary Turnover

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Total voluntary turnover	Personnel	-	person	114	110	107
	Ratio	-	%	69.94	51.64	38.35

1) Voluntary resignation refers to employees who resign on their own accord, excluding those transferred to other positions.

Capacity Building

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
For office workers	Total training time	-	hour	11,244	22,103	19,798
	Total training cost	-	KRW mn	185	266	326

1) Education data for office workers is compiled based on the fact that training for field workers is conducted by each company and headquarters individually.

Welfare Benefits

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Defined Benefit pension (DB)	Participants	-	person	602	670	699
	Assets under management (separate)	-	KRW 100 mn	140	223	264
Defined Contribution pension (DC)	Participants	-	person	84	72	67
	Assets under management (separate)	-	KRW 100 mn	284	269	254

Parental Leave

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Number of employees using parental leave	Male	-	person	3	8	13
	Female	-	person	2	6	11

1) For 2021, the total number of employees is the sum of Dongwon Industries and Dongwon Enterprise.
 2) Based on the fiscal year in which the leave of absence commenced

Employee Communication

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Communication channel	Damoim (Junior board)	-	frequency	Once a month	Once a month	Once a month
	Quarterly sharing meeting	-	frequency	Once a quarter	Once a quarter	Once a quarter
	Hanmaeum Council (Labor-Management Council)	-	frequency	Once a quarter	Once a quarter	Once a quarter

Safety and Health Management

Safety and Health Management System

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Occupational Safety and Health Management Certification Scope	Number of certified sites	-	sites	0	4	4
	Number of people conducting regular health checkups	-	person	534	455	695
Worker health improvement	Health Check-up Attendance Rate	-	%	88.50	83.80	87.75
	Total training time	-	hour	1,056	1,230	2,565
Industrial safety training	Cumulative number of people trained	-	person	277	388	855
	Total training time	-	hour	942	998	623
Crew safety education	Cumulative number of people trained	-	person	173	178	120

1) [Worker Health Improvement]: Tally excludes crews
 2) [Industrial Safety Training]: Compiles online training for headquarters office workers; safety and health training conducted by each division and workplace is not included in the tally.
 3) [Crew Safety Education]: Included within pre-boarding compliance training and tallied accordingly

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

SOCIAL

Safety and Health Management

Industrial Accident

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Employee	Fatality due to industrial accident	-	case	0	0	0
	Serious disaster	-	case	0	0	0
	Industrial accident	-	case	2	3	1
	Industrial accident rate	-	%	0.33	0.55	0.19
	Frequency rate (FR)	-	Frequency rate	1.38	2.30	0.77
Non-employee workers	Fatality due to industrial accident	-	case	0	0	0
	Serious disaster	-	case	0	0	0
	Industrial accident	-	case	0	0	0
	Industrial accident rate	-	%	0.00	0.00	0.00

- 1) Industrial accidents and serious accidents are based on the standards of the Korea Occupational Safety and Health Agency.
- 2) An industrial accident refers to the number of total industrial accidents excluding fatalities and serious accidents.
- 3) The industrial accident rate is the percentage of accidents per 100 workers = (Number of injured workers / Number of workers covered by the Industrial Accident Compensation Insurance Act) X 100. Maritime employees are not subject to the Industrial Accident Compensation Insurance Act and are managed under separate legislation.
- 4) The frequency rate refers to the number of accidents per one million hours worked = (Number of industrial accidents) / (Total annual working hours) X 1,000,000.

Internalization of Human Rights Management

Employee Diversity

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Manager	Male	-	person	25	55	53
	Female	-	person	0	4	4
Unregistered executive	Male	-	person	7	17	17
	Female	-	person	0	0	0
Disabled	-	-	person	51	53	9
Veteran	-	-	person	3	3	2

- 1) [Manager]: Levels of Assistant General Manager and General Manager
- 2) [Unregistered Executive]: Levels of Vice President, Director, and Head of Divisions
- 3) [Disabled]: Based on reported handicapped employment levy

Human Rights Impact Management

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Corruption and Human Rights	Received via Internal Whistleblower System	-	case	3	1	1
	Received whistleblower protection claims	-	case	0	0	0
	Received Workplace discrimination	-	case	0	0	0
	Detected child labor	-	case	0	0	0
	Detected forced labor	-	case	0	0	0
	Disciplinary and action rates	-	%	100.00	100.00	100.00

Sustainable Supply Chain Management

Unfair Trade

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Legal action against unfair trade practices	Pending or completed litigation	-	case	0	0	0
	Status of fair trade violations	-	case	0	0	0
	Penalty fine	-	KRW mn	0	0	0

Shared Growth

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Number of win-win meetings held	-	-	time	4	4	3

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

SOCIAL

Protection of Customer and Consumer Rights

Product Safety

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Recall	Recall occurred	-	case	0	0	0
	Recall product weight	-	metric ton	0	0	0
Food safety	Amount of products manufactured from food safety certified establishments	-	metric ton	4,743	4,411	4,905
Total safety and health regulation violations for products/services during reporting period	Imposing fines or penalties for non-compliance	-	case	0	0	0
	Warning for violation of regulations	-	case	0	0	0
	Violation of voluntary norms	-	case	0	0	0
Consumer satisfaction	Received customer claims	-	case	0	0	0
	Amount of fine imposed	-	KRW 100 mn	0	0	0

1) [Food Safety]: Dongwon Industries' Busan plant, which processes 'food', maintains various food safety certifications.

Social Contribution Activities and Community Participation

Social Contribution Performance

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Employee participation	Total participation time	-	hour	366	221	408
	Total participants	-	person	122	147	272
Investment in main social contribution programs	Beach clean-up	-	KRW mn	2	2	2

Strengthening Information Protection and Security

Information Security Investment

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Information security investment ratio compared to total IT budget	-	-	%	7.29	2.58	5.35

ENVIRONMENTAL

1) Key environmental data have been recalculated for the past three years, reflecting the utilization rate of Dongwon Industries' building space.
 2) Intensity (or per unit) figures are calculated based on separate sales revenue.
 3) The 2021 data reflects Dongwon Industries prior to the merger. The 2022 and 2023 data are post-merger with Dongwon Enterprises.
 4) Environmental data are compiled for six domestic sites (HQ, Busan branch, Busan plant, and cold storage centers in Gamcheon, Icheon, Seongnam) unless otherwise noted.

Environmental Management System

Strengthening Employee Environmental Capabilities

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Environmental education	Total number of participants	-	person	N/A	131	121
	Marine pollution prevention education	-	person	N/A	58	38
	MSC Chain of Custody Training	-	person	N/A	73	72
	Other environmental education	-	person	N/A	N/A	11

1) [Environmental education]: Education on marine pollution prevention and other training related to environmental and sustainable management that employees have learned through educational channels, associated with the MSC CoC certification for sustainable fisheries.

Greenhouse Gas and Energy Management

Electricity Consumption

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Electricity consumption	Total consumption	-	kWh	9,891,176	10,777,245	10,721,966
	Total planned amount	-	kWh	N/A	N/A	10,783,960
Electricity generation	Solar power	-	MWh	1,308	1,327	1,285

1) The planned amount based on objectives will commence disclosure starting from 2023.
 2) Aggregated based on monthly billing statements

Energy

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Total energy consumption	Total consumption	-	TJ	3,400	3,045	3,119
	Total planned amount	-	TJ	N/A	N/A	3,053
	Energy intensity	-	TJ/KRW bn	4.66	2.95	2.86
Non-renewable energy consumption	Total consumption	-	TJ	3,400	3,045	3,119
	By fuel	Diesel	TJ	3,304	2,938	3,012
		LNG	TJ	2	4	3
		Electricity	TJ	95	103	103

1) The planned volume and achievement rate will be disclosed starting from 2023.
 2) Calculated in accordance with the Ordinance of the Ministry of Trade, Industry and Energy No.281

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

ENVIRONMENTAL

Greenhouse Gas and Energy Management

Greenhouse Gas

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Direct and indirect greenhouse gas emissions (Scope 1 & 2)	Total emissions	-	tCO2-eq	261,126	233,264	238,965
	Total planned amount	Based on SeaBOS joint goals	tCO2-eq	312,796	299,082	285,369
	Intensity	-	tCO2-eq/ KRW bn	358	226	219
Direct greenhouse gas emissions (Scope 1)	Total emissions	-	tCO2-eq	256,582	228,313	234,039
	By emission source	via Vessels	tCO2-eq	256,486	228,100	233,856
		via Forklift	tCO2-eq	19	18	9
	LNG	tCO2-eq	77	195	174	
Indirect greenhouse gas emissions (Scope 2)	Total emissions	-	tCO2-eq	4,544	4,951	4,926
	By emission source	Electricity	tCO2-eq	4,544	4,951	4,926
Other indirect greenhouse gas emissions (Scope 3)	Total emissions	-	tCO2-eq	563,345	588,778	715,575
	intensity	-	tCO2-eq/ KRW bn	773	571	656

- 1) The planned amount based on objectives will be disclosed starting from 2023.
- 2) The planned volume of greenhouse gas emissions has been calculated based on the SeaBOS joint objectives, and will be further refined in the future to reflect management conditions such as changes in the utilization rate of Dongwon Industries' buildings.
- 3) Scope 2 emissions are calculated based on a location-based approach.
- 4) [Other indirect greenhouse gas emissions (Scope 3)]: The existing emission categories have been re-examined, and the data for 2021 and 2022 have been recalculated.

Improving Environmental Efficiency of Products and Packaging

Eco-friendly Products

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Purchase amount of eco-friendly certified products	Eco Sobre purchase amount	-	KRW mn	87	15	23
		Sales	KRW mn	91	584	842
Eco-friendly product and service sales	MSC certified seafood sales	Total seafood sales	KRW mn	477,335	496,776	358,942
		Ratio	%	0.02	0.12	0.23

1) [Eco-friendly product and service sales]: The 'Ratio' corresponds to the percentage of MSC certified seafood sales out of the total seafood sales revenue.

Raw Materials Used

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Raw material weight or volume	Total raw material quantity	-	metric ton	6,620	6,038	6,655
	Intensity	-	metric ton/ KRW bn	9	6	6
	Total product volume	-	metric ton	4,743	4,411	4,905
	By-product sales volume	-	metric ton	1,515	1,286	1,413
Hazardous chemical substance usage	-	-	metric ton	73	67	76

1) Dongwon Industries sells by-products from fish processing to feed companies.

Recycled Products/Packaging Materials

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Packaging material	Total packaging weight	-	metric ton	506	479	532
	Packaging materials that can be recycled, reused, and composted	Weight	metric ton	386	358	402
		Ratio	%	76.26	74.80	75.55
	Bio-based packaging	Weight	metric ton	3.93	0.62	0.98
Ratio		%	0.78	0.13	0.18	

- 1) [Packaging Materials That Can Be Recycled, Reused, and Composted]: Such as cartons and paper boxes.
- 2) [Bio-Based Packaging]: EcoSobre, which uses a certain percentage (32-39%) of biodegradable materials and has obtained the USDA Biobased Product Label certification.
- 3) [Packaging Material]: The 'ratio' refers to the respective weight percentages of [Packaging Materials That Can Be Recycled, Reused, and Composted] and [Bio-Based Packaging] out of the total weight of packaging materials.

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

ENVIRONMENTAL

Circular Water and Waste Management

Water

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023		
Withdrawal	Total withdrawal	-	m ³	47,469	54,441	52,857		
	Total planned amount	-	m ³	N/A	N/A	52,857		
	By source	Third party water	-	m ³	38,348	43,873	42,517	
		Underground water	-	m ³	9,122	10,568	10,340	
		HQ	-	m ³	2,684	7,829	7,991	
		- Third party water	-	m ³	2,684	7,829	7,991	
		Busan Branch	-	m ³	973	974	982	
		- Third party water	-	m ³	973	974	982	
		Busan Plant	-	m ³	21,299	22,934	21,508	
		- Third party water	-	m ³	21,299	22,934	21,508	
		By sites	Gamcheon cold storage center	-	m ³	7,237	6,825	7,376
			- Third party water	-	m ³	7,237	6,825	7,376
			Icheon cold storage center	-	m ³	9,122	10,568	10,340
			- Underground water	-	m ³	9,122	10,568	10,340
			Seongnam cold storage center	-	m ³	6,155	5,311	4,661
			- Third party water	-	m ³	6,155	5,311	4,661
	Withdrawals in areas above "high" water stress	-	m ³	0	0	0		
	Discharge	Total discharge	-	m ³	20,833	27,039	26,419	
		Total planned amount	-	m ³	N/A	N/A	26,511	
		By discharge location	Third party suppliers and other organizations	m ³	20,833	27,039	26,419	
Discharges in areas above "high" water stress		-	m ³	0	0	0		
Consumption		Total consumption	-	m ³	26,637	27,402	26,438	
	Total planned amount	-	m ³	N/A	N/A	26,345		
	Intensity	-	m ³ /KRW bn	37	27	24		
	Consumption in areas above "high" water stress	-	m ³	0	0	0		

1) Aggregated based on monthly billing statements
 2) Aggregated for cases rated 'High' or above according to WRI and WWF criteria
 3) Data from 2021 to 2023 has been recalculated taking into account the area utilization rate of Dongwon Industries within the total building space.
 4) [Consumption]: Calculated based on the standard of (Total withdrawal) - (Total discharge)

Waste

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Generation	Total waste generation	-	metric ton	56	86	83
	Intensity	-	metric ton/KRW bn	0.08	0.08	0.08
	Non-hazardous waste	Weight	metric ton	45	63	57
	Designated waste	Weight	metric ton	11	23	27
Disposal	Total waste disposal	-	metric ton	56	86	83
	Non-hazardous waste	Weight	metric ton	56	86	83
	- Others (outsourced)	-	metric ton	56	86	83
Plastic reduction activities	Reduction performance	-	KRW mn	152	84	27

1) [Disposal]: All waste is managed through outsourced disposal services.

Biodiversity Conservation

Species Included in the IUCN Red List and Nationally Protected Species in Affected Areas

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Species included in the IUCN Red List and nationally protected species	Critically Endangered (CR)	-	species	N/A	N/A	5
	Endangered (EN)	-	species	N/A	N/A	11
	Vulnerable (VU)	-	species	N/A	N/A	10
	Near Threatened (NT)	-	species	N/A	N/A	6
	Least Concern (LC)	-	species	N/A	N/A	13

1) Species groups and Regional Fisheries Management Organizations (RFMOs) that are subject to bycatch reduction measures, operating under the 'marine protected species' as per the Enforcement Rule [Attached Form No.3] of the "Conservation and Management of Marine Ecosystems Act," with data collection commencing from 2023.

Sustainable Fishery Certification

Category	Sub-category (Tier 2)	Sub-sub-category (Tier 3)	Unit	2021	2022	2023
Quantity of products produced from certified fishing methods	Total catch	-	metric ton	188,564	210,059	212,250
	MSC certified catch	Catch	metric ton	34,657	32,655	29,850
		Ratio	%	18.38	15.55	14.06

1) [Quantity of Products Produced from Certified Fishing Methods]_MSC Certified Catch: The 'ratio' is calculated as (MSC certified catch) / (total catch).

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

Measures to Reduce Bycatch

Sea Turtle Conservation

- Captured sea turtles should be safely released to lower their mortality and increase their survival.
- When sea turtles are captured, longline cutters, fishing strippers, and landing nets are needed so that they can be immediately released. Efforts to recover sea turtles, including artificial resuscitation, should be made before they are released into the sea.
- In the case of purse seiners, all sea turtles caught in fish aggregating devices or other fishing gear must be released.
- All matters related to sea turtles should be entered in the fishing log (DCR) and submitted to headquarters.

Whale, Dolphin and Whale Shark Conservation

- If whales, dolphins, or whale sharks swim with a school of tuna fish, a net must be cast after they are separated from the tuna.
- If it is confirmed that unidentified whales, whale sharks, or dolphins are caught in the net, active measures should be taken to release them before heaving up the net.
- If a whale shark is found, release it safely and report it to the National Institute of Environmental Research.

Stingray Conservation

- Intentional casting, storage on board, transshipment, and landing are prohibited.
- If an unintentionally caught stingray is found in a fish hold, it should be handed over to the authorities.
- Follow relevant guidelines when safely releasing stingrays.

Shark Conservation

- As a shark-free company, we prohibit fishing, keeping on board, buying, selling, or trading sharks.
- We comply with the measures for each fishing area.
- We provide a manual on the safe release of sharks to the fleet.

Management to Reduce Seabird Bycatch

- We comply with measures for each fishing area.



Species Requiring Action in Areas Affected by Fishing

- Species corresponding to the biota subject to our measures to reduce bycatch among 'marine organisms under protection' according to the *Conservation and Management of Marine Ecosystems Act*.
- Species that require the Regional Fisheries Management Organization (RFMO)'s conservation measures.

Biota	Number of Species
Shark 	8 types
Whale 	11 types
Dolphin 	5 types
Whale shark 	1 type
Sea turtle 	5 types
Stingray 	0 type
Sea Bird 	16 types

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Factbook

Measures for Each Fishing Area

Shark Conservation Measures

Species	Scientific Name	Endangered Level ¹⁾	Marine Organisms under Protection	WCPFC ²⁾	IATTC ³⁾	IOTC ⁴⁾	ICCAT ⁵⁾
Blue shark	<i>Prionace glauca</i>	<NT>		B	-	B	B
Oceanic whitetip	<i>Carcharhinus longimanus</i>	<CR>		B	A	A	A
Mako shark	<i>Isurus oxyrinchus</i>	<EN>		B	-	B	B
Sea fox	<i>Alopias pelagicus</i>	<EN>		B	-	B	A
Silky shark	<i>Carcharhinus falciformis</i>	<VU>		B	-	-	-
Mackerel shark	<i>Lamna ditropis</i>	LC>		-	-	B	-
Hammerhead shark	<i>Sphyrna zygaena</i>	<VU>		-	-	-	A

Management to Reduce Seabird Bycatch

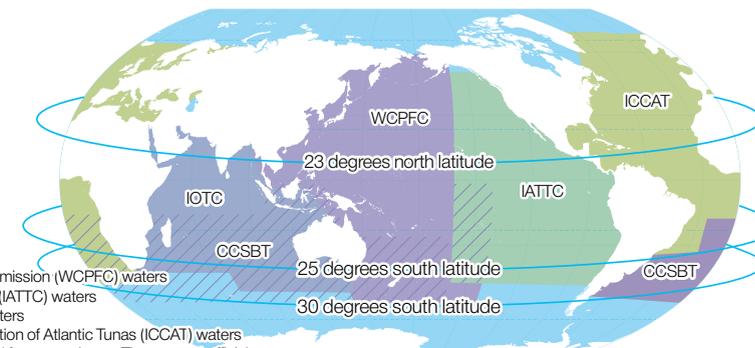
Latitude and Regulatory Area	WCPFC	IATTC	IOTC	CCAT
North of 23 degrees north latitude	Tory line and scraps management	Tory line and scraps management	-	-
23 degrees north latitude to 25 degrees south latitude	Scraps management	-	-	-
25 to 30 degrees south latitude	Scraps management	-	Tory line and scraps management	-
South of 30 degrees south latitude	Tory line and scraps management	Tory line and scraps management (East Coast only)	Tory line and scraps management	-

Detailed Action⁶⁾

- A. Prohibit catching sharks and keeping fish on board. In case of accidental catch, releasing the fish is required. Information on fish release/discard/survival status should be submitted to headquarters (monthly)
- B. The catch (fishing effort) and/or discard (dumping at sea) for each fishing gear should be recorded, and reported and submitted to headquarters (monthly)

IUCN Red List

Category	Meaning
NE	Not Evaluated
DD	Data Deficient
LC>	Least Concern
<NT>	Near Threatened
<VU>	Vulnerable
<EN>	Endangered
<CR>	Critically Endangered
<EW>	Extinct in the Wild
<EX	Extinct



1) Based on the IUCN Red List
 2) Western and Central Pacific Fisheries Commission (WCPFC) waters
 3) Inter-American Tropical Tuna Commission (IATTC) waters
 4) Indian Ocean Tuna Commission (IOTC) waters
 5) International Commission for the Conservation of Atlantic Tunas (ICCAT) waters
 6) The marks (A and B) are arbitrarily assigned for convenience. They are not official ones.

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Index

GRI

Statement of use	Dongwon Industries Co., Ltd. has reported its sustainability performance for the period from Jan. 1, 2023 to Dec. 31, 2023, in the '2023 Dongwon Industries Sustainability Report' in accordance with the GRI Standards
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosure						
	2-1 Organizational details	About Dongwon Industries [Reference] 55th Annual Report 'I. Company Overview'	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	About Dongwon Group [Reference] 55th Annual Report 'I. Company Overview'	-	-	-	-
	2-3 Reporting period, frequency and contact point	About this Report	-	-	-	-
	2-4 Restatements of information	Changes in the operation of the company, the basis, method, and scope of data production, and other such modifications that result in restated information are indicated in a footnote on the page where the information is presented.	-	-	-	-
	2-5 External assurance	Independent Assurance Statement [Reference] 55th Annual Report 'V. Auditor's report'	-	-	-	-
	2-6 Activities, value chain and other business relationships	Introduction [Reference] 55th Annual Report 'II. Business Overview'	-	-	-	-
	2-7 Employees	ESG Factbook_Employee Capacity and Working Condition [Reference] 55th Annual Report 'VIII. Matters Concerning Executives and Employees'	-	-	-	-
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	ESG Factbook_Employee Capacity and Working Condition (Composition by Employment Type)	-	-	-	-
	2-9 Governance structure and composition	Governance and the Board [Reference] 55th Annual Report 'VI. Matters Concerning the Board and Other Corporate Bodies'	-	-	-	-
	2-10 Nomination and selection of the highest governance body	Governance and the Board [Reference] 55th Annual Report 'VI. Matters Concerning the Board and Other Corporate Bodies'	-	-	-	-
	2-11 Chair of the highest governance body	Governance and the Board [Reference] 55th Annual Report 'VI. Matters Concerning the Board and Other Corporate Bodies'	-	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Management Material Issue III. GHG and Energy Management	-	-	-	-
	2-13 Delegation of responsibility for managing impacts	ESG Management Material Issue III. GHG and Energy Management	-	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	ESG Management Materiality Assessment	-	-	-	-
	2-15 Conflicts of interest	Governance and the Board [Reference] 55th Annual Report 'VI. Matters Concerning the Board and Other Corporate Bodies'	-	-	-	-

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Index

GRI

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Governance and the Board [Reference] 55th Annual Report 'VI. Matters Concerning the Board and Other Corporate Bodies'	-	-	-	-
	2-17 Collective knowledge of the highest governance body	ESG Management Governance and the Board [Reference] 55th Annual Report 'VI. Matters Concerning the Board and Other Corporate Bodies'	-	-	-	-
	2-18 Evaluation of the performance of the highest governance body	Governance and the Board [Reference] 55th Annual Report 'VI. Matters Concerning the Board and Other Corporate Bodies'	-	-	-	-
	2-19 Remuneration policies	Governance and the Board [Reference] 55th Annual Report 'VI. Matters Concerning the Board and Other Corporate Bodies'	-	-	-	-
	2-20 Process to determine remuneration	Governance and the Board [Reference] 55th Annual Report 'VI. Matters Concerning the Board and Other Corporate Bodies'	-	-	-	-
	2-21 Annual total compensation ratio	Governance and the Board [Reference] 55th Annual Report 'VI. Matters Concerning the Board and Other Corporate Bodies', 'VIII. Matters Concerning Executives and Employees'	-	-	-	-
	2-22 Statement on sustainable development strategy	CEO Message	-	-	-	-
	2-23 Policy commitments	About Dongwon Industries (Code of Conduct)	-	-	-	-
	2-24 Embedding policy commitments	Righteousness Management	-	-	-	-
	2-25 Processes to remediate negative impacts	[Risk Management] section for each issues, Risk Management	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	Human Rights	-	-	-	-
	2-27 Compliance with laws and regulations	ESG Factbook_Corporate Ethics and Compliance (Compliance)	-	-	-	-
	2-28 Membership associations	Awards and Current Membership	-	-	-	-
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	-	-	-	-
	2-30 Collective bargaining agreements	Employee Capacity and Working Condition	-	-	-	-
Material Issue						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	-	-	-	-
	3-2 List of material topics	Materiality Assessment	-	-	-	-
Material Topic - Promotion of Sustainable Fisheries						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issue I. Promotion of Sustainable Fisheries	13.6.1, 13.7.1, 13.8.1, 13.11.1, 13.23.1	-	-	-
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Material Issue I. Promotion of Sustainable Fisheries Environmental Impact Control	13.3.3	-	-	-
[Additional] GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	-	Material Issue I. Promotion of Sustainable Fisheries	-	13.6.2	Not applicable	Not applicable

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Index

GRI

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Material Issue I. Promotion of Sustainable Fisheries Environmental Impact Control	13.7.2	-	-	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Material Issue I. Promotion of Sustainable Fisheries Environmental Impact Control	13.8.2	-	-	-
	306-2 Management of significant waste-related impacts	Material Issue I. Promotion of Sustainable Fisheries Environmental Impact Control	13.8.3	-	-	-
[Additional] GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	-	Material Issue I. Promotion of Sustainable Fisheries	13.11.2	-	-	As we do not operate in agriculture or aquaculture, our relevance to direct animal welfare is low. However, we implement various measures to mitigate bycatch that may occur during the fishing process.
	-	-	-	13.11.3	Not applicable	Not applicable
	-	Material Issue I. Promotion of Sustainable Fisheries Supply Chain Sustainability	13.23.2	-	-	MSC CoC and ASC CoC certifications enable traceability at the level of the handling enterprise by assigning a unique code.
Material Topic - Safety and health management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issue II. Safety and Health	13.19.1	-	-	-
	403-1 Occupational health and safety management system	Material Issue II. Safety and Health	13.19.2	-	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	Material Issue II. Safety and Health	13.19.3	-	-	-
	403-3 Occupational health services	Material Issue II. Safety and Health	13.19.4	-	-	Safety and health measures for offshore employees are managed separately.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Material Issue II. Safety and Health	13.19.5	-	-	-
	403-5 Worker training on occupational health and safety	Material Issue II. Safety and Health	13.19.6	-	-	-
	403-6 Promotion of worker health	Material Issue II. Safety and Health	13.19.7	-	-	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Material Issue II. Safety and Health	13.19.8	-	-	-
	403-8 Workers covered by an occupational health and safety management system	Material Issue II. Safety and Health	13.19.9	-	-	-
	403-9 Work-related injuries	Material Issue II. Safety and Health ESG Factbook_Safety and Health (Industrial Accidents)	13.19.10	-	-	-
403-10 Work-related ill health	Material Issue II. Safety and Health	13.19.11	-	-	-	

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Index

GRI

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material Topic - GHG and Energy Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issue III. GHG and Energy Management	13.1.1, 13.2.1	-	-	-
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Material Issue III. GHG and Energy Management	13.2.2	-	-	-
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Material Issue I. Promotion of Sustainable Fisheries Environmental Impact Control	13.3.3	-	-	-
	305-1 Direct (Scope 1) GHG emissions	Material Issue III. GHG and Energy Management ESG Factbook_GHG and Energy Management (GHG Emissions)	13.1.2	-	-	-
	305-2 Energy indirect (Scope 2) GHG emissions	Material Issue III. GHG and Energy Management ESG Factbook_GHG and Energy Management (GHG Emissions)	13.1.3	-	-	-
	305-3 Other indirect (Scope 3) GHG emissions	Material Issue III. GHG and Energy Management ESG Factbook_GHG and Energy Management (GHG Emissions)	13.1.4	-	-	-
	305-4 GHG emissions intensity	ESG Factbook_GHG and Energy Management (GHG Emissions)	13.1.5	-	-	-
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	-	-	13.1.6	Information unavailable/incomplete	We do not directly participate in greenhouse gas reduction initiatives; however, we manage our emissions in line with the SeaBOS's joint targets for sustainable fisheries, which adhere to the SBTi methodology.
	305-6 Emissions of ozone-depleting substances (ODS)	Environmental Impact Control	13.1.7	-	-	Refrigerants are used for the operation of cold storage logistics centers, and alternative refrigerants and natural refrigerants are utilized to reduce greenhouse gas emissions and the impact on ozone layer depletion.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-	13.1.8	Information unavailable/incomplete	-

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Index

GRI

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material Topic - Biodiversity Conservation						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issue I. Promotion of Sustainable Fisheries Environmental Impact Control	13.3.1, 13.4.1	-	-	-
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	ESG Factbook_Biodiversity Conservation (IUCN Red List species and national conservation list species with habitats in areas affected by operations), Measures to Reduce Bycatch, and Measures for Each Fishing Area	13.3.2	-	-	While the fishing areas where Dongwon Industries conducts distant-water fishing are too vast to specify regions, we faithfully comply with the requirements of the Regional Fisheries Management Organizations (RFMOs) for each fishing area.
	304-2 Significant impacts of activities, products and services on biodiversity	Material Issue I. Promotion of Sustainable Fisheries Material Issue III. GHG and Energy Management	13.3.3	-	-	-
	304-3 Habitats protected or restored	ESG Factbook_Measures to Reduce Bycatch, Measures for Each Fishing Area	13.3.4	-	-	The fishing areas where Dongwon Industries conducts distant-water fishing are each governed by Regional Fisheries Management Organizations, and are protected and managed in accordance with the requirements of these organizations.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	ESG Factbook_Biodiversity Conservation (IUCN Red List species and national conservation list species with habitats in areas affected by operations)	13.3.5	-	-	-
	-	-	-	13.3.6	Not applicable	Not applicable
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	-	-	-	13.3.7	Information unavailable/incomplete	We strictly adhere to bycatch reduction measures and implement all possible actions to rescue unintentionally caught bycatch species.
	-	-	-	13.4.2	Not applicable	-
	-	-	-	13.4.3	Not applicable	-
	-	-	-	13.4.4	Not applicable	-
	-	-	-	13.4.5	Not applicable	-
Material Topic - New growth business portfolio and technological innovation						
GRI 3: Material Topics 2021	3-3 Management of material topics	New Growth Engines	-	-	-	-
Material Topic - Advanced sustainability management						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Management	-	-	-	-

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Index

GRI

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material Topic - Customer and consumer rights protection						
GRI 3: Material Topics 2021		Customer and Consumer	13.9.1, 13.10.1	-	-	-
[Additional] GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022		Customer and Consumer	13.9.2	-	-	-
GRI 416: Customer Health and Safety 2016		Customer and Consumer ESG Factbook_Customer and Consumer Rights (Product Safety)	13.10.2	-	-	-
		Customer and Consumer ESG Factbook_Customer and Consumer Rights (Product Safety)	13.10.3	-	-	-
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022		Customer and Consumer ESG Factbook_Customer and Consumer Rights (Product Safety)	13.10.4	-	-	-
		Customer and Consumer ESG Factbook_Customer and Consumer Rights (Product Safety)	13.10.5	-	-	-
Topics in the applicable GRI Sector Standards determined as not material						
	-	-	-	13.5	Not applicable	Not Identified as a Material Issue
	-	-	-	13.6	-	-
	-	-	-	13.7(Partial), 13.7.3, 13.7.4, 13.7.5, 13.7.6	Not applicable	Not Identified as a Material Issue
	-	-	-	13.8, 13.8.4, 13.8.5, 13.8.6	Not applicable	Not Identified as a Material Issue
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	-	-	-	13.9	Not applicable	Not Identified as a Material Issue
	-	-	-	13.12	Not applicable	Not Identified as a Material Issue
	-	-	-	13.13	Not applicable	Not Identified as a Material Issue
	-	-	-	13.14	Not applicable	Not Identified as a Material Issue
	-	-	-	13.15	Not applicable	Not Identified as a Material Issue
	-	-	-	13.16	Not applicable	Not Identified as a Material Issue
	-	-	-	13.17	Not applicable	Not Identified as a Material Issue
	-	-	-	13.18	Not applicable	Not Identified as a Material Issue
	-	-	-	13.20	Not applicable	Not Identified as a Material Issue
	-	-	-	13.21	Not applicable	Not Identified as a Material Issue
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	-	-	-	13.22	Not applicable	Not Identified as a Material Issue
	-	-	-	13.23(Partial), 13.23.3, 13.23.4	Not applicable	Not Identified as a Material Issue
	-	-	-	13.24	Not applicable	Not Identified as a Material Issue
	-	-	-	13.25	Not applicable	Not Identified as a Material Issue
	-	-	-	13.26	Not applicable	Not Identified as a Material Issue

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Index

SASB

Dongwon Industries discloses indicators relevant to the business areas of Meat, Poultry & Dairy (Marine Fisheries) and Processed Foods (Trade) in the Food & Beverage category, in accordance with the SASB¹⁾ standards for main business, in its report.

Processed Food

Topic	Code	Metric	Location	Remark
Energy Management	FB-PF-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Material Issue III. GHG and Energy Management ↗ ESG Factbook_GHG and Energy Management ↗	-
Water Management	FB-PF-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Environmental Impact Control ↗ (ESG Factbook) Resource Circularity in Water and Waste ↗	The main facilities of Dongwon Industries are not located in areas of 'high risk' or 'extremely high risk' for water stress.
	FB-PF-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Environmental Impact Control ↗	0 case
	FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Environmental Impact Control ↗	-
Product Labelling & Marketing	FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	Customer and Consumer ↗	0 case
	FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices	Customer and Consumer ↗	No Monetary Loss
Packaging Lifecycle Management	FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Environmental Impact Control ↗	To improve the environmental friendliness of packaging materials, Dongwon Industries is using 'EcoSobre,' which includes biodegradable materials, and is continuously exploring ways to reduce plastic usage.
Environmental & Social Impacts of Ingredient Supply Chain	FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	Customer and Consumer ↗	The volume of raw materials certified by the MSC, a sustainable fishing' certification based on environmental and social standards, is approximately 29,850 metric tons in relation to the total product quantity, and it is on a continuous upward trend.
Ingredient Sourcing	FB-PF-440a.1	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	N/A	Not Applicable
	FB-PF-440a.2	List of priority food ingredients and discussion of sourcing risks related to environmental and social considerations	Material Issue I. Promotion of Sustainable Fisheries ↗ Supply Chain Sustainability ↗	-

1) Sustainability Accounting Standards Board

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Index

SASB

Meat, Poultry & Dairy

Topic	Code	Metric	Location	Remark
Greenhouse Gas Emissions	FB-MP-110a.1	Gross global Scope 1 emissions	Material Issue III. GHG and Energy Management ↗ ESG Factbook_GHG and Energy Management ↗	-
	FB-MP-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	GHG and Energy Management ↗	-
Energy Management	FB-MP-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Material Issue III. GHG and Energy Management ↗ ESG Factbook_GHG and Energy Management ↗	-
Water Management	FB-MP-140a.1	(1) Total water withdrawn, (2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Environmental Impact Control ↗ (ESG Factbook) Resource Circularity in Water and Waste ↗	-
	FB-MP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Environmental Impact Control ↗	The main facilities of Dongwon Industries are not located in areas of 'high risk' or 'extremely high risk' for water stress.
	FB-MP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Environmental Impact Control ↗	0 case
Land Use & Ecological Impacts	FB-MP-160a.1	Amount of animal litter and manure generated, percentage managed according to a nutrient management plan	Environmental Impact Control ↗	-
	FB-MP-160a.2	Percentage of pasture and grazing land managed to conservation plan criteria	N/A	Not Applicable
	FB-MP-160a.3	Animal protein production from confined animal feeding operations	N/A	Not Applicable
Food Safety	FB-MP-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	Customer and Consumer ↗	(1) 0 % (2) Not Applicable
	FB-MP-250a.2	Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification programme	Customer and Consumer ↗	One company among the two subcontractors related to food processing (50%)
	FB-MP-250a.3	(1) Number of recalls issued and (2) total weight of products recalled	Customer and Consumer ↗	(1) 0 cases (2) 0 metric ton
	FB-MP-250a.4	Discussion of markets that ban imports of the entity's products	Customer and Consumer ↗	There are no markets that prohibit the import of Dongwon Industries' products.
Antibiotic Use in Animal Production	FB-MP-260a.1	Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type	N/A	Not Applicable
Workforce Health & Safety	FB-MP-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Safety and Health ↗	-
	FB-MP-320a.2	Description of efforts to assess, monitor, and mitigate acute and chronic respiratory health conditions	Safety and Health ↗	Dongwon Industries continuously monitors the health status of its employees through regular health check-ups.

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Index

SASB

Meat, Poultry & Dairy

Topic	Code	Metric	Location	Remark
Animal protection and welfare	FB-MP-410a.1	Percentage of pork produced without the use of gestation crates	N/A	Not Applicable
	FB-MP-410a.2	Percentage of cage-free shell egg sales	N/A	Not Applicable
	FB-MP-410a.3	Percentage of production certified to a third-party animal welfare standard	Material Issue I. Promotion of Sustainable Fisheries ↗ Environmental Impact Control ↗	-
Environmental & Social Impacts of Animal Supply Chain	FB-MP-430a.1	Percentage of livestock from suppliers implementing conservation plan criteria	N/A	Not Applicable
	FB-MP-430a.2	Percentage of supplier and contract production facilities verified to meet animal welfare standards	Material Issue I. Promotion of Sustainable Fisheries ↗ Environmental Impact Control ↗	Dongwon Industries handles products certified by MSC CoC and ASC CoC, which include criteria for minimizing unnecessary harm to animals.
Animal & Feed Sourcing	FB-MP-440a.1	Percentage of animal feed sourced from regions with High or Extremely High Baseline Water Stress	N/A	Not Applicable
	FB-MP-440a.2	Percentage of contracts with producers located in regions with High or Extremely High Baseline Water Stress	N/A	Not Applicable
	FB-MP-440a.3	Discussion of strategy to manage opportunities and risks to feed sourcing and livestock supply presented by climate change	N/A	Not Applicable

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

ESG Index

UN SDGs

Dongwon Industries supports the UN SDGs, the specific goals and indicators adopted by the UN for sustainable development, and actively links various activities with the direction of sustainable management and each goal of the SDGs (Sustainable Development Goals). The company is committed to continuing to lead sustainable development in the international community while achieving economic growth

UN SDGs Goals		1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS	
ESG Highlights	Material Issue I. Promotion of Sustainable Fisheries		●	●			●		●				●		●	●	●	●	
	Material Issue II. Safety and Health			●					●										
	Material Issue III. GHG and Energy Management	●	●	●				●					●	●	●	●			
Environmental	Environmental Impact Control		●				●						●	●	●	●			
Social	Employee Capacity and Working Condition	●			●	●			●		●							●	
	Human Rights	●	●			●			●		●							●	
	Customer and Consumer		●	●															
Governance	Righteousness Management																●		
Business	New Growth Engines								●										

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

[ESG Index](#)

Awards and Membership

Independent Assurance Statement

ESG Index

UNGC

Dongwon Industries supports and strives to comply with the 10 principles of the global initiative UN Global Compact (UNGC) in the four areas of human rights, labor, environment, and anti-corruption. As a global corporate citizen, we will continue to strive to create various social values by considering business and social values simultaneously

Classification	Principles	Dongwon Industries' Activities
Human Rights	Protection of Human Rights Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights	Promotion of Sustainable Fisheries 🔗 Human Rights 🔗
	Prevention of Human Rights Violations Principle 2. Make sure that they are not complicit in human rights abuses.	
Labour	Assurance of Labor Union Rights Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Employee Capacity and Working Condition 🔗 Human Rights 🔗
	Elimination of Forced Labor Principle 4. the elimination of all forms of forced and compulsory labour	
	Elimination of Child Labor Principle 5. the effective abolition of child labour	
	Elimination of Discrimination Principle 6. the elimination of discrimination in respect of employment and occupation	
Environment	Environmental Prevention Principle 7. Businesses should support a precautionary approach to environmental challenges	GHG and Energy Management 🔗 Environmental Management 🔗 Environmental Impact Control 🔗
	Environmental Responsibility Principle 8. Undertake initiatives to promote greater environmental responsibility	
	Environmental Technology Development and Diffusion Principle 9. Encourage the development and diffusion of environmentally friendly technologies	
Anti-Corruption	Anti-Corruption Principle 10. Businesses should work against all forms of corruption, including extortion and bribery	Supply Chain Sustainability 🔗 Righteous Management 🔗 Risk Management 🔗

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

Awards and Membership

Awards

1971-2004	2005-2015	2015-2024
<p>1971. 12. Kim Jae-cheol, President, received the Minister of Agriculture and Forestry Commendation for improving seafood export performance on the Export Day</p> <p>1976. 11. Received Minister of Commerce and Industry Commendation on Export Day</p> <p>1978. 11. Received the Prime Minister's Award on Export Day</p> <p>1982. 09. Awarded the Bronze Tower Order of Industrial Service Merit on Export Day</p> <p>1985. 11. Awarded the first \$20 million Export Tower in the domestic fisheries industry on Export Day</p> <p>1986. 11. Awarded the first \$50 million Export Tower in the domestic fisheries industry on Export Day</p> <p>1987. 11. Kim Jae-cheol, Chairman, received the Korea Management Award</p> <p>1990. 05. TV commercial ("I Love the Sea") won the Bronze Lion Award at the 37th Cannes Lions International Festival of Creativity</p> <p>1991. 12. Kim Jae-cheol, Chairman, received the first Gold Tower Order of Industrial Service Merit for the seafood business</p> <p>1995. 11. Awarded the Grand Prize at the 1st Korea Logistics Awards</p> <p>1998. 02. Kim Jae-cheol, Chairman, received the Order of Civil Merit, Peony Medal</p> <p>1998. 11. Awarded "DIAMOND" Award for Best Production Technology among "WORLD BEST AWARD" Awarded Prime Minister's Award for Packaging of "1998 Logistics Awards" organized by the Korea Logistics Association</p> <p>2001. 02. Kim Jae-cheol, Chairman awarded the Grand Prize for Korean CEO</p> <p>2003. 03. Awarded the Best Taxpayer Award on the 37th Taxpayer's Day</p> <p>2003. 12. Kim Jae-cheol, Chairman recognized as the inaugural Korea's Most Admired Businessman</p> <p>2004. 11. Acquired the industry's first logistics standard (pallet, pallet rack) certification for Yangji Center</p>	<p>2005. 12. Kim Jae-cheol, Chairman, received the Grand Prize for Proud Koreans Kim Jae-cheol, Chairman, received the GLOBAL CEO Award Acquired World Class Product Certification for frozen tuna</p> <p>2006. 04. Kim Jae-cheol, Chairman, received 21st World Executive Award</p> <p>2006. 06. Acquired the industry's first comprehensive logistics certification</p> <p>2008. 02. Kim Jae-cheol, Chairman, received the Order of Civil Merit, Rose of Sharon Medal</p> <p>2008. 05. Acquired the industry's first excellent freight service certification (Grade AA)</p> <p>2008. 10. Awarded the Korea Pallet Container Industry Award</p> <p>2009. 01. Kim Jae-cheol, Chairman, received the Best Entrepreneur Award from EY (Ernst & Young)</p> <p>2009. 05. Park Bu-in, President, received the Gold Tower Order of Industrial Service Merit</p> <p>2010. 11. Dongwon Industries received the \$200 million Export Tower and Lee Jong-koo, Managing Director, received the Tin Tower Order of Industrial Service Merit</p> <p>2010. 12. Received the First AAA Certification for Excellence in Freight Services</p> <p>2011. 05. Won the 14th Korea Logistics Academy's Management Award</p> <p>2011. 11. Received the Presidential Citation at the Korea Logistics Awards</p> <p>2012. 11. KMAC 2012 Grand Prize for Customer Satisfaction at the Korea Management Awards (first in the logistics industry)</p> <p>2013. 10. KMAC 2013 Overall Grand Prize for Customer Satisfaction at the Korea Management Awards (first in the logistics industry)</p> <p>2013. 11. Acquired Icheon Logistics Center Excellent Warehouse Business Certification</p> <p>2014. 06. Awarded KILA (Korea Integrated Logistics Association) Excellence Award</p> <p>2014. 10. KMAC 2014 Overall Grand Prize for Customer Satisfaction at the Korea Management Awards (2 years in a row)</p>	<p>2015. 02. KMAC 2015 Korea's Most Admired Company (No.1 in fisheries)</p> <p>2015. 10. KMAC 2015 Overall Grand Prize for Customer Satisfaction at the Korea Management Awards (3 years in a row)</p> <p>2016. 02. KMAC 2016 Korea's Most Admired Company (No. 1 in fisheries for 2 years in a row)</p> <p>2016. 12. KMAC 2016 Overall Grand Prize for Customer Satisfaction at the Korea Management Awards (4 years in a row) Awarded \$150 million in seafood exports by the Ministry of Oceans and Fisheries</p> <p>2017. 02. KMAC 2017 Korea's Most Admired Company (No. 1 in fisheries for 3 years in a row)</p> <p>2018. 02. KMAC 2018 Korea's Most Admired Company (No. 1 in fisheries for 4 years in a row)</p> <p>2018. 12. Awarded \$200 million in seafood exports by the Ministry of Oceans and Fisheries</p> <p>2019. 02. KMAC 2019 Korea's Most Admired Company (No. 1 in fisheries for 5 years in a row)</p> <p>2020. 02. KMAC 2020 Korea's Most Admired Company (No. 1 in fisheries for 6 years in a row)</p> <p>2021. 02. KMAC 2021 Korea's Most Admired Company (No. 1 in fisheries for 7 years in a row)</p> <p>2021. 11. MSC Korea Awards (Company of the Year)</p> <p>2022. 02. KMAC 2022 Korea's Most Admired Company (No. 1 in fisheries for 8 years in a row)</p> <p>2023. 02. KMAC 2023 Korea's Most Admired Company (No. 1 in fisheries for 9 years in a row)</p> <p>2023. 05. MSC Korea Awards (Company of the Year for 2 years in a row)</p> <p>2023. 08. Selected as Korea's Best Company by management scholars of the Korean Academic Society of Business Administration Company</p> <p>2024. 02. KMAC 2024 Korea's Most Admired Company (No. 1 in fisheries for 10 years in a row)</p> <p>2024. 04. MSC Korea Awards (Company of the Year for 3 years in a row)</p>

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

Awards and Membership

Membership

Association of Korea-USA Friendship Alliance	Korea Fishery Trade Association	Korea International Trade Association	Korea Listed Companies Association
Korean Management Association	Seoul Chamber of Commerce & Industry	Korea Association for Chief Financial Officers	Korean Academic Society of Business Administration
National Federation of Fisheries Cooperatives (for Freezing and refrigerating business)	Korea Enterprises Federation	Korea DEP-Sea Fishing Vessel Captains Association	Korea Ship Managers' Association
Consumer Loan Finance Association (CLFA)	Korea Overseas Fisheries Association (KOFA)	Korea Shipowner's Association	Korea Carrier Association
Association of Responsible Krill harvesting companies (ARK)	Busan Chamber of Commerce & Industry	Korea Listed Companies Audit Association	Busan Storage Association
Korea Ship Repair Industries Cooperative Association (KSRIC)	Korea Customs Logistics Association	Korean Society of Fisheries and Ocean Technology (former Korean Society of Fisheries Technology)	Institute of Internal Auditors Korea
Korea Fire Safety Institute	Korea Electric Engineers Association		

- Introduction
- ESG Strategy
- ESG Performance
- Appendix**
- Materiality Assessment
- Stakeholder Engagement
- ESG Factbook
- ESG Index
- Awards and Membership**
- Independent Assurance Statement

Independent Assurance Statement

Independent Assurance Report

To the management of Dongwon Industries Co., Ltd.

We have performed a limited assurance engagement on the following sustainability information of Sustainability Report 2023 of Dongwon Industries Co., Ltd. (the "Company") for the year ended December 31, 2023 (the "Report").

Scope and Subject matter information

For the year ended December 31, 2023, we have provided a limited assurance on the following:

- The ESG information (the "Subject matter information"), stated on 'ESG Factbook' of the Report Appendix, is prepared in accordance with the Company's 'Reporting Framework' described on the 'ABOUT THIS REPORT'.

We have read the other information included in the Report and considered whether it is consistent with the Subject matter information. We have also considered the implications for our report in the case that we became aware of any apparent misstatements or material inconsistencies with the Subject matter information. Our responsibilities do not extend to any other information.

Criteria (the "Criteria")

The Company has prepared the Subject matter information in accordance with Global Reporting Initiative (GRI) Standards 2021 and Task Force on Climate-related Financial Disclosures (TCFD). The report contains indicators set by the Sustainability Accounting Standards Board (SASB) and The Ten Principles of the UNGC (United Nations Global Compact).

Inherent limitations

Non-financial information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgments.

In particular:

- We did not attend any stakeholder engagement activities. Therefore, our conclusion is based on our discussions with the management and the staff members of the Company, and our review of selected documents provided to us by the Company.
- The scope of our work was restricted to performance for the year ended December 31, 2023, only, as set out in the scope and subject matter section above. Information for the year ended December 31, 2022, and earlier periods have not been subject to assurance by us.

Responsibility of the management of the Company

The management of the Company is responsible for selecting and establishing suitable criteria for preparing the Subject matter information and the preparation of the Subject matter information in accordance with the Criteria.

Our responsibilities

Our responsibilities are the followings:

- Determining and performing the procedures to provide a limited assurance whether a material matter has come to our attention to cause us to believe the Subject matter information is materially misstated.
- Independently expressing a conclusion in accordance with provided evidence by the Company.

Because we have engaged to form an independent conclusion on the Subject matter information prepared by the Company, our involvement may compromise our independence and is therefore not permitted.

This report, including the conclusion, has been prepared for the Company's management as a body, to assist the management in reporting on the Company's sustainability performance and activities. We do not accept nor assume responsibility to anyone other than the Company's management as a body and the Company for our work or this report save where terms are explicitly agreed and with our prior consent in writing.

Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

Independent Assurance Statement

Independent Assurance Report

Our independence and quality control

We have complied with the independence and other ethical requirements of the code of ethics issued by the Ethics Standards Board of the Korean Institute of Certified Public Accountant. We have applied International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding the compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

The standard of assurance engagement

We have performed a limited assurance engagement in accordance with Assurance Engagement other than Audits and Reviews of Historical Financial Information issued by the Korean Institute of Certified Public Accountants (International Standard on Assurance Engagement 3000 (Revised) as adopted by the Republic of Korea).

Summary of the assurance work we performed

Our work includes the following activities:

1. Interviews with the Company's personnel responsible for internal reporting and data collection
2. Review of the samples of the Company's internal documents related to output from the risk assessment process, sustainability-related policies and standards, the sustainability materiality assessment matrix, and other documents from stakeholder-engaged activities.
3. Understanding the Company's design and implementation of key processes and controls for managing and reporting the Subject matter information
4. Limited testing, through inquiry and analytical review procedures, of the preparation and collation of the Company's Subject matter information

A limited assurance engagement is less in scope than a reasonable assurance engagement. Consequently, the nature, timing, and extent of procedures for gathering sufficient, appropriate evidence are deliberately limited relative to a reasonable assurance engagement.

Conclusion

Based on the procedures we performed as described under the "Summary of the assurance work we performed" and the evidence by the Company, nothing has come to our attention that causes us to believe that the Company's Subject matter information in the Report for the year ended December 31, 2023, is not prepared, in all material respects, in accordance with the Company's reporting Criteria.



8, Uisadang-daero, Yeongdeungpo-gu, Seoul, Republic of Korea

June 26, 2024

Shinhan Accounting Corporation
Chairman, Board of directors

Jong-Man Choi *choi jongman*



Introduction

ESG Strategy

ESG Performance

Appendix

Materiality Assessment

Stakeholder Engagement

ESG Factbook

ESG Index

Awards and Membership

Independent Assurance Statement

