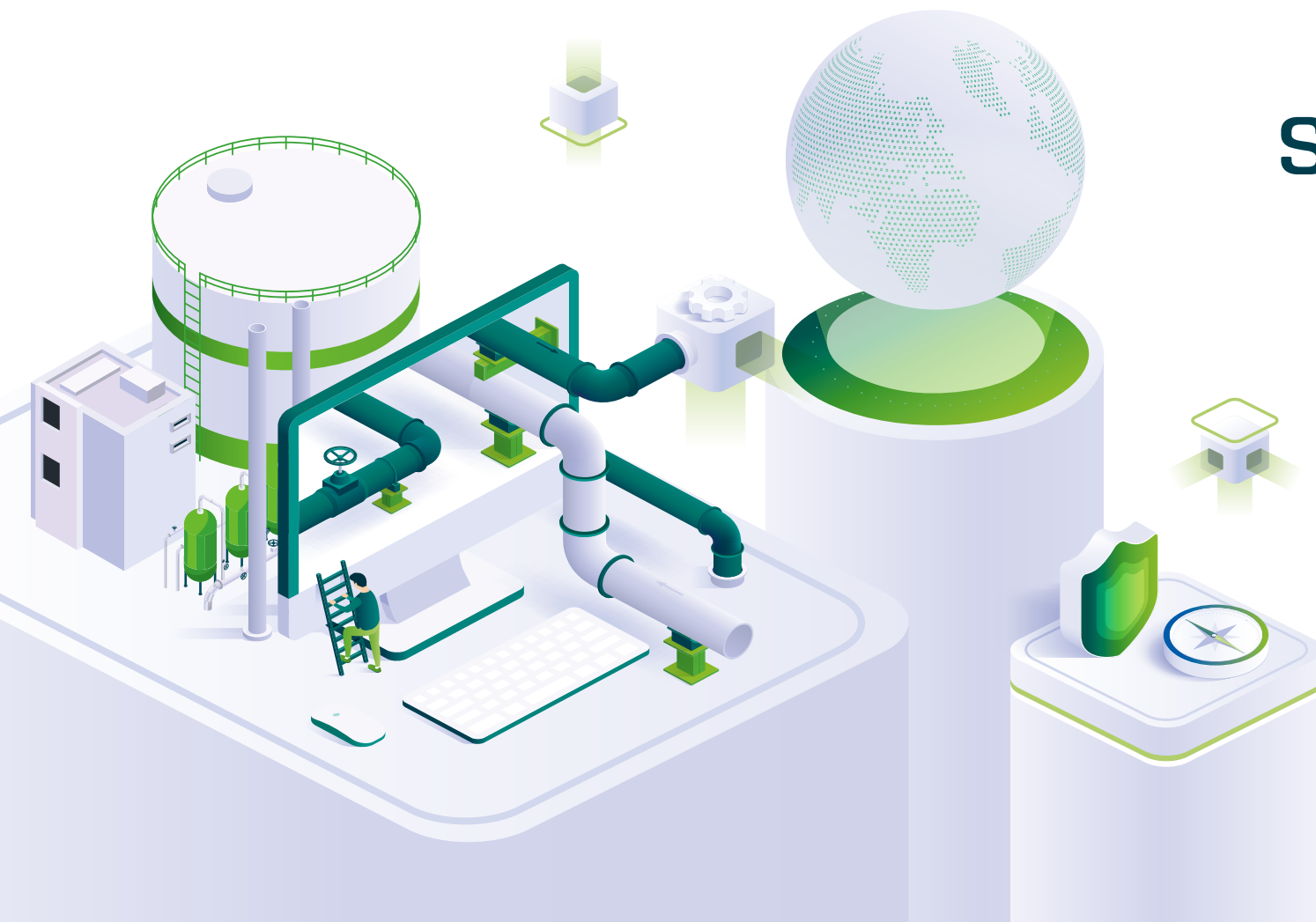


# **DIG AIRGAS** **SUSTAINABILITY** **REPORT 2024**

ESG Integrated report





# About this Report

## Report Overview

This is the second Sustainability Report published by DIG Airgas. As a provider of industrial gas solutions that creates social value, DIG Airgas prioritizes the safety of its customers, employees, products and services, and strives for customer satisfaction and sustainable growth. Starting from 2023, when DIG Airgas published its first Sustainability Report, it has regularly shared various financial and non-financial performances related to sustainability with stakeholders every year. DIG Airgas will continue to strive to fulfill company's social responsibility and create sustainable value.

## Reporting Principles and Standards

This report was prepared in accordance with the requirements of the Global Reporting Initiative (GRI) Standards 2021, IIRC, SASB, UN SDGs, TCFD and IFRS S2. Financial information was based on IFRS consolidated financial statements and non-financial information was prepared on a financial year basis in accordance with our disclosure framework.

## Reporting Period

The main reporting period is from January 1 to December 31, 2023. To identify the increase/decrease statuses of ESG-related activities, quantitative performances were reported for the last three years of 2021, 2022, and 2023. Additionally, for some data, the contents from the first half of 2024 were reported.

## Reporting Scope

Financial information was prepared based on DIG Airgas' consolidated audit report encompassing both domestic and overseas workplaces. Non-financial information, was based on individual audit reports (domestic workplaces). This report includes data from all domestic workplaces. (However, data registered in the Environmental Information Disclosure System exclude the Gongju Specialty Gas workplace.)

## Third-Party Verification

DIG Airgas has been verified by the British Standards Institution (BSI), an independent verification agency, for the reliability of the report and disclosed information. The verification opinion is included in the Appendix.

## More Information

**DIG Airgas website** [www.dig-airgas.com](http://www.dig-airgas.com)

## Associations that DIG Airgas is affiliated with

Joined Korea Industrial & Specialty Gas Association (KISGA) in 2007

Joined Korea Display Industry Association (KDIA) in 2007

### INTERACTIVE PDF User Guide

This report has been published as an interactive PDF that includes functions such as the moving index and links. For ease of use and access, we recommend viewing it on your PC.

 First  Contents  Search  Past  Next





---

## 1. Introduction

Company Overview

- 05 CEO Message
- 06 Company Introduction, Business Introduction
- 13 2023 Performance and Future Direction
- 14 Six Major Capitals

---

## 2. Sustainability Management

ESG Management Policy

- 16 ESG Strategy
- 19 Risk Management
- 21 Stakeholder Engagement Channels
- 22 Double Materiality Assessment

---

## 3. Environment

Environment

- 25 Environmental Management
- 27 Resource and Pollution Management
- 29 Climate Change Response  
(TCFD, IFRS S2)

---

## 4. Social

Social

- 36 Human Rights Management
- 38 Workplace Health and Safety Management
- 43 Talent Management
- 46 Customer Satisfaction Management
- 48 Supply Chain ESG Management
- 50 Social Contribution

---

## 5. Governance

Governance

- 53 Composition and Operation of the Board of Directors
- 56 Ethical, Compliance Management
- 59 Information Protection

---

## 6. Appendix

Appendix

- 64 ESG Data
- 72 GRI Standards Index
- 76 SASB Index
- 77 TCFD Index
- 78 UN SDGs Index
- 80 ISO Certification
- 81 Verification Statement on Greenhouse Gas Emissions
- 82 Third-party Verification Statement





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# INTRODUCTION

CEO Message

Company Introduction, Business Introduction

2023 Performance and Future Direction

Six Major Capitals



## CEO Message

In order to create better future value, we will fulfill our responsibilities for the economy, society and environment, and become a company loved and respected by customers and society.



Dear respected stakeholders,

We would like to express our sincere and deepest gratitude to all of our stakeholders, including shareholders, customers, suppliers, employees, and local communities, for their continued encouragement and support despite challenging internal and external conditions.

Following the publication of our first Sustainability Report in 2023, we are pleased to publish our second report this year, which highlights the efforts and achievements of DIG Airgas employees in ESG management.

Since its establishment in 1979, DIG Airgas has continued to develop as a leading manufacturer and supplier of industrial gases over the past 45 years, serving as the aorta of Korea's industrial development by supplying essential industrial and speciality gases to the country's core industries such as semiconductor, display, petrochemical, refinery, secondary battery, steel and shipbuilding.

In order to effectively respond to various stakeholders' demands for sustainable corporate activities and proactively promote ESG management, DIG Airgas established an organization dedicated to integrated ESG management under the direct reporting to the CEO in 2021, and has been striving to create greater corporate value through ESG management by establishing and implementing ESG strategies for individual divisions and actively participating in mutually beneficial cooperation with major customers.

As an extension of these efforts and aspirations, DIG Airgas published its first Sustainability Report in 2023, disclosing internally and externally its responsible environmental, social, and governance commitments for future sustainable growth and built the foundation for social value creation. In addition, DIG Airgas received the first perfect score in Korea from the globally recognized ESG evaluation organization GRESB, earning the highest rating of 'Five-Star' and Sector Leader, ranking first in the Infrastructure Asset category among 687 companies from 72 countries.

Based on these achievements, DIG Airgas is continuously upgrading its ESG management system internally and externally, and strengthening cooperation with various stakeholders.

In the external environment sector, we established a monitoring system to effectively respond to changes in the global business environment, including Europe and the U.S., and expanded communication channels through mutually beneficial cooperation activities with domestic key accounts. In particular, DIG Airgas is continuously promoting company-wide energy and GHG reduction (Net-Zero) activities by upgrading production processes, such as improving the performance of low-efficiency facilities, utilizing PDIS (Process Data Integration System), and expanding the introduction of APC (Advanced Process Control) systems.

In addition, DIG Airgas is actively promoting various ESG activities in the social, safety, ethics, and security sectors, such as identifying and promoting unique social contribution activities, strengthening safety improvement activities through consulting to prevent major accidents, continuously managing conflict minerals, strengthening the monitoring system for compliance with the Code of Conduct and Ethics, and enhancing the cybersecurity system.

In the future, DIG Airgas will continue to strive for sustainable management through active ESG management as a driving force for strengthening business competitiveness despite the internal and external business environment where various risks, including financial risks, and management uncertainties have become routine.

We ask for our stakeholders' unwavering support and encouragement. Thank you.

June 2024  
CEO of DIG Airgas Co., Ltd **Gyu-Seok Oh**

# About Us

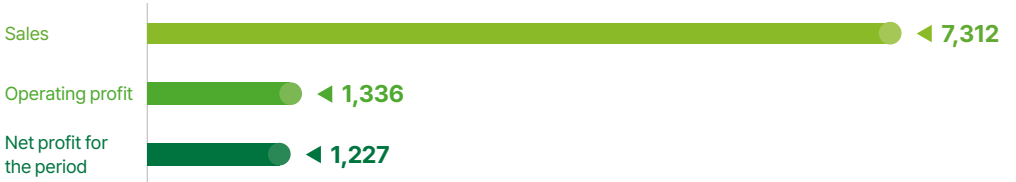
## DIG Profile

Since its founding in 1979, DIG Airgas produces and supplies industrial gases that are essential to national key industries. Since its establishment, the company has continuously improved its technological capabilities in the field of industrial gases by establishing the Cryogenic Research Institute and training technical manpower, and has grown together with customers in the semiconductor, display, oil refining, petrochemical, and secondary battery industries. We also have the technology to compete equally with global industrial gas companies by expanding into overseas markets.

|                      |                                                                     |
|----------------------|---------------------------------------------------------------------|
| Company name         | DIG Airgas Co., Ltd                                                 |
| CEO                  | Gyu-Seok Oh                                                         |
| Business fields      | Gas and plant manufacturing and sales                               |
| Head office location | 20th floor, Tongil-ro 10, Jung-gu, Seoul (84-11, Namdaemun-ro 5-ga) |
| Employees            | 558 (as of December 2023)                                           |
| Establishment date   | February 19, 1979                                                   |
| Joint venture        | Green Air Co., Ltd.                                                 |
| Subsidiary           | DIG (Guangzhou) Gases Co., Ltd.                                     |

[2023 Financial Performance] (Based on IFRS as of December 2023)

(Unit KRW 100 million)





## DIG History

DIG Airgas has grown into a leading industrial gas manufacturing and supplying company for 45 years since its establishment in 1979 and will continue to embark on new challenges and make a leap forward for sustainable growth in the future.

## 1970s

- 1979** • Established Daesung Oxyton Co., Ltd.  
(The first Korean company to enter the industrial gas industry)

## 1980s

- 1980** • BULK business commencement, Completed
- 1981** • Changed company name to Daesung Sanso Co., Ltd.
- 1986** • Completed Yangsan Plant
- 1989** • Established Daesung Cryogenic Research Institute (DCRI)
- Extended Banwol Plant

## 1990s

- 1991
  - Tonnage business commencement
  - Completed Yeocheon Plant
- 1992
  - Completed Banwol Specialty Gas Plant
- 1994
  - Completed Cheongju Plant
- 1995
  - Completed Cheongju 2 Plant, Yeocheon 2 Plant
  - Development of a cryogenic vacuum insulated pipe
- 1996
  - Completed Cheongju 3 Plant
- 1997
  - Completed Yeocheon 3 Plant, 4 Plant
- 1999
  - Obtained ISO 14001 certification

## 2000s

- **2000** • Developed cold box with own technology
  - Completed Daejeon Plant, Completed Cheongju 4 Plant (CDA)
- **2003** • Winning of the “Patent Award 2003” from the Industry Property Office for the Cryogenic He Purifier
  - Obtained ISO 9001 certification
- **2004** • Changed company name to Daesung Industrial Gases Co., Ltd.
  - Completed Gumi ASU Plant & Gumi Specialty Gas Plant
- **2006** • Completed Paju Plant
- **2008** • Established a joint venture, Green Air Co., Ltd.
  - Completion of a toxic gas analysis system in the research institute
  - Completed Ulsan Plant
- **2009** • Development of a small-size ASU

## 2010s

- **2010** • Completed Yecheon 5 Plant
- **2012** • Completed Ulsan 2 Plant
- **2013** • Established Daesung (Guangzhou) Gases Co., Ltd. (DGG) in China
  - Commercialization of the large-size O<sub>2</sub> VSA for Samsung SDI
  - Completed Cheongju 8 Plant
  - Completed Gongju Specialty Gas Plant
- **2014** • Development of a small-size CO<sub>2</sub> Analyzer
- **2015** • Completed Incheon Plant
- **2016** • Completed Paju 2 Plant
  - Development of a CO<sub>2</sub> purification and liquefaction unit for 10 MW CO<sub>2</sub> capture plant
- **2017** • The successful demonstration of the experiment to store CO<sub>2</sub> into the underground
  - Completion of high purity hydrogen plant using steel by-product gas COG (Hyundai Steel)
- **2018** • Completed Gongju Specialty Gas 2 Plant (N<sub>2</sub>O)

## 2020s

- **2020**
  - Vision proclamation ceremony
  - Electronics-grade high-purity specialty gas development
- **2021**
  - Changed company name to DIG Airgas Co., Ltd. (CI declared)
  - Completed Yecheon 6 Plant
  - Selected as ESG Sector Leader in GRESB Assessment
- **2022**
  - Completed Cheongju 9 Plant
  - Supplied liquid oxygen and helium to the Korean satellite launch vehicle Nuri
- **2023**
  - Relocated DIG Airgas head office (Guro-gu, Seoul → Jung-gu, Seoul)
  - New office building at Banwol Plant
  - GRESB 5 Star, Global No. 1 ranking and joined the CDP membership

# Products and Services

## General Gas

### Oxygen

Oxygen is the second-most abundant component existing in the air next to nitrogen, is non-flammable, and is a combustible gas that has the oxidizing property to react with flammable substances. It is used in the oil refining, petrochemical, semiconductor, steel, and glass industries, paper manufacturing, medical and secondary battery material manufacturing processes.

### Nitrogen

Nitrogen is an inert and non-flammable gas that is used in various business fields such as chemical processes, metals, semiconductors, glass, and tire curing.

### Argon

Argon is inert even at high temperatures and pressures, is mainly used for high-quality welding such as a smelting and refining atmosphere gas, and is also mainly used for manufacturing silicon ingots, which are solar power materials, and semiconductor chips.

## Specialty Gas

### Electronic Gas

Electronic gases used in semiconductors, displays, and solar cells are diverse and require ultra-high-purity technology.

### Ultra-high-purity Pure Gas

Ultra-high-purity pure gases are used in the semiconductor, petrochemical, and metal industries, and are supplied through state-of-the-art refining and charging facilities.

### Standard Gas

Standard gases are used for calibration of various analyzers, processes, process management, and quality control, and we are meeting customer needs with thorough quality control and precise analysis methods.

### Mixture Gas

Mixture gases are widely used in various business fields, such as laser, food, welding, medical care, and lighting, and consist of two or more high-purity gases mixed at the required concentrations.

### Other Specialty Gases

By sourcing raw materials such as SF<sub>6</sub> and Ne from major overseas manufacturers, DIG Airgas further purifies and services various quantities of specialty gases to domestic consumers.

### Specialty Gas Cylinder Internal Treatment

In order to maintain the best quality of gases, we provide grinding and cleaning services for high-pressure gases suitable for gas properties such as ultra-high purity, and toxicity and corrosiveness for semiconductors.





## Products and Services

### Equipment

DIG Airgas designs, manufactures, and supplies high-pressure gas-related equipment developed by our own technology in our R&D center according to customer requirements.

### Engineering

We are carrying out comprehensive engineering ranging from design, construction, and commissioning of all gas supply facilities including air separation equipment to meet the gas usage patterns of domestic and overseas customers.

#### 1. Introduction

#### 2. Sustainability Management

#### 3. Environment

#### 4. Social

#### 5. Governance

#### 6. Appendix

#### Cryogenic Facility

DIG Airgas stores liquid nitrogen (LN<sub>2</sub>), liquid oxygen (LO<sub>2</sub>), liquid argon (LAr), etc. at low temperatures, and evaporate the ultra-cold liquefied gases at the required pressure and flow rate to supply them to the user as gases.

#### Specialty Gas Supply Facility

DIG Airgas provides systems that can safely and stably supply specialty gases for semiconductors (N<sub>2</sub>O, NH<sub>3</sub>, NF<sub>3</sub>, SiH<sub>4</sub>, DCS, PH<sub>3</sub>, SF<sub>6</sub>, F<sub>2</sub>, HBr, HCl, Cl<sub>2</sub>).

#### Gas Analysis Facility

DIG Airgas sells gas analyzing systems, which were developed for its own use, for gas research experiments and industrial demand.

#### Cryogenic Air Separation Unit (ASU)

The cryogenic separator is a high-efficiency device that separates nitrogen (78%), oxygen (21%), and argon (0.9%) in the air using the boiling point differences and is a facility that separates and produces high-purity nitrogen, oxygen, and argon.

#### PSA (Pressure Swing Adsorption)

This is a system to obtain nitrogen or oxygen by separating air using an adsorbent, and its device structure is simpler than that of ASU because it separates air at room temperature.

#### Gas Purifier

This is a device that removes impurities (O<sub>2</sub>, CO, CO<sub>2</sub>, H<sub>2</sub>O, CH<sub>4</sub>, etc.) from high-purity raw material gases (99.999% or more) and supplies ultra-high purity gases in ppb units.

- Domestic and overseas ASU (Air Separation Unit) plant construction (GO<sub>2</sub>, GN<sub>2</sub>, production)
- O<sub>2</sub>, N<sub>2</sub> Generator design and manufacturing
- Specialty gas plants for gases such as Ne, He, Kr, Xe
- H<sub>2</sub> Plant, PSA, VSA facilities
- Medium and high-pressure CO<sub>2</sub> supply facilities
- Various gas supply facilities (storage facilities, vaporization facilities, etc.)

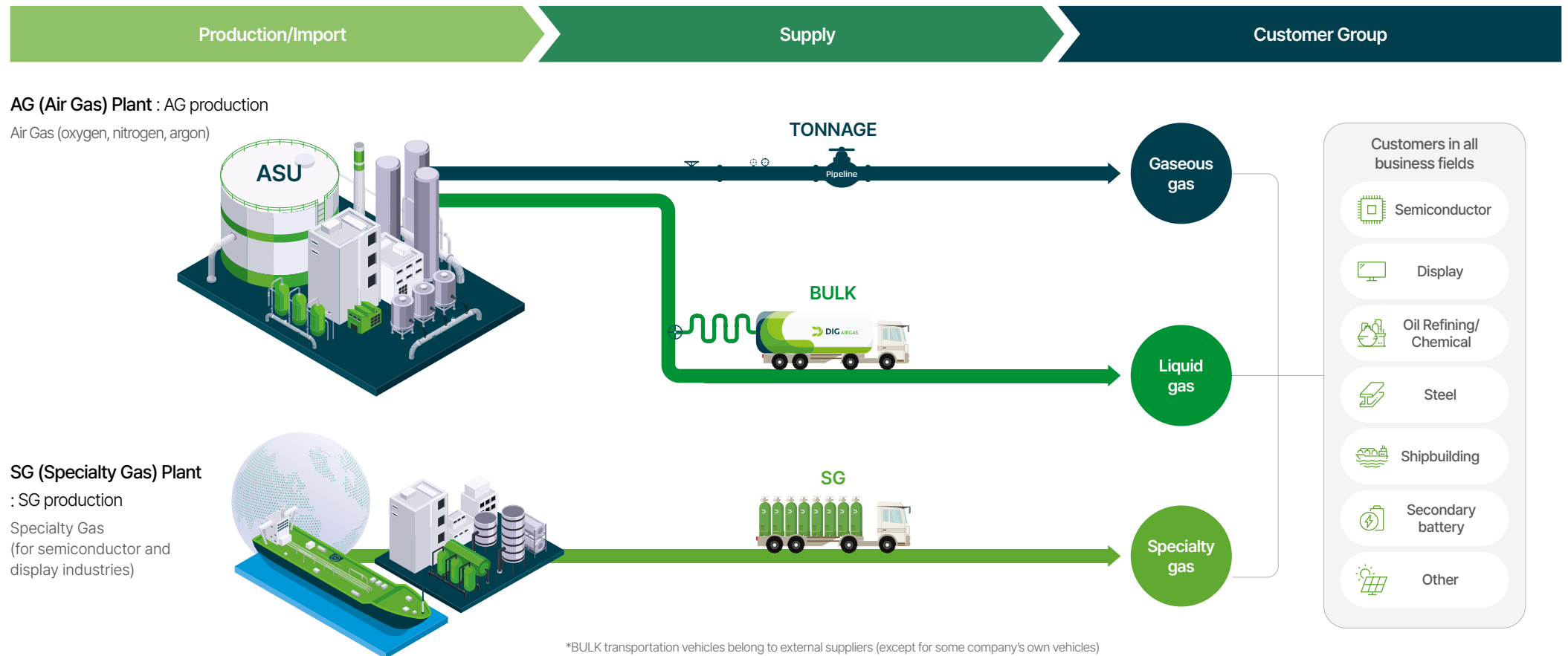




# Business Introduction

## Business Structure

DIG Airgas considers utmost importance on safety, trust, and partnership with customers and provides comprehensive solutions to produce and supply industrial gases that serve as essential material for all industries. DIG Airgas is leading the domestic market based on continuous technology research and development and is striving to become a global player by expanding into the overseas markets.





## DIG Network

DIG Airgas has been producing and selling industrial gases and plant facilities not only domestically but also to overseas areas, including Asia, the Middle East and Europe. DIG Airgas is currently operating an overseas workplace with two plants in Guangzhou, China.

### Overseas workplace

China DIG (Guangzhou) Gases Co., Ltd. (2 plants)

### Domestic workplaces

AG 17 (40 plants)

SG 4 (6 plants)

### Domestic production bases for air gases and specialty gases

AG

Air gas workplace

Gyeonggi-do / Incheon

Banwol, Paju, Icheon, Incheon

Gangwon-do

Munmak

Chungcheongbuk-do

Cheongju, Jincheon, Chungju

Chungcheongnam-do

Daejeon, Geumsan, Seosan, Dangiin(Green Air)

Gyeongsangbuk-do

Gumi, Gyengju

Gyeongsangnam-do

Ulsan, Yangsan, Changwon

Jeollabuk-do

Jeonju

Jeollanam-do

Yeocheon

SG

Specialty gas workplace

Gyeonggi-do

Paju specialty gas workplace  
Banwol specialty gas workplace

Daejeon

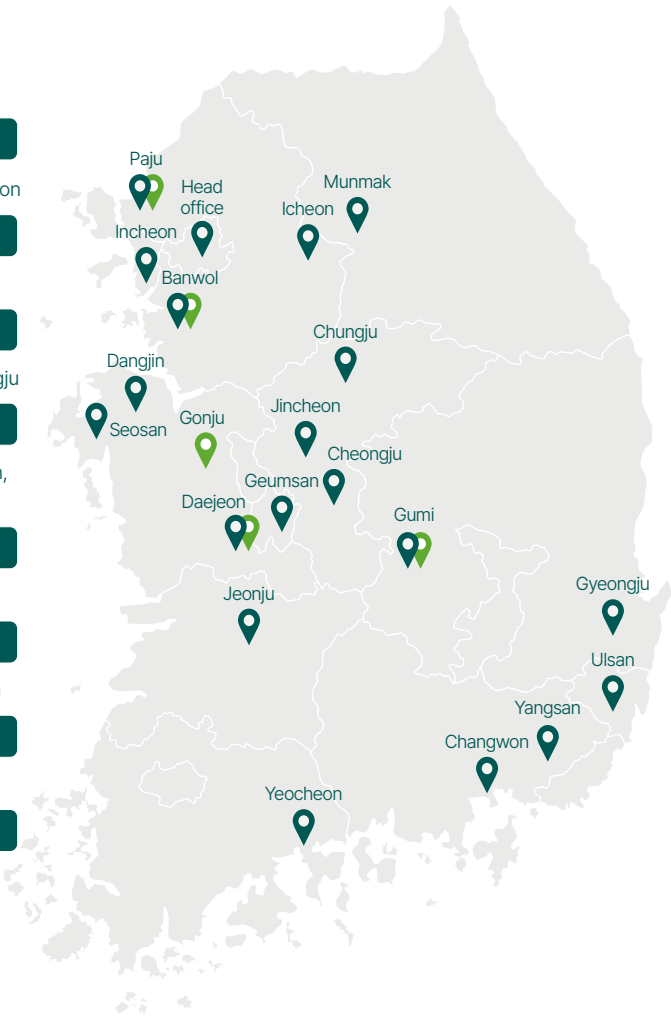
Daejeon specialty gas workplace

Chungcheongnam-do

Gongju specialty gas workplace

Gyeongsangbuk-do

Gumi specialty gas workplace



## Major Customers

DIG Airgas is growing with high-growth, world-class companies across a diverse range of industries, including semiconductors, displays, petrochemicals, refining, secondary batteries, steel, shipbuilding, and more.

|                     |  |  |  |  |  |  |
|---------------------|--|--|--|--|--|--|
| Semiconductor       |  |  |  |  |  |  |
| Display             |  |  |  |  |  |  |
| Petrochemical       |  |  |  |  |  |  |
| Oil refining        |  |  |  |  |  |  |
| Secondary batteries |  |  |  |  |  |  |
| Steel               |  |  |  |  |  |  |
| Shipbuilding        |  |  |  |  |  |  |
| Others              |  |  |  |  |  |  |

## Major Business Performance in 2023

Revenue decreased by 2% year-on-year due to the challenging internal and external business environment. DIG Airgas has focused its internal capabilities on accelerating qualitative growth and maintaining its financial solvency by improving constitution in all areas of the business to prepare for the future, recognizing that the unfavorable market environment may be prolonged.

| Sales | Domestic          | Overseas        | Total             |
|-------|-------------------|-----------------|-------------------|
| 2022  | 690.9 billion won | 548 billion won | 745.7 billion won |
| 2023  | 694.7 billion won | 365 billion won | 731.2 billion won |

|                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| AG Business Division | Despite the slowdown in major industries such as petrochemicals and displays, we continued to grow by awarding new project orders and gas supply contracts. In particular, we've built for future growth engines such as the new GN2 project for S-OIL, the large-scale on-site plant for Cosmo AM&T and the gas supply contract for SK Hynix M15-X.                                                                                                                                                                                                                                |
| SG Business Division | In 2023, we faced unprecedented difficulties due to a sharp drop in neon prices and reduced production by semiconductor and display customers. However, we continued our efforts to discover future growth engines through the implementation of five projects, and we are committed to exploring new applications, such as silicon cathode materials for secondary batteries. In addition, we were honored with the 2023 Best Partner Award from Samsung Electronics. It was a year of enhancing the status of DIG Airgas and laying the foundation for future business expansion. |
| Production Division  | Despite the challenges of a 27.9% increase in electricity costs in 2023, we improved unit costs through process optimization and improvement tasks. In addition, we strengthened the reliability of the plant by practicing safety-based operations through monthly emergency simulation training and building redundant 154 kV cables. In particular, we have laid the foundation for building a future Smart Gas Plant by establishing a mid- to long-term roadmap.                                                                                                               |
| Technology Division  | We contributed to winning large-scale projects orders including S-OIL Shaheen, and secured customer trust through timely supply to LG HY-BCM. In addition, we have upgraded our technology capabilities to the next level by demonstrating DIG Airgas's technology through commercialization of semiconductor-grade CO developed with its own technology and standardization of various design drawings.                                                                                                                                                                            |

## Future outlook (reacting)

In 2024, the Korean economy is expected to continue facing significant downside risks due to global uncertainties and accumulated challenges. The economic recovery will be very difficult due to weak domestic demand and the Inflation, interest rates and exchange rates are all highly uncertain, so the pace of improvement is likely to be slower than expected. Despite the optimistic outlook for global trade growth and a recovery in the semiconductor industry, many of our customers in major sectors such as petrochemicals and displays are expected to struggle to transition from weak performance to full recovery, similar to 2023. Accordingly, DIG Airgas is also expected to face significant impacts. DIG Airgas has established the following management policies to overcome the uncertainty of the external environment and achieve sustainable growth.

DIG Airgas has established the following management policies to overcome the uncertainty of the external environment and achieve sustainable growth.

### Securing growth opportunities by actively driving business portfolio strategies

We will upgrade our growth strategy and focus our capabilities to achieve actual performance by taking a closer look at the changing business environment and the diverse needs of our customers. To overcome the growth and profit limitations of our existing business model and way of doing business, we will accelerate our aggressive improvement of constitution in all areas and continue our company-wide efforts to secure new business opportunities in high-growth strategic industries such as semiconductors and secondary batteries.

### Securing growth potential through stronger collaboration with partners

DIG Airgas has been continuously improving the quality of products and services through close cooperation with customers in various industries. In 2024, as in previous years, we will thoroughly analyze opportunities in the market and expand our market share by constantly discovering new partnerships and strengthening cooperation.

### Overcoming economic challenges with reasonable austerity and continued investment for future growth

In 2024, we will continue to support the investments that are essential for our future growth, maintaining a reasonable austerity stance to efficiently manage and execute our limited resources as we did last year.





## 6 Categories of Capital

### INPUT



#### Financial capital

|             |                     |
|-------------|---------------------|
| Assets      | 1,178.7 billion won |
| Liabilities | 578.4 billion won   |
| Capital     | 600.3 billion won   |



#### Manufacturing capital

|                     |    |
|---------------------|----|
| Domestic workplaces | 19 |
| Overseas workplaces | 1  |



#### Intellectual capital

Research and development organization (Cryogenics and Industrial Gases Laboratory)  
Strengthening quality, environment, health and safety, and management systems  
Internal and external ESG assessments and joining international initiatives



#### Human capital

|                      |                                                                    |
|----------------------|--------------------------------------------------------------------|
| Number of employees  | 558 persons (46 new hires)                                         |
| educational expenses | 27.9% increase                                                     |
| four workplaces      | Improvement of working environment (approximately KRW 3.3 billion) |



#### Natural capital

|                             |                                       |
|-----------------------------|---------------------------------------|
| Direct energy consumption   | 9,418 tCO <sub>2</sub> eq (Scope 1)   |
| Indirect energy consumption | 817,783 tCO <sub>2</sub> eq (Scope 2) |
| Water consumption           | 3,080ml                               |



#### Social · Relation capital

|                                                                                                 |             |
|-------------------------------------------------------------------------------------------------|-------------|
| Participation in social contribution activities                                                 | 204 persons |
| Enhanced suppliers' engagement in mutually beneficial cooperation with suppliers (89 companies) |             |

### OUTPUT



#### Financial capital

|                  |                   |
|------------------|-------------------|
| Sales            | 731.2 billion won |
| Operating profit | 133.6 billion won |



#### Manufacturing capital

Total production of domestic products 9,652 million tons  
Expanded supply to industries such as chemicals, steel, shipbuilding, refining, semiconductors, secondary batteries, etc.



#### Intellectual capital

Specialized personnel and 32 patents held, Developed gas technology with DIG Airgas's own technology, etc.  
ISO 9001,14001,45001 certification maintenance, operations, and business improvement activities  
Achieved the highest GRESB rating, joined CDP, and endorsed TCFD



#### Human capital

Ethics, environmental, health, safety, human rights, and information security education for 558 employees  
Employee education totaling 15,066 hours annually  
Strengthening and expanding mutually beneficial cooperation with suppliers  
Average job tenure of 14.8 years



#### Natural capital

Greenhouse gas intensity (tCO<sub>2</sub>eq / sales) increased by 0.6% compared to the previous year  
Water consumption decreased by 7% compared to the previous year



#### Social · Relation capital

Social contribution activity hours doubled compared to the previous year  
Matching grants and company-sponsored activities expenses increased 10% year-over-year  
Received an excellent rating in the supplier satisfaction survey (90 points)



# SUSTAINABILITY MANAGEMENT

ESG Strategy

Risk Management

Stakeholder Engagement Channels

Double Materiality Assessment

# ESG Strategy

## DIG ESG Management System

By enhancing the ESG management system under the sustainable growth strategy, DIG Airgas has clearly defined the roles and responsibilities of all executives and employees and linked the impact of the ESG management environment on our operations and business processes to our management strategy. To implement this, we have established an ESG Innovation Team in charge of ESG management and a WHSE Office in charge of safety and health under the direct report to the CEO, and based on these two organizations, we have established an ESG management system that monitors ESG issues related to domestic and overseas business activities, corporate operations, as well as internal implementation performance, and immediately reports material issues to management and the highest decision-making body. The ESG Innovation Team systematically responds to various needs of key accounts due to changes in the internal and external ESG management environment, establishes corporate ESG promotion strategies, and actively communicates with stakeholders. The WHSE Office is in charge of managing and improving environmental risks in the workplace, monitoring revisions of environmental laws and regulations, responding to external events and disclosing company-wide environmental information.

## DIG Airgas ESG Management System

## Decision making

## Board of Directors

Management and oversight of business activities through regular holding of board meetings and functioning of committees under the board of directors

**Role of the organization :** Management of the activities of committees under the board of directors

## Executive Committee

- Review and approval of ESG policies and strategies
- Review and approval of supplementary items according to external evaluation results

## WHS Committee

- Review and approval of Health and Safety policies and strategies

**Role of the organization :** Review and approval of matters entrusted by the board of directors and other important management matters

- ESG-related major agendas of the Board of Directors
- Direction of ESG Activities
- Issues Related to the NetZero 2040 Business Plan
- WHS Committee-Related Issues
- Establishment and Revision of Other Related Regulations (e.g., Revision of Information Security Regulations)

## Executive review and decision on whether to proceed

## Executive meeting

- Review and approval of important ESG-related issues, response plans, and initiatives
- Discussion and examination of ESG policies and strategies

**Role of the organization :**

- Regular meetings of CEO & executives
- Review and decide on major business progress and whether to continue



## Integrated management

**ESG Innovation Team**

- Establishment of company-wide ESG strategies and policies
- Joining international initiatives and responding to internal and external evaluations
- Responding to key accounts' requirements (Review of greenhouse gas emissions, reduction implementation plan, etc.)
- Establishment of ESG goals by division and monitoring KPIs
- Responding to internal and external stakeholders

**WHSE Office**

- Establishment and management of Health and Safety policies
- Submission and disclosure of greenhouse gas emissions based on Ministry of Environment's standards
- Establishment and management of greenhouse gas reduction targets (2040 Net-Zero)

Organization roles :

- Practical implementation team
- Report major business matters to the CEO and executives
- Integrated management (monitoring) of all





## DIG ESG Management factor & Approach

|              |                                                 | Management factor                                                                                                                                                                                                                                                                                                               | DIG Approach                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | DIG Policy                                                                                                                                                                                                                                                                                                                           |
|--------------|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Integrations | Environment, Society, and Governance            | <ul style="list-style-type: none"><li>• ESG management strategy that links ESG factors and business</li><li>• A system for managing actual and potential ESG risks</li></ul>                                                                                                                                                    | <ul style="list-style-type: none"><li>• Review and approval of ESG issues and strategies through the executive committee (board of directors), and establishment of ESG-related activity goals and KPIs by division</li><li>• The ESG innovation team and WHSE office establish an Integrated ESG management system by managing risks in each ESG area</li></ul>                                                                                                                                                                                                   | <ul style="list-style-type: none"><li>• Integrated ESG management system</li><li>• Management of goals by division</li></ul>                                                                                                                                                                                                         |
| Environment  | Climate Change                                  | <ul style="list-style-type: none"><li>• Actual operating costs due to climate change</li><li>• Request for disclosure of responses to climate change from domestic and foreign customers and organizations and diversifying and enhancing the disclosure framework</li></ul>                                                    | <ul style="list-style-type: none"><li>• Review and management of operational changes and direction due to climate change, with regular reporting to executives, centered on the ESG innovation team</li><li>• Disclosing climate change information with reference to TCFD recommendations and IFRS S2</li><li>• Joining the CDP climate change in 2023</li></ul>                                                                                                                                                                                                  | <ul style="list-style-type: none"><li>• Environment-related internal and external activities</li><li>• System for constant monitoring of environmental changes</li><li>• Reflection of management policy</li><li>• Joining international initiatives</li></ul>                                                                       |
|              | Greenhouse Gas Emissions and Energy Consumption | <ul style="list-style-type: none"><li>• Achievement of government-allocated goals as a company subject to allocation of greenhouse gas emission rights</li><li>• Management of climate change risks due to greenhouse gas emissions and energy consumption</li></ul>                                                            | <ul style="list-style-type: none"><li>• Promotion of energy use reduction activities through process efficiency improvement, replacement of old facilities, renewable energy generation facilities, and eco-friendly alternative gas R&amp;D</li><li>• R&amp;D and improvement activities related to greenhouse gas reduction are managed as KPI indicators</li></ul>                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                      |
|              | Pollutant Emissions                             | <ul style="list-style-type: none"><li>• Risks of air pollutants, water pollutants, chemicals, and hazardous chemicals arising from business operations</li></ul>                                                                                                                                                                | <ul style="list-style-type: none"><li>• Each division carries out management to minimize environmental impact</li><li>• Maintain ISO 14001 environmental management system certification</li></ul>                                                                                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"><li>• ISO 14001 environmental management guidelines</li></ul>                                                                                                                                                                                                                                      |
|              | Waste Management and Resource Efficiency        | <ul style="list-style-type: none"><li>• Proper disposal considering the impact of waste on the environment, water use during recycling-enhanced operations, and wastewater discharge management</li></ul>                                                                                                                       | <ul style="list-style-type: none"><li>• Management of waste from generation to final disposal according to waste management guidelines</li><li>• Resource efficiency improvement through efficient water supply and use, and water quality management</li><li>• Disclosing relevant data within the environmental information disclosure system</li></ul>                                                                                                                                                                                                          | <ul style="list-style-type: none"><li>• Waste management guidelines</li><li>• Water consumption reduction and water quality management guidelines</li></ul>                                                                                                                                                                          |
| Social       | Executives and Staff Members                    | <ul style="list-style-type: none"><li>• Enhancing business strengths through fostering of executives and staff members</li><li>• Employee satisfaction through fair compensation, performance management, and welfare support</li></ul>                                                                                         | <ul style="list-style-type: none"><li>• Established DIG talent and its fostering system</li><li>• Fair and transparent personnel management</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"><li>• Job training support</li><li>• Performance management system</li></ul>                                                                                                                                                                                                                       |
|              | Customer Satisfaction                           | <ul style="list-style-type: none"><li>• Stable supply of products and production activities</li><li>• Production of high-quality products</li></ul>                                                                                                                                                                             | <ul style="list-style-type: none"><li>• Establishment of an organization dedicated to quality assurance and ISO 9001 quality management system implementation</li><li>• Operation and response to reviews in accordance with GMP (Good Manufacturing Practice; medical high-pressure gas manufacturing and quality control standards)</li></ul>                                                                                                                                                                                                                    | <ul style="list-style-type: none"><li>• ISO 9001 quality management guidelines</li><li>• GMP quality evaluation and regular examination</li></ul>                                                                                                                                                                                    |
|              | Health and Safety                               | <ul style="list-style-type: none"><li>• Settlement of zero accidents and safe environment culture</li><li>• Reinforcing health and safety and worker safety prevention management</li><li>• Compliance with relevant laws and regulations (occupational health and safety act, serious accident punishment act, etc.)</li></ul> | <ul style="list-style-type: none"><li>• HSE vision house: establishment of safety philosophy</li><li>• Establishment of goals for Safety Golden Rules and management of accident-free workplaces goals</li><li>• Fostering a WHSE culture that encompasses stakeholder health and safety</li><li>• Reinforcing facility safety management through the establishment of a physical security system</li><li>• Compliance with regulations according to relevant laws, continuous monitoring, and publication of a casebook on Near-Miss Incidents for 2023</li></ul> | <ul style="list-style-type: none"><li>• Company-wide health and safety policy</li><li>• Safety philosophy</li><li>• Safety Golden Rules</li><li>• Physical security regulations</li><li>• Casebook on Near-Miss Incidents in 2023</li><li>• Preparatory system in case of new law establishment and related detail changes</li></ul> |



|            |                                    | Management factor                                                                                                                                                                                                                                            | DIG Approach                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | DIG Policy                                                                                                                                                                                                                                                                                                        |
|------------|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Social     | Supplier (Supply Chain) Management | <ul style="list-style-type: none"><li>• Management of ESG risks in cooperative companies</li><li>• ESG mutually beneficial cooperation with suppliers</li></ul>                                                                                              | <ul style="list-style-type: none"><li>• Encouraging participation in ESG management by outlining supply chain ethical management and non-use of conflict minerals policy and collecting signatures for them</li><li>• Establish a supplier code of conduct and distribute to the supply chain</li><li>• Promoting partner support activities in the dimension of mutually beneficial cooperation (education, consulting)</li></ul>                                                  | <ul style="list-style-type: none"><li>• Pledge to comply with and practice supply chain ethical management</li><li>• Supplier code of conduct</li><li>• Conflict minerals management policy</li><li>• Participation in mutually beneficial cooperation and community support</li></ul>                            |
|            | Community Support                  | <ul style="list-style-type: none"><li>• Contribution to the local community as a member of society</li><li>• Corporate social responsibility for local community contribution activities</li></ul>                                                           | <ul style="list-style-type: none"><li>• Promotion of matching grants, corporate sponsorship activities, and local environmental protection activities</li><li>• Acquisition of external commendations for corporate contribution to the local community</li></ul>                                                                                                                                                                                                                   | <ul style="list-style-type: none"><li>• Matching grant scheme</li><li>• Social contribution activities</li></ul>                                                                                                                                                                                                  |
|            | Human Rights Management            | <ul style="list-style-type: none"><li>• Diversity, equity, and inclusion within the company (non-discrimination)</li><li>• Prevention of sexual harassment and bullying in the workplace</li></ul>                                                           | <ul style="list-style-type: none"><li>• Advancement of the human rights management system by establishing guidelines</li><li>• Improvement of human rights awareness through regular employee training</li></ul>                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"><li>• Human rights management guidelines and related regulations</li></ul>                                                                                                                                                                                                      |
|            | Labor and Industrial Relations     | <ul style="list-style-type: none"><li>• Prohibition of child labor and forced labor</li><li>• Guarantee of freedom of association and basic labor rights</li><li>• Operation of labor-management communication channels</li></ul>                            | <ul style="list-style-type: none"><li>• Thorough compliance with relevant laws and internal management standards</li><li>• In addition to holding labor-management council meetings quarterly and concluding collective bargaining agreements, operation of labor-management communication channels such as town hall meetings</li></ul>                                                                                                                                            | <ul style="list-style-type: none"><li>• Employment rules</li><li>• Collective bargaining agreement</li><li>• Operation of regular communication channels</li></ul>                                                                                                                                                |
|            | Taxation                           | <ul style="list-style-type: none"><li>• Compliance with tax laws and policies and fulfillment of tax obligations in the countries where workplaces are located</li></ul>                                                                                     | <ul style="list-style-type: none"><li>• Establishment of Internal tax management standards and faithful compliance with tax obligations</li><li>• Regular monitoring of relevant laws and regulations and review of internal compliance matters</li></ul>                                                                                                                                                                                                                           | <ul style="list-style-type: none"><li>• Corporate tax filing regulations</li><li>• Acquisition tax return and management regulations</li><li>• Comprehensive real estate tax return regulations</li><li>• Local tax examination receiving regulations</li><li>• Value added tax declaration regulations</li></ul> |
| Governance | Board of Directors                 | <ul style="list-style-type: none"><li>• Reinforcing transparency in key corporate decision-making</li><li>• Management support activities to maximize corporate value</li></ul>                                                                              | <ul style="list-style-type: none"><li>• Reporting ESG-related matters to the executives and the board of directors and making decisions</li><li>• Reflection of major ESG-related issues in management policies through the operation of the executive committee under the board of directors</li></ul>                                                                                                                                                                             | <ul style="list-style-type: none"><li>• Board of directors' regulations</li><li>• Executive committee operating regulations</li></ul>                                                                                                                                                                             |
|            | Ethical Management                 | <ul style="list-style-type: none"><li>• Violations of ethical management and protection of whistleblower information</li><li>• Anti-corruption, prevention of conflict of interest, and money laundering</li></ul>                                           | <ul style="list-style-type: none"><li>• Establishment of the code of ethics and related standards to ensure employees' thorough compliance in performing their duties</li><li>• Thoroughly protect the identity of the informant and protect him/her against any disadvantages</li></ul>                                                                                                                                                                                            | <ul style="list-style-type: none"><li>• Code of ethics (code of conduct)</li><li>• Anti-corruption regulations</li><li>• Anti-money laundering regulations</li></ul>                                                                                                                                              |
|            | Cybersecurity                      | <ul style="list-style-type: none"><li>• Corporate internal information security (cybersecurity) and personal information security</li><li>• Physical security of tangible and intangible assets (facilities, people, information) in the workplace</li></ul> | <ul style="list-style-type: none"><li>• Establishment of information security policy covering personal information, stakeholder information, servers, and physical security</li><li>• Establishment of security management policies for tangible and intangible assets of workplaces</li><li>• Carrying out regular inspections and training to improve information security awareness and response capabilities</li><li>• Establishing an information security committee</li></ul> | <ul style="list-style-type: none"><li>• Information protection management regulations</li><li>• Customer information protection regulations</li><li>• Server and physical security guidelines</li><li>• Establishing a Zero-Trust security framework</li></ul>                                                    |

## GRESB



### Sustainable Achievements in 2023

GRESB is an international evaluation agency that evaluates the sustainability of infrastructure investments every year and provides ESG activities and management information on assets totaling \$8.4 trillion worldwide. The assessment is divided into two parts: Real Estate and Infrastructure Assessment.

- **Achieved GRESB 5 Star and Sector Leader status**
- **First in Korea to achieve a perfect score of 100 and ranked number one globally**

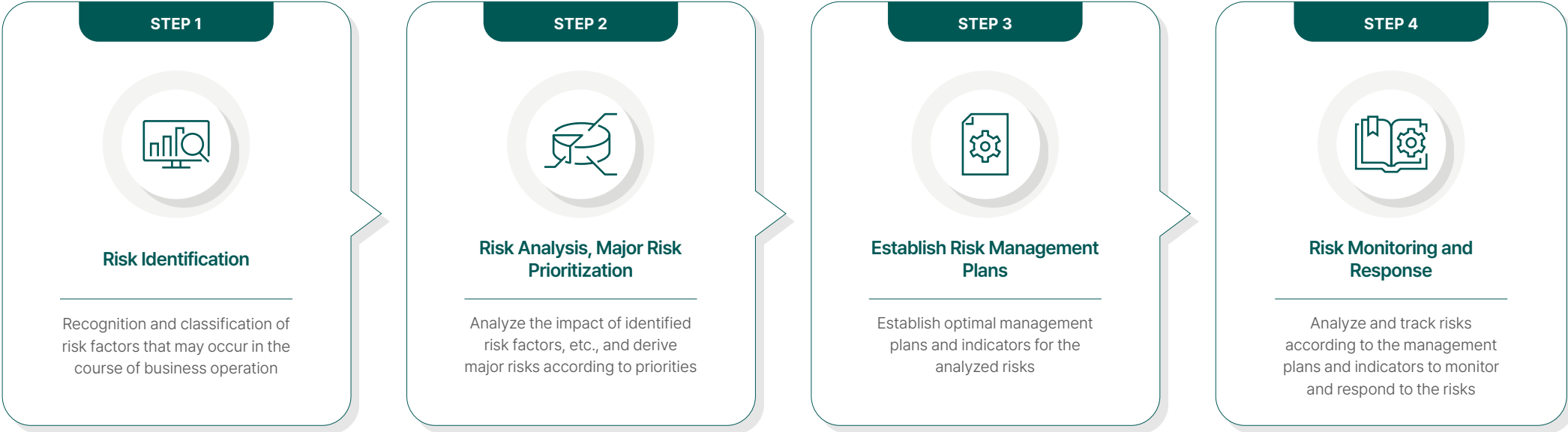
# Risk Management

## Risk management policy

In the rapidly changing business environment, unpredictable business risks that affect corporate performance are increasing.  
DIG Airgas intends to create a stable business environment by establishing a risk management system to identify potential risk elements in advance and respond efficiently.

## Risk management system

DIG Airgas strives to prevent various risk factors that may negatively affect corporate management activities in advance and minimize the volatility of corporate value by establishing a company-wide risk management system.  
We have established a system to identify monitor and respond to risks to effectively manage them.





## Financial Risk

| Risk Types             | Liquidity Risk                                                                                                                                       | Financial Risk                                                                                                                                                                                                                                                                                                    | Tax Risk                                                                                                                                         |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| Organization in charge | Funding Team                                                                                                                                         | Funding Team                                                                                                                                                                                                                                                                                                      | Accounting Team                                                                                                                                  |
| Possible Risks         | Risk of non-payment of trade payables and financial liabilities due to lack of liquidity                                                             | Increase in the corporate financial burden due to increased interest rate volatility resulting from uncertainty and volatility in the financial market                                                                                                                                                            | Tax risks arising from failure to comply with or omission of tax payment deadlines in the course of business operations                          |
| DIG Approach           | <ul style="list-style-type: none"><li>• Securing adequate liquidity through fund balance forecasting, performance analysis, and adjustment</li></ul> | <ul style="list-style-type: none"><li>• Carrying out regular monitoring of the financial market</li><li>• Minimizing financial costs by diversifying procurement sources and establishing an appropriate borrowing structure (long-term/short-term borrowing ratio, fixed/floating interest rate ratio)</li></ul> | <ul style="list-style-type: none"><li>• Identifying tax laws and policy trends</li><li>• Faithfully fulfilling tax payment obligations</li></ul> |



## Non-financial risks

| Risk Types             | Environmental Risk                                                                                                                                                                                                                                     | Health and Safety Risks                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Governance, Compliance, and Ethical Risks                                                                                                                                                                                                                                                                           | Supplier (Supply Chain) Risk                                                                                                                                                                                                                                 | Information Security Risk                                                                                                                                                                                                                                                                                                       |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Organization in charge | ESG Innovation Team / WHSE Office                                                                                                                                                                                                                      | WHSE Office                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Compliance Office                                                                                                                                                                                                                                                                                                   | Purchasing Team / ESG Innovation Group                                                                                                                                                                                                                       | DX Strategy Team                                                                                                                                                                                                                                                                                                                |
| Possible Risks         | Risk of occurrence of adverse environmental impacts that may arise due to climate change in the process of business operations                                                                                                                         | Risk of Health and Safety accidents occurring in the workplace                                                                                                                                                                                                                                                                                                                                                                                                                             | Risk of legal sanctions and a decline in corporate reputation due to a lack of transparency in board decision-making and non-compliance with domestic and foreign laws                                                                                                                                              | Use of conflict minerals produced in conflict zones through war and atrocities                                                                                                                                                                               | Risk of leakage of information such as corporate internal confidential information and personal information                                                                                                                                                                                                                     |
| DIG Approach           | <ul style="list-style-type: none"><li>• Establishment of an internal and external integrated management system through the ESG-dedicated organization</li><li>• Greenhouse gas reduction through the establishment of the 2040 Net Zero Plan</li></ul> | <ul style="list-style-type: none"><li>• Reinforcing safety through the operation of the WHS Committee under the Board of Directors</li><li>• Strengthening accident prevention through an organization dedicated to Health and Safety management and establishing a prompt follow-up action process system</li><li>• Enhancing Health and Safety activities, such as safety diagnostics, to prevent serious accidents</li><li>• Conducting regular HSE audits for all workplaces</li></ul> | <ul style="list-style-type: none"><li>• Establishing a system to monitor employee compliance with internal management standards and changes in domestic and foreign laws through a dedicated organization</li><li>• Receiving reports of irregularities through the grievance handling system and website</li></ul> | <ul style="list-style-type: none"><li>• Strengthen management activities to prevent and minimize ethical and human rights risks by requiring suppliers to sign our ethical management compliance statement and conflict mineral-free certification</li></ul> | <ul style="list-style-type: none"><li>• Establishment of an information protection system and prepare personal information protection guidelines</li><li>• Preparation of information security training and information security accident response processes</li><li>• Establishing an Information Security Committee</li></ul> |

# Stakeholder Engagement Channels

DIG Airgas has defined major stakeholders as those who are directly or indirectly affected by the company's operations. Therefore, major stakeholders are divided into six groups, and various communication channels are operated according to the key interests of each group.



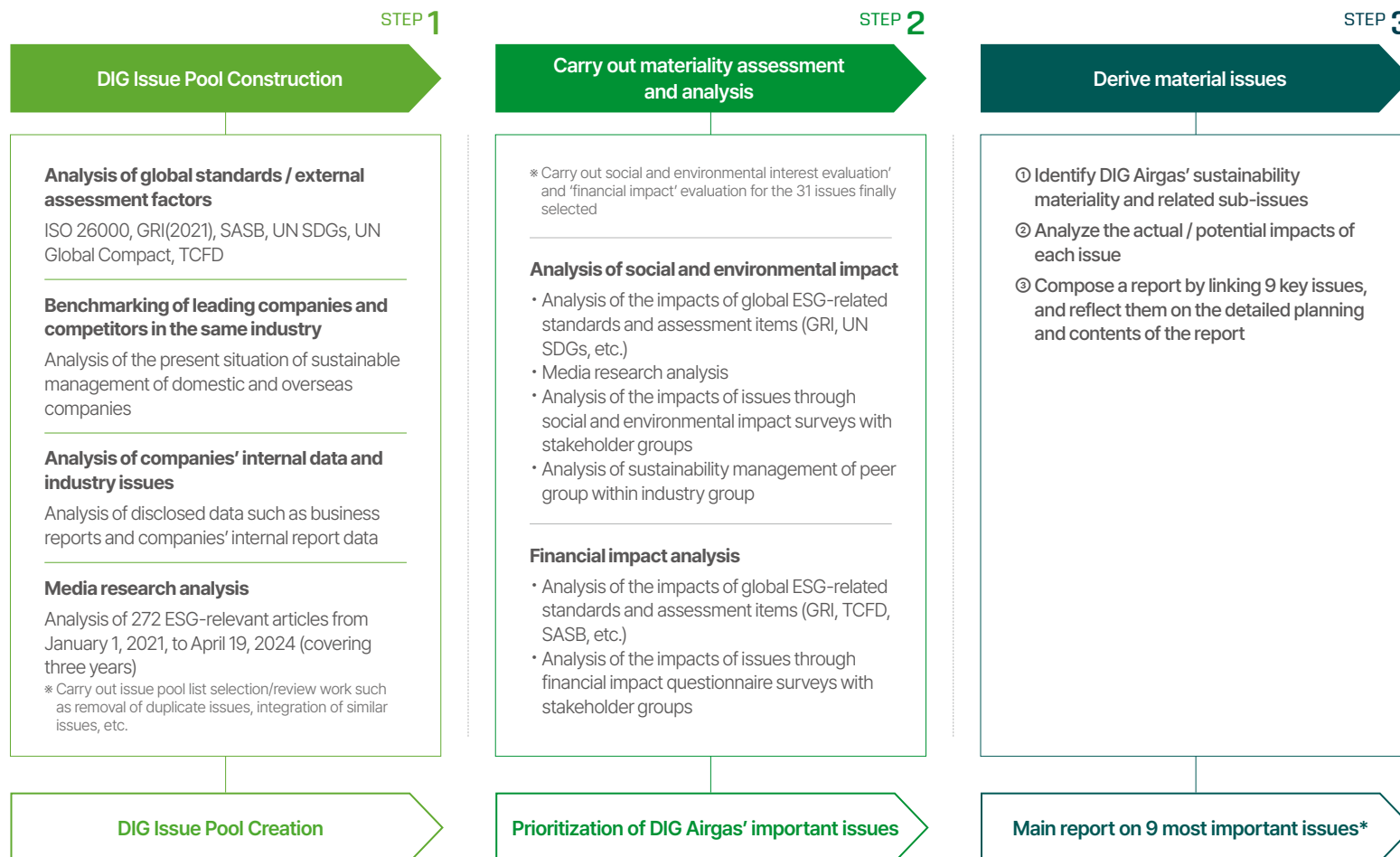
|                     | Stakeholder Communication Channel                                                                                                                                                                                |                                                                                                                            | Related major issues                                                                                                                                                                                                                                                                                  |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                     | Main channels                                                                                                                                                                                                    | Period                                                                                                                     | GRI element                                                                                                                                                                                                                                                                                           |
| Customer            | <ul style="list-style-type: none"><li>• Survey customer satisfaction and incorporate results into business</li><li>• Enhance ESG communication</li><li>• Respond to customers' ESG needs (assessments)</li></ul> | <ul style="list-style-type: none"><li>• Yearly</li><li>• Constant use of homepage and media</li><li>• Constantly</li></ul> | <ul style="list-style-type: none"><li>• Contributing to the circular economy through efficient resource consumption</li><li>• Stable supply of products</li><li>• Supply of safe products including securing chemical safety</li></ul>                                                                |
| Shareholders        | <ul style="list-style-type: none"><li>• ExCom meeting</li><li>• Board of directors meeting and general meeting of shareholders</li><li>• WHS Committee</li></ul>                                                 | <ul style="list-style-type: none"><li>• Monthly</li><li>• Quarterly and Yearly</li><li>• Quarterly</li></ul>               | <ul style="list-style-type: none"><li>• Establishment of environmental management system</li><li>• Establishment of ethical management system</li><li>• Board policy and structure reorganization in compliance with international standards</li></ul>                                                |
| Employees           | <ul style="list-style-type: none"><li>• Town hall meeting</li><li>• Labor-Management Council</li><li>• Reverse Mentoring Activities</li><li>• Reinforce environmental safety management activities</li></ul>     | <ul style="list-style-type: none"><li>• Biannually</li><li>• Quarterly</li><li>• Constantly</li><li>• Constantly</li></ul> | <ul style="list-style-type: none"><li>• Strengthening workplace Health and Safety management</li><li>• Strengthening chemical management</li><li>• Guarantee of active communication and rights in labor-management relations</li></ul>                                                               |
| Suppliers           | <ul style="list-style-type: none"><li>• Code of Conduct</li><li>• Conflict Minerals Management</li></ul>                                                                                                         | <ul style="list-style-type: none"><li>• Yearly</li><li>• Yearly</li></ul>                                                  | <ul style="list-style-type: none"><li>• Prohibition of forced labor and child labor</li><li>• Reinforcement of supplier ESG capabilities and risk assessment</li><li>• Establishment and implementation of human rights management practice guidelines that comply with international norms</li></ul> |
| Associations, Press | <ul style="list-style-type: none"><li>• Korea Industrial &amp; Specialty Gases Association activities</li><li>• External communications and press response</li></ul>                                             | <ul style="list-style-type: none"><li>• Quarterly</li><li>• Constantly</li></ul>                                           | <ul style="list-style-type: none"><li>• Effort to mitigate climate change and reduce greenhouse gas emissions in business operations</li><li>• ESG management policy and performance</li><li>• Transparent information disclosure</li></ul>                                                           |
| Local Community     | <ul style="list-style-type: none"><li>• Promoting local community care activities</li><li>• Implementing Matching Grant</li><li>• Social contribution activities</li></ul>                                       | <ul style="list-style-type: none"><li>• Annually</li><li>• Annually</li><li>• Annually</li></ul>                           | <ul style="list-style-type: none"><li>• Attracting industry to the region</li><li>• Community-driven social impact</li><li>• Protecting local habitats</li></ul>                                                                                                                                      |

# Double Materiality Assessment

## Overview of Double Materiality Assessment

DIG Airgas carried out materiality assessment to identify effects on and matters of interest of internal and external stakeholders under the value of sustainable management. In particular, the “double materiality assessment” was carried out in accordance with the GRI (Global Reporting Initiative) Standard 2021, and through this, not only the non-financial status and effects of management activities, but also internal and external environmental and social factors that affect the financial position were considered. Based on the results of the double materiality assessment, DIG Airgas will link material issues to sustainability strategies and goals hereafter and reflect them on management activities to create the value of sustainable management.

## Double Materiality Assessment Process



### Selection of Material Issues



| Ranking<br>(Previous year's ranking) | Material Issues                                                                                                                                       | GRI Index                          | Related stakeholders                                                    | Reporting page  |
|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-------------------------------------------------------------------------|-----------------|
| 1<br>(1)                             | Mitigating climate change and reducing greenhouse gas emissions                                                                                       | 305 Emissions                      | Customer, shareholder, employee                                         | 29~34           |
| 2<br>(5)                             | Prevention of pollution by strengthening chemical management and customer safety                                                                      | 306 Waste                          | Customer, shareholder, employee, supplier, association, local community | 27, ESG Data    |
| 3<br>(2)                             | Building safe workplaces and monitoring employee health risks                                                                                         | 403 Occupational health and safety | Customer, shareholder, employee, supplier                               | 38~42           |
| 4<br>(3)                             | Establishment of an environmental management system such as creating an organization dedicated to environments and expanding eco-friendly investments | 302 Energy                         | Customer, employee, supplier                                            | 25~26, ESG Data |
| 5<br>(6)                             | Improving the resource consumption efficiency through resource consumption control and rigorous process efficiency improvement                        | 306 Waste                          | Customer, employee, supplier                                            | 27~28, ESG Data |
| 6<br>(7)                             | Securing industrial stability through stable supply of products and production activities                                                             | 203 Indirect economic impacts      | Customer, employee, supplier                                            | 8~13            |
| 7<br>(4)                             | Reporting ESG management policy / performance / goal to the board of directors and discussing development direction                                   | 201 Economic performance           | Shareholders, employees, associations                                   | 16, 29          |
| 8<br>(9)                             | Establishing an ethical management system and strengthening anti-corruption ethical management                                                        | 205 Anti-corruption                | Customer, shareholder, employee, supplier, association, local community | 56~58           |
| 9<br>(10)*                           | Pursuing active communication in labor-management relations such as expanding communication channels and respecting the right to join a labor union   | 401 Employment                     | Customer, shareholder, employee, supplier, association, local community | 43~45           |

\* In the previous year, 10 key issues were identified





# ENVIRONMENT

Environmental Management

Resource and Pollution Management

Climate Change Response (TCFD, IFRS S2)

# Environment

## Environmental Management

Globally, there is an increasing demand for corporate eco-friendly management activities to minimize environmental risks, such as global warming and climate change. DIG Airgas recognizes its social responsibility towards the environment and strengthens its environmental management system. The company continuously monitors and promotes activities to minimize environmental impacts and reduce energy consumption through strengthening its environmental management system.

### Environmental Management Strategy and Promotion System

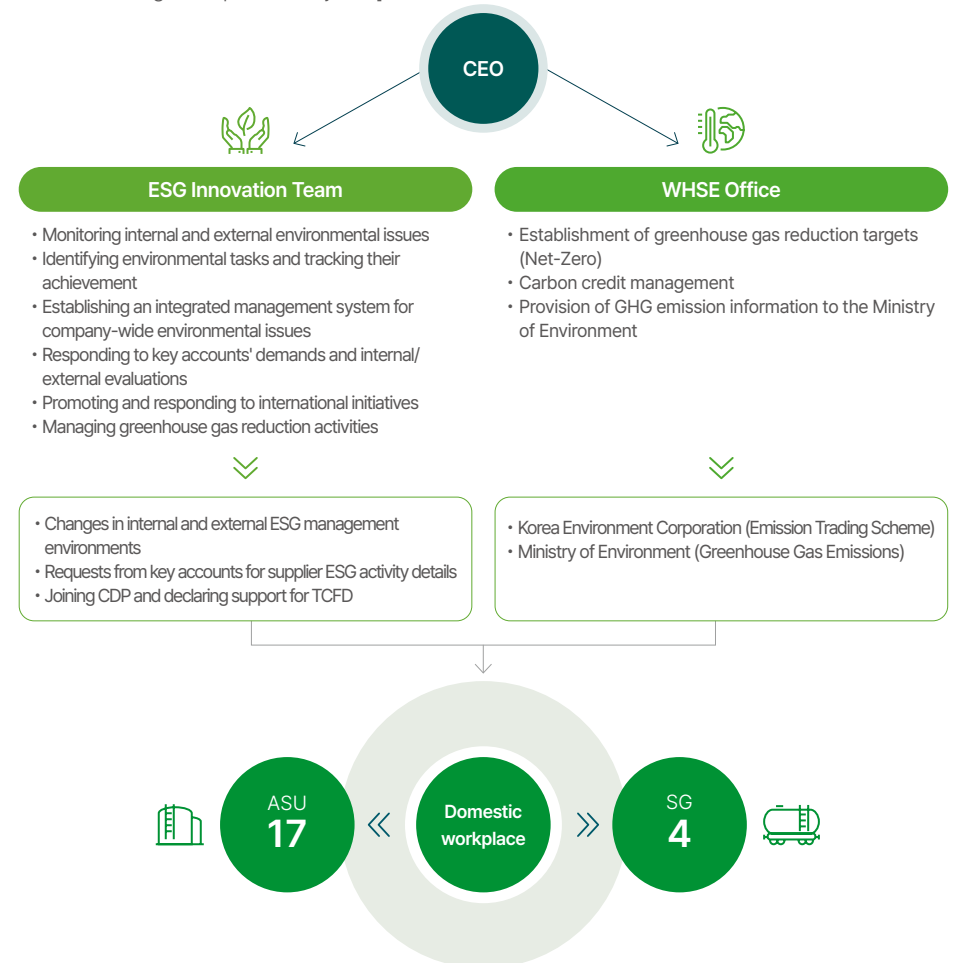
DIG Airgas established its environmental management system (ISO 14001) in 1999 and has been certified since then. Since then, it has continuously evaluated and improved its practices, made multilateral efforts in environmental and energy management, and promoted investments in energy efficiency improvements. In 2022, we established the 2040 Net-Zero goal and have been implementing activities to minimize our environmental impact, such as reducing energy consumption, improving facility efficiency, protecting water resources, and reducing waste.

### Establish and Operate a Dedicated Environmental Management Organization

The ESG Innovation Team and the WHSE Office, both established under the CEO, are responsible for setting company-wide environmental policies and strengthening the eco-friendly management system. The ESG Innovation Team manages and establishes strategies for overall ESG management activities such as identifying internal and external environmental trends, managing goals and outcomes of divisions, responding to the supplier ESG evaluation and due diligence of key accounts, promoting joining international initiatives, reviewing greenhouse gas reduction measures, and monitoring the progress.

The WHSE Office is responsible for management of workplace Health and Safety activities, carrying out regular audits, identifying whether relevant laws are complied with, managing of carbon credits and disclosure of emissions submitted to the Ministry of Environment, and monitoring performance. Through this dedicated organization, DIG Airgas has established a management system to ensure that major environmental-related details and issues are regularly reported to management and reflected in management policies.

[Environmental management promotion system]



### Eco-friendly Investment

To efficiently manage the environments of production and business facilities, DIG Airgas has engaged in R&D and investments for eco-friendly business. We have explored various eco-friendly industries in cooperation with related companies and academia, such as the high-purity hydrogen plant business using by-product gases from steelmaking, the development of CO<sub>2</sub> purification and liquefaction equipment for CO<sub>2</sub> capture plants, and participation in frontier R&D projects for CO<sub>2</sub> reduction. Additionally, We also continue to invest in reducing greenhouse gas emissions through energy use by streamlining our facilities and using renewable energy.

### Environmental Education

DIG Airgas conducts environmental education and training to raise employees' environmental awareness and reduce the impact of corporate activities on the environment. Special lectures to improve ESG awareness are regularly held at the company-wide level, and education for workers at workplaces handling hazardous substances is also important. These educations encourage employees to fully recognize the importance of protecting the environment and to make a real contribution to protecting the environment. We also want to strengthen our employees' environmental responsibility through education, which is a key factor in supporting sustainable growth.

### Compliance with Environmental Laws

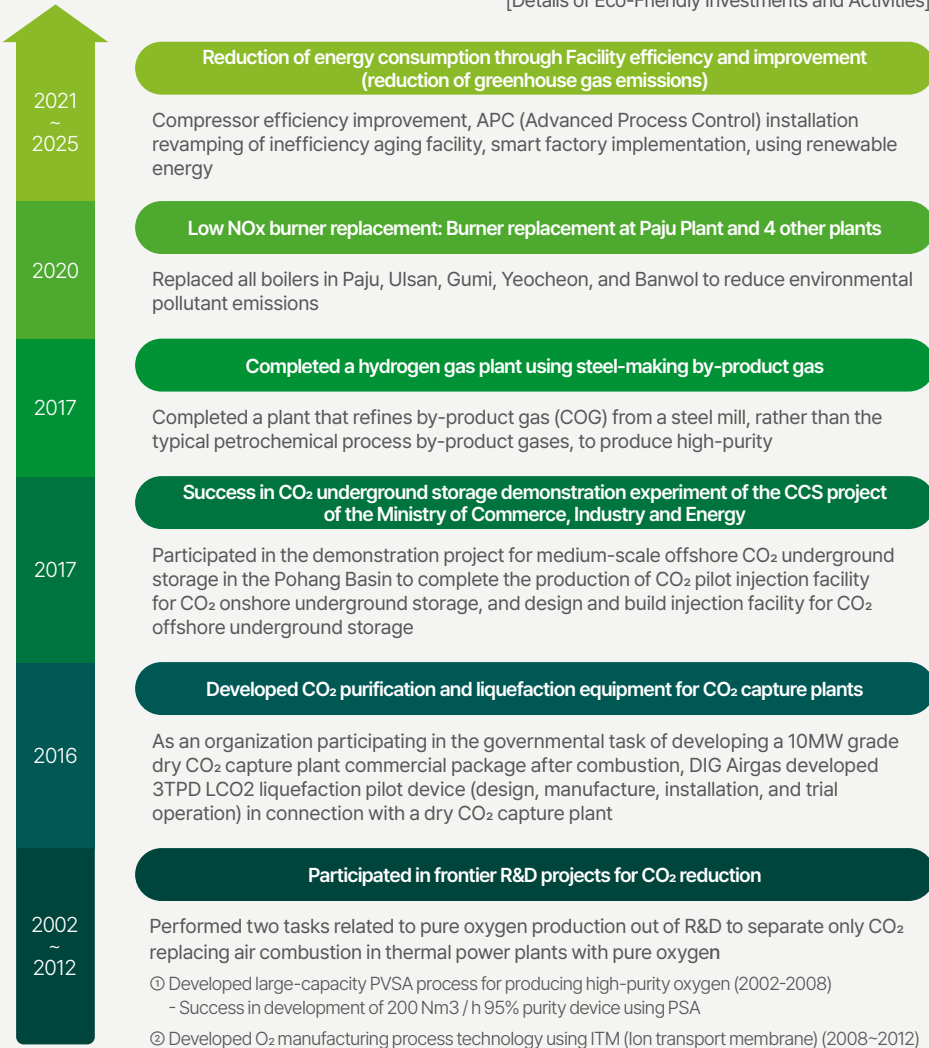
To manage environmental field risks, DIG Airgas has established its own dedicated organization (WHSE Office) to periodically check the compliance status and risk conditions of domestic and foreign subsidiaries, promptly report issues to the executives, and take necessary actions.

[Number of Violations of Environmental Laws]

(Unit: cases)

| Division                         | 2021 | 2022 | 2023 |
|----------------------------------|------|------|------|
| Violations of environmental laws | 0    | 0    | 0    |

[Details of Eco-Friendly Investments and Activities]



# Environment

## Resource and Pollution Management

Due to serious resource depletion and environmental pollution, DIG Airgas is aware of the importance of resource and pollution management in the process of production and operation. DIG Airgas identifies the present situation of pollutant emissions at the head office and individual workplaces and manages the degree of environmental risks that may occur during operation according to the classification system.



### Workplace Environment Management

DIG Airgas strives to reduce environmental impacts that may occur in the process of operation through workplace environment management in accordance with environmental management system (ISO 14001) certification and management regulations. Therefore, DIG Airgas manages goals and performance on various environmental indicators, education and training, documents and records, and periodically checks what kinds of pollution occur. In addition, DIG Airgas acquires and continuously renews environmental permits essential under the law.

### Water and Water Intake Management

Water resources are not only important for DIG Airgas' high-quality gas production, but also valuable public resources essential for all members of the community. In order to efficiently and reliably intake and utilize water resources with minimal environmental impact, we monitor water usage and thoroughly manage the quality of discharged water by a specialized outsourced management company. In addition, we continue our efforts to maximize water management efficiency, including process efficiency and water recycling to minimize water use in our production operations.

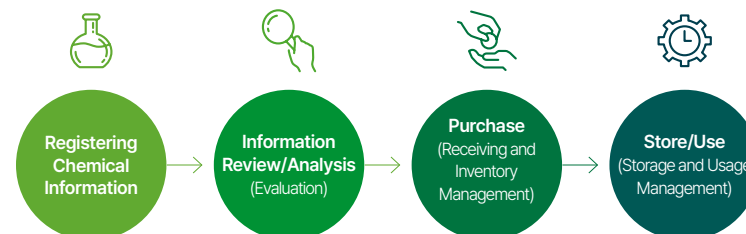
### Air Pollutants and Water Pollutants Management

Due to the nature of the business, almost no air pollutants such as dust, nitrogen oxides, sulfur oxides, water pollutants such as biochemical oxygen demand (BOD), nor chemical oxygen demand (COD) are emitted during operation. Therefore, DIG Airgas has managed air and water pollutants below the emission standards of the 'Clean Air Conservation Act' and the 'Water Environment Conservation Act'.

### Chemical Substance Management

For systematic chemical substance information management, DIG Airgas establishes and operates a chemical substance management process. MSDS (Material Safety Data Sheet) data are placed at each workplace so that the data regarding the purchase, handling, and storage can be checked and reflected on work, and harmful substance management procedures are prescribed to carefully manage the handling of harmful substances. DIG Airgas strives to thoroughly protect workers and the environment of nearby residents from harmful chemicals strictly adhering to procedures required by laws and regulations related to handling harmful chemicals in all management processes.

\* Disclose the stability of harmful chemicals in the registration system (Civil Petition 24) related to the Chemical Substances Control Act



### Waste Management

DIG Airgas minimizes the wastes generated in workplaces and disposes of the wastes in compliance with the Waste Control Act. Waste management procedures from generation to final disposal are rigorously followed in line with ISO 14001 and ISO 45001 standards. Transparency in the waste disposal process is ensured through regular monitoring. Additionally, DIG Airgas verifies whether the disposal company has legal permission and the capability for disposal, and regularly checks whether waste is disposed of in accordance with legal standards. Waste discharge and disposal records are transparently disclosed through the Environmental Information Disclosure System and the Allbaro system of the Ministry of Environment. In addition, we specify recycling processes in the waste management procedure to maximize the circular economy through resource recycling.



## Energy (Electricity) and Greenhouse Gas Management

As a nature of our business that uses electricity as a primary energy source, we recognize the importance of energy efficiency and actively seek to reduce energy consumption and greenhouse gas emissions. We monitor the energy sources and usage at our plants, and seek to reduce electricity consumption in various ways through activities such as efficiency of major production facilities and process improvement. In addition, we will actively consider and promote activities to reduce greenhouse gas emissions through the utilization of renewable energy, such as direct generation of renewable energy and consideration of transitioning from existing electricity to renewable energy.

[Key Initiatives]

|                                     | Division                                    | Detail                                                                                                                                                                 | Promotion Period |
|-------------------------------------|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Facility Efficiency and Improvement | Compressor                                  | Energy saving through compressor efficiency enhancement                                                                                                                | 2021~2025        |
|                                     | APC (Advanced Process Control)              | Process operation optimization maintenance control                                                                                                                     | 2021~2025        |
|                                     | Replacing Old Facilities                    | Energy efficiency enhancement through facility replacement                                                                                                             | Occasional       |
|                                     | Smart factory                               | Establishment of smartization and digitalization plan for production optimization and facility (electric power) predictive maintenance                                 | 2022~2025        |
| Business Structure Change           | Factory Operation                           | Retirement of inefficient aging facility operation                                                                                                                     | 2021             |
| New & Renewable Energy              | Solar Power and Renewable Energy Transition | Solar power and renewable energy transition - Installing solar power on-site, generating electricity and transitioning existing electricity to renewable energy - 2023 | 2023~            |



2022 TCFD Support Declaration



Completed CDP Climate Change Membership in 2023

## Establishing Life Cycle Inventory (LCI) and Conducting Life Cycle Assessment (LCA)

In 2023, DIG Airgas strived to minimize negative environmental impacts and actively contribute to the reduction of greenhouse gases by participating in LCA of the entire product lifecycle, including research, development, purchasing, production, transportation, and disposal. Based on the results of our future LCA analysis, we will establish a practical action plan to take action and also build a sustainable business model while reducing environmental impacts throughout the entire product lifecycle. This approach demonstrates not only the importance of regulatory compliance but also DIG Airgas's commitment to making environmental protection a core corporate value and aligning it with business strategy.

### Management Procedures



Emergency Preparedness and Response Process



Hazardous Chemical Substance Management Procedure



Guidelines for Reduction of Water Consumption



Water Quality Management Guidelines



General and Designated Waste Management Guidelines



Air Quality Management Guidelines



Management Guidelines for Reduction of Diesel Consumption



Power Consumption Management Guidelines



# Environment

## Climate Change Response (TCFD, IFRS S2)

In addition to our existing reporting in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), DIG Airgas reports our climate change-related information by referring to IFRS S2, the International Sustainability Standards Board's (ISSB) accounting standard for sustainability related to climate change.

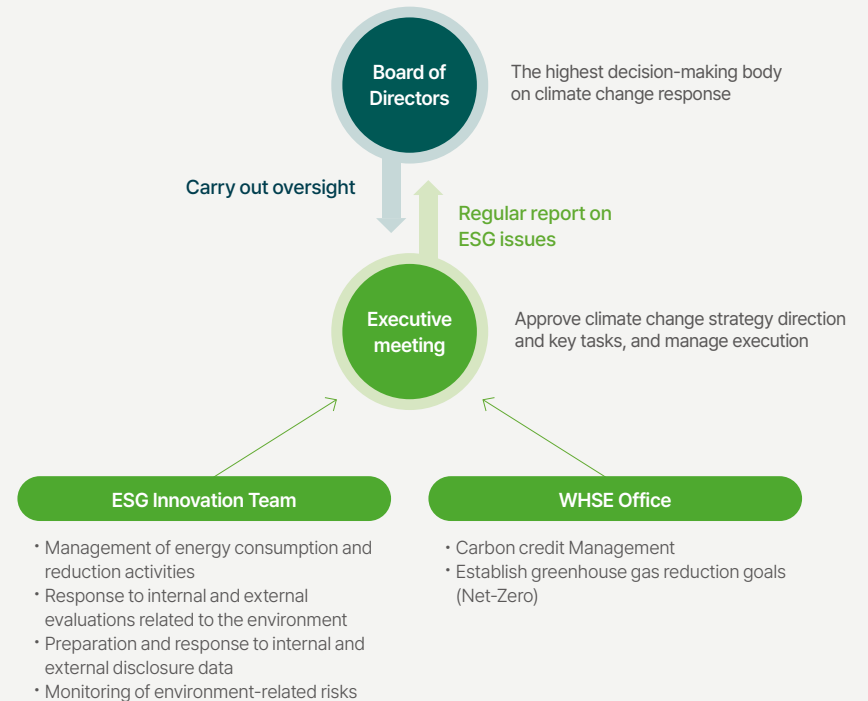
### Governance

#### Governance for organizations responding to climate change-related risks and opportunities

Most decisions regarding ESG activities, including climate change, are made at executive meetings and then receive final approval from the Board of Directors. Experienced executives with over 10 years of relevant business experience make decisions based on their expertise and knowledge. In addition, the ESG Innovation Team and WHSE Office under the CEO monitor climate change-related, ESG issues, performance related to corporate operations and report them to management meetings and the Board of Directors on a regular and frequent basis and we have established a management system to ensure that important issues are reported immediately. To achieve this, we acquire information and knowledge about climate change through various channels, such as seminars, training from external professional institutions, and participation in win-win cooperation support programs with key accounts. In addition, key activities related to climate change and ESG are reflected in KPIs of each division and evaluated and rewarded based on monitoring results.



[Climate Change Action Governance]



Strategy

Promotion of mid- to long-term strategies through the establishment of a company-wide integrated management system

We identify climate change risks that may affect our business, establish mid- to long-term response strategies, and promote company-wide multilateral efforts to mitigate the risks. From 2021, to reduce greenhouse gas emissions and energy consumption at the company-wide level, we established reduction targets by division and workplace and established a more systematic management along the timeline of short, medium and long-term goal achievement target.

| Division              | Risk                                                                                                                                                                                                           | Potential financial impact                                                                                                                                                                | Term  |        |      | DIG Airgas Response and Plan                                                                                                                   |
|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------|------|------------------------------------------------------------------------------------------------------------------------------------------------|
|                       |                                                                                                                                                                                                                |                                                                                                                                                                                           | Short | Medium | Long |                                                                                                                                                |
| Physical Risk         |                                                                                                                                                                                                                |                                                                                                                                                                                           |       |        |      |                                                                                                                                                |
| Acute                 | • Physical loss due to increased frequency and intensity of unexpected natural disasters such as storms, floods, and earthquakes                                                                               | Human and material financial losses such as production delays and equipment restoration costs in the event of an accident at the level of requiring the demolition of existing facilities | ●     |        |      | • Minimize human and material losses by establishing a crisis management system for acute risk incidents                                       |
| Chronic               | • Impact of climate change such as drought, fire, rising temperatures, severe cold                                                                                                                             | Increased repair costs in the event of equipment failure and incidents such as fires                                                                                                      |       |        | ●    | • Establishment of an emergency response process in case of accidents such as facility failure and fire and carry out regular training         |
|                       |                                                                                                                                                                                                                | Decrease in productivity, due to frequent plant stoppages, increase in production loss, reduction in facility efficiency                                                                  |       | ●      | ●    | • Buying comprehensive workplace property insurance                                                                                            |
|                       |                                                                                                                                                                                                                | decrease in the physical strength of field workers, and accumulation of fatigue                                                                                                           |       | ●      | ●    | • Minimize production capacity deterioration through management activities such as regular diagnosis of equipment and processes                |
|                       |                                                                                                                                                                                                                |                                                                                                                                                                                           |       |        |      | • Minimizing productivity deterioration of field workers through continuous work efficiency enhancement and welfare support                    |
| Transition Risk       |                                                                                                                                                                                                                |                                                                                                                                                                                           |       |        |      |                                                                                                                                                |
| Policy / Legal        | • Reinforcing greenhouse gas emissions trading system and carbon regulation, increase in environment-related issues<br>• Increase in energy costs                                                              | Increasing costs due to rising carbon credit prices and increased paid quotas for carbon credits                                                                                          |       | ●      |      | • Establishment of a response system through an organization (ESG Innovation Team/WHSE Office) dedicated to frequent monitoring and management |
|                       |                                                                                                                                                                                                                | Cost of implementing greenhouse gas reduction targets                                                                                                                                     |       | ●      |      | • Continuous management through goal setting for production facility efficiency enhancement and process optimization                           |
|                       |                                                                                                                                                                                                                | Increased costs due to rising electricity (energy) prices                                                                                                                                 | ●     | ●      |      |                                                                                                                                                |
| Industry (Reputation) | • Strengthening ESG management of Key Account's supply chain<br>• Requiring transition to low-carbon raw materials (renewable energy)<br>• Expanding restrictions on the use of the six major greenhouse gases | Increased costs for preparing ESG assessment responses, expansion of ESG disclosure, and third-party verification                                                                         |       |        |      |                                                                                                                                                |
|                       |                                                                                                                                                                                                                | Loss of industry reputation due to failure to meet GHG targets and declining revenue due to various regulations                                                                           | ●     |        |      | • Publishing annual ESG integrated reports and preparing for IFRS(Climate change-related) in 2023                                              |
|                       |                                                                                                                                                                                                                | Increased costs associated with transitioning to low-carbon raw materials and production                                                                                                  |       | ●      | ●    | • Reviewing the development of low-carbon alternative gases with a long-term perspective                                                       |
|                       |                                                                                                                                                                                                                | Investment costs due to participation in alternative gas R&D to reduce carbon emissions                                                                                                   |       |        | ●    | • Considering domestic manufacturing of alternative gases for carbon emission reduction with a long-term perspective                           |
|                       |                                                                                                                                                                                                                | Declining revenue of SF6 and N2O gas due to sales decline and distribution restrictions                                                                                                   |       |        | ●    |                                                                                                                                                |

Short-term: within the last past 3 years/Medium-term: within 10 years from the baseline year (2020)/ Long-term: within the final target year of 2040 from the baseline year (2020)



## Strategy

| Division               | Opportunities                                                                                                                                 | Potential financial impact                                                                                                                               | Term  |        |      | DIG Airgas Response and Plan                                                                                                                                                                                                                                                                                  |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                        |                                                                                                                                               |                                                                                                                                                          | Short | Medium | Long |                                                                                                                                                                                                                                                                                                               |
| Transition Risk        |                                                                                                                                               |                                                                                                                                                          |       |        |      |                                                                                                                                                                                                                                                                                                               |
| Techn-<br>ology        | • Transition to eco-friendly, low-carbon technologies and improvement of energy efficiency<br>• Securing technological capabilities to reduce | Investment costs for energy efficiency and renewable energy transition                                                                                   | ●     | ●      |      | • Continuous management, such as replacing facilities with high-efficiency ones and improving processes<br>• Reviewing the renewable energy transition (e.g., PPA)<br>• Discovering green businesses (e.g., CCUS) with a long-term perspective and developing technologies to reduce greenhouse gas emissions |
|                        |                                                                                                                                               | Cost of participating in eco-friendly businesses                                                                                                         |       | ●      | ●    |                                                                                                                                                                                                                                                                                                               |
|                        |                                                                                                                                               | Securing R&D costs for technology development for greenhouse gas reduction                                                                               |       |        | ●    |                                                                                                                                                                                                                                                                                                               |
| Opportunities          |                                                                                                                                               |                                                                                                                                                          |       |        |      |                                                                                                                                                                                                                                                                                                               |
| Resource<br>Efficiency | • Using water efficiently and recycling<br>• Minimizing water pollution                                                                       | Cost savings from reduced water usage and increased recycling                                                                                            |       | ●      |      | • Advancing water usage monitoring and management facilities<br>• Increasing water recycling<br>• Thorough water quality management with an outsourced professional maintenance company                                                                                                                       |
|                        |                                                                                                                                               | Zero water pollution penalty, fees by minimizing water pollution                                                                                         |       | ●      |      |                                                                                                                                                                                                                                                                                                               |
| Energy<br>Sources      | • Reducing electricity usage<br>• Transitioning existing electricity to renewables                                                            | Reduced energy costs by high efficiency of production facilities and adopting production process efficiency system                                       |       | ●      | ●    | • Promoting energy reduction activities through internal initiatives, such as enhancing production facility efficiency and implementing production process optimization systems<br>• Considering measures to actively promote the use of renewable energy in the medium and long term (e.g., PPA)             |
|                        |                                                                                                                                               | Saving investment costs for greenhouse gas reduction (e.g., equipment investment, renewable energy purchases)                                            | ●     | ●      |      |                                                                                                                                                                                                                                                                                                               |
|                        |                                                                                                                                               | Effect of electricity purchase savings on mid- to long-term electricity price increases through renewable energy transition                              | ●     | ●      | ●    |                                                                                                                                                                                                                                                                                                               |
| Products &<br>Services | • Use of eco-friendly raw materials (renewable energy)                                                                                        | Improved market reputation by producing low-carbon products through the use of renewable energy                                                          |       | ●      |      | • Reviewing and promoting the transition of existing electricity to renewable energy                                                                                                                                                                                                                          |
|                        |                                                                                                                                               | Contribute to mid- to long-term cost of production reductions by using renewable energy in preparation for continuous rising existing electricity prices |       | ●      | ●    |                                                                                                                                                                                                                                                                                                               |
| Markets                | • Expand market share<br>• Expanding into new businesses                                                                                      | Increasing product sales competitiveness and market share by the production of eco-friendly products and reducing production costs                       |       | ●      | ●    | • Continuing efforts to produce greener products and reduce production costs<br>• Efforts to expand into new markets and expand market share                                                                                                                                                                  |
|                        |                                                                                                                                               | Increasing product sales competitiveness and market share by the production of eco-friendly products and reducing production costs                       |       |        | ●    |                                                                                                                                                                                                                                                                                                               |





## Risk Management

### Analysis of Risk Factors and Response Plan to Climate Change

Climate change-related risks are classified as core risks to identify internal and external risk factors based on global trends (supply chain management, related regulations, policies, carbon tax, etc.), stakeholder surveys, and global evaluation standards. Response plans and management systems for these risks are established through a materiality assessment of major risks according to their financial and business impacts. Major climate change risks are divided into physical risks and transition risks and are continuously monitored and managed. Significant issues affecting business strategies and finance are reported to the management through the ESG Innovation Team to ensure that the final decision-making process is carried out. The greenhouse gas reduction goal (Net-Zero) is set by the Environment, Health, and Safety Organization (WHSE Office), and a mid- to long-term roadmap will be established to achieve this goal. We will also continue to strive to systematically and efficiently manage the impact of climate change risks on the entire company by advancing our assessment system and continuous monitoring, such as joining the CDP in 2023 (International environmental initiatives).

[Climate Change Risk Identification and Management Process]

Step1



#### Risk Identification and Opportunity Factor Understanding

- Identification of domestic and foreign policies and trends related to greenhouse gases and energy
- Understanding of risks and opportunity factors related to the needs of internal and external stakeholders

Step2



#### Understanding of the present situation of risks and impact assessment

- Review of financial / non-financial impacts of climate change risks and opportunities

Step3



#### Establishment of response plan

- Establishment of response plans, management indicators, and timelines according to evaluation results

Step4

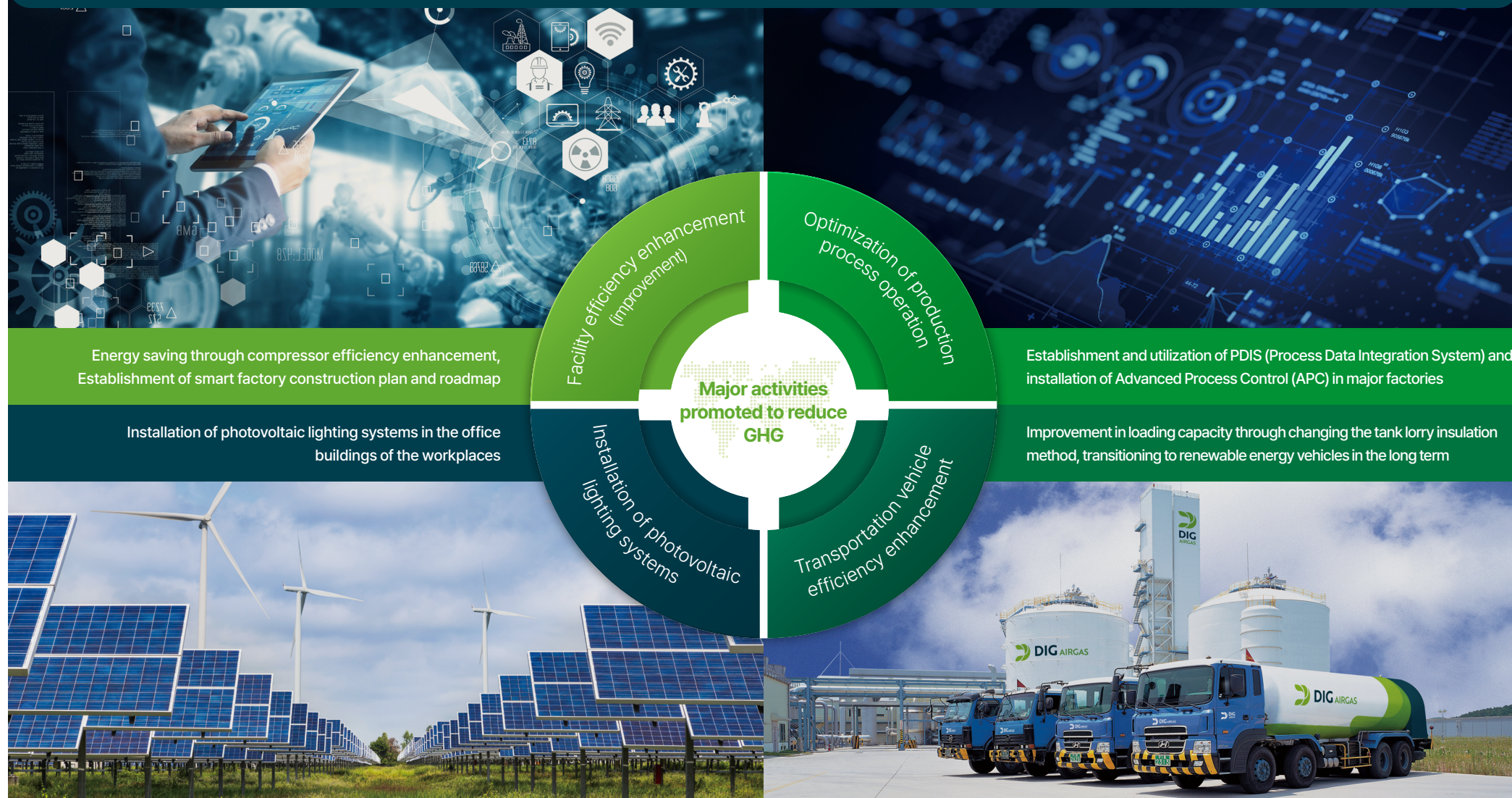


#### Execution of the response plan and derivation of improvement measures

- Decision-making in connection with company-wide strategies and execution of response plan
- Establishment of future improvement plans



## Greenhouse Gas Indicators and Reduction Targets





## Greenhouse Gas Indicators and Reduction Targets

### GHG Reduction Target

As an energy-intensive business, DIG Airgas develops and continuously monitors various indicators for greenhouse gas and energy management. We set and manage detailed targets and plans for emission units relative to sales and greenhouse gas reduction measures based on absolute values of greenhouse gas emissions and energy consumption. This information is registered annually with the NGMS (National Greenhouse Gas Management System) to ensure transparent disclosure. Additionally, major environmental indicators by workplace are continuously managed.

\* Information is disclosed annually by uploading to the Environmental Information Disclosure System based on the data registered with NGMS

[GHG emissions]

(tCO<sub>2</sub>-eq / Based on domestic workplaces)

| Division | 2021    | 2022    | 2023    | Target (2024 business plan) |
|----------|---------|---------|---------|-----------------------------|
| Scope 1  | 9,580   | 10,117  | 9,418   | 9,324                       |
| Scope 2  | 819,140 | 807,437 | 817,783 | 832,702                     |
| Total    | 828,720 | 817,554 | 827,201 | 842,026                     |

\* Target: Based on 2024 business plan (subject to change depending on internal and external business environment)

\* Scope 1: mobile combustion (road-vehicle), general boiler facilities, other gaseous/liquid fuel combustion

\* Scope 2: GHG emissions management standard, the amounts of electricity and steam

\* New plant (Cheongju 9 Plant) operation in 2023

[GHG Intensity]

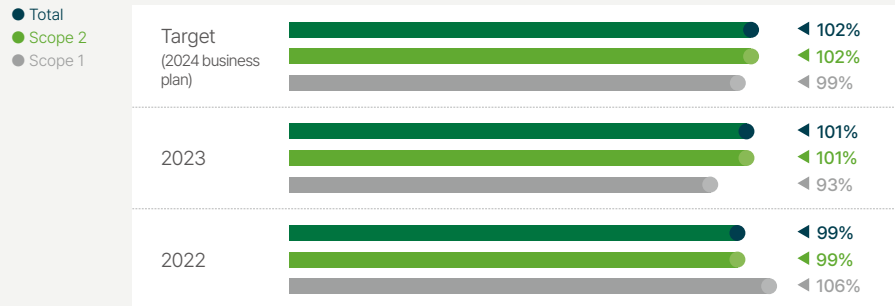
(tCO<sub>2</sub>-eq / Sales 100 million won)

| Division | 2021 | 2022 | 2023 | Target (2024 business plan) |
|----------|------|------|------|-----------------------------|
| Scope 1  | 2    | 1    | 1    | 1                           |
| Scope 2  | 135  | 117  | 118  | 109                         |
| Total    | 137  | 118  | 119  | 110                         |

\* Sales are based on audit report (domestic business places)

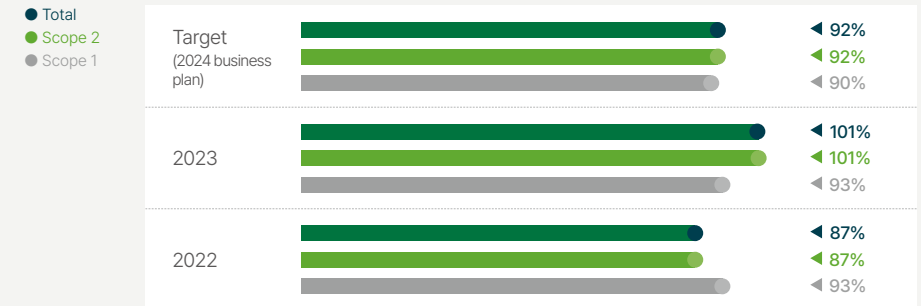
[GHG emissions change rate in comparison with the previous year]

(tCO<sub>2</sub>-eq)



[GHG intensity change rate in comparison with the previous year]

(tCO<sub>2</sub>-eq)





# SOCIAL

Human Rights Management

Workplace Health and Safety Management

Talent Management

Customer Satisfaction Management

Supply Chain ESG Management

Social Contribution



# Social

## Human Rights Management

As a continuously growing company, DIG Airgas seeks to realize the value of respect for human rights throughout its management activities in order to communicate and grow with various stakeholders. In addition, we will advance the human rights management system in line with the business environment where the social value and importance of human rights are increasing globally and human rights-related legislation is strengthening.



### Human Rights Management System

Human rights management is a key indicator of ESG management and based on the management philosophy of respect for human rights and the spirit of management with high ethical standard, our company reflects human rights management for the working environment of employees, guarantee of legal freedom, and respect for human dignity in internal systems and guidelines, and actively practice it. In the future, our company plans to advance its human rights management system in line with the increasing importance of human rights worldwide and trends of legislation.

### Respect for Human Diversity

We recognize workforce diversity as an important driver of organizational innovation, and we stipulate that all employees are free from discrimination based on gender, race, nationality, disability, etc. To this end, we strictly prohibit sexual harassment and bullying in the workplace in accordance with our Code of Ethics and employment rules. We have implemented related prevention policies and conduct annual training on preventing sexual harassment and workplace bullying to foster respect for human rights. Furthermore, through collective agreements, we prohibit discriminatory treatment based on gender, race, nationality, ethnicity, disability, religion, union activities, pregnancy, marital status, age, and physical condition, among others. We are committed to building an organizational culture that respects diversity by providing fair opportunities to all employees.

### Human Rights Training

We build an organizational culture of respect for human rights and implement a number of preventive measures to prevent potential incidents of human rights violations. To this end, we implement specific prevention strategies and training on human rights issues such as workplace sexual harassment, discrimination against the disabled and women, and workplace bullying. Human rights training is structured so that employees can acquire not only theoretical but also practical knowledge, including legal regulations on human rights, the company's ethics policy, and real-life examples.

[Human rights education]

| Education                                                                                                                                             | Main Content                                                                                              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| Statutory education, such as prevention of sexual harassment, improvement of awareness of persons with disabilities, prevention of workplace bullying | Execution of statutory essential education that must be carried out by the company as a legal obligation. |

### Establishing an Integrated Human Rights Policy

We recognize the importance and impact of respecting human rights on our sustainability and reputation, and are implementing an integrated human rights policy. It is based on global human rights guidelines and the company's commitment to respect for human rights, including child labor, forced labor, freedom of association and collective bargaining, non-discrimination and diversity, inclusion, equity, and migrant worker policies. DIG Airgas provides an environment where the human rights of its employees and stakeholders are respected, and will establish an integrated human rights policy as a core part of its corporate social responsibility and sustainable business strategy.



[Operation of guidelines reflecting human rights management]

| Division                                                          | Rules                               | Content                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Respect for human rights                                          | Code of Ethics                      | The company respects all employees as human beings, and thoroughly manages human relations so that harsh acts and inhumane treatment such as sexual harassment, workplace bullying, and labor exploitation would not be tolerated under any circumstances based on trust and harmony                                                                                                                    |
| Prevention of sexual harassment and bullying in the workplace     | Employment rules                    | To protect the human rights of employees, the company establishes a prevention policy for sexual harassment, bullying in the workplace, and conducts annual prevention education to internalize awareness of respect for human rights                                                                                                                                                                   |
| Non-discrimination (Diversity and Inclusion)                      | Collective agreement                | The company does not discriminate against any employees on the ground of gender, race, nationality, ethnicity, disability, religion, union activity, pregnancy and marital status, age, physical condition, social status, etc. without reasonable causes, provides fair opportunities, and builds an organizational culture to respect diversity                                                       |
| Compliance with working conditions                                | Collective agreement                | The company complies with the statutory working hours, pays reasonable remunerations for work to all employees along with the payslip, and provides sufficient educational opportunities and work environment appropriate for job performance to develop competency and improve the quality of life                                                                                                     |
| Guarantee of freedom of association and collective bargaining     | Collective agreement                | The company gives opportunities for communication between employees, guarantees the freedom of association and collective bargaining, prohibits disadvantageous treatment due to the foregoing, and respects workers' right to participate or not to participate in such activities                                                                                                                     |
| Prohibition of child labor                                        | Employment rules                    | The company complies with the minimum employment age standard set by the law (prohibition of employment of people under the age of 15) and provides work opportunities only when the employment is not illegal (violation) according to local laws and regulations                                                                                                                                      |
| Prohibition of power abuse and forced labor                       | Collective agreement                | The company does not force any employees to work against their free will by unfairly restricting their physical and mental freedom, ensures that all works are done voluntarily, does not keep worker identification and related documents, and guarantees the freedom of movement                                                                                                                      |
| Protection of human rights for suppliers                          | Supplier code of conduct            | The company establishes a code of conduct for suppliers to share human rights and labor standards with suppliers accordingly, and manages human rights risks based on relevant laws and regulations through participation                                                                                                                                                                               |
| Prevention of human rights violations and environmental pollution | Conflict Minerals Management Policy | The company recognizes the human rights violations such as labor exploitation, ecosystem damage, and environmental pollution that occur in the process of mining minerals in conflict areas as serious problems and checks to make sure that conflict minerals are not included in the supply chains for the production of the company's products in order to fulfill corporate social responsibilities |

# Social

## Workplace Health and Safety Management

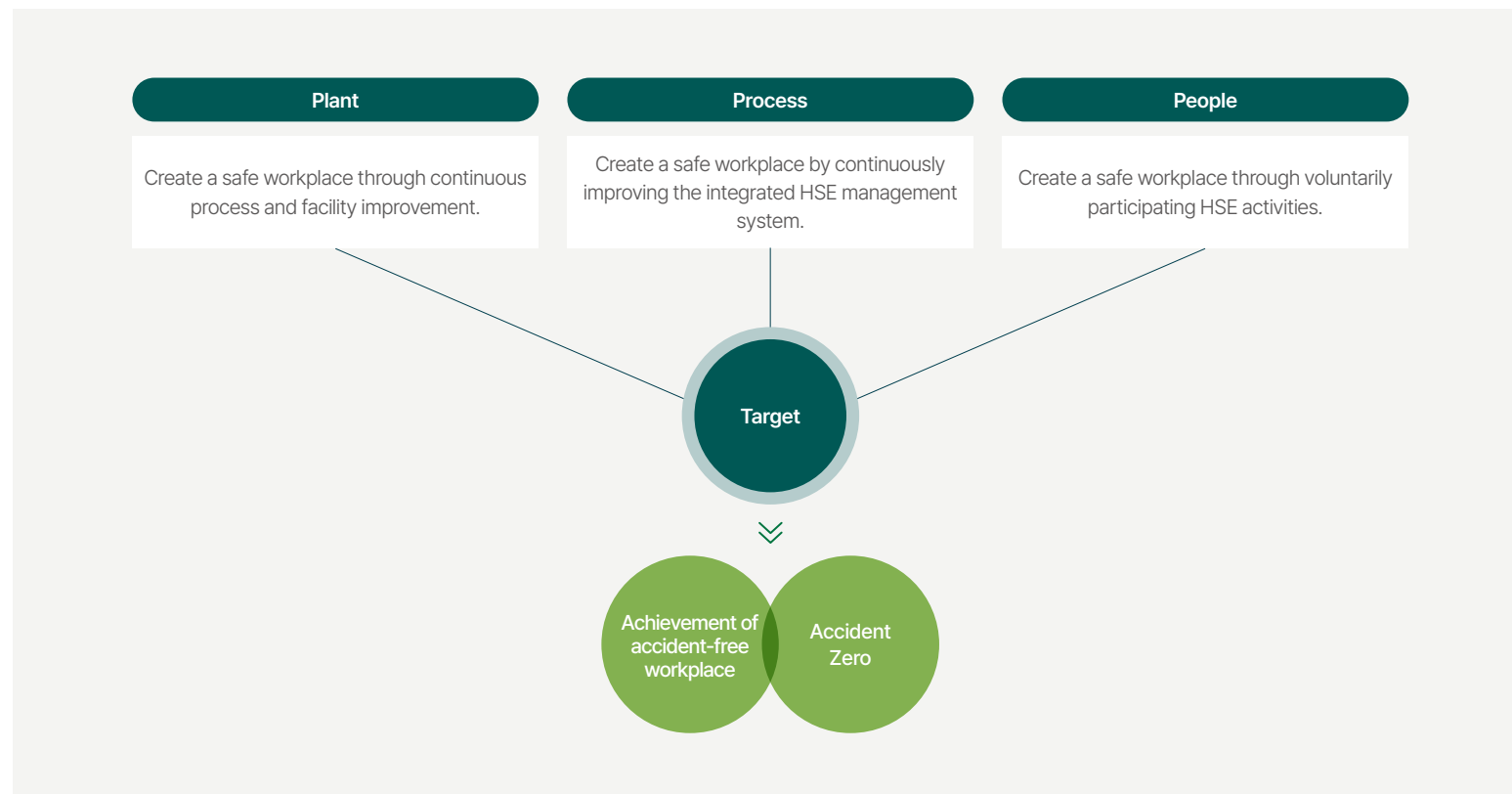
With the revision of the Occupational Health and Safety Act and the enactment and enforcement of the Serious Accidents Punishment Act, corporate Health and Safety regulations are being strengthened and the importance of safety management is being emphasized. DIG Airgas has established a company-wide Health and Safety policy so that all employees can work in a safe and pleasant working environment and is doing its best to manage workplace Health and Safety according to company-wide safety rules.



### Health and Safety Management Policy and Target

With the safety and security of all stakeholders as the core value, we have established the company-wide safety and health policy “HSE VISION HOUSE”, the safety and health philosophy “DIG Safety Philosophy”, and the safety and health rules “Safety Golden Rules”, and distributed them throughout the company to ensure compliance within the workplace. In addition, we strive to improve the awareness and management system of all employees on safety culture through various safety and health activities such as online safety management system operation and smart safety management, and company-wide education to establish and achieve accident-free workplace operation and accident zero as safety goals.

[Health and Safety Policy and Target]



### Health and Safety management system

The WHSE Office is an organization dedicated to occupational Health and Safety under the direct control of the CEO and strives to protect the lives and bodies of workers from various risks in the workplace. The WHSE Office analyzes and supports unsafe behavior through HSE Audit and BBS\* observation by workplace, and health and safety managers designated by workplace prevent human and material losses in advance and create pleasant working environments and thoroughly manage the working environments to ultimately achieve company-wide HSE ACCIDENT “ZERO”.

\* BBS (Behavior Based Safety)

[Health and Safety management system]



### Safety Consulting and Prevention System to Prevent Major Accidents

Since 2021, DIG Airgas has been strengthening prevention efforts for serious accidents at the entire workplace through specialized HSE consulting, and in 2022, we established a safety and health management system. In 2023, we improved WHSE performance by focusing on strengthening the capabilities of workplace safety managers and employees in response to the Fatal Accident Punishment Act, and successfully completed consulting to improve performance. We will continue to strengthen our management system for preventing serious accidents and developing a safe working environment.

#### Achievements in 2023

##### Strengthen compliance in response to the Serious Accident Punishment Act

- Establishment of WHSE Compliance Guidelines for 31 safety and environment acts that apply to DIG Airgas.
- Held capacity-building workshops to improve safety managers' HSE performance

##### Strengthening Safety Management in Contracting and Construction

- Enhancing safety work permit standard by applying TBM to DIG Airgas safety management system
- Providing workplace risk information to subcontract through the safety management system

### Conducting Safety, Health, and Environmental Training

DIG Airgas implements a systematic education and training program to enhance safety and health awareness and prevent the occurrence of accidents during work. This program educates technical personnel and managers in accordance with relevant laws such as the Air Environment Protection Act, Water Environment Protection Act, and the Chemicals Control Act, as well as educates all employees and suppliers on hazardous risk factors and countermeasures in handling hazardous chemicals. DIG Airgas's aim is to foster experts in safety, health, and environment, and to increase the safety of the entire working environment.



## Strengthening Health and Safety Management

Taking the Health and Safety of employees and stakeholders as a core value, DIG Airgas conducts safety management education and training regularly (at least once a year) to enhance safety awareness. As required by occupational safety and health act, this training program consists of mandatory training at recruitment, training when changing work contents, and special safety training for hazardous chemicals and hazardous work. In addition, we have established a systematic safety management system so that not only employees and executives but also suppliers' employees faithfully participate in the education. Our workplace complies with a health and safety manual that includes management procedures to prevent entanglement and electric shock accidents that can occur when working on machinery and equipment, by providing appropriate protective gear. Through these management systems, DIG Airgas is continuously striving to not have any safety accidents, with the goal of achieving an accident-free workplace.

\* Safety management system: submission of safe work plans, execution of work risk assessment, and management of records of safety training, etc.

[Health and Safety risk prevention activities and management]

### WHS Committee Report

|               |                                                                                                                                                      |
|---------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| Period/target | Quarterly (held 4 times in 2022) / Company-wide                                                                                                      |
| Content       | Consulting for Improving HSE Performance / HSE Risk Management (TOP 5 Risks, HILP) / Improving Safety Culture / Planning for health and safety, etc. |

### HSE Audit

| Period/target            | Twice a year / all workplaces                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |               |                          |                                                                                     |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------|--------------------------|-------------------------------------------------------------------------------------|
| Content                  | For systematic safety, health, and environment management and the minimization of related impacts, HSE Audits are conducted periodically for all workplaces, through which environmental impacts from operations are identified and managed. In the case of significant environmental impacts, periodic monitoring is conducted to check operations and verify progress and completion of improvements.                                                                                                                                                                                                                                                                                                                                                 |          |               |                          |                                                                                     |
| Major activities         | <div><ul style="list-style-type: none"><li>• Safety, health and environment risk assessment including workplace risk assessment</li><li>• Derivation of improvement items and monitoring of the execution of improvement measures</li><li>• Audit details and the results of improve</li></ul></div> <div><div><div>HSE Audit in 2023</div><table><tr><th>Division</th><th>Major content</th></tr><tr><td>Implementation workplace</td><td>100% of 17 domestic workplaces<br/>(excluding the head office and Remote workplace*)</td></tr></table><p>* Remote workplace audit is being conducted by a neighboring DIG Airgas workplace that manages remote workplace workplace, but it is not included in the audit number of workplaces</p></div></div> | Division | Major content | Implementation workplace | 100% of 17 domestic workplaces<br>(excluding the head office and Remote workplace*) |
| Division                 | Major content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |               |                          |                                                                                     |
| Implementation workplace | 100% of 17 domestic workplaces<br>(excluding the head office and Remote workplace*)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |               |                          |                                                                                     |

### WHSE Culture Survey

|                  |                                                                                                                                                                                                                                                                                                                                                              |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Period/target    | Once a year / all employees                                                                                                                                                                                                                                                                                                                                  |
| Content          | Every year, a survey on workplace safety, health, and environment is conducted with all DIG Airgas employees through a professional consulting company, and based on the results of the survey, our company's awareness of safety culture is evaluated and the direction of improvement is derived and reflected in the Health and Safety management policy. |
| Major activities | Identification of internal safety culture awareness, collection of opinions from employees, derivation of plans to improve Health and Safety, and reflection of the plans in management policies                                                                                                                                                             |

### HSE Point Program

|                  |                                                                                                                                                                                                                                                                        |
|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Period/target    | Twice a year / all employees                                                                                                                                                                                                                                           |
| Content          | HSE Point Program is operated regularly every year to motivate employees to improve HSE culture and achieve the "HSE ACCIDENT ZERO" target, and encourage employees to engage in HSE activities, and employees are rewarded according to the performances by employee. |
| Major activities | Submission of HSE proposals and near-miss incidents prevention ideas, records of awards from external institutions, related qualifications, HSE process improvement, contribution to construction safety management, etc.                                              |

### Near-Miss incident System

|               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Period/target | Constantly / all employees                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Content       | Contributing to the establishment of a safety culture through the operation of a committee bulletin board on the internal website, regular comprehensive analysis of near-miss incident details, company-wide sharing, and notification, and the company shares direct and indirect experiences of various accidents that may occur on site with all employees to prevent accidents from occurring in advance. We are also striving to revitalize the system by publishing the 'Near-Miss Incidents Casebook' from 2023. |

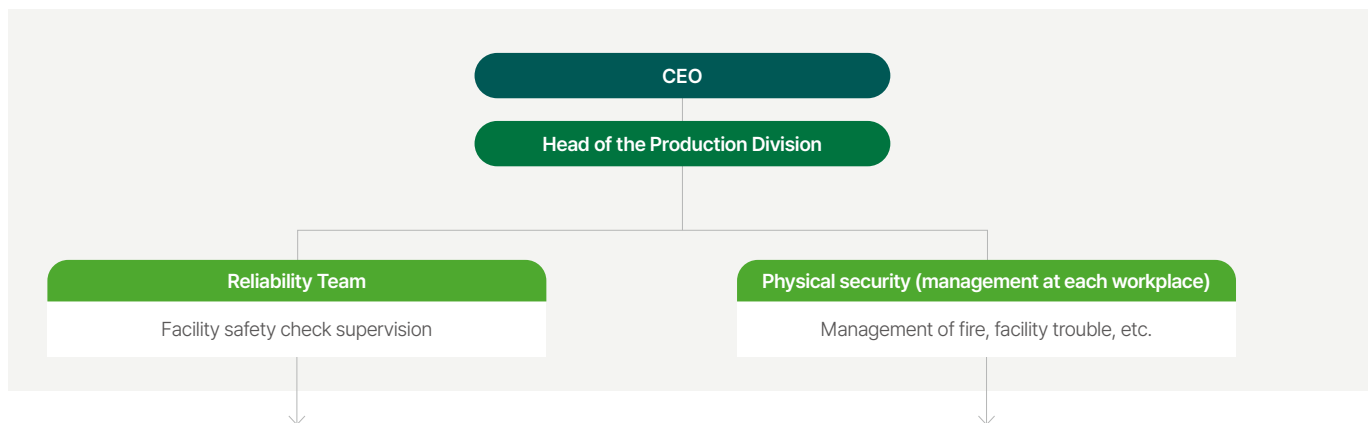
### Safety Talk

|               |                                                                                                                                                                                                                    |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Period/target | Constantly (held before major meetings, including weekly executive meetings) / executives                                                                                                                          |
| Content       | Establishment of a Health and Safety culture by selecting a topic in the safety sector so that executives can share and discuss various cases and contents on safety at the beginning of every executive meetings. |

### HSE Risk Management

|               |                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Period/target | Once a quarter / all employees                                                                                                                                                                                                                                                                                                                                                                     |
| Content       | <div><ul style="list-style-type: none"><li>• TOP 5 RISK : Find potential risks in the workplace and minimize risks through intensive management and improvement.</li><li>• HILP (High Impact, Low Probability) : Prevent serious accidents through high-risk management by reviewing various risks associated with the operation of DIG Airgas production facilities with experts.</li></ul></div> |

## Facility Safety Check System



### Reliability team activity

Facility safety check is conducted at least once a year with the supervision by the Reliability Team of the Production Division

- Manage a list of aging facilities and perform proper maintenance
- Safety check for facilities using thermal safety inspection equipment (high voltage motor, electrical equipment, rotating body, etc.)
- Vibration of main equipment, noise, temperature check

Physical security (establishment of an online safety management system and reinforcement of workplace smart safety management)

DIG Airgas established a safety management system that can manage the histories of not only employees but also suppliers ranging from access control for all workplaces to work management and work risk assessment online in 2021. In addition, in 2022, DIG Airgas established a physical security system to prevent physical and human safety accidents and minimize damage in the fields of workplaces thereby advancing the Health and Safety systems at all workplaces.

- Expansion of CCTV installation for by major facility at the workplace / detection of fire, facility troubles, and accidents during field work through the establishment of an access control system
- Establishment of a smart safety management system to protect tangible and intangible assets from unauthorized external intrusion
  - ① Major equipment control and fire surveillance
  - ② Monitoring of restricted access areas
  - ③ Monitoring of explosion-proof areas
  - ④ Workplace access control (people, vehicles)
  - ⑤ Perimeter control
  - ⑥ Workplace blind spot monitoring

Manage access control for unauthorized personnel in restrict areas and security of major facilities

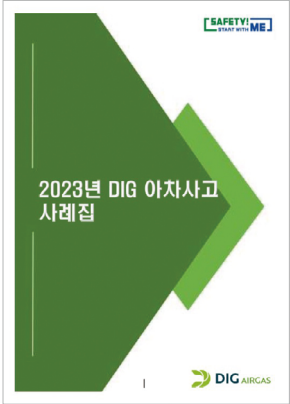
Manage unauthorized intrusion and access control for restricted areas designated by the company as critical

- Critical production facilities, R&D buildings, control rooms, plant managers' offices, offices of departments handling important information, etc.
- Controlling and blocking unauthorized external leakage of important management and customer information (prohibiting photography, authorized use of personal computers, etc.)
- Control and history management of entry and exit according to approval procedures by safety management system



### 2023 Near-Miss Incidents Casebook Published

Near-miss incidents are an important tool for preventing similar incidents and establishing a culture of safety by finding and improving risk factors in the workplace. A near-miss incident is a situation that may occur due to worker negligence or risk factors in the field, but are not accidents that directly occurred. In 2023, DIG Airgas identified and analyzed a total of 76 near-miss incidents. Based on this analysis, we categorized them into eight types and published a casebook of selected major incidents. This casebook will contribute to preventing similar incidents in the field and strengthening safety awareness of workers. Through casebooks, employees can learn real case, better recognize risk situations, and learn how to respond appropriately.



Near-Miss Incidents Casebook

[Near-miss incident identify Process]



### Executing Health and Safety Investments

Set aside a budget for health and safety investments each year and execute the investments.

[Health and Safety Investment Execution Details]

(Unit: million won)

| Year                     | 2021                                                                                                                | 2022  | 2023  |
|--------------------------|---------------------------------------------------------------------------------------------------------------------|-------|-------|
| Amount                   | 4,886                                                                                                               | 5,270 | 5,575 |
| Major investment details | Facility improvement, safety culture improvement, system establishment and management, education and training, etc. |       |       |

### Emergency Response System

The emergency response system was established to protect the lives and health of employees as the first-priority goal in the event of emergencies that may occur. Accordingly, the division of works and duties for the emergency control organization were clarified, and internal and external emergency action plans were established for major hazardous facilities.

The emergency contact network includes the branch offices of the Ministry of Employment and Labor, the fire station contact addresses by type of damage, and specialized medical institutions, and all emergency action plans are clearly and plainly written so that employees can easily understand them, and are periodically reviewed, revised, and supplemented.

(Regularly conduct training every year)

### CEO Visits to Workplaces and HSE Meetings

Since 2023, DIG Airgas has regularly conducted CEO visits and HSE meetings to inspect workplace safety. These activities provide an opportunity to check the safety of our health and safety facilities directly, and to listen and discuss HSE-related topics with our employees, as well as their opinions on their daily work. During these visits, the CEO emphasized the importance of thoroughness in HSE activities.

In the future, DIG Airgas plans to continue regular CEO workplace visits and HSE meetings to systematize safety management and continuously improve our HSE culture. These activities play an important function in reinforcing company-wide safety awareness and supporting employees to work in a safe work environment, and aims to build a sustainable safety culture and minimize workplace accidents.



[Yeocheon Plant HSE Meeting]



[Ulsan Plant HSE Meeting]



# Social

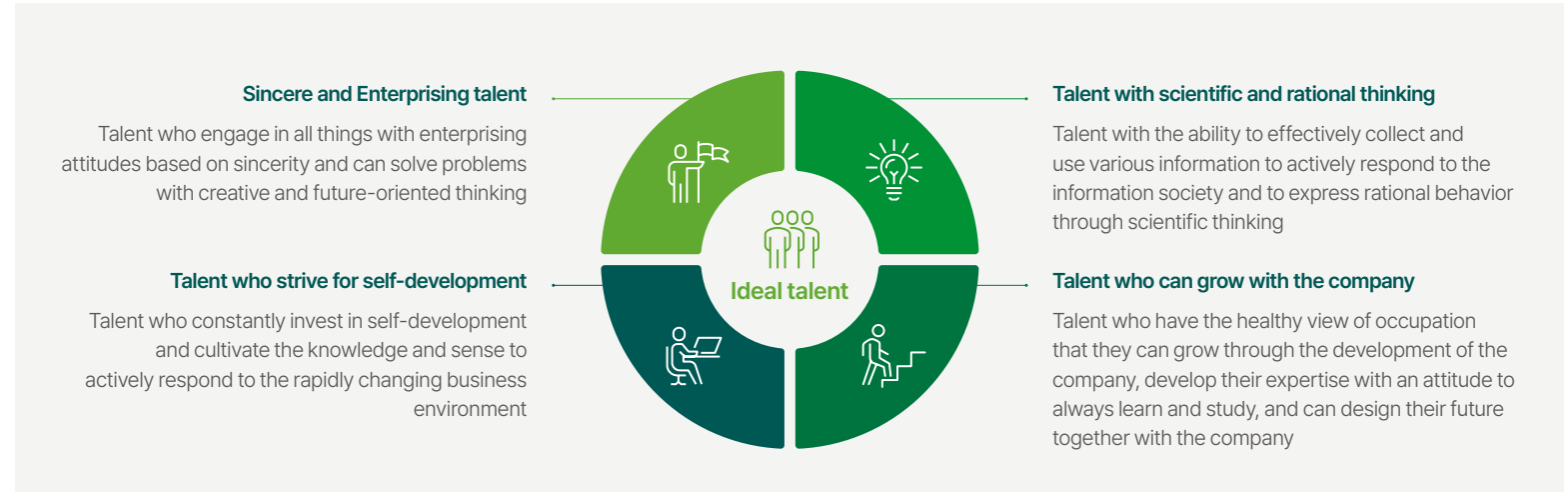
## Talent Management

Talent management leads to the company's competitiveness, and the practice of talent-centered management enables companies to significantly contribute to a sustainable future. DIG Airgas will strive to become a company that can create social value by supporting an environment in which employees can concentrate on their work based on a healthy corporate culture and by implementing fair recruitment and evaluation.



### Ideal Talent

DIG Airgas seeks the concept of talents who can execute outstanding achievements with wisdom and passion.



### HR Strategy

DIG Airgas implements a reasonable and fair personnel management system and pursues ability and performance-based systems to successfully achieve the company's management philosophy and vision. In order to provide compensation and opportunities for growth to outstanding employees regardless of seniority, DIG Airgas evaluates work performance records, work process, and performance levels together, and implements a reasonable treatment and compensation system to develop employees' ability and motivate employees. In addition, DIG Airgas reflects ESG elements in KPIs by division linked to employee performance evaluation to operate HR strategies to internalize the company's ESG strategies and employees' work performance.

[Personnel Management System (performance management)]



#### Competency Evaluation

9 point scale evaluation of competency items based on company core values, employee's demonstrated performance & future potential

#### KPI Evaluation

Evaluation of achievement levels for evaluation of individuals established in connection with organizational evaluation

## Talent Recruitment and Development

In order to select creative and excellent talents with global competitiveness, DIG Airgas does not discriminate employees based on their age, gender, race, or country of origin in all processes, including recruitment, job performance, promotion, and education. In addition, DIG Airgas seeks diversity, equity, and inclusiveness in the composition of employees by hiring various underprivileged people such as disabled people and veterans of the country every year.

## Employee Welfare

To stabilize the living standards of employees and boost their morale, DIG Airgas provides industry-top level annual salaries and operates various welfare systems such as support for children's school expenses, comprehensive health checkup, and an in-house labor welfare fund.



## Competency Development

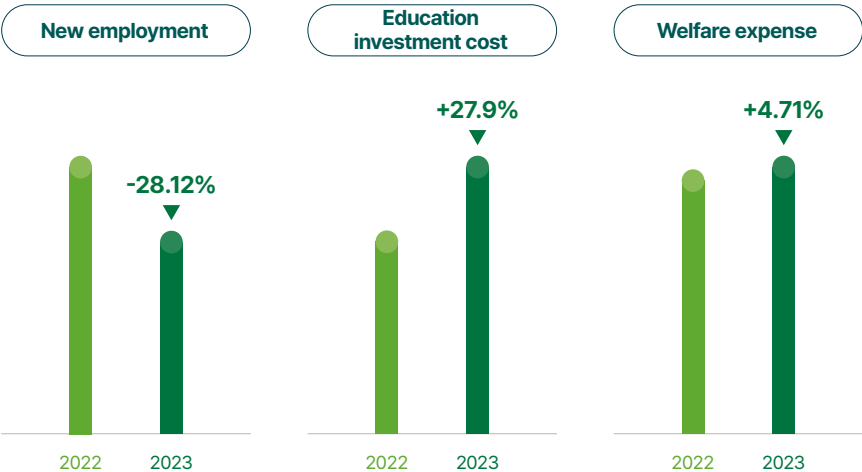
DIG Airgas is building and developing a talent development system to foster more innovative and professional talents who can join the company's development. DIG Airgas operates various programs such as cyber (online) language education to foster global experts, as well as outside commissioned education programs by job position to strengthen employee competencies and training programs for promoted employees by position. DIG Airgas will continue to enhance corporate competitiveness by encouraging and supporting employees to develop work-related professional knowledge thereby building competency.

[Job Competency Improvement Education]

| Name of education                                                   | Highlights                                                                                                                               |
|---------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Job Training                                                        | Provide the education necessary for performing job specific duties, such as production and technology                                    |
| New Employee Training                                               | Provide company introduction and training on job competency to those who joined the company within the last one year                     |
| Outside Commissioned Education by Job Position                      | Provide compulsory job training such as ISO internal examiner training and Gas Safety Corporation training                               |
| KMA Member Company Education Service                                | Support employees to take various programs and use various other member company services utilizing coupons for education, seminars, etc. |
| Employees (key personnel) Job/Leadership/Foreign Language Education | Support key personnel competency development through external specialized training                                                       |
| Leader Training                                                     | Provide training to improve competency such as problem solving and planning ability to team leaders                                      |
| Cyber (online) Language Training                                    | Provide online and telephone foreign language training                                                                                   |
| OTS Training (production)                                           | Provide plant simulation training to operators                                                                                           |



### Recruitment and Competency development cost



### Pursuit of A Family-Friendly Corporate Culture

DIG Airgas actively develops and supports various family-friendly programs that can improve the quality of life of employees by respecting the personality and values of individual employees.

[Family-Friendly Program Support Performance]

| Division                            | Unit   | 2021 | 2022 | 2023 |
|-------------------------------------|--------|------|------|------|
| Maternity leave                     | Case   | 12   | 17   | 9    |
| Parental leave                      | Case   | 2    | 2    | 3    |
| Shortened work system for childcare | Case   | 0    | 4    | 5    |
| Family day system                   | Day    | 15   | 17   | 17   |
| Maternity subsidy system            | Case   | 3    | 13   | 8    |
| Use of selective working hours      | Person | 68   | 76   | 90   |

### Communication Culture Made Together

DIG Airgas operates various communication channels to create a horizontal communication culture for employee communication.

Townhall Meeting

Company-wide communication meetings to share performance and order receipt news and provide rewards through quarterly online meetings

Buddy Activity

Mentoring program for early settlement of new hires

Labor-Management Council

Through the quarterly labor-management council, both workers and employers promote common interests through understanding and cooperation so that conflicts within the organization can be resolved in advance with the means of smooth communication between labor and management.

Collective Agreement

Collective agreement is held once every 2 years, and the agreed outcome is shared to all employees

### Post-Retirement Life Support

DIG Airgas operates a retirement pension system to contribute to relieving the financial burden of employees. Also, at least once a year, DIG Airgas distributes the content of retirement pension education to all employees to improve their understanding of retirement pension. In addition, DIG Airgas provides re-employment services for retirees to help their transition for new stages of lives post retirement.



# Social

## Customer Satisfaction Management

DIG Airgas produces and supplies industrial gases that are essential for national key industries, such as semiconductors, displays, petrochemicals, oil refining secondary batteries, steel, and shipbuilding. Therefore, we reflect customer requirements through continuous improvement of our quality management system and are committed to ensuring the reliability of product quality in order to pursue the highest level of product supply.



### Quality Management System

DIG Airgas pursues quality management as the top priority value for customer satisfaction management, and strives to produce and supply high-quality, safe products. To that end, DIG Airgas pursued perfection in product analysis through various state-of-the-art analysis equipment and systems, and has improved quality stability by acquiring ISO 9001 quality management system and GMP certifications. In addition, based on accumulated experience and knowledge, DIG Airgas applies quality and safety procedures to the operation and management of all works ranging from production of all equipment and products to customer service, carries out gas use safety training and regular facility inspections, and ensures customer safety by providing various safety data including MSDS, etc.

[Quality Management System]

| Operation of an organization dedicated to quality assurance                                                                                                                               |                                                                                                                                                                                                                                                                                    |                                                                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Customer response                                                                                                                                                                         | Workplace and product management                                                                                                                                                                                                                                                   | Supplier audit                                                                     |
| <ul style="list-style-type: none"><li>Perform analysis works requested by customers</li><li>Respond to customer quality issues and customer quality audits</li></ul>                      | <ul style="list-style-type: none"><li>Perform analysis works requested by internal workplaces</li><li>Manufacture precision standard gases and manage workplace standard gases</li><li>Regular management of whether analysis equipment at workplaces is abnormal or not</li></ul> | <ul style="list-style-type: none"><li>Conduct audits for major suppliers</li></ul> |
| Quality control at the site of production division                                                                                                                                        |                                                                                                                                                                                                                                                                                    |                                                                                    |
| Check MSDS (Material Safety Data Sheet) data for purchase, handling, and storage by item, and place the data at each workplace so that work can be proceeded with after checking the data |                                                                                                                                                                                                                                                                                    |                                                                                    |
| Provide manufacturer's name, product name, ingredients and properties, handling precautions, applicable laws, first aid measures in case of an accident, etc.                             |                                                                                                                                                                                                                                                                                    |                                                                                    |
| Quality control through quality analysis systems                                                                                                                                          |                                                                                                                                                                                                                                                                                    |                                                                                    |
| Cryogenic Air Separation Unit (ASU) Analysis System                                                                                                                                       | Electronic grade Specialty Gas Analysis System                                                                                                                                                                                                                                     |                                                                                    |
| Perform real-time monitoring of the gas production process and strict quality control of products supplied to customers                                                                   | Perform strict quality control in the semiconductor manufacturing process                                                                                                                                                                                                          |                                                                                    |

## Customer Satisfaction Survey

A survey of customer satisfaction with product quality is also conducted every year and based on the results of the customer satisfaction survey, detailed tasks to be promoted for quality improvement are established and improvement activities are monitored. In addition, internal and external examination reports and management reviews on the internal procedures and suitability for ISO 9001 are prepared every year for 12 domestic workplaces and reported regularly to the management to maximize customer satisfaction through quality improvement.

[Customer Satisfaction Survey Results (based on the full marks of 10-points / AG & SG Total)]

| Division              | 2021 | 2022 | 2023 |
|-----------------------|------|------|------|
| Customer satisfaction | 8.9  | 9.1  | 8.7  |

### Customer support (facility & quality)

**AG customer facility  
management support**  
(Production Division)

## Customer support team

- Customer facility management (CE, VA, GSU)
- Carry out customer facility check: regular, occasional, special checks (summer, winter season, straight holidays)
- Distribute legal guidance: MSDS, facility safety training and hazard prevention
- Provide customer technical support and technical consulting

**SG customer quality control support**  
(SG Business Division)

**Customer support part**

- Respond to overall requests and issues related to customer materials based on expertise and experience
  - Respond to customer audit and carry out quality improvement
  - Check the quality of customers' new materials and carry out Process Change Notification
  - Respond to VOC such as customer complaints and issues

**Selected as an Excellent FAB Material Supplier by Samsung Display**

Each year, the Samsung Materials & Technology team selects outstanding suppliers based on quality. At the 2023 M-Day(Material-Day), DIG Airgas was honored as the top supplier in the gas category.



**Awarded SK Innovation Excellent ESG Partners in 2024**

At the 'Shared Growth ESG CEO Seminar', which invited more than 80 suppliers that do business with the SK innovation affiliates, such as SK innovation, SK energy, SK geocentric, and SK nMove, DIG Airgas was selected as an excellent ESG supplier based on its 2023 performance and received a certification plaque.



# Social

## Supply Chain ESG Management

DIG Airgas recognizes suppliers as important business partners and strives to build a sustainable supply chain to create value. To achieve this, we actively engage in our suppliers' ESG win-win cooperation activities and supply chain management policies through the ESG Innovation Team and pursue shared growth with suppliers.



### Manage supply chain ESG activities

Since 2022, in order to spread ESG management in the supply chain, DIG Airgas established a conflict minerals management policy, code of conduct for suppliers, etc., to encourage suppliers to participate in ESG management, and collects a code of ethics pledge from all suppliers that contract with DIG Airgas. We also monitor the ESG performance of our suppliers and plan to expand the scope of management in the future.

Conflict Minerals Management  
(Tier 1 Suppliers)

Recognizing human rights violations such as labor exploitation, ecosystem damage, and environmental pollution that occur in the process of mining minerals in conflict areas as serious problems, DIG Airgas requests suppliers to ensure that conflict minerals are not included in the supply chain for the production of its products in order to fulfill its corporate social responsibility and monitors the foregoing

Pledge to comply with and practice the supply chain code of ethics (All suppliers)

DIG Airgas requests a pledge to comply with and practice Supply Chain Ethical Management as an essential item at the outset of contract stage. DIG Airgas manages it so that suppliers continue to abide by the code of ethics

Code of conduct for Supplier  
(Tier 1 suppliers)

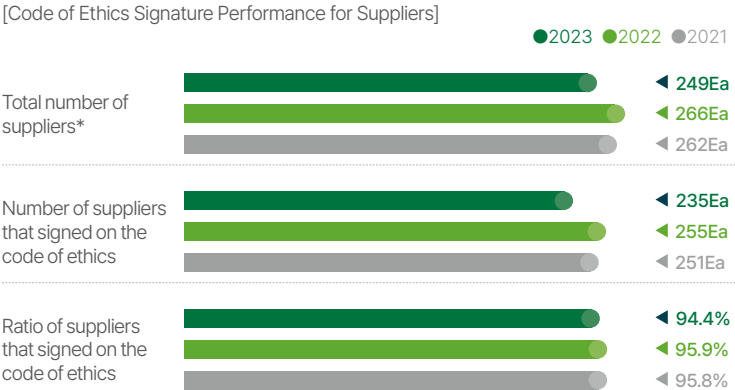
Code of conduct for Supplier has been enacted in the second half of 2022 to encourage suppliers and other major business partners related to product production to build a safe working environment, respect workers, and operate the business an environmentally friendly and ethically. From 2023, it will be expanded to entire suppliers

Integrated purchasing procedure regulations  
(All suppliers)

A transparent and fair criteria process for selecting suppliers is documented, and relevant departments carefully review whether the suppliers are suitable for our logistics, production, project, safety, health, environment, quality, and purchasing requirements, and then proceed to bid for the final approved suppliers

### Establishing a Supply Chain Ethical Management System

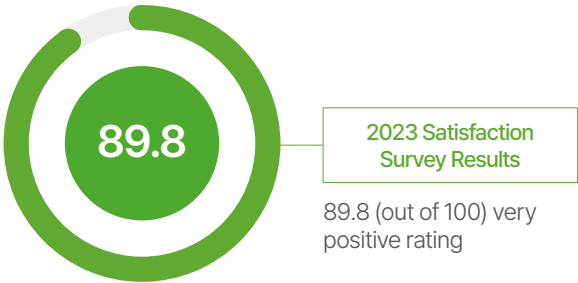
DIG Airgas works closely with our suppliers to establish and reinforce a consensus on ethical management. To achieve this, we provide training and reference to our suppliers and ask suppliers to sign a pledge of ethical management practices. If a supplier causes ethical problems, such as causing environmental pollution or labor exploitation, we may take actions such as reducing or suspending business. with them. Our new Ethics Charter, published in 2023, states these principles, and DIG Airgas focus on supporting and promoting our suppliers to actively participate in ethical management. These efforts are essential for enhancing ethical standards company-wide and improving the ethical level across our entire supplier network.



\* Entire suppliers in DIG Airgas supply chain

### Implement Partner Satisfaction Survey

Following 2022, in 2023, we conducted a satisfaction survey of our first-tier major suppliers (83 companies) in 2023, with external professional researchers. The survey was divided into 11 categories, including ethical management / legal compliance / promptness and clarity in decision-making / courtesy toward employees / consistency in business processing / clarity of data request standards / rationality of order and contract procedures / promptness and accuracy of payment / efficiency and simplicity of e-procurement / transparency of e-procurement / safety management level, and overall satisfaction was calculated. Through the results of the annual survey, DIG Airgas plans to continually enhance collaboration with suppliers and identify areas for improvement, and reflecting stakeholders' requirements in our ongoing management improvement activities.



### Aligning with our customers' supply chain management policies

Since 2023, as key accounts have strengthened the management of supply chain ESG activities, maintaining win-win partnerships with key accounts has become an important element of ESG management. As a response, DIG Airgas is actively participating in the supply chain ESG assessment and activity support programs of our key accounts. We also comply with our customers' supplier code of conduct and lead in protecting human rights through our conflict minerals management policy.

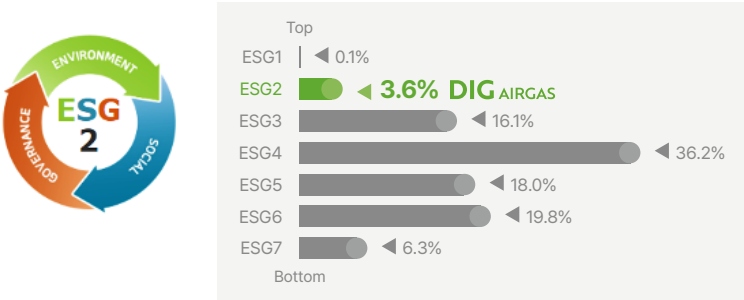
[Major Activity Details]

| Division                                          | Activity goals                                                                                                                                                                                                | Major suppliers                                                    |
|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| Participation in mutually beneficial partnerships | <ul style="list-style-type: none"><li>Participation in ESG-related education and consulting</li><li>Establishment and support for achievement of supply chain ESG activity goals</li></ul>                    | Samsung Electronics, Samsung Display, SK Hynix, LG Display         |
| Code of conduct for supplier                      | <ul style="list-style-type: none"><li>Compliance with the customer's code of conduct for supplier</li></ul>                                                                                                   | All suppliers in the supply chain                                  |
| Support for joining and response to CDP           | <ul style="list-style-type: none"><li>Evaluation and management of greenhouse gas reduction details</li></ul>                                                                                                 | SK Hynix, Samsung Electronics, Samsung Display                     |
| Implementation of ESG Comprehensive Evaluation    | <ul style="list-style-type: none"><li>Supply chain ESG comprehensive evaluation and due diligence (external evaluation company)</li><li>Evaluation of supply chain ESG activity using survey method</li></ul> | Samsung Electronics, SK Hynix<br>GS Caltex, LG Display, SK Siltron |
| Conflict Minerals Management                      | <ul style="list-style-type: none"><li>Protection of human rights through supply chain conflict minerals management</li></ul>                                                                                  | LG Display, Samsung Display                                        |
| Greenhouse Gas Emissions Information              | <ul style="list-style-type: none"><li>Provision of greenhouse gas emission information by supply chain product</li></ul>                                                                                      | Samsung Electronics, Samsung Display, SK Hynix, LG Display         |

### Samsung Electronics Comprehensive Evaluation Results (2023)

In 2023, Samsung Electronics conducted a comprehensive assessment of DIG Airgas' ESG activities and received a rating of 2 out of 7, which ranks in the top 3.7% of all suppliers (top 13% in the previous year) and indicating that our ESG system and indicates that our ESG system and performance are at an excellent level. The assessment was conducted from July to October 2023, based on data collected by a third party, Incredible, as well as surveys and supporting documents submitted by companies, and will be conducted annually. DIG Airgas will continue to participate in our customers' supply chain management policies and actively promote ESG management.

[Distribution of ESG Overall Ratings]





## Social

## Social Contribution

In order to become a sustainable company, It is important to grow together with various stakeholders such as employees, suppliers, customers, and local communities, and create positive social values through this. DIG Airgas will actively take the lead in community development and environmental protection, fulfill its corporate social responsibilities, and strive to become a company that is loved and respected by customers and society.



## Social Contribution Activity Promotion System and Strategy

DIG Airgas aims to become a company that is loved and respected by customers and society by fulfilling its corporate social responsibilities through solving environmental and social issues, nurturing talents for the future generation, and donating employee talents, and through sharing activities. To that end, DIG Airgas created a corporate culture to coexist with the local community by implementing a matching grant system, corporate sponsorship system, and activities to protect the local environment. In addition, DIG Airgas has systematically promoted social contributions at the company level and created conditions for employees to actively participate in social contributions.

[Policies Related to Social Contribution]

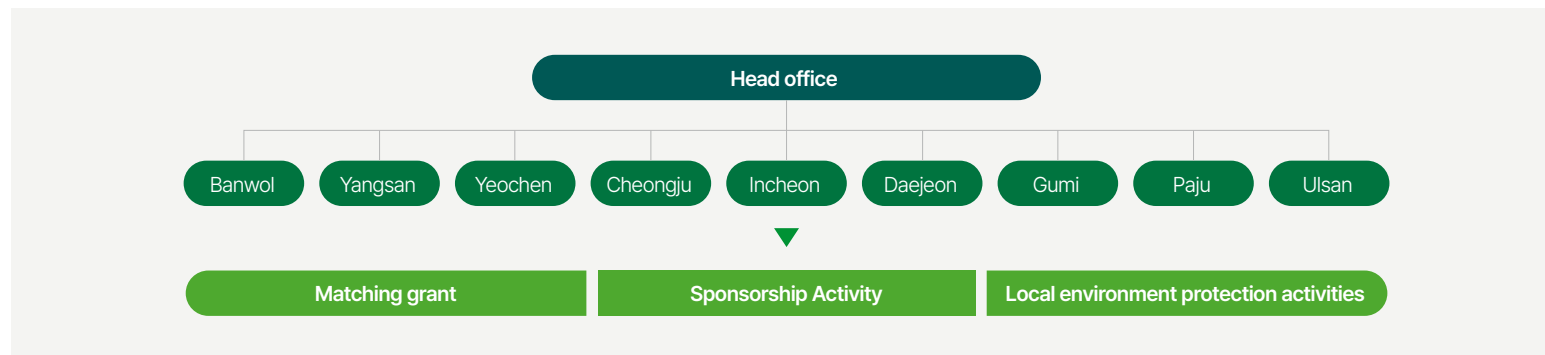
## Charter of Ethics

- Guarantee and actively support employees' participation in healthy social and volunteer activities, and contribute to community development as a member of the community.
- Support cultural, artistic, and athletic activities and strive to preserve traditional culture.

## Code of Ethics

- Employees comply with all laws, serve the country and local community, conduct all businesses in an environmentally friendly manner, and do their best to protect the environment and preserve resources.
- DIG Airgas guarantees and actively supports employees' participation in sound social activities and volunteer activities.

[Chart of Social Contribution Activity System]



### Received a Commendation for Social Contribution Activities

For more than 10 years, DIG Airgas has been continuously conducting volunteer activities to develop local communities and support the underprivileged at each of our regional workplaces. In 2023, the Banwol Plant collaborated with the Ansan City Volunteer Center to carry out volunteer activities such as the 'Happy Moving Meal Car' for the elderly, environmental cleanup activities in Daebudo Island, and the 'Kimchi Sharing Event' for the underprivileged. DIG Airgas received a plaque of appreciation from the Ansan City Volunteer Center in recognition of its environmental protection and community contributions. In the future, DIG Airgas will continue to fulfill its corporate social responsibility through sustainable social contribution activities.

[Received external commendation for social contribution activities in 2023]



Ansan Volunteer Center Appreciation Plaque  
(2023.12.1)





# GOVERNANCE

Composition and Operation of the Board of Directors  
Ethical, Compliance Management  
Information Protection

# Governance

## Composition and Operation of the Board of Directors

DIG Airgas organized and regularly operates a board of directors to deliberate on major issues related to the company's management policies and business. DIG Airgas has established a transparent and rational decision-making system centered on the board of directors with independence, expertise, and diversity, and through this, DIG Airgas strives to create sustainable values and promote the rights and interests of all stakeholders.



### Composition of the BOD

DIG Airgas organized the board of directors in consideration of expertise and major careers in overall management, including industrial environments, finance and laws, and the CEO also serves as the chairman of the board of directors in consideration of the urgency and efficiency of decision-making. The board of directors consists of one inside director, three other non-executive directors, and one outside director, and plays the role of helping rational decision-making on major pending management issues by performing the function of resolving major matters regarding the execution of works specified in the laws and the articles of incorporation and supervising the execution of duties by the management.

[Composition of the board of directors]

| Division                      | Name          | Gender | Position                    | Term of Office        | Area of Expertise                     | Major career                                                                                                                                                                                            |
|-------------------------------|---------------|--------|-----------------------------|-----------------------|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inside directors              | Gyu-Seok Oh   | Male   | CEO / Chairman of the Board | 2024.4.20 ~ 2027.4.19 | Corporate Management                  | (Former) President of Daelim Industrial<br>(Former) Vice President of POSCO                                                                                                                             |
|                               | Yong-hwan Kim | Male   | Board member                | 2023.3.22 ~ 2026.3.21 | PEF investment and asset management   | (Current) CEO of Macquarie Asset Management<br>(Former) Corporate Finance Department, Macquarie Securities Co., Ltd.                                                                                    |
| Other non-executive directors | Soo-jin Lee   | Female | Board member                | 2023.3.22 ~ 2026.3.21 | PEF investment and asset management   | (Current) Representative, Macquarie Asset Management PEF Management Division<br>(Former) GE Real Estate Co., Ltd. (Seoul) Finance Team                                                                  |
|                               | Dae-woo Choi  | Male   | Board member                | 2023.3.22 ~ 2026.3.21 | PEF investment and asset management   | (Current) Executive Director of Macquarie Asset Management's PEF Management Division<br>(Former) Macquarie Infrastructure and Real Assets (Singapore) Pte. Ltd., Division Director (Executive director) |
| Outside directors             | Hyun-jae Kim  | Male   | Board member                | 2023.3.23 ~ 2024.6.9  | Electrical and electronic engineering | (Current) Professor at Yonsei University of College of Engineering                                                                                                                                      |

\* Board of Directors composition: 60% in their 40s, 20% in their 50s, 20% in their 60s

### Diversity and Expertise of the BOD

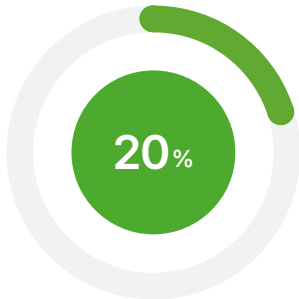
DIG Airgas organized the board of directors considering diversity and expertise for corporate value enhancement and sustainable growth, and does not impose restrictions on gender, race, nationality, political or cultural background in the process of appointing directors. DIG Airgas secures expertise in overall corporate management by appointing directors with expertise in diverse areas such as business management, financing, finance/accounting, and industrial technology. Accordingly, the appointed directors contribute to stable corporate management and sustainable growth by performing management and monitoring roles in various fields.



### Independence and Transparency of the BOD

Directors are appointed at the general meeting of shareholders in accordance with relevant laws, articles of incorporation, and board regulations to ensure independence and fairness. The chairman of the board of directors is concurrently chaired by the CEO and plays the role of widely listening to and mediates the opinions of internal and external stakeholders. In addition, DIG Airgas has secured transparency in the decision-making process by preventing directors who may have conflicts of interest from exercising their voting rights.

Percentage of outside directors on the board in 2023



### Activities of the BOD

The board of directors resolves matters prescribed by laws or the articles of incorporation, matters entrusted from the general meeting of shareholders, and important matters related to the company's basic policy and business execution, and performs management decision-making and supervision functions, such as deciding major matters within the company. The Board of Directors regulations have been enacted to strengthen the transparency of the Board of Directors, and accordingly, the company's executives, including the CEO, report to the Board of Directors on major management issues such as business performance, prospects, and tasks promoted at least once a quarter, and board meetings can be held any time when any matters requiring a resolution by the Board of Directors has occurred.

The board of directors resolves agendas with the attendance of a majority of the registered directors and the consent of a majority of the directors present, unless otherwise stipulated in the laws and the articles of incorporation.

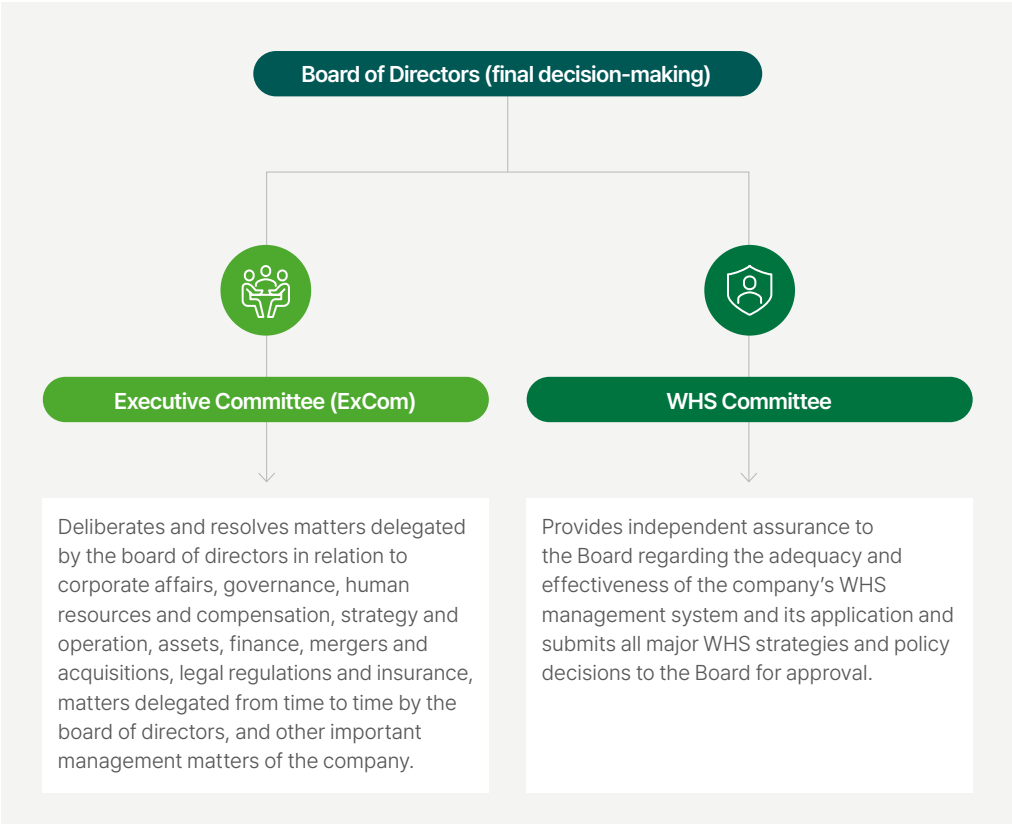
[2023 Operation Status of the BOD]

| Division                      | Unit  | 2023 |
|-------------------------------|-------|------|
| Regular board meeting         | Times | 7    |
| Board meeting attendance rate | %     | 99   |

### Distribution and Balance of Authority through Committees under the Board of Directors

DIG Airgas enhances management efficiency by organizing committees under the board of directors. By operating specialized committees, authority is distributed, and balance is maintained in the decision-making structure, and the organizational structure, roles, responsibilities, and authority of each committee are specified by the committee regulations, which each committee needs to comply with.

[Composition and Roles of Committees under the Board of Directors]



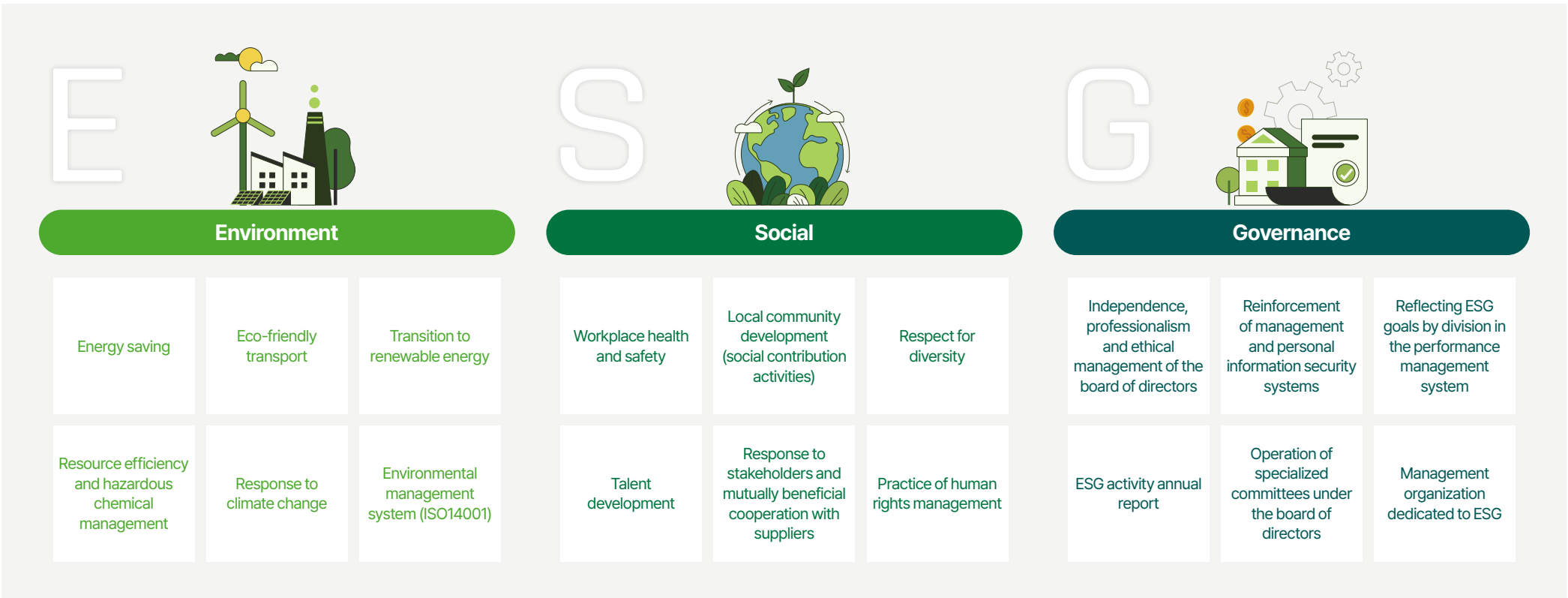


## ESG Management Governance

### Connection between Performance Evaluation and Compensation System and ESG Management

From 2022, DIG Airgas has internalized sustainability in corporate activities by linking ESG management-related items to key performance indicators (KPIs) for executives and division. KPIs were composed of appropriate items reflecting the characteristics of the works performed by individual divisions, and the CEO periodically reviews the performance. In the future, DIG Airgas plans to continuously develop and internalize a performance evaluation and compensation system linked to ESG management strategies.

[DIG ESG performance target indicators]



# Governance

## Ethical, Compliance Management

Ethics and compliance management are essential to a company's survival. Therefore, DIG Airgas has established the Code of Ethics, Code of Conduct, Anti-Corruption Regulations, Anti-Money Laundering Regulations, and Internal Audit and Reporting Regulations, etc., to construct a fair and transparent corporate management environment based on ethics and compliance management as the highest value, and operates various training programs to strengthen employees' autonomous professional ethics awareness. In 2023, we strengthened the relevant regulations and systems to ensure that all employees continuously implement and maintain an ethical corporate culture by establishing an Ethics Charter and revising the Internal Audit Regulations and Internal Reporting Regulations.



### Ethical•Compliance Organization

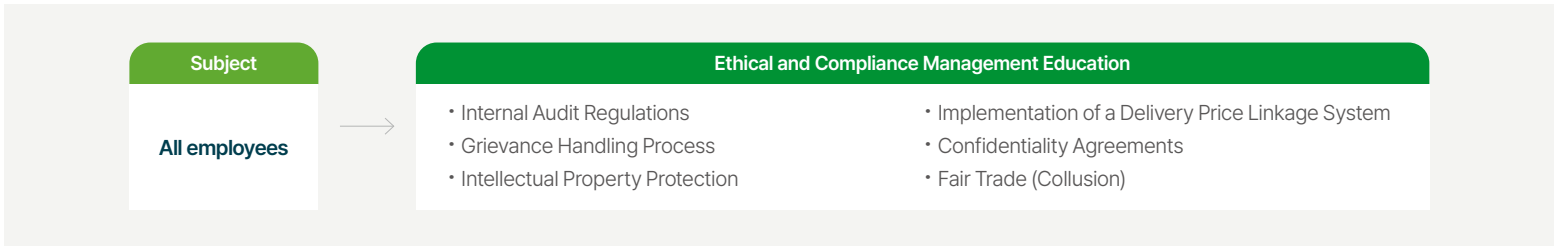


### DIG Ethics Charter

1. We realize the company's management philosophy with high ethical awareness and implement a corporate culture where employees can find their work worthwhile.
2. We prioritize customer satisfaction as our highest value, respect customer feedback, and strive to create added value for our customers.
3. We maximize corporate value through management innovation and growth strategies, and strive to promote the rights and interests of shareholders and investors by practicing transparent management.
4. We provide fair opportunities to our suppliers and foster mutual development by building relationships based on trust and cooperation.
5. We adhere to the principle of free competition in our business activities and practice fair and good faith competition.
6. As a corporate citizen, we prioritize environmental protection and contribute to the development of local communities and the nation through the pursuit of responsible profit.

### Conducting Ethical and Compliance Education

To strengthen ethics and compliance management, DIG Airgas regularly conducts training for all employees to comply with the Code of Ethics, Code of Conduct, and Internal Audit Regulations. This training enhances employees' ethical awareness and reinforces the company's efforts to maintain customer trust. The training programs are designed to ensure that employees thoroughly understand internal regulations and relevant laws and can apply them to their daily work, thereby enhancing corporate transparency and encouraging employees to understand and fulfill their corporate social responsibilities.



## Ethical and Compliance Management System

DIG Airgas has a Code of Ethics as the basic principle of ethical management, which consists of the Ethics Charter, the Code of Ethics and the Code of Conduct. These codes provide guidelines for our employees to comply with all business activities and state our important management policies. We also published the guidelines for the Code of Ethics practice on our homepage so that employees and various stakeholders can easily access and check them. Accordingly, DIG Airgas requires all suppliers to sign the Supplier Code of Conduct, which is intended to enhance the trust of all stakeholders, including customers, shareholders, and suppliers, and focuses on practicing transparent and ethical management as a member of the local community.

[Ethical and Compliance Management Guidelines]

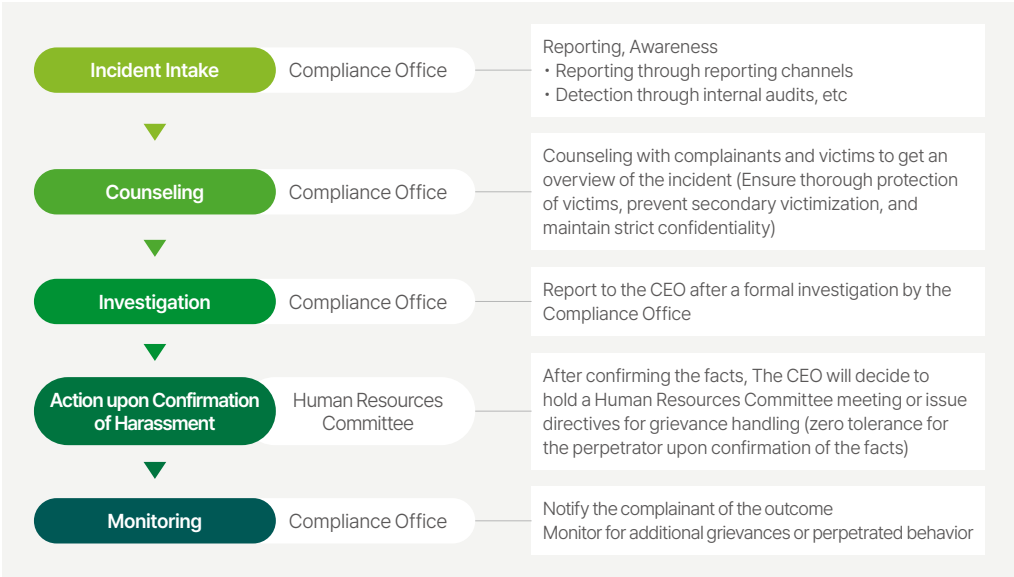
|                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Charter of Ethics                 | To develop into a better company by actively practicing ethical management, fulfill our duties and responsibilities as a corporate citizen, and contribute to the development of society and humanity, we have established the Charter of Ethics, which serves as a standard for right conduct and value judgment                                                                                                                                                                                                                                                                                                                                           |
| Code of Ethics                    | Besides the code of ethics for customers, shareholders and investors, the company, the local community, and the country, the Code also stipulates the prohibition of unfair gain, sexual harassment, acceptance and monetary transactions such as gifts and money among each other, and granting equal opportunities to provide standards for correct decision-making and ethical judgment in the company's management activities and the performance of employees' duties. The Code of Ethics consists of specific conduct guidelines for employees based on the Charter of Ethics, Code of Ethics, and various ethical codes as decision-making standards |
| Ethics Code of Conduct            | Provides standards for right behavior and value judgment that must be observed by employees when performing their duties and applies not only to all employees working in the company, but also to daily workers                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Code of Conduct for Supplier      | Supporting the 10 principles of the UN Global Compact (UNGC) for the fields of human rights, labor, environment, and anti-corruption, DIG Airgas established a code of conduct for supplier to stipulate standards for behavior and value judgments to be observed by suppliers in the field of ethical management so that the culture of ethical management can spread to suppliers                                                                                                                                                                                                                                                                        |
| Anti-Corruption Regulations       | By raising the awareness that not only the individuals but also the company can be punished under the laws of Korea as well as foreign countries in cases where company employees or third parties commit corruption in leading business, we prevent corrupt acts in advance                                                                                                                                                                                                                                                                                                                                                                                |
| Anti-Money Laundering Regulations | Stipulated to comply with domestic and international standards for preventing money laundering and public intimidation financing in relation to the company's business. Established implementation principles to prevent goods or services and transactions provided or received by the company from being used for illegal activities such as money laundering                                                                                                                                                                                                                                                                                             |
| Internal Audit Regulations        | Establish a fair and systematic audit system by defining the specific standards and necessary procedures for conducting management or internal audits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Whistleblower Policy              | Established procedures and protective measures for handling various reports to foster a transparent corporate culture and eradicate illegal activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

### Ethics and Compliance Reporting Channel and Whistleblower Protection

DIG Airgas operates an ethics reporting channel on its website, allowing all stakeholders, including employees, customers, and suppliers, to freely report grievances or ethics violations. All reports received through this channel are automatically forwarded to our audit organization, and if necessary, reports can also be submitted directly. Upon receiving a report, the legal department thoroughly reviews the facts and supporting documentation and, if found to be true, reported to the CEO, and then determined appropriate disciplinary measures are determined by the Human Resources Committee. The Code of Ethics and the Code of Conduct also stipulate the reporting channels and whistleblower protection measures to ensure the anonymity of whistleblowers and protect them from any disadvantages for reporting.

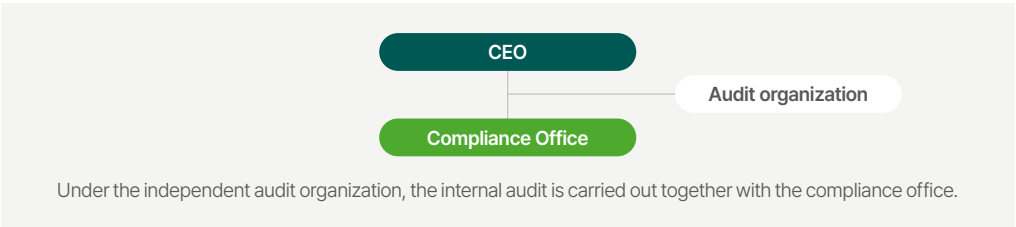
|                                                  |                                                                                                                                                                                                                                                                |
|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Reporting Channels                               | ① Homepage : <a href="http://www.dig-airgas.com/kr/company/business/ethics.php">www.dig-airgas.com/kr/company/business/ethics.php</a><br>② Submission of reports to the audit organization<br>③ Reporting by external stakeholders through the purchasing site |
| Contents of 2023 reports and processing measures | None                                                                                                                                                                                                                                                           |

[Reporting Process]



### Ethics and Compliance Audit System

As full-time auditor the registered auditor of DIG Airgas conduct audits of the company's business and accounting and report the results to the board of directors. Audits include the approval of the appointment of external auditors and other matters stipulated in related laws and the articles of incorporation. In 2023, the Company established new Internal Audit Regulations to develop a more systematic audit system and process. This strengthened internal audit system is enhancing the Company's transparency and efficiency.



|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Audit period           | Special audit and regular audit (audit according to daily schedule)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Audit target and scope | Internal Audit and Ethics and Compliance-related Sectors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Audit activities       | 1. Verify compliance with the company's policies, procedures, regulations, rules, and directives.<br>2. Investigate inefficiencies in work processes and recommend improvement measures.<br>3. Assess the fairness of performance reporting and verify the accuracy of various reports, including financial statements.<br>4. Verify the appropriateness and efficiency of asset management, internal systems, and overall management conditions.<br>5. Review the adequacy of organizational structure and internal control functions.<br>6. Conduct risk prevention activities through ethical management training, updating company standards, and ensuring adherence to ethical codes and practice guidelines.<br>7. Investigate, detect, and prevent instances of fraud, falsification, errors, and negligence. |

#### Independence and Fairness of Audit (Article 9 of Audit Regulations)

Our company guarantees the independence and fairness of our audits in accordance with the audit regulations.

- Auditors should always maintain independence and a fair attitude and must avoid work that conflicts with their own interests.
- Auditors should not disclose or divulge any facts acquired in the course of duties to others without justifiable reasons or use them for purposes other than audit purposes.
- Auditors should not violate the human rights and other rights of auditees and should not damage the reputation of the persons concerned.

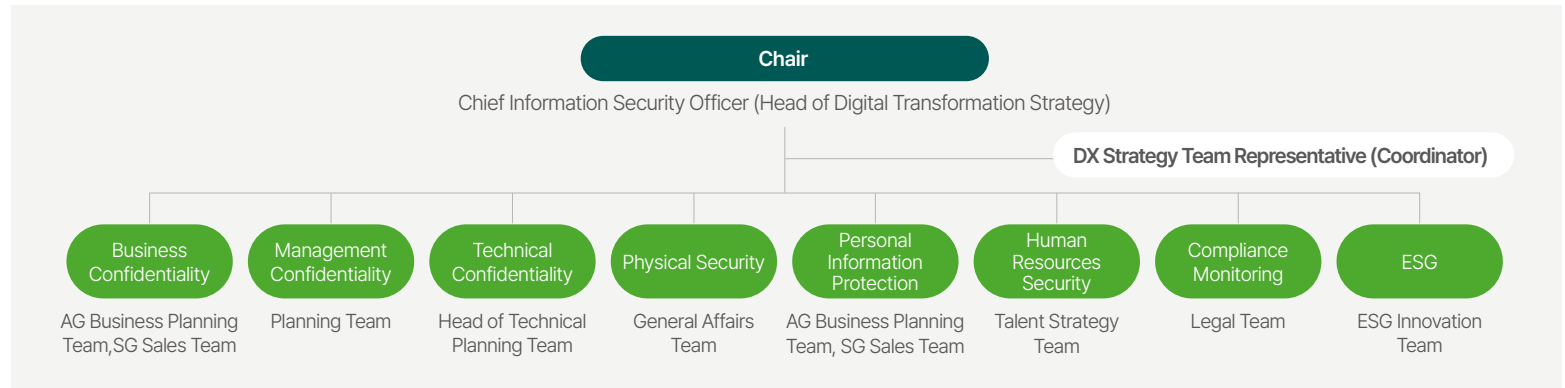
# Governance

## Information Protection

To respond the acceleration of digital transformation and increasing cyber threats, DIG Airgas systematically reorganized and advanced its information security management organization and processes in 2023. We applied information security solutions, enhanced risk management by identifying vulnerabilities through simulated hacking, and conducted various information security training programs such as hacking email simulation training and personal information protection education to raise the information security awareness of all employees. Through these activities, DIG Airgas is significantly strengthening its information security level and establishing a continuous information security management and operation system.

### Information Security Committee

In 2023, DIG Airgas systematically reorganized and advanced its information security management organization and processes to respond to the acceleration of digital transformation and increasing cyber threats. We introduced information security solutions, strengthened risk management by identifying vulnerabilities through simulated hacking, and conducted various information security training programs such as simulated phishing drills and privacy protection education to raise the information security awareness of all employees. Through these measures, DIG Airgas is further enhancing its information security posture and establishing a robust system for continuous information security management and operations.



### Information Security System

Since 2023, DIG Airgas has conducted a thorough analysis of the existing security level and developed an effective risk response strategy. We have also adopted a Zero-Trust security system to thoroughly prevent, continuously manage, and strengthen our cybersecurity.





### Information Security Management Regulations

Under the Information Security Management Regulations, we establish and manage policies covering internal company information, employee personal data, information from various stakeholders, information management system security, and physical security. In 2023, we revised the existing information protection regulations and systematically advanced a total of 13 regulations, including the Information Security Committee, security inspections, response to incidents, information asset management, outsourced personnel security, IT equipment security, server management, IT project security, network management, security equipment management, and personal data protection.

[Information Security and Personal information Protection Guidelines]

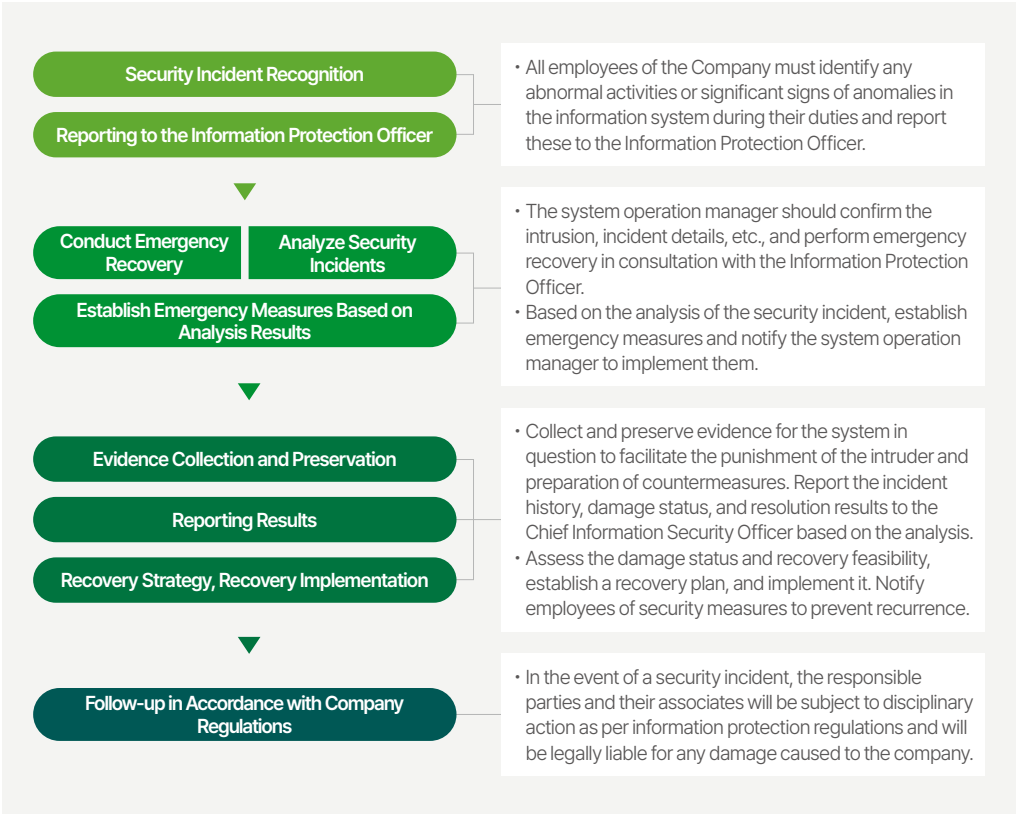
| Regulation                                   | Major guidelines                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Information Security Management              | <ul style="list-style-type: none"><li>Establishes requirements to enhance information protection awareness and security across all employees and to ensure the stability and reliability of information and communication networks</li></ul>                                                                                                                                                    |
| Operating the Information Security Committee | <ul style="list-style-type: none"><li>Define the composition of the Information Security Committee, identify the necessary areas for information security activities, and outline their roles, key functions, and privacy protection responsibilities</li></ul>                                                                                                                                 |
| Personal Information Protection              | <ul style="list-style-type: none"><li>Regulations for systematically managing personal information handled by the company to prevent loss, theft, leakage, damage, and misuse of personal information</li><li>In the event of a loss, theft, or leakage of personal information, prompt response and action to prevent further damage and establish remedies for affected individuals</li></ul> |
| Employee Security                            | <ul style="list-style-type: none"><li>Security management of the hiring, retirement, and other movements of personnel working in the company, measures against violators of regulations, and information protection measures to prevent the risk of information assets being compromised</li></ul>                                                                                              |
| Security Checks                              | <ul style="list-style-type: none"><li>Stipulates matters related to conducting security checks to periodically review and assess whether security management is operating effectively in accordance with our information protection regulations and to continuously address and improve any identified issues</li></ul>                                                                         |
| Security (breach) Incident Response          | <ul style="list-style-type: none"><li>Establishes guidelines for promptly detecting and responding to infringement incidents by providing a reporting system and response procedures for such incidents involving the Company's information assets and information systems, in order to minimize damage and ensure continuous business operations</li></ul>                                     |

| Regulation                       | Major guidelines                                                                                                                                                                                                                                                                                                                                        |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Information Asset Management     | <ul style="list-style-type: none"><li>Details procedures for the secure protection and ongoing management of information assets</li><li>Regulations to ensure compliance with information system risk management standards for information protection certification</li></ul>                                                                           |
| Security of Outsourced Employees | <ul style="list-style-type: none"><li>Establishes provisions for protecting information assets to prevent infringement risks associated with partner employees and other outsourced personnel, including consultants, who require access to the Company's information assets</li></ul>                                                                  |
| IT Equipment Security            | <ul style="list-style-type: none"><li>Establishes requirements for IT equipment security and mandates their implementation to ensure the safe and efficient preservation and management of the company's information assets</li></ul>                                                                                                                   |
| Server Management                | <ul style="list-style-type: none"><li>Regulations for improving operational efficiency and providing stable services by defining operating standards and procedures for servers and storage, including detailed requirements for server operations</li></ul>                                                                                            |
| IT Project Security              | <ul style="list-style-type: none"><li>Establishes information security measures for projects that use information assets to develop or modify information systems</li></ul>                                                                                                                                                                             |
| Network Management               | <ul style="list-style-type: none"><li>Regulations to improve operational efficiency and provide stable services by defining operation and security standards and procedures for network systems in operation and specifying detailed requirements for their management</li></ul>                                                                        |
| Security Equipment Management    | <ul style="list-style-type: none"><li>Regulations to safely and efficiently protect and manage the information assets of DIG Airgas by establishing necessary matters for security maintenance management to protect information protection systems and IT infrastructure (servers, networks, etc.), and properly operating and managing them</li></ul> |

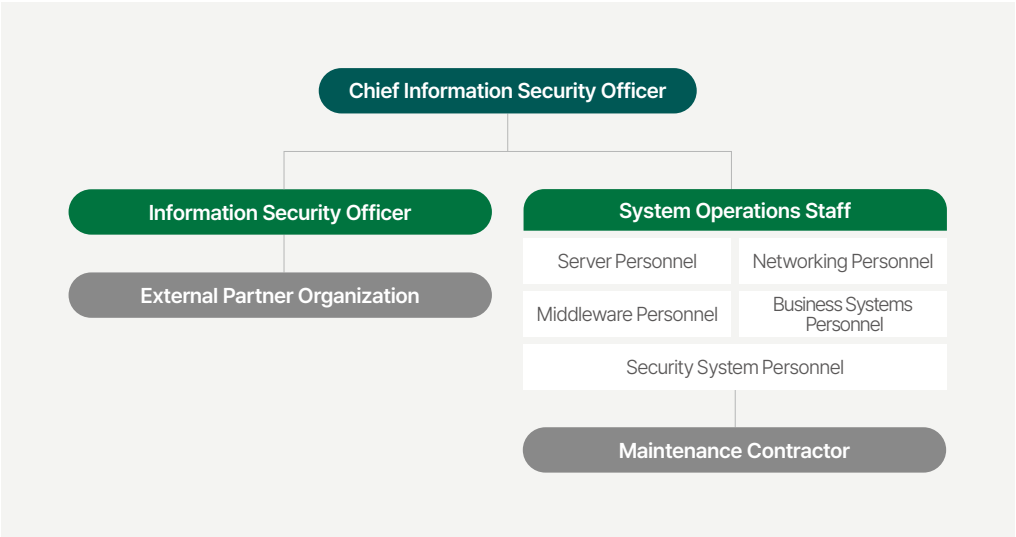
### Information Security Risk Management Process

We have established an information security risk management system within the company's information protection management regulations and have familiarized ourselves with the response process in the event of possible information protection-related problems and violations during business operations. This systematization ensures a rapid response. In 2023, we established the Information Protection Committee to enable specific and prompt responses to risk management. We also enhanced the information security risk management process by re-establishing IT management processes and roles and responsibilities, updating disaster recovery manuals and conducting recovery drills, and refining information security and network management processes. Additionally, we assessed company-wide security vulnerabilities and prioritized security solutions to introduce information protection measures. We revised and updated regulations on security inspections and infringement incident responses to ensure thorough security processes and minimize damage in the event of security incidents.

[Security (Breach) Incident Response Management Process]



[Security (Breach) Incident Response Organization]



### Personal Information Protection Response System

In 2023, we established a Personal Information Protection Control Tower to more thoroughly manage personal information protection. Initially, we categorized personal information into internal employees' data, customer information, and personal information processing system management. We also developed a detailed privacy response system and set up a rapid response team to handle incidents like personal information leakage, enabling quick analysis, processing, recovery, and preventive actions in case of such incidents.

### Conducting Information Protection Training

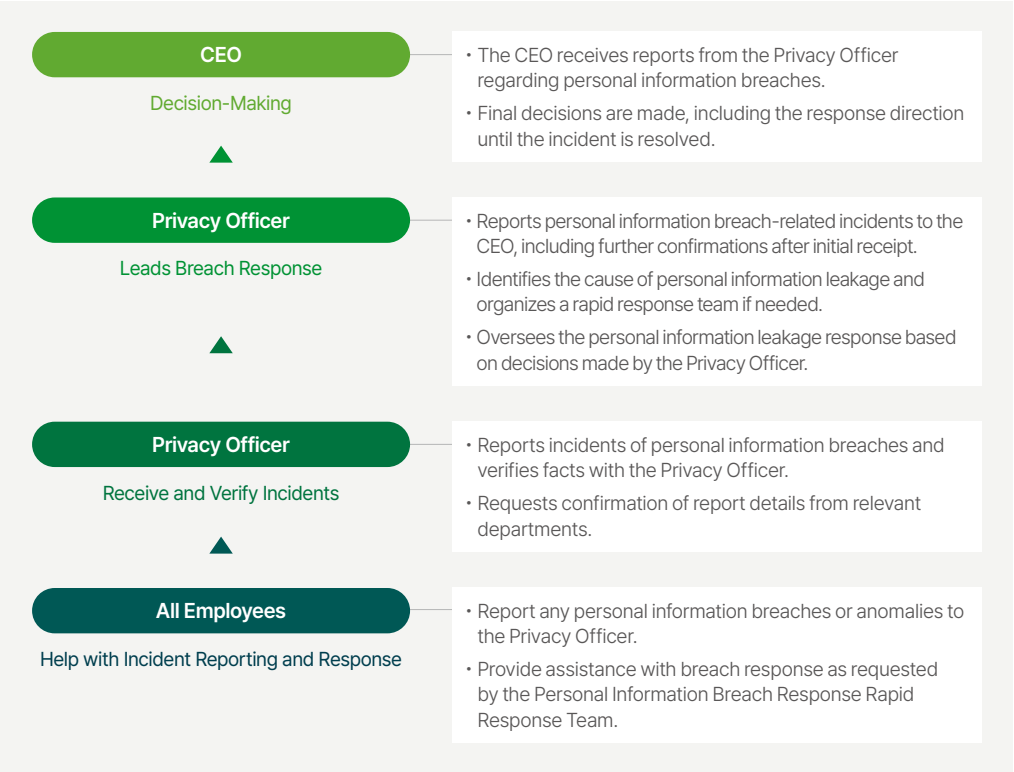
In 2023, we conducted company-wide training to enhance employees' awareness of personal information protection. The training provided various examples of protection measures, helped employees understand the Personal Information Protection Act, and emphasized the importance of protecting personal information. These training sessions will continue to be supported annually.



### Proactive Simulation Training for Security Incidents

We conducted a mock drill with employees to assess their awareness of recent hacking email trends and to evaluate the response system. This drill enhanced their security awareness and heightened their vigilance. We plan to continue improving their response capabilities through repeated mock drills.

[Security (Breach) Incident Response Management Process]





# APPENDIX

ESG Data

GRI Standards Index

SASB Index

TCFD Index

UN SDGs Index

ISO Certification

Verification Statement on Greenhouse Gas Emissions

Third-party Verification Statement



# ESG Data

## Economic Performance

### Summary consolidated statement of financial position

| Indicator name | Detailed indicator                     | Unit        | 2021      | 2022      | 2023      |
|----------------|----------------------------------------|-------------|-----------|-----------|-----------|
| Assets         | Current assets                         | Million won | 262,749   | 340,930   | 316,826   |
|                | Non-current assets                     | Million won | 787,068   | 809,528   | 861,910   |
|                | Total assets                           | Million won | 1,049,817 | 1,150,457 | 1,178,736 |
| Liabilities    | Current liabilities                    | Million won | 244,587   | 316,063   | 282,263   |
|                | Non-current liabilities                | Million won | 366,774   | 319,951   | 296,134   |
|                | Total liabilities                      | Million won | 611,362   | 636,013   | 578,397   |
| Capital        | Capital                                | Million won | 28,206    | 28,206    | 28,206    |
|                | Paid-in capital in excess of par value | Million won | 28,854    | 28,854    | 28,854    |
|                | Earned surplus                         | Million won | 206,505   | 281,940   | 364,909   |
|                | Total capital                          | Million won | 438,455   | 514,444   | 600,339   |

### Summary consolidated statement of comprehensive Income

| Indicator name                  | Detailed indicator | Unit        | 2021    | 2022    | 2023    |
|---------------------------------|--------------------|-------------|---------|---------|---------|
| Sales                           |                    | Million won | 653,211 | 745,668 | 731,208 |
| Cost of sales                   |                    | Million won | 402,950 | 453,311 | 458,631 |
| Operating profit                |                    | Million won | 139,200 | 159,142 | 133,594 |
| Current net income              |                    | Million won | 97,682  | 117,635 | 122,669 |
| Ordinary research expense (R&D) |                    | Million won | 2,205   | 2,355   | 2,036   |
| Patent*                         | Application        | Case        | 2       | 1       | 1       |
| Patent*                         | Registration       | Case        | 34      | 35      | 32      |

\* The cumulative number of patents has been reported based on internal criteria, excluding any expired patents as of the end of December of the current year

### Costs spent to regional suppliers

| Indicator name                                                                       | Detailed indicator | Unit        | 2021    | 2022    | 2023    |
|--------------------------------------------------------------------------------------|--------------------|-------------|---------|---------|---------|
| Amount of purchases from suppliers in regions where important workplaces are located |                    | Million won | 118,007 | 232,496 | 159,699 |
| Amount of purchases from suppliers                                                   | Domestic           | Million won | 67,453  | 96,250  | 109,839 |
| Amount of purchases from suppliers                                                   | Overseas           | Million won | 50,554  | 136,246 | 49,860  |

\* Supplier: Purchase of major facilities (China, USA, etc.) / purchase of raw materials (US, China, Japan, etc.)

### Distribution of economic performance

| Indicator name | Detailed indicator    | Unit        | 2021    | 2022   | 2023   |
|----------------|-----------------------|-------------|---------|--------|--------|
| Government     | Corporate tax expense | Million won | 19,854  | 28,963 | -728   |
| Shareholder    | Total dividends       | Million won | 131,049 | 48,000 | 39,000 |

### Political contribution

| Indicator name         | Detailed indicator | Unit        | 2021 | 2022 | 2023 |
|------------------------|--------------------|-------------|------|------|------|
| Political contribution |                    | Million won | 0    | 0    | 0    |

### Government financial support

| Indicator name               | Detailed indicator        | Unit        | 2021  | 2022  | 2023  |
|------------------------------|---------------------------|-------------|-------|-------|-------|
| Government financial support | Total                     | Million won | 1,781 | 1,904 | 7,176 |
|                              | Tax credit                | Million won | 1,781 | 1,904 | 7,176 |
|                              | Subsidy                   | Million won | 0     | 0     | 0     |
|                              | Investment, R&D subsidy   | Million won | 0     | 0     | 0     |
|                              | Other monetary incentives | Million won | 0     | 0     | 0     |



## Economic Performance

### Energy consumption (based on domestic workplaces)

| Indicator name     | Detailed indicator | Unit                         | 2021          | 2022          | 2023          |
|--------------------|--------------------|------------------------------|---------------|---------------|---------------|
| Energy consumption | Total              | TJ                           | 17,265        | 17,034        | 17,231        |
|                    | Electricity        | kWh                          | 1,780,428,958 | 1,756,358,229 | 1,777,972,188 |
|                    | LNG                | 1,000m³                      | 1,953         | 2,274         | 2,137         |
|                    | Diesel             | kl                           | 1,864         | 1,803         | 1,781         |
|                    | Propane            | ton                          | 0             | 0             | 0             |
|                    | Steam              | TJ                           | 19            | 7             | 12            |
| Energy intensity*  | Basic unit         | TJ / 100 Million won (sales) | 3             | 2             | 2             |

\* Based on domestic energy and domestic sales

### GHG emissions (based on domestic workplaces)

| Indicator name         | Detailed indicator      | Unit                                         | 2021    | 2022    | 2023    |
|------------------------|-------------------------|----------------------------------------------|---------|---------|---------|
| GHG emission           | Total                   | tCO <sub>2</sub> eq                          | 828,720 | 817,554 | 827,201 |
|                        | GHG emissions (Scope 1) | tCO <sub>2</sub> eq                          | 9,580   | 10,117  | 9,418   |
|                        | GHG emissions (Scope 2) | tCO <sub>2</sub> eq                          | 819,140 | 807,437 | 817,783 |
| GHG emission intensity | Basic unit              | tCO <sub>2</sub> eq/ 100 Million won (sales) | 137     | 118     | 119     |

\* Scope 1: Mobile combustion (road-vehicle), general boiler facilities, other gaseous/liquid fuel combustion

\* Scope 2: Based on GHG emission management, electricity and steam amounts

### Air pollutants (based on domestic workplaces)

| Indicator name          | Detailed indicator | Unit | 2021 | 2022 | 2023 |
|-------------------------|--------------------|------|------|------|------|
| Air pollutant emission* | Total              | ton  | 4.12 | 3.92 | 4.97 |
|                         | NOx                | ton  | 3.92 | 3.24 | 4.58 |
|                         | SOx                | ton  | 0.05 | 0.44 | 0.08 |
|                         | Dust (PM)          | ton  | 0.16 | 0.24 | 0.31 |

\* Some data has been modified in accordance with the Environmental Information Disclosure System

### Water pollutants (based on domestic workplaces)

| Indicator name           | Detailed indicator     | Unit | 2021 | 2022 | 2023 |
|--------------------------|------------------------|------|------|------|------|
| Water pollutant emission | Total                  | ton  | 0.40 | 1.36 |      |
|                          | COD                    | ton  | 0.17 | 0.08 |      |
|                          | BOD                    | ton  | 0.04 | 0.19 |      |
|                          | SS                     | ton  | 0.08 | 0.46 |      |
|                          | Total nitrogen (T-N)   | ton  | 0.10 | 0.53 |      |
|                          | Total phosphorus (T-P) | ton  | 0.01 | 0.10 |      |

\* Entered based on the data of the Ministry of Environment's disclosure system (end of June 2024), can be disclosed after the time this publication, and thus will be disclosed in the next year's publication



Water resource management (based on domestic workplaces)

| Indicator name                 | Detailed indicator           | Unit                     | 2021      | 2022      | 2023      |
|--------------------------------|------------------------------|--------------------------|-----------|-----------|-----------|
| Water use*                     | Total                        | ton                      | 3,514,933 | 3,310,586 | 3,080,738 |
|                                | Service water usage          | ton                      | 181,709   | 85,884    | 93,363    |
|                                | Industrial water usage       | ton                      | 3,333,224 | 3,224,702 | 2,987,375 |
| Water recycling                |                              | ton                      | 93,400    | 62,799    | 61,615    |
| Water recycling rate           |                              | %                        | 3         | 2         | 2         |
| Water use intensity            | Basic unit                   | ton/ Million won (sales) | 6         | 5         | 4         |
| Wastewater generation amount** | Wastewater generation amount | ton                      | 4,761     | 5,640     | 4,376     |

\* Some data has been modified in accordance with the Environmental Information Disclosure System

\*\* All wastewater is legally disposed of through a third-party company

Major spill

| Indicator name                        | Detailed indicator | Unit | 2021 | 2022 | 2023 |
|---------------------------------------|--------------------|------|------|------|------|
| Runoff (soil, stream or sea or other) | Total              | ton  | 0    | 0    | 0    |
|                                       | Oil                | ton  | 0    | 0    | 0    |
|                                       | Fuel               | ton  | 0    | 0    | 0    |
|                                       | Waste              | ton  | 0    | 0    | 0    |
|                                       | Chemical           | ton  | 0    | 0    | 0    |
|                                       | Other              | ton  | 0    | 0    | 0    |

Waste

| Indicator name   | Detailed indicator                   | Unit | 2021 | 2022 | 2023 |
|------------------|--------------------------------------|------|------|------|------|
| Waste generation | Total                                | ton  | 212  | 248  | 219  |
|                  | Amount of general waste generated    | ton  | 126  | 113  | 108  |
|                  | Amount of designated waste generated | ton  | 86   | 135  | 111  |
| Waste disposal   | Total                                | ton  | 132  | 111  | 131  |
| Waste recycling  | Total                                | ton  | 80   | 137  | 88   |
|                  | Ratio                                | %    | 37   | 55   | 40   |

Biodiversity

| Indicator name                                                                                       | Detailed indicator | Unit  | 2021 | 2022 | 2023 |
|------------------------------------------------------------------------------------------------------|--------------------|-------|------|------|------|
| Workplaces owned / leased / operated in or near protected areas and areas of high biodiversity value |                    | Sites | 0    | 0    | 0    |

Social Performance

Employee status

| Indicator name                                   | Detailed indicator     | Unit   | 2021 | 2022 | 2023 |
|--------------------------------------------------|------------------------|--------|------|------|------|
| All domestic and overseas employees              | Total                  | Person | 551  | 551  | 558  |
|                                                  | Male                   | Person | 512  | 502  | 507  |
|                                                  | Female                 | Person | 39   | 49   | 51   |
|                                                  | Female employee ratio  | %      | 7    | 9    | 9    |
| All domestic and overseas executives*            | Total                  | Person | 15   | 14   | 16   |
|                                                  | Male (domestic)        | Person | 14   | 13   | 15   |
|                                                  | Male (overseas)        | Person | 1    | 1    | 1    |
|                                                  | Female (domestic)      | Person | 0    | 0    | 0    |
|                                                  | Female executive ratio | %      | 0    | 0    | 0    |
| All domestic and overseas employees by age group | Under 30s              | Person | 66   | 70   | 70   |
|                                                  | 30-50 years old        | Person | 357  | 339  | 330  |
|                                                  | 50s or older           | Person | 128  | 142  | 158  |
| All domestic employees                           | Total                  | Person | 542  | 545  | 553  |
| All domestic employees (full-time, male)         | Total                  | Person | 489  | 480  | 489  |
|                                                  | Under 30s              | Person | 58   | 61   | 57   |
|                                                  | 30-50 years old        | Person | 322  | 301  | 292  |
|                                                  | 50s or older           | Person | 109  | 118  | 140  |
| All domestic employees (full-time, female)       | Total                  | Person | 37   | 44   | 45   |
|                                                  | Under 30s              | Person | 5    | 9    | 11   |
|                                                  | 30-50 years old        | Person | 31   | 33   | 33   |
|                                                  | 50s or older           | Person | 1    | 2    | 1    |
| All domestic employees (contract worker, male)   | Total                  | Person | 14   | 16   | 13   |
|                                                  | Under 30s              | Person | 2    | 0    | 1    |
|                                                  | 30-50 years old        | Person | 1    | 1    | 0    |
|                                                  | 50s or older           | Person | 11   | 15   | 12   |

\* Major workplaces are based on domestic locations

| Indicator name                                   | Detailed indicator | Unit   | 2021 | 2022 | 2023 |
|--------------------------------------------------|--------------------|--------|------|------|------|
| All domestic employees (contract worker, female) | Total              | Person | 2    | 5    | 6    |
|                                                  | Under 30s          | Person | 0    | 0    | 1    |
|                                                  | 30-50 years old    | Person | 0    | 2    | 3    |
|                                                  | 50s or older       | Person | 2    | 3    | 2    |
| All overseas employees- China                    | Total              | Person | 9    | 6    | 5    |
|                                                  | Total              | Person | 9    | 6    | 5    |
| All employees in China (full-time, male)         | Under 30s          | Person | 1    | 0    | 0    |
|                                                  | 30-50 years old    | Person | 3    | 2    | 2    |
|                                                  | 50s or older       | Person | 5    | 4    | 3    |

\* Workplace in China (Guangzhou) executive: general manager (managing director) 1 person

New employment

| Indicator name        | Detailed indicator | Unit   | 2021 | 2022 | 2023 |
|-----------------------|--------------------|--------|------|------|------|
| Newly hired employees | Total              | Person | 45   | 64   | 46   |
|                       | Male               | Person | 42   | 51   | 39   |
|                       | Under 30s          | Person | 26   | 28   | 23   |
|                       | 30-50 years old    | Person | 11   | 17   | 14   |
|                       | 50s or older       | Person | 5    | 6    | 2    |
|                       | Female             | Person | 3    | 13   | 7    |
|                       | Under 30s          | Person | 3    | 5    | 4    |
|                       | 30-50 years old    | Person | 0    | 7    | 3    |
|                       | 50s or older       | Person | 0    | 1    | 0    |
|                       |                    |        |      |      |      |



### Voluntary retirement

| Indicator name                | Detailed indicator                          | Unit   | 2021 | 2022 | 2023 |
|-------------------------------|---------------------------------------------|--------|------|------|------|
| Retired employees             | Total number of retired employees           | Person | 39   | 81   | 37   |
|                               | Male                                        | Person | 36   | 74   | 32   |
|                               | Under 30s                                   | Person | 6    | 25   | 8    |
|                               | 30-50 years old                             | Person | 18   | 37   | 13   |
|                               | 50s or older                                | Person | 12   | 12   | 11   |
|                               | Female                                      | Person | 3    | 7    | 5    |
|                               | Under 30s                                   | Person | 0    | 3    | 1    |
|                               | 30-50 years old                             | Person | 3    | 3    | 3    |
|                               | 50s or older                                | Person | 0    | 1    | 1    |
| Voluntarily retired employees | Number of employees who voluntarily retired | Person | 36   | 74   | 29   |
|                               | Male                                        | Person | 33   | 67   | 25   |
|                               | Under 30s                                   | Person | 6    | 25   | 8    |
|                               | 30-50 years old                             | Person | 17   | 35   | 12   |
|                               | 50s or older                                | Person | 10   | 7    | 5    |
|                               | Female                                      | Person | 3    | 7    | 4    |
|                               | Under 30s                                   | Person | 0    | 3    | 1    |
|                               | 30-50 years old                             | Person | 3    | 3    | 2    |
|                               | 50s or older                                | Person | 0    | 1    | 1    |
|                               | Ratio                                       | %      | 92   | 91   | 78   |

### Employee diversity

| Indicator name       | Detailed indicator                                | Unit   | 2021 | 2022 | 2023 |
|----------------------|---------------------------------------------------|--------|------|------|------|
| Employment diversity | Number of female employees                        | Person | 39   | 49   | 51   |
|                      | Number of employees with disabilities             | Person | 4    | 4    | 4    |
|                      | Minority group recruitment ratio                  | %      | 8    | 10   | 10   |
|                      | Veterans and patriots eligible for state benefits | Person | 12   | 10   | 9    |

### Employee retirement benefits

| Indicator name            | Detailed indicator                          | Unit        | 2021       | 2022   | 2023   |
|---------------------------|---------------------------------------------|-------------|------------|--------|--------|
| Defined Benefit (DB)      | Start date                                  | -           | 2011.12.31 |        |        |
|                           | Present value of defined benefit obligation | Million won | 39,887     | 32,392 | 35,886 |
| Defined Contribution (DC) | Start date                                  | -           | 2011.12.31 |        |        |
|                           | Retirement benefit cost                     | Million won | 115        | 158    | 217    |

### Use of employee flexible working hours

| Indicator name                                      | Detailed indicator | Unit   | 2021 | 2022 | 2023 |
|-----------------------------------------------------|--------------------|--------|------|------|------|
| Number of employees on optional working hour system | Total              | Person | 68   | 76   | 90   |
|                                                     | Male               | Person | 64   | 69   | 83   |
|                                                     | Female             | Person | 4    | 7    | 7    |

### Anti-Corruption

| Indicator name                                | Detailed indicator                                                                        | Unit  | 2021 | 2022 | 2023 |
|-----------------------------------------------|-------------------------------------------------------------------------------------------|-------|------|------|------|
| Number of Sites Assessed for Corruption Risks |                                                                                           | Sites | 0    | 0    | 0    |
| Corruption receipt                            | Number of cases corruption received                                                       | Case  | 0    | 0    | 0    |
| Checking corruption                           | Number of cases of corruption confirmed to be true among the cases of corruption received | Case  | 0    | 0    | 0    |
| Handling corruption                           | Number of corruption cases handled                                                        | Case  | 0    | 0    | 0    |
| Disciplinary punishment based on corruption   | Number of cases disciplinary punishment based on corruption                               | Case  | 0    | 0    | 0    |
| Corruption handling ratio                     | Corruption handling ratio                                                                 | %     | 0    | 0    | 0    |

### Employee personnel evaluation

| Indicator name                                               | Detailed indicator                                                     | Unit   | 2021 | 2022 | 2023 |
|--------------------------------------------------------------|------------------------------------------------------------------------|--------|------|------|------|
| Employees who were subjected to regular Personnel evaluation | Number of employees who were subjected to regular Personnel evaluation | Person | 460  | 435  | 456  |
|                                                              | Male                                                                   | Person | 427  | 397  | 416  |
|                                                              | Female                                                                 | Person | 33   | 38   | 40   |
|                                                              | Ratio                                                                  | %      | 83   | 79   | 82   |

\* Excludes functional, contract, and new mid-year hires

### Employee Health Checkup

| Indicator name                            | Detailed indicator                            | Unit   | 2021 | 2022 | 2023 |
|-------------------------------------------|-----------------------------------------------|--------|------|------|------|
| Ratio of employees who had health checkup | Number of employees subject to health checkup | Person | 481  | 454  | 486  |
|                                           | Number of employees who had health checkup    | Person | 477  | 450  | 486  |
|                                           | Ratio                                         | %      | 99   | 99   | 100  |

\* Health checkups are conducted in accordance with the standards of the National Health Insurance Corporation, and office workers (office managers and executives) get health checkups every other year and non-office workers (plant workers, salesPersons) get health checkups every year

### Employee Maternity leave, parental leave

| Indicator name                             | Detailed indicator | Unit   | 2021 | 2022 | 2023 |
|--------------------------------------------|--------------------|--------|------|------|------|
| Number of maternity leave users            | Total              | Person | 12   | 17   | 9    |
|                                            | Male               | Person | 12   | 15   | 9    |
|                                            | Female             | Person | 0    | 2    | 0    |
| Nnumber of parental leave users            | Total              | Person | 2    | 2    | 3    |
|                                            | Male               | Person | 1    | 1    | 2    |
|                                            | Female             | Person | 1    | 1    | 2    |
| 12-month return rate after parental leave* | Total              | %      | 0    | 0    | 0    |
|                                            | Male               | %      | 0    | 0    | 0    |
|                                            | Female             | %      | 0    | 0    | 0    |

\* Total number of employees registered when 12 months passed after returning from parental leave

\* Women's rest area is provided

### Employee education<sup>1)</sup>

| Indicator name                 | Detailed indicator                                                                | Unit          | 2021    | 2022    | 2023    |
|--------------------------------|-----------------------------------------------------------------------------------|---------------|---------|---------|---------|
| Ethics education <sup>2)</sup> | Educated employee                                                                 | Person        | 0       | 500     | 490     |
|                                | Number of education sessions                                                      | Times         | 0       | 2       | 3       |
|                                | Education time                                                                    | Hour          | 0       | 1,000   | 44,100  |
| Health and Safety education    | Educated employee                                                                 | Person        | 526     | 524     | 533     |
|                                | Head office                                                                       | Person        | 73      | 76      | 78      |
|                                | Workplace                                                                         | Person        | 453     | 448     | 455     |
|                                | Number of education sessions                                                      | Times         | 16      | 16      | 16      |
|                                | Education time                                                                    | Hour          | 11,751  | 11,671  | 11,863  |
| Human rights education         | Educated employee                                                                 | Person        | 580     | 561     | 569     |
|                                | Security Personnel educated on human rights policies and procedures <sup>3)</sup> | %             | 100     | 100     | 100     |
|                                | Number of education sessions                                                      | Times         | 3       | 3       | 3       |
|                                | Education time                                                                    | Hour          | 2,320   | 2,244   | 2,276   |
|                                | Educated employee                                                                 | Person        | 350     | 250     | 261     |
| Job training                   | Number of education sessions                                                      | Times         | 12      | 90      | 105     |
|                                | Education time                                                                    | Hour          | -       | -       | -       |
|                                | Educated employee                                                                 | Person        | 580     | 561     | 558     |
| Information security education | Number of education sessions                                                      | Times         | 1       | 1       | 1       |
|                                | Education time                                                                    | Hour          | 580     | 561     | 558     |
|                                | Total education investment expenses                                               | Million won   | 121     | 129     | 165     |
| Employee education             | Educational expenses per employee                                                 | Won / Person  | 223,247 | 236,697 | 295,699 |
|                                | Total education time                                                              | Hour          | 14,651  | 15,476  | 15,066  |
|                                | Education time per employee                                                       | Hour / Person | 27      | 28      | 27      |

1) All employees attend according to the characteristics of by education (job, position) (except for legal education)

2) Ethics education has been conducted every other year, but has been conducted annually since 2022.

3) Estimated by executing compulsory education for all security Personnel upon entrance at all workplaces (security guards, etc.)





### Employee Code of Ethics pledge

| Indicator name                                    | Detailed indicator | Unit   | 2021 | 2022 | 2023 |
|---------------------------------------------------|--------------------|--------|------|------|------|
| Employee Code of Ethics pledge                    |                    | Person | -    | 545  | 558  |
| Ratio of employees who pledged the Code of Ethics | Ratio              | %      | -    | 100  | 100  |

\* From 2022, it has become mandatory for employees to pledge the Code of Ethics

### Whistleblowing

| Indicator name                                  | Detailed indicator                                                                                | Unit | 2021 | 2022 | 2023 |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------|------|------|------|------|
| Whistleblowing receipt                          | Number of cases of whistleblowing received                                                        | Case | 0    | 1    | 0    |
| Whistleblowing checking                         | Number of cases of whistleblowing confirmed to be true among the cases of whistleblowing received | Case | 0    | 1    | 0    |
| Whistleblowing Handling                         | Number of whistleblowing cases handled                                                            | Case | 0    | 1    | 0    |
| Disciplinary punishment based on whistleblowing | Number of cases of disciplinary actions based on whistleblowing                                   | Case | 0    | 1    | 0    |
|                                                 | Whistleblowing handling ratio                                                                     | %    | 0    | 100  | 0    |

### Labor management relations

| Indicator name                                   | Detailed indicator                                 | Unit   | 2021 | 2022 | 2023 |
|--------------------------------------------------|----------------------------------------------------|--------|------|------|------|
| Record of operation of Labor management council* | Number of times held                               | Times  | 4    | 4    | 4    |
|                                                  | Number of unionized employees                      | Person | 112  | 117  | 129  |
| Collective agreement                             | Unionization ratio**                               | %      | 20   | 22   | 22   |
|                                                  | Ratio of employees subject to collective agreement | %      | 100  | 100  | 100  |

\* Corrected due to an error in the previous report

\*\* Those who are excluded from unionization (Collective agreement Article 6): Those engaged in determining company's policies and courses of action, and workers engaged in Personnel management, labor management, accounting, secretarial work, etc.

### Health and safety in the workplace

| Indicator name                       | Detailed indicator                                            | Unit   | 2021      | 2022      | 2023      |
|--------------------------------------|---------------------------------------------------------------|--------|-----------|-----------|-----------|
| Frequency rate of injury             |                                                               | %      | 0         | 0         | 0         |
| Severity rate of injury              |                                                               | %      | 0         | 0         | 0         |
| Occupational Illness Frequency Rate* |                                                               | %      | 0         | 0         | 0         |
|                                      | Number of case of employee near-miss accidents discovered     | Case   | 68        | 78        | 76        |
|                                      | Number of cases of employee industrial accidents occurred     | Case   | 0         | 0         | 0         |
|                                      | Number of employee deaths                                     | Person | 0         | 0         | 0         |
|                                      | Total working hours of employees**                            | Hour   | 1,076,088 | 1,085,183 | 1,085,045 |
| Number of accidents occurred         | Number of cases of nearmiss accidents of suppliers discovered | Case   | 0         | 0         | 0         |
|                                      | Number of cases of industrial accidents of suppliers occurred | Case   | 0         | 0         | 0         |
|                                      | Number of deaths of supplier employees                        | Person | 0         | 0         | 0         |
|                                      | Total working hours of suppliers**                            | Hour   | 320,087   | 330,763   | 301,416   |

\* No occupational disease was identified according to the internal criteria

\*\* Total working hours for employees and partners are based on actual working hours

### Environmental & health and safety investments

| Indicator name                                   | Detailed indicator | Unit        | 2021  | 2022  | 2023  |
|--------------------------------------------------|--------------------|-------------|-------|-------|-------|
| Health and safety investment budget              |                    | Million won | 4,412 | 8,056 | 8,076 |
| Executed amount of Health and Safety investments |                    | Million won | 4,886 | 5,270 | 5,575 |
| Health and safety Investment Execution Ratio**   |                    | %           | 1     | 1     | 0     |

\* Executed amount compared to the sales

Social contribution activities

| Indicator name                                                                                                       | Detailed indicator   | Unit        | 2021 | 2022 | 2023 |
|----------------------------------------------------------------------------------------------------------------------|----------------------|-------------|------|------|------|
| Contribution                                                                                                         | Total                | Million won | 72   | 77   | 85   |
|                                                                                                                      | Cash contribution    | Million won | 7    | 8    | 12   |
|                                                                                                                      | Contribution in kind | Million won | 65   | 69   | 73   |
| Social infrastructure investment and service support                                                                 |                      | Million won | 0    | 0    | 0    |
| Workplaces that participated in the local community, carried out impact assessment, and operate development programs |                      | Ea          | 0    | 2    | 4    |
| Employee social contribution activities                                                                              |                      | Person      | 72   | 165  | 204  |
|                                                                                                                      |                      | Times       | 8    | 23   | 37   |
|                                                                                                                      |                      | Hour        | 8    | 35   | 68   |

Violation of bylaws or laws

| Indicator name                                                                         | Detailed indicator              | Unit   | 2021 | 2022 | 2023 |
|----------------------------------------------------------------------------------------|---------------------------------|--------|------|------|------|
| Occurrence of discrimination cases                                                     | Number of cases received        | Case   | 0    | 0    | 0    |
|                                                                                        | Number of cases handled         | Case   | 0    | 0    | 0    |
|                                                                                        | Handling ratio                  | %      | 0    | 0    | 0    |
| Occurrence of child labor                                                              | Number of child labor employees | Person | 0    | 0    | 0    |
| Violation of environmental laws or regulations                                         | Number of cases occurred        | Case   | 0    | 0    | 0    |
|                                                                                        | Fine amount                     | Won    | 0    | 0    | 0    |
| Violation of laws or regulations in social and economic aspects                        | Number of cases occurred        | Case   | 0    | 0    | 0    |
|                                                                                        | Fine amount                     | Won    | 0    | 0    | 0    |
| Violation of customer privacy and loss of customer information                         | Number of cases of complaints   | Case   | 0    | 0    | 0    |
| Violation of laws or regulations regarding marketing communication and selfregulations | Number of cases occurred        | Case   | 0    | 0    | 0    |

Supply chain ESG management

| Indicator name                               | Detailed indicator                                     | Unit | 2021 | 2022 | 2023 |
|----------------------------------------------|--------------------------------------------------------|------|------|------|------|
| Major suppliers                              | Number of major suppliers                              | Ea   | 262  | 266  | 249  |
| Major suppliers signed on the Code of Ethics | Number of major suppliers signed on the Code of Ethics | Ea   | 251  | 255  | 235  |
|                                              | Ratio                                                  | %    | 96   | 96   | 94   |

Governance Performance

Operation of the BOD

| Indicator name                         | Detailed indicator                         | Unit | 2021 | 2022 | 2023 |
|----------------------------------------|--------------------------------------------|------|------|------|------|
| Number of times of board meetings held | Total number of times board meetings held  | Case | 9    | 7    | 7    |
|                                        | Regular board meetings                     | Case | 9    | 7    | 7    |
| Board agenda deliberation              | Number of agendas submitted to the board   | Case | 28   | 25   | 18   |
|                                        | Number of agendas approved by the board    | Case | 28   | 25   | 18   |
|                                        | Number of cases of ESG agendas deliberated | Case | 5    | 1    | 1    |
|                                        | Number of cases submitted                  | Case | 5    | 1    | 1    |
|                                        | Number of cases approved                   | Case | 5    | 1    | 1    |
|                                        | Attendance rate                            | %    | 100  | 100  | 100  |
| Board meeting attendance rate*         | Inside director attendance rate            | %    | 100  | 100  | 97   |
|                                        | Outside director attendance rate           | %    | 0    | 0    | 100  |
| Board education                        | Number of cases of board education         | Case | 0    | 0    | 0    |

\* In 2023, registered outside directors were listed, and the attendance rate of registered outside directors is recorded in the attendance rate of outside directors

Management System Certification

| Indicator name                                                | Detailed indicator              | Unit | 2021 | 2022 | 2023 |
|---------------------------------------------------------------|---------------------------------|------|------|------|------|
| Number of workplaces                                          | Total number of workplaces      | Ea   | 20   | 20   | 20   |
|                                                               | Domestic                        | Ea   | 18   | 19   | 19   |
|                                                               | Overseas                        | Ea   | 2    | 1    | 1    |
| ISO 14001 (Environmental Management Systems) Certification    | Number of certified workplaces  | Ea   | 1    | 1    | 1    |
|                                                               | Certification Acquisition Ratio | %    | 6    | 5    | 5    |
| ISO 45001 (Health and Safety Management System) Certification | Number of certified workplaces* | Ea   | 12   | 12   | 12   |
|                                                               | Certification Acquisition Ratio | %    | 67   | 63   | 63   |
| ISO 9001 (Quality Management System) Certification            | Number of certified workplaces  | Ea   | 12   | 12   | 12   |
|                                                               | Certification Acquisition Ratio | %    | 67   | 63   | 63   |

\* ISO 45001 certified workplaces: Head office, Banwol, Daejeon, Cheongju, Yecheon, Yangsan, Gumi, Paju, Ulsan, Gongju, Icheon, Seosan

# GRI Standards Index

The Global Reporting Initiative (GRI) is an international organization that provides guidelines for ESG (Environmental, Social, and Governance) reporting and encourages companies to prepare such reports. DIG Airgas follows the GRI Standards 2021, which are the standard criteria for ESG reporting, to prepare their reports and transparently disclose them.

| Statement of use                | DIG Airgas reported in accordance with the GRI Standards for the period from January 1, 2023, to December 31, 2023 |                                   |                             |                                                                                                                                                                                                           |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 1 used                      | GRI 1: Foundation 2021                                                                                             |                                   |                             |                                                                                                                                                                                                           |
| Applicable GRI Sector Standards | Sector standards not applied.                                                                                      |                                   |                             |                                                                                                                                                                                                           |
| GRI                             | Disclosure                                                                                                         | Reporting Page                    | Omission                    | Additional Contents                                                                                                                                                                                       |
| General Disclosures             |                                                                                                                    |                                   |                             |                                                                                                                                                                                                           |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details                                                                                         | 6                                 |                             |                                                                                                                                                                                                           |
|                                 | 2-2 Entities included in the organization's sustainability reporting                                               | 2, 6                              |                             |                                                                                                                                                                                                           |
|                                 | 2-3 Reporting period, frequency and contact point                                                                  | 2, 83                             |                             |                                                                                                                                                                                                           |
|                                 | 2-4 Restatements of information                                                                                    | -                                 |                             | Processing of re-creatable narrative data                                                                                                                                                                 |
|                                 | 2-5 External assurance                                                                                             | 82                                |                             |                                                                                                                                                                                                           |
|                                 | 2-6 Activities, value chain and other business relationships                                                       | 6~14                              |                             |                                                                                                                                                                                                           |
|                                 | 2-7 Employees                                                                                                      | 67                                |                             |                                                                                                                                                                                                           |
|                                 | 2-8 Workers who are not employees                                                                                  | Employment Type Disclosure System |                             | In 2023, a total of 45 employees (33 male and 12 female) were recorded as non-affiliated workers (see Employment Type Disclosure System for reference)                                                    |
|                                 | 2-9 Governance structure and composition                                                                           | 53                                |                             |                                                                                                                                                                                                           |
|                                 | 2-10 Nomination and selection of the highest governance body                                                       | 53~54                             |                             |                                                                                                                                                                                                           |
|                                 | 2-11 Chair of the highest governance body                                                                          | 53                                |                             |                                                                                                                                                                                                           |
|                                 | 2-12 Role of the highest governance body in overseeing the management of impacts                                   | 16, 29, 53~55                     |                             |                                                                                                                                                                                                           |
|                                 | 2-13 Delegation of responsibility for managing impacts                                                             | 16, 29, 54                        |                             |                                                                                                                                                                                                           |
|                                 | 2-14 Role of the highest governance body in sustainability reporting                                               | 16, 29                            |                             |                                                                                                                                                                                                           |
|                                 | 2-15 Conflicts of interest                                                                                         | 54                                |                             |                                                                                                                                                                                                           |
|                                 | 2-16 Communication of critical concerns                                                                            | 22~23                             |                             |                                                                                                                                                                                                           |
|                                 | 2-17 Collective knowledge of the highest governance body                                                           | 29, 53~55                         |                             |                                                                                                                                                                                                           |
|                                 | 2-18 Evaluation of the performance of the highest governance body                                                  | -                                 | Confidentiality constraints |                                                                                                                                                                                                           |
|                                 | 2-19 Remuneration policies                                                                                         | -                                 | Confidentiality constraints | According to the Capital Market Act, our company is not subject to the submission of business reports. Furthermore, as it is considered internal confidential information, we do not disclose it publicly |



| GRI                              | Disclosure                                                                            | Reporting Page | Omission                    | Additional Contents                                                                                                                                                                                       |
|----------------------------------|---------------------------------------------------------------------------------------|----------------|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021  | 2-20 Process to determine remuneration                                                | -              | Confidentiality constraints | According to the Capital Market Act, our company is not subject to the submission of business reports. Furthermore, as it is considered internal confidential information, we do not disclose it publicly |
|                                  | 2-21 Annual total compensation ratio                                                  | -              | Confidentiality constraints |                                                                                                                                                                                                           |
|                                  | 2-22 Statement on sustainable development strategy                                    | 5              |                             |                                                                                                                                                                                                           |
|                                  | 2-23 Policy commitments                                                               | 17~18          |                             |                                                                                                                                                                                                           |
|                                  | 2-24 Embedding policy commitments                                                     | 17~18          |                             |                                                                                                                                                                                                           |
|                                  | 2-25 Processes to remediate negative impacts                                          | 56~58          |                             |                                                                                                                                                                                                           |
|                                  | 2-26 Mechanisms for seeking advice and raising concerns                               | 58             |                             |                                                                                                                                                                                                           |
|                                  | 2-27 Compliance with laws and regulations                                             | 71             |                             |                                                                                                                                                                                                           |
|                                  | 2-28 Membership associations                                                          | 2              |                             |                                                                                                                                                                                                           |
|                                  | 2-29 Approach to stakeholder engagement                                               | 21             |                             |                                                                                                                                                                                                           |
|                                  | 2-30 Collective bargaining agreements                                                 | 70             |                             |                                                                                                                                                                                                           |
| Material Topic & Topic Standards |                                                                                       |                |                             |                                                                                                                                                                                                           |
| GRI 3: Material Topics           | 3-1 Process to determine material topics                                              | 22             |                             |                                                                                                                                                                                                           |
|                                  | 3-2 List of material topics                                                           | 23             |                             |                                                                                                                                                                                                           |
| Material Topic 1                 | Climate change mitigation and greenhouse gas emissions reduction (Net Zero, etc)      |                |                             |                                                                                                                                                                                                           |
| GRI 3: Material Topics           | 3-3 Management of material topics                                                     | 29~34          |                             |                                                                                                                                                                                                           |
| GRI 201: Economic Performance    | 201-2 Financial implications and other risks and opportunities due to climate change  | 30~31          |                             |                                                                                                                                                                                                           |
| GRI 302: Energy                  | 302-1 Energy consumption within the organization                                      | 65             |                             |                                                                                                                                                                                                           |
|                                  | 302-3 Energy intensity                                                                | 65             |                             |                                                                                                                                                                                                           |
| GRI 305: Emissions               | 305-1 Direct (Scope 1) GHG emissions                                                  | 65             |                             |                                                                                                                                                                                                           |
|                                  | 305-2 Energy indirect (Scope 2) GHG emissions                                         | 65             |                             |                                                                                                                                                                                                           |
|                                  | 305-4 GHG emissions intensity                                                         | 65             |                             |                                                                                                                                                                                                           |
| Material Topic 2                 | Preventing pollution through strengthened management of chemical substances           |                |                             |                                                                                                                                                                                                           |
| GRI 3: Material Topics           | 3-3 Management of material topics                                                     | 27, 65         |                             |                                                                                                                                                                                                           |
| GRI 306: Waste                   | 306-1 Waste generation and significant waste-related impacts                          | 27             |                             |                                                                                                                                                                                                           |
|                                  | 306-2 Management of significant waste-related impacts                                 | 27             |                             |                                                                                                                                                                                                           |
|                                  | 306-3 Waste generated                                                                 | 27, 66         |                             |                                                                                                                                                                                                           |
|                                  | 306-4 Waste diverted from disposal                                                    | 27, 66         |                             |                                                                                                                                                                                                           |
|                                  | 306-5 Waste directed to disposal                                                      | 27, 66         |                             |                                                                                                                                                                                                           |
| GRI 305: Emissions               | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 27, 65         |                             |                                                                                                                                                                                                           |



| GRI                                     | Disclosure                                                                                                                                                                  | Reporting Page | Omission | Additional Contents |
|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|---------------------|
| <b>Material Topic 3</b>                 | <b>Establishment of a safe workplace and monitoring of employee health risks</b>                                                                                            |                |          |                     |
| GRI 3: Material Topics                  | 3-3 Management of material topics                                                                                                                                           | 38~42          |          |                     |
| GRI 403: Occupational Health and Safety | 403-1 Occupational health and safety management system                                                                                                                      | 38~42          |          |                     |
|                                         | 403-2 Hazard identification, risk assessment, and incident investigation                                                                                                    | 38~42          |          |                     |
|                                         | 403-3 Occupational health services                                                                                                                                          | 38~42          |          |                     |
|                                         | 403-4 Worker participation, consultation, and communication on occupational health and safety                                                                               | 38~42          |          |                     |
|                                         | 403-5 Worker training on occupational health and safety                                                                                                                     | 39, 69         |          |                     |
|                                         | 403-6 Promotion of worker health                                                                                                                                            | 39, 45         |          |                     |
|                                         | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships                                                         | 38~42          |          |                     |
|                                         | 403-8 Workers covered by an occupational health and safety management system                                                                                                | 38~42          |          |                     |
|                                         | 403-9 Work-related injuries                                                                                                                                                 | 70             |          |                     |
|                                         | 403-10 Work-related ill health                                                                                                                                              | 70             |          |                     |
| GRI 404: Training and Education         | 404-1 Average hours of training per year per employee                                                                                                                       | 69             |          |                     |
|                                         | 404-2 Programs for upgrading employee skills and transition assistance programs                                                                                             | 43~45, 68      |          |                     |
| <b>Material Topic 4</b>                 | <b>Establishment of an environmental management system, including the formation of a dedicated environmental team and expansion of environmentally friendly investments</b> |                |          |                     |
| GRI 3: Material Topics                  | 3-3 Management of material topics                                                                                                                                           | 25~26, 65      |          |                     |
| GRI 302: Energy                         | 302-1 Energy consumption within the organization                                                                                                                            | 65             |          |                     |
|                                         | 302-3 Energy intensity                                                                                                                                                      | 65             |          |                     |
| <b>Material Topic 5</b>                 | <b>Improving resource efficiency through resource conservation, consumption reduction, and process optimization</b>                                                         |                |          |                     |
| GRI 3: Material Topics                  | 3-3 Management of material topics                                                                                                                                           | 27~28, 65~66   |          |                     |
| GRI 302: Energy                         | 302-1 Energy consumption within the organization                                                                                                                            | 65             |          |                     |
|                                         | 302-3 Energy intensity                                                                                                                                                      | 65             |          |                     |
| GRI 303: Water and Effluents            | 303-1 Interactions with water as a shared resource                                                                                                                          | 27             |          |                     |
|                                         | 303-2 Management of water discharge-related impacts                                                                                                                         | 27, 66         |          |                     |
|                                         | 303-3 Water withdrawal                                                                                                                                                      | 27, 66         |          |                     |
|                                         | 303-4 Water discharge                                                                                                                                                       | 27, 66         |          |                     |
|                                         | 303-5 Water consumption                                                                                                                                                     | 27, 66         |          |                     |
| <b>Material Topic 6</b>                 | <b>Ensuring industrial stability through the stable supply of products and reliable production activities</b>                                                               |                |          |                     |
| GRI 3: Material Topics                  | 3-3 Management of material topics                                                                                                                                           | 8~13           |          |                     |





| GRI                                                       | Disclosure                                                                                                                                                         | Reporting Page | Omission | Additional Contents                                                                                                                                    |
|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 201: Economic Performance                             | 201-1 Direct economic value generated and distributed (EVG&D)                                                                                                      | 64             |          |                                                                                                                                                        |
|                                                           | 201-2 Financial implications and other risks and opportunities due to climate change                                                                               | 31~32          |          |                                                                                                                                                        |
|                                                           | 201-4 Financial assistance received from government                                                                                                                | 64             |          |                                                                                                                                                        |
| GRI 202: Market Presence                                  | 202-2 Proportion of senior management hired from the local community                                                                                               | 67             |          |                                                                                                                                                        |
| GRI 203: Indirect Economic Impacts                        | 203-1 Infrastructure investments and services supported                                                                                                            | 50~51          |          |                                                                                                                                                        |
| GRI 204: Procurement Practices                            | 204-1 Proportion of spending on local suppliers                                                                                                                    | 64             |          |                                                                                                                                                        |
| GRI 206: Anti-competitive Behavior                        | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices                                                                              | -              |          | There have been no fines, legal sanctions, or penalties imposed by regulatory authorities such as the Fair Trade Commission for unfair trade practices |
| <b>Material Topic 7</b>                                   | <b>Reporting and discussing ESG management policies, performance, and goals with the board of directors to enhance and develop the direction of ESG management</b> |                |          |                                                                                                                                                        |
| GRI 3: Material Topics                                    | 3-3 Management of material topics                                                                                                                                  | 16, 29         |          |                                                                                                                                                        |
| GRI 201: Economic Performance                             | 201-2 Financial implications and other risks and opportunities due to climate change                                                                               | 30~31          |          |                                                                                                                                                        |
| <b>Material Topic 8</b>                                   | <b>Establishing an ethical management system and strengthening commitment to anticorruption and ethical business practices</b>                                     |                |          |                                                                                                                                                        |
| GRI 3: Material Topics                                    | 3-3 Management of material topics                                                                                                                                  | 56~57          |          |                                                                                                                                                        |
| GRI 205: Anti-corruption                                  | 205-2 Communication and training about anti-corruption policies and procedures                                                                                     | 56~57, 68~69   |          |                                                                                                                                                        |
|                                                           | 205-3 Confirmed incidents of corruption and actions taken                                                                                                          | 56~57, 68      |          |                                                                                                                                                        |
| <b>Material Topic 9</b>                                   | <b>Respecting the right to join labor unions and actively pursue open communication channels to promote active dialogue between labor and management</b>           |                |          |                                                                                                                                                        |
| GRI 3: Material Topics                                    | 3-3 Management of material topics                                                                                                                                  | 40, 45         |          |                                                                                                                                                        |
| GRI 401: Employment                                       | 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees                                                            | 45             |          |                                                                                                                                                        |
| GRI 407: Freedom of Association and Collective Bargaining | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk                                               | 36~37, 48~49   |          |                                                                                                                                                        |
| <b>Other Topic</b>                                        |                                                                                                                                                                    |                |          |                                                                                                                                                        |
| GRI 305: Emissions                                        | 305-6 Emissions of ozone-depleting substances (ODS)                                                                                                                | 27             |          | Due to the nature of our business, the emission of ODS is extremely minimal                                                                            |
|                                                           | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions                                                                              | 27             |          | Due to the nature of our business, the emission of air pollutants is extremely minimal                                                                 |
| GRI 416: Customer Health and Safety                       | 416-1 Assessment of the health and safety impacts of product and service categories                                                                                | 38~42          |          |                                                                                                                                                        |
| GRI 417: Marketing and Labeling                           | 417-2 Incidents of non-compliance concerning product and service information and labeling                                                                          | 71             |          |                                                                                                                                                        |
|                                                           | 417-3 Incidents of non-compliance concerning marketing communications                                                                                              | 71             |          |                                                                                                                                                        |
| GRI 418: Customer Privacy                                 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data                                                                 | 71             |          |                                                                                                                                                        |

# SASB

The Sustainability Accounting Standard Board (SASB) is a nonprofit organization that develops non-financial reporting standards. It establishes and operates the SASB Index, which is a sustainability accounting standard. The SASB Index provides relevant sustainability risk topics for each industry and recommends that companies report on these topics consistently to communicate with investors and stakeholders.

| TOPIC                      | Accounting Metric                                                                                                                                                      | CODE         | Reporting Page |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|----------------|
| Greenhouse Gas Emissions   | Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations                                                                                | RT-CH-110a.1 | 81             |
|                            | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | RT-CH-110a.2 | 29~34, 81      |
| Air Quality                | Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)            | RT-CH-120a.1 | 65             |
| Energy Management          | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy                                                  | RT-CH-130a.1 | 81             |
| Water Management           | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress                                   | RT-CH-140a.1 | 66             |
|                            | Number of incidents of non-compliance associated with water quality permits, standards, and regulations                                                                | RT-CH-140a.2 | 71             |
|                            | Description of water management risks and discussion of strategies and practices to mitigate those risks                                                               | RT-CH-140a.3 | 27             |
| Hazardous Waste Management | Amount of hazardous waste generated, percentage recycled                                                                                                               | RT-CH-150a.1 | 66             |
| Community Relations        | Discussion of engagement processes to manage risks and opportunities associated with community interests                                                               | RT-CH-210a.1 | 50~51          |
| Workforce Health & Safety  | (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees                                                    | RT-CH-320a.  | 67             |

| TOPIC                                                 | Accounting Metric                                                                                                                                                                                                                                            | CODE         | Reporting Page                 |
|-------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------------------------|
| Workforce Health & Safety                             | Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks                                                                                                                         | RT-CH-320a.2 | 39                             |
| Product Design for Use-phase Efficiency               | Revenue from products designed for use-phase resource efficiency                                                                                                                                                                                             | RT-CH-410a.1 | Not applicable                 |
| Safety & Environmental Stewardship of Chemicals       | (1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment | RT-CH-410b.1 | 66                             |
|                                                       | Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact                                                                                                                        | RT-CH-410b.2 | 27                             |
| Genetically Modified Organisms                        | Percentage of products by revenue that contain genetically modified organisms (GMOs)                                                                                                                                                                         | RT-CH-410c.1 | Not applicable                 |
| Management of the Legal & Regulatory Environment      | Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry                                                                                             | RT-CH-530a.1 | 56~57                          |
| Operational Safety, Emergency Preparedness & Response | Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)                                                                                                                         | RT-CH-540a.1 | 70                             |
|                                                       | Number of transport incidents                                                                                                                                                                                                                                | RT-CH-540a.2 | There is no transport incident |

# TCFD

The Task Force on Climate-related Financial Disclosures (TCFD) is an initiative established in 2015 by the Financial Stability Board, delegated by G20 finance ministers and central bank governors, to promote the disclosure of climate-related information. DIG Air Gas discloses its efforts in addressing climate change in accordance with the TCFD recommendations, aiming to systematically respond to climate change as a potential risk and facilitate stakeholders' understanding of its corporate strategy.

| Category            | TCFD Recommendations                                                                                                                                        | Reporting Page |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| Governance          | a) Describe the board's oversight of climate-related risks and opportunities                                                                                | 29~34          |
|                     | b) Describe management's role in assessing and managing climate-related risks and opportunities                                                             |                |
| Strategy            | a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term                               |                |
|                     | b) Describe the impact of climate related risks and opportunities on the organization's businesses, strategy, and financial planning                        |                |
|                     | c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario |                |
| Risk Management     | a) Describe the organization's processes for identifying and assessing climaterelated risks                                                                 |                |
|                     | b) Describe the organization's processes for managing climate-related risks                                                                                 |                |
|                     | c) Describe how processes for identifying, assessing, and managing climaterelated risks are integrated into the organization's overall risk management      |                |
| Metrics and Targets | a) Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process    |                |
|                     | b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks                                            |                |
|                     | c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets                          |                |



# UN SDGs

We drive sustainable management activities by aligning them with the specific targets of the United Nations Sustainable Development Goals (SDGs). Through this, we aim to actively participate in and contribute to the global goals of the UN's SDGs, working towards their achievement in conjunction with our business operations.

| UN SDGs                          |                                                                                     | Targets                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | DIG Approach                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.<br>NO POVERTY                 |    | <div>1.1</div> By 2030, eradicate extreme poverty for all people every where, currently measured as people living on less than \$1.25 a day. <div>1.2</div> By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions. <div>1.4</div> By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance. <td><div>• Each workplace supports the low-income bracket through the matching grant system and social contribution activities</div><div>• Promote long-term poverty eradication through local community education programs for low-income bracket children and youths</div></td>                                                                                                                                                                             | <div>• Each workplace supports the low-income bracket through the matching grant system and social contribution activities</div> <div>• Promote long-term poverty eradication through local community education programs for low-income bracket children and youths</div>                                                                                                                                                                                                                    |
| 2.<br>ZERO HUNGER                |    | <div>2.1</div> By 2030 end hunger and ensure access by all people, in particular the poor and people in vulnerable situations including infants, to safe, nutritious and sufficient food all year round. <td><div>• Support low-income bracket subjects with essential food such as rice and ramen</div><div>• Support for the purchase cost of side dishes for the welfare center meal place and participation in employee lunchbox delivery service</div></td>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <div>• Support low-income bracket subjects with essential food such as rice and ramen</div> <div>• Support for the purchase cost of side dishes for the welfare center meal place and participation in employee lunchbox delivery service</div>                                                                                                                                                                                                                                              |
| 3.<br>GOOD HEALTH AND WELLBEING  |    | <div>3.8</div> Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all. <div>3.9</div> By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination. <div>3.d</div> Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks. <td><div>• Support for comprehensive health checkups for employees and their family members</div><div>• Establishment and operation of a process for systematic chemical substance management</div><div>• Management of air pollutants and water pollutants below the permissible emission standards</div><div>• Reinforcement of Health and Safety management capabilities through the establishment of a Health and Safety management system and a serious accident prevention system</div></td>                                                         | <div>• Support for comprehensive health checkups for employees and their family members</div> <div>• Establishment and operation of a process for systematic chemical substance management</div> <div>• Management of air pollutants and water pollutants below the permissible emission standards</div> <div>• Reinforcement of Health and Safety management capabilities through the establishment of a Health and Safety management system and a serious accident prevention system</div> |
| 4.<br>QUALITY EDUCATION          |    | <div>4.1</div> By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes. <div>4.4</div> By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship. <div>4.a</div> Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all. <td><div>• Provision of education necessary for job and career development to employees, such as foreign language education and outside commissioned education</div><div>• Implementation of educational programs for children and youths from low-income brackets in the local community</div></td>                                                                                                                                                                                                                                                              | <div>• Provision of education necessary for job and career development to employees, such as foreign language education and outside commissioned education</div> <div>• Implementation of educational programs for children and youths from low-income brackets in the local community</div>                                                                                                                                                                                                 |
| 5.<br>GENDER EQUALITY            |  | <div>5.1</div> End all forms of discrimination against all women and girls everywhere. <div>5.2</div> Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. <div>5.4</div> Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate. <div>5.5</div> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. <div>5.c</div> Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels. <td><div>• Stipulation of the prohibition of sexual harassment and discrimination in the workplace through the Code of Ethics, Employment Rules and Collective Agreement</div><div>• Management of the number of female employees</div></td> | <div>• Stipulation of the prohibition of sexual harassment and discrimination in the workplace through the Code of Ethics, Employment Rules and Collective Agreement</div> <div>• Management of the number of female employees</div>                                                                                                                                                                                                                                                         |
| 6.<br>CLEAN WATER AND SANITATION |  | <div>6.3</div> By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. <td><div>• Establishment of waste management procedures and regular checking of whether wastes are disposed of legally</div><div>• Hazardous substance handling in accordance with the hazardous substance management procedure regulations</div><div>• Management of air pollutants and water pollutants in accordance with the Clean Air Conservation Act and the Water Environment Conservation Act</div></td>                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <div>• Establishment of waste management procedures and regular checking of whether wastes are disposed of legally</div> <div>• Hazardous substance handling in accordance with the hazardous substance management procedure regulations</div> <div>• Management of air pollutants and water pollutants in accordance with the Clean Air Conservation Act and the Water Environment Conservation Act</div>                                                                                   |





| UN SDGs                                                                                                                                  | Targets                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | DIG Approach                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>7. AFFORDABLE AND CLEAN ENERGY</b><br>               | <b>7.2</b> By 2030, increase substantially the share of renewable energy in the global energy mix.<br><b>7.3</b> By 2030, double the global rate of improvement in energy efficiency<br><b>7.a</b> By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"><li>• Establishment of a plan for solar power generation and review of renewable energy transition in the workplace</li><li>• Promotion of energy efficiency enhancement through facility efficiency improvement and transport vehicle efficiency improvement</li><li>• Continued investments in clean energy research and technology development, such as the completion of a hydrogen gas plant and development of a CO<sub>2</sub> liquefier</li></ul>                                                                                                                                                                                                                                                |
| <b>8. DECENT WORK AND ECONOMIC GROWTH</b><br>           | <b>8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and Persons with disabilities, and equal pay for work of equal value.<br><b>8.7</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"><li>• Management of the numbers of female employees and disabled employees</li><li>• Encourage suppliers to ensure that issues of labor exploitation and human rights violations are not included in the supply chain through the management of conflict minerals</li><li>• Stipulation of the prohibition of child labor and forced labor through employment rules and collective agreements</li></ul>                                                                                                                                                                                                                                                                                                  |
| <b>9. INDUSTRY, INNOVATION AND INFRASTRUCTURE</b><br>   | <b>9.4</b> By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.<br><b>9.5</b> Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.                                                                                                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"><li>• Improvement of resource utilization efficiency in industrial processes by stopping the operation of aging facilities and improving facility efficiency enhancement</li><li>• Active participation in government-led eco-friendly R&amp;D research, including participation in the Ministry of Trade, Industry and Energy's CCS project (research for CO<sub>2</sub> onshore underground storage)</li></ul>                                                                                                                                                                                                                                                                                         |
| <b>10. REDUCE INEQUALITIES</b><br>                      | <b>10.2</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.<br><b>10.3</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.<br><b>10.4</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"><li>• Continuous monitoring and management of recruitment of women, Persons with disabilities, and minority groups</li><li>• Stipulation of respect for diversity and prohibition of discrimination through the Code of Ethics, employment rules, collective agreements, etc.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>12. RESPONSIBLE CONSUMPTION AND PRODUCTION</b><br>   | <b>12.2</b> By 2030, achieve the sustainable management and efficient use of natural resources.<br><b>12.4</b> By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.<br><b>12.5</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.<br><b>12.6</b> Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.<br><b>12.7</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.<br><b>12.b</b> Develop and implement tools to monitor sustainable development impacts for sustainable tourism that creates jobs and promotes local culture and products. | <ul style="list-style-type: none"><li>• Promotion of sustainable management of the supply chain by not using conflict minerals when procuring raw materials</li><li>• Establishment of management procedures for chemical substances, wastes, air pollutants and water pollutants, and management of discharges below permitted discharge limits</li><li>• Disclosure of sustainability information through the publication of sustainability reports</li><li>• Contributing to the establishment of the country's sustainable procurement and supply chains by enacting the Code of Conduct for supplier</li><li>• Managing and improving regional job creation through monitoring the number of regional talents and employees</li></ul> |
| <b>13. CLIMATE ACTION</b><br>                         | <b>13.1</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.<br><b>13.2</b> Integrate climate change measures into national policies, strategies and planning.<br><b>13.3</b> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"><li>• Identification of opportunities and risks and establishment of strategies following climate change according to TCFD recommendations</li><li>• Implementation of environmental and ESG education for employees to raise awareness of climate change</li><li>• Efforts to reduce greenhouse gas emissions through process efficiency improvements and the examination of renewable energy utilization</li></ul>                                                                                                                                                                                                                                                                                     |
| <b>16. PEACE, JUSTICE AND STRONG INSTITUTIONS</b><br> | <b>16.2</b> End abuse, exploitation, trafficking and all forms of violence against and torture of children.<br><b>16.5</b> Substantially reduce corruption and bribery in all their forms.<br><b>16.6</b> Develop effective, accountable and transparent institutions at all levels.<br><b>16.7</b> Ensure responsive, inclusive, participatory and representative decision-making at all levels.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"><li>• Stipulation of prohibition of child labor and forced labor through employment rules and collective agreements</li><li>• Establishment of the Code of Ethics and Code of Conduct and communication of them to stakeholders to prescribe anti-corruption and anti-money laundering at the corporate level</li><li>• Operation of reporting channels in relation to ethics and compliance management and transparent reporting and action</li><li>• To ensure transparency and independence of board decision-making, directors and management are excluded from exercising voting rights when making board resolutions</li></ul>                                                                     |



# ISO Certificate

## ISO 9001 Quality Management System



**Certificate of Approval**  
Accredited by Member of the International Accreditation Forum Multilateral Recognition Arrangement for Quality Management systems



KQA-095022

KQA approves that the Quality Management System of the following company is conformed with the certification audit criteria.

Certificate No. : KQA-Q95022  
Company : DIG AIRGAS CO., LTD.

Address : Head office 662, Gyeongin-ro, Guro-gu, Seoul, ROK  
Banwol factory 128, Sandan-ro, Danwon-gu, Ansan-si, Gyeonggi-do, ROK  
Daeseon factory 45, Sinildong-ro, Daedeok-gu, Daejeon, ROK  
Cheongju factory 216, Daeseo-ro, Heungdeok-gu, Cheongju-si, Chungcheongbuk-do, ROK  
Yecheon factory 317, Yeosu-si, Jeollanam-do, ROK  
Yangsan factory 10, Yulsongdan 8-gil, Yangsan-si, Gyeongsangnam-do, ROK  
Gumi factory 196-54, Sijongdan 3-ro, Gumi-si, Gyeongsangbuk-do, ROK  
Paju factory 284, LCD-ro, Wollong-myeon, Paju-si, Gyeonggi-do, ROK  
Ulsan factory 18-64, Cheoyong-ro 48beon-gil, Nam-gu, Ulsan, ROK  
Gongju Specialty gas factory 57, Gongdan-gil, Gongju-si, Chungcheongnam-do, ROK  
Incheon factory 2091, Gyeongchungdae-ro, Bubul-eup, Incheon-si, Gyeonggi-do, ROK  
Seosan factory 555, Juleeop-ro, Daesan-eup, Seosan-si, Chungcheongnam-do, ROK

The standards for this certificate of conformity are as follows.

Management Systems Standards :  
ISO 9001:2015, KS Q ISO 9001:2015

Scope of Registration : Refer to appendix

Original Approval : 28 July 1995  
Validity : 6 May 2022 ~ 5 May 2025  
Date of issue : 4 May 2022 (Renewal of certificate and Scope of certificate changed)

Chang Cheol Hong  
Lead Auditor

Song Jong Cheol  
CEO



**Korea Quality Assurance**

Korea Quality Assurance(QA) is accredited by Korea Accreditation Board(KAB) as ISO 9001 Certification Body/Registrar.  
Accreditation No. : KAB-02-09

KQA Address : 271, Hwangg Bldg., 48, Moran-ro, Moran-gu, Anyang-si, Gyeonggi-do, 14034, Republic of Korea

## ISO 45001 Occupational Health and Safety Management System



**Certificate of Approval**  
Accredited by Member of the International Accreditation Forum Multilateral Recognition Arrangement for Occupational Health and Safety Management Systems



KQA-OH13062

KQA approves that the Occupational Health and Safety Management System of the following company is conformed with the certification audit criteria.

Certificate No. : KQA-OH13062  
Company : DIG AIRGAS CO., LTD.

Address : Head office 662, Gyeongin-ro, Guro-gu, Seoul, ROK  
Banwol factory 128, Sandan-ro, Danwon-gu, Ansan-si, Gyeonggi-do, ROK  
Daeseon factory 45, Sinildong-ro, Daedeok-gu, Daejeon, ROK  
Cheongju factory 216, Daeseo-ro, Heungdeok-gu, Cheongju-si, Chungcheongbuk-do, ROK  
Yecheon factory 317, Yeosu-si, Jeollanam-do, ROK  
Yangsan factory 10, Yulsongdan 8-gil, Yangsan-si, Gyeongsangnam-do, ROK  
Gumi factory 196-54, Sijongdan 3-ro, Gumi-si, Gyeongsangbuk-do, ROK  
Paju factory 284, LCD-ro, Wollong-myeon, Paju-si, Gyeonggi-do, ROK  
Ulsan factory 18-64, Cheoyong-ro 48beon-gil, Nam-gu, Ulsan, ROK  
Gongju Specialty gas factory 57, Gongdan-gil, Gongju-si, Chungcheongnam-do, ROK  
Incheon factory 2091, Gyeongchungdae-ro, Bubul-eup, Incheon-si, Gyeonggi-do, ROK  
Seosan factory 555, Juleeop-ro, Daesan-eup, Seosan-si, Chungcheongnam-do, ROK

The standards for this certificate of conformity are as follows.

Management Systems Standards :  
ISO 45001:2018 / KS Q ISO 45001:2018

Scope of Registration : Refer to appendix

Original Approval : 29 June 2020  
Validity : 6 May 2022 ~ 5 May 2025  
Date of issue : 21 October 2022 (Factory added)

Chang Cheol Hong  
Lead Auditor

Song Jong Cheol  
CEO



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## ISO 14001 Environment Management System



**Certificate of Approval**  
Accredited by Member of the International Accreditation Forum Multilateral Recognition Arrangement for Environment Management systems



KQA-E99001

KQA approves that the Environment Management System of the following company is conformed with the certification audit criteria.

Certificate No. : KQA-E99001  
Company : DIG AIRGAS CO., LTD.

Address : 128, Sandan-ro, Danwon-gu, Ansan-si, Gyeonggi-do, ROK

The standards for this certificate of conformity are as follows.

Management Systems Standards :  
ISO 14001:2015 / KS I ISO 14001:2015

Scope of Registration :  
Manufacture of Oxygen, Nitrogen, Argon, Specialty gas

Original Approval : 13 September 1999  
Validity : 29 June 2020 ~ 7 May 2023  
Date of issue : 17 June 2021 (Name of organization changed)

Chang Cheol Hong  
Lead Auditor

Song Jong Cheol  
CEO



**Korea Quality Assurance**

Korea Quality Assurance(QA) is accredited by Korea Accreditation Board(KAB) as ISO 14001 Certification Body/Registrar.  
Accreditation No. : KAB-02-09

KQA Address : 271, Hwangg Bldg., 48, Moran-ro, Moran-gu, Anyang-si, Gyeonggi-do, 14034, Republic of Korea

## Certificate of GMP



**Certificate of Approval**  
Accredited by Member of the International Accreditation Forum Multilateral Recognition Arrangement for Environment Management systems



KQA-E99001

KQA approves that the Environment Management System of the following company is conformed with the certification audit criteria.

Certificate No. : KQA-E99001  
Company : DIG AIRGAS CO., LTD.

Address : 128, Sandan-ro, Danwon-gu, Ansan-si, Gyeonggi-do, ROK

The standards for this certificate of conformity are as follows.

Management Systems Standards :  
ISO 14001:2015 / KS I ISO 14001:2015

Scope of Registration :  
Manufacture of Oxygen, Nitrogen, Argon, Specialty gas

Original Approval : 13 September 1999  
Validity : 29 June 2020 ~ 7 May 2023  
Date of issue : 17 June 2021 (Name of organization changed)

Chang Cheol Hong  
Lead Auditor

Song Jong Cheol  
CEO



**Korea Quality Assurance**

Korea Quality Assurance(QA) is accredited by Korea Accreditation Board(KAB) as ISO 14001 Certification Body/Registrar.  
Accreditation No. : KAB-02-09

KQA Address : 271, Hwangg Bldg., 48, Moran-ro, Moran-gu, Anyang-si, Gyeonggi-do, 14034, Republic of Korea

\* Evaluating O<sub>2</sub>, N<sub>2</sub>, and related products according to GMP certification.



# GHG VerificationStatement

\* This external verifier's verification statement is valid as of the date of issuance (April 15, 2024) of the statement. Certain subsequent events or circumstances (e.g., conformity assessment by the Ministry of Environment) may have occurred between the date of this statement and the date of reading this statement that could significantly affect the calculation of GHG emissions, resulting in modifications to this verification statement.



## Verification Statement

Verification No : KQA-T2407  
Company : DIG AIRGAS Co., Ltd.  
Representative : Gyu-Seok Oh  
Business Registration No : 101-81-10436  
Address : 20F, 10, Tongil-ro, Jung-gu, Seoul, Republic of Korea

KQA confirms that the verification result of GHG emissions report of above company is proper.

Verification Standard : Guidelines on the verification for the operation of emission trading scheme  
Verification Scope : 2023 GHG emissions report  
Assurance level : Reasonable assurance

※ GHG emission

| Year | GHG Emission (tCO2_eq) |             |         |
|------|------------------------|-------------|---------|
|      | Scope1                 | Scope2      | Total   |
| 2023 | 9,426.379              | 817,782.507 | 827,201 |

※ Remark : The sum of each cell may differ from the total because of each cell is rounded.

Verification Term : 09 Jan 2024 ~ 28 Mar 2024  
Date of issue : 15 Apr 2024

Korea Quality Assurance

(GHG · Energy verification body '2011-3rd, accredited by the ministry of environment.)

※ The details regarding the range of this Verification Statement and requirement of the GHG and Energy target scheme guidelines can be obtained by requesting to the relevant organization.

KQA Address : 2FL, Hojeong Bldg., 49, Manan-ro, Mann-gu, Anyang-si, Gyeonggi-do, 14034, Republic of Korea



# Independent Assurance Statement

To: The Stakeholders of DIG AIRGAS CO.,LTD.

## Overview

BSI (British Standards Institution) Group Korea (hereinafter referred to as the "Assurer") was requested to verify the DIG AIRGAS 2024 ESG Report (hereinafter referred to as the "Report"). The Assurer is independent of DIG AIRGAS and has no major operational financial interest other than the assurance. This assurance opinion statement is intended to provide information related to the assurance of the DIG AIRGAS report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any purpose other than the purpose of publication. This assurance opinion statement was prepared based on the information presented by the DIG AIRGAS and the assurance was carried out under the assumption that presented the information and data were complete and accurate. DIG AIRGAS is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to DIG AIRGAS only. The Assurer is responsible for providing DIG AIRGAS management with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of DIG AIRGAS. The Assurer shall not bear any other responsibility, including legal responsibility, to any third party other than DIG AIRGAS in providing the assurance opinion and shall not be liable to any other purpose, purpose or stakeholders related thereto for which the assurance opinion may be used.

## Scope

The scope of engagement agreed upon with DIG AIRGAS includes the following:

- Reporting contents during the period from January 1st to December 31st 2023 included in the report, some data included the half of 2024.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- In Accordance with the four principles of AA1000 AccountAbility in the report, based on the type of Sustainability Assurance based on AA1000AS v3 and if applicable, the reliability of the sustainability performance information contained in the report.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website, business annual report.

## Assurance Level and Type

The assurance levels and types are as follows;

- Moderate level based on AA1000 AS and Type 1 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018 in the report.)

## Description and sources of disclosures covered

Based on the scope and methodology of assurance applied, the assurer reviewed the following Disclosures based on the sampling of information and data provided by DIG AIRGAS.

### [Universal Standards]

2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

### [Topic Standards]

201-1~2, 201-4, 202-2, 203-1, 204-1, 205-2~3, 206-1, 302-1, 302-3, 302-3, 303-1~5, 305-1~2, 305-4, 305-6~7, 306-1~5, 401-2, 403-1~10, 404-1~2, 407-1, 416-1, 417-2~3, 418-1

## Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection in order to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities;

- A top-level review of issues raised by external parties that could be relevant to organizations policies to provide a check on the appropriateness of statements made in the report.
- Discussion with managers and staffs on organization's approach to stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Review of the system for sustainability management strategy process and implementation
- Review of materiality issue analysis process and prioritization by reviewing materiality issue analysis process and verifying the results.
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures where available.
- An assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the DIG AIRGAS HQ to confirm the data collection processes, record management practices.

## Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by the reporting organization. It implies that no significant errors were found during the verification process, and that there are limitations related to the inevitable risks that may exist. The Assurer does not provide assurance for possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

## Competency and Independence

BSI (British Standards Institution) is a leading global standards and assessment body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with almost 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with DIG AIRGAS. The Assurer has conducted this verification independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000AS assurer, have a lot of assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

## Opinion Statement

- The assurer was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. Assurer planned and performed this part of our work to obtain the necessary information and explanations assurer considered to provide sufficient evidence that DIG AIRGAS's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated.
- On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environment performance indicators are accurate and are supported by robust internal control processes.

## Conclusions

The Report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards). The detailed reviews against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards are set out below.

### Inclusivity: Stakeholder Engagement and Opinion

DIG AIRGAS defined customers, shareholders, employees, suppliers, associations/press and local community as a Key Stakeholder Groups. In order to collect opinions by each stakeholder groups in the context of sustainability, operated the stakeholder engagement process. DIG AIRGAS conducted a review of the stakeholder engagement process at the governance level in order to reflect the major issues derived through the stakeholder engagement process in sustainability strategy and goals. DIG AIRGAS disclosed the results related to the process in the Report.

### Materiality: Identification and reporting of material sustainability topics

DIG AIRGAS implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. In the materiality assessment, DIG AIRGAS conducted the analysis of global sustainability reporting or assessment standards, and analyzed international disclosure standards and evaluation indicators, benchmarking the same industry, and analyzing major regulatory issues to derive the impact and financial materiality. DIG AIRGAS derived 9 material issues through the relevant process, and disclosed GRI topic standards disclosures related to material issues in the Report.

### Responsiveness: Responding to material sustainability topics and related impacts

DIG AIRGAS operated a management process for material issues in the context of sustainability derived from the materiality assessment. DIG AIRGAS established mid- to long-term sustainability plans and goals in according to the management methodology established to effectively reflect the expectations of key stakeholders. DIG AIRGAS reviewed through major management organizations, disclosed the process including policy, indicator, activity and response performance on material issues in the Report.

### Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders

DIG AIRGAS identified the scope and extent of the impacts to the organization and key stakeholders in the context of the sustainability of the material issues reported. DIG AIRGAS established sustainability strategies and objectives based on the analysis results of major impacts, including risks and opportunities for material issues at the governance level, disclosed mid- to long-term plans and strategic system in the Report.

## GRI-reporting

DIG AIRGAS provided us with their self declaration of compliance within GRI Standards. Based on our review, we confirm that social responsibility and sustainable development indicators with reference to the GRI Index. The Assurer confirmed that the Report was prepared in accordance with the GRI Standards and the disclosures related to the Universal Standards and Topic Standards Indicators based on the data provided by DIG AIRGAS.

Issue Date: 21/06/2024

For and on behalf of BSI(Brithish Standards Institution):

BSI representative

Jungwoo Lee, Lead Assurer, ACSAP

Seonghwan Lim, Managing Director of BSI Korea



AA1000  
Licensed Report  
000-4V/3-B0RW1

- BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea
- Hold Statement Number: SRA 788400



#### Report Enquiries

If you need additional information or have any questions about the report, please contact the ESG Steering Group contact number below.

|                         |                                                                                                            |
|-------------------------|------------------------------------------------------------------------------------------------------------|
| Publication Month       | August 2024                                                                                                |
| Publisher               | Gyu-Seok Oh                                                                                                |
| Publishing Organization | DIG Airgas ESG Innovation Group                                                                            |
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