SK shieldus

Sustainable Smart Safety Net for Neighbors and Society!
SK shieldus Stands Together with You!

SUSTAINABLE LIFE CARE PLATFORM

SK shieldus Sustainability Report 2025

ABOUT
THIS REPORT

This Sustainability Report has been published to transparently disclose SK shieldus's ESG (Environmental, Social, and Governance) sustainability management vision, strategies, key initiatives, and major achievements to stakeholders. It aims to systematically manage the company's ESG agenda and communicate its efforts and progress toward achieving its sustainability goals.

Reporting Scope

This report covers SK shieldus' headquarters, regional headquarter offices, and all branch offices located in the Republic of Korea. Financial performance data is presented in accordance with the consolidated basis of the Korean International Financial Reporting Standards (K-IFRS). In cases where the reporting scope differs, further details are provided through separate footnotes or annotations.

Reporting Period

The reporting period of this report is from January to December 2024. However, certain qualitative achievements and significant developments have been included up to the first half of 2025. Quantitative data is presented for a three-year period from 2022 to 2024. This report is published on an annual basis.

Reporting Standards

This report has been prepared in accordance with the GRI Standards 2021 as the primary reporting framework. In addition, certain requirements from the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) have also been partially incorporated. Financial information is presented in accordance with the Korean International Financial Reporting Standards (K-IFRS).

Third-Party Assurance

This report has undergone independent assurance by Korea Management Registrar (KMR) in accordance with the international assurance standard AA1000AS v3. Detailed information regarding the assurance criteria and results is provided on pages 86-87.

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Reader's Guide

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01 | OVERVIEW

CEO Message

"We deliver peace of mind in daily life through security technology and realize sustainable value through ESG management—building a future that everyone can trust."

Dear shareholders and stakeholders,

It is a pleasure to greet you through the publication of the 2025 Sustainability Report.

As digital technologies such as AI, cloud computing, and IoT advance rapidly, security has become a core value that affects both corporate sustainability and social trust, going beyond mere technological responses. Amid increasingly sophisticated and complex threats, SK shieldus is striving to grow into a 'Total Security Company,' safeguarding everyday life and society as a whole through our capabilities in both cyber and physical security.

The future we face is one of both opportunities and challenges. The security environment is evolving rapidly alongside technological development. In response, SK shieldus is not remaining complacent with conventional methods but is instead promoting continuous innovation and strengthening a trust-based security culture.

Our response to these changes goes beyond technological evolution and is closely connected to the realization of sustainability values.

Last year, we established a five-year sustainability strategy and are actively responding to climate change and reinforcing the social safety net, focusing on ten core ESG initiatives. Key actions include converting 100% of our corporate vehicles to electric vehicles, expanding the use of renewable energy, and reducing greenhouse gas emissions.

In 2024, despite various external variables, we achieved meaningful progress.

In the environmental field, SK shieldus became the first in the domestic security industry to set short-term GHG reduction targets for Scope 1, 2, and 3 emissions, and received validation from the Science Based Targets initiative (SBTi). This represents the beginning of our responsible commitment to reduce emissions by 2033 and to contribute to limiting global temperature rise to below 1.5°C.

On the social front, we prioritize customer satisfaction by providing secure products and services, while also taking responsibility for local community safety. We are cooperating with local governments and relevant institutions to help create a safer community environment. In addition, we are strengthening cybersecurity infrastructure to support a stable business environment for our clients in the face of growing cyber threats.

Based on the Zero Trust principle, SK shieldus has developed proprietary security methodologies applicable to various industries, and is building practical response systems in cooperation with major domestic and global security companies. We also contribute to the public good by sharing cybersecurity insights, such as through the publication of the 'KARA Ransomware Trends Report.'

Since the establishment of our ESG Initiatives in 2023, we have been systematically implementing our mid-to long-term ESG tasks. The status of annual implementation is reviewed at the Board of Directors level, ensuring responsible and accountable sustainability management. SK shieldus will continue to realize sustainable value across all areas of environmental, social, and governance, and faithfully fulfill our role as a security company that leads the future.

We appreciate your continued interest and support, and we look forward to building a better future together.

July 2025

Min Ki-sik CEO, SK shieldus

Corporate Profile

About SK shieldus

SK shieldus is a converged security service provider that possesses capabilities in both physical security and cybersecurity, based on Big Technologies. Through this integrated approach, we are taking the lead as a "Total Security Company" that ensures safety in everyday life and security across society. We offer innovative products and services powered by Big Tech such as AI/DT (Artificial Intelligence/Digital Transformation), cloud, and quantum computing. By organically connecting our services across converged security, home security, cloud, and mobile platforms, we provide differentiated security services. Backed by our domain expertise and the deep trust we have built with customers, we are committed to delivering optimal and secure daily experiences.

Corporate Overview

(As of the business report)

Name	SK shieldus Co., Ltd.
Representative Executive Officer (CEO)	Min Ki-sik
Establishment	March 5, 2021 (integrated company) (formerly SK infosec, June 26, 2000; formerly ADT Caps; January 22, 1971)
Headquarters	23, Pangyo-ro 227-beongil, Bundang-gu, Seongnam-si, Gyeonggi-do (Sampyeong-dong)
Number of Employees	7,067 (As of the end of 2024)
Business Areas*	**01 Physical Security** Unmanned security and video control using AI-based CCTVs and sensors, access control, unmanned stores, smart home safety solution, facility management services, etc. **02 Cybersecurity** Information security control and consulting, development of solutions, cloud security, mobile care solutions, and Operational Technology (OT) security for industrial sites and manufacturing facilities. **03 Converged Security** Services based on an intelligent integrated security platform, SUMiTS, including industrial safety, facility management, integrated building access control, and unmanned parking solutions.
Subsidiaries*	Capstec, Inc., Infosec information Technology (Wuxi) Co., Ltd., SK shieldus America, Inc, SK shieldus Hungary Kft, SecuLayer, Inc. (January 2025)

* The descriptions of business areas and subsidiaries are based on data as of the first half of 2025.

Financial Status

(As of the end of 2024)

Sales	KRW **2,047** billion
Operating Profit	**141.6** billion
Net Income	KRW **120.9** billion
Total Assets	**3,626** billion
Total Equity	**2,713.2** billion
Credit Rating	**A0*** (Corporate Bonds)

* Korea Corporate Evaluation Standards

Shareholding and Capital Structure

Korea Security Holdings Co., Ltd. is the majority shareholder of SK shieldus and owns 100% of SK shieldus. Under the Article of Incorporation, 300,000,000 shares were authorized (par value KRW 500,) and all issued and outstanding shares are common shares. The total number of issued and outstanding shares is 136,295,895 shares as of the end of 2024.

Korea Security Holdings Co., Ltd. — **100**% — 136,295,895 shares (100%)

Corporate Profile

Business Sites

SK shieldus operates its security business through its headquarters, 111 domestic branches, and 3 overseas corporations. The company maintains operations in major cities and regions across the Republic of Korea, as well as internationally in countries such as the United States, China, and Hungary, contributing to the advancement of the security industry both domestically and abroad.

● Headquarters   ● Domestic branches   ● Overseas corporations

Headquarter and **111** domestic branches / **3** Overseas corporations (1 overseas branch office)

HUNGARY

UNITED STATES OF AMERICA

CHINA

REPUBLIC OF KOREA

Headquarters:
Bundang-gu, Seongnam-si, Gyeonggi-do

Headquarters and domestic branches

Seoul	14
Gyeonggi-do	29
Gangwon-do	8
Chungcheong-do	16
Gyeongsang-do	28
Jeolla-do	14
Jeju-do	2

Corporate Profile

Corporate History

SK shieldus is a leading security company in Korea, providing innovative security services across all areas including Physical Security, Cybersecurity, and Converged Security. We place the highest value on customer safety and trust and continue to strengthen our security capabilities by leveraging AI-based technologies and data, driving sustainable growth.

1971
· Established the Korea Security Corporation (formerly ADT Caps)

1984
· Launched the unmanned machine security services

1988
· Established the 1988 Seoul Olympic Games security team (broadcast coverage, security guards, etc.)

1999
· Obtained the ISO 9001 certification

2001
· Established a dual control system for the first time in Korea (CMS Back-up System)

2002
· Opened a nationwide call center
· Established a PDA-based dispatch system

2005
· Launched CCTV video surveillance systems

2008
· Renamed as ADT Caps Co., Ltd.

2014
· Introduced LTE security lines for the first time in the industry

2015
· Opened the ADT Caps Recycle Center

2018
· Launched 'ADT Caps' through the merger between ADT Caps and NSOK
· Joined the SK ICT Family (SK Telecom became the majority shareholder)
· Won the Corporate Innovation Award at the Security Awards Korea 2018

2019
· Obtained the ISO 45001 certification, an international standard for health and safety management systems

2020
· Declared plan to become a Big-Tech-based future security provider

2024
· Launched ZETIA (ZEro Trust Initiative Alliance)
· Acquire ISO 37301 certification, the international standard for compliance management system, becoming the first company in Korea's unmanned security industry

SK shieldus | **2024**

1971 | **2000** | **2021**

2000
· Established Infosec Korea Co., Ltd.

2002
· Designated as a data security specialist by the Ministry of Information and Communication

2003
· Obtained the data security management system certification from KISA (Korea Internet Security Agency)

2005
· Became the first private company in Korea to join FIRST (Forum of Incident Response and Security Teams) as a regular member

2006
· Obtained the ISO 27001 certification for the first time in the industry

2011
· Designated as a "Security Control Specialist" by the Ministry of Knowledge Economy
· Designated as a "Privacy & Data Protection Impact Assessment Agency" by the Ministry of Public Administration and Security

2012
· Became the first security company to record KRW 100 billion in sales

2015
· Lunched SK infosec Co., Ltd. after the merger between Infosec and Bizen

2020
· Obtained the AWS Security Competency certification

2021
· Launched SK shieldus through the merger between ADT Caps and SK infosec (March)
· Released SUMiTS, a converged security brand

2022
· Obtained the ISO 14001 certification, an international standard for environmental management systems
· Published the first Sustainability Report
· Declared Net Zero 2040
· Launched KARA, a private-led ransomware response consultative body

2023
· Changed the majority shareholder to Korea Security Holdings Co., Ltd.

Corporate Profile

Business Areas

(As of the first half of 2025)

01 Physical Security

Physical security refers to services designed to manage the safety of tangible and intangible assets owned by governments, businesses, and individuals, and to prevent and respond to various safety and security threats. These services are categorized into three main areas: commercial security, which provides monitoring and dispatching responses via remote surveillance systems based on wired and wireless communication networks; smart store solutions, which support unmanned operations and customer analytics to enhance store management; and home security, which ensures safer daily life through residential protection services.

Type of Business	Service		Description
Physical Security	Commercial Security	CCTV	A real-time intrusion detection, alarm, and statistical analysis service with high-definition CCTV and AI video analysis technology
		Security Patrol	A security service that detects accident signals in real time with sensors and video devices, mobilizes emergency dispatchers, and reports emergencies to the relevant agencies
		Access Control	An integrated access management service tailored to business sites, from entry to attendance management
	Smart Store	Unmanned Store	An integrated service for platform-based unmanned stores to help store owners operate their stores remotely with confidence 24/7, year-round
		Store Management	Advanced store management solutions and services, such as prevention of product theft and analysis of visiting customers
	Home Security		A service that checks the situation outside the front door and scans visitors, and provides facial recognition access control, parcel monitoring, and 24-hour security guard dispatch in the event of an emergency

02 Cybersecurity

Protection of systems and communication networks against threats arising from unauthorized access and diverse types of cyberattacks. Categorized into information security services that provide a Full-Service Cycle, including Consulting, Solution/SI, Security Control, ISAC and OT security. It is categorized into three main areas: Information Security, Cloud Security, and Mobile Care Solution.

Type of Business	Service	Description
Cybersecurity	Consulting	A service that builds an information protection system tailored to the customer's security environment and provides information security measures
	Solution SI*	Supply, construction, and maintenance of information security solutions for domestic and global companies
	Security Control	Professional support service for the operation and management of customers' security systems
	ISAC**	IT technical support and failure response service
	OT Security***	A response service designed to protect industrial control networks and control systems from cyber threats and attacks
	Cloud Security	Integrated service, including consulting, development and operation of solutions and monitoring to protect data, applications, and infrastructures within a cloud environment
	Mobile Care Solution	Vaccine and care services, such as the detection of mobile smishing and malicious applications, and a family location notification service

(Information Security spans Consulting, Solution SI*, Security Control, ISAC**, OT Security***)

* SI: System Integration   ** ISAC: Information Services Assistant Center   *** OT: Operational Technology

Corporate Profile

Business Areas

(As of the first half of 2025)

03 Converged Security

Converged Security is a service designed to protect customers' assets and their personal safety in the face of diverse and complex security threats, using an omnidirectional control and quick threat response system based on an intelligence platform. This converged security service, delivered via the intelligent converged security platform SUMiTS, which utilizes ICT technologies such as AI, Big Data, and Machine Learning, is largely divided into Converged Security SI, SUMiTS Industrial Safety, SUMiTS OT and SUMiTS FM.

Type of Business	Service	Description
Converged Security	Converged Security SI	A service that enhances the value of security services through the integration of various solutions
	SUMiTS Industrial Safety	A service that provides video analyses of industrial sites of high risk manufacturing and construction industries and monitors industrial accidents using IoT sensors for threat surveillance
	SUMiTS FM	An integrated management service that provides convenience and security by linking the facility operating system BAS* and the security system

* BAS: Building Automation System

PHYSICAL SECURITY + CYBERSECURITY + CONVERGED SECURITY

Corporate Profile

Sustainability Impacts of Business

With its leading digital capabilities, SK shieldus safeguards not only customers' physical assets but also their cyber information. Through its Total Security Company solutions, the company generates social value in everyday life while fulfilling its social responsibilities.
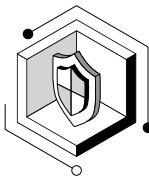
PHYSICAL SECURITY
Managing the safety of tangible and intangible assets owned by the country, companies, and individuals, and preventing and defending society against security threats
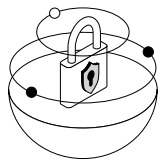
CYBERSECURITY
Protection of systems and communication networks from threats arising from unauthorized access and various cyberattacks

CONVERGED SECURITY
Protection of customers' assets and safety through comprehensive monitoring and rapid threat response, enabled by an intelligent platform, against diverse and complex security threats
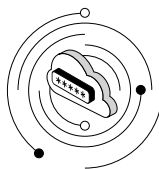
Local Communities
- **Social Impact on Local Communities**
- Self-defense and CPR training programs
- Special escort services for college entrance exam takers
- Happiness Donation Programs for Children
- Blood donation relay campaign
- Support for disaster insurance premiums for small business owners
- Community-engaged social contribution activities

Customers
- **Customer-Centered Management**
- Company-wide adoption of a customer-centric culture
- Systems for data-based innovation in customer experience
- Quality management processes
- **Social Responsibility Activities**
- Initiatives linked to KPIs for physical and cybersecurity
- **Personal Data Protection**
- Introduction of Zero Trust

Suppliers
- **Business Ethics**
- Acquired ISO 37301 (Compliance Management System), the first in the unmanned security industry
- Revised the Code of Conduct for Anti-Corruption Practices
- **Supply Chain Management**
- Implementation of a Shared Growth Program
- Ongoing operation of the Voice of Partner (VoP) system
- Regular meetings with installation partners
- Operation of a Safety and Health Council

Employees
- **Diversity & Inclusion**
- Expanded recruitment of female and employees with disabilities
- **Employee Health & Safety**
- Annual 5% reduction in the number of workplace injuries
- **Talent Management**
- Acquisition of top talent and development of subject-matter experts
- Fair performance evaluation and compensation
- **Organizational Culture**
- Promotion of open communication
- Assurance of work-life balance

Environment
- **Greenhouse Gas (GHG) Reduction and Energy Management**
- Completed verification of short-term targets by the Science Based Targets initiative (SBTi)
- Achieved 50.2% electric vehicle (EV) utilization rate
- Expanded operation of energy-saving facility management services
- **Circular Economy**
- Targeting a 60% recycling rate, developing sustainable products, and managing waste
- **Eco-friendly Management**
- Operating an environmental management system

Awarded the Grand Prize in the Social Category at the JoongAng Environment Social Governance Awards

Received the Presidential Recognition Plaque as a The Best Job Creation Award

Acquired ISO 37301, the international certification for Compliance Management Systems—first in the domestic unmanned security industry

Named a National Inclusion and Diversity Award (2024) – Awarded by the Minister of Employment and Labor

Completed verification of short-term targets by the Science Based Targets initiative (SBTi)

02 | SUSTAINABILITY STRATEGY

Sustainability Management System

In 2023, SK shieldus restructured its sustainability management framework to further strengthen its commitment to sustainable management. Through a materiality assessment, review by the Sustainability Committee, and approval by the Board of Directors, the company established mid- to long-term ESG initiatives and detailed implementation tasks. Progress and action plans for the newly established ESG Initiatives are reported to the management on a monthly basis.

Sustainability Committee

SK shieldus established the ESG Committee in 2021 to report ESG strategies to the BOD and provide advice. In 2024, we renamed it as the Sustainability Committee and tasked it with reviewing and discussing the following major sustainability issues.

- Environment : Response to climate change, control/reduction of GHG emissions, improvement of energy efficiency, and implementation of environmentally-friendly policies, etc.
- Social : Industrial health and safety, social responsibility, protection of human rights, anti-corruption, ethical management, response to relations with suppliers, customers and stakeholders, and protection of company/customer privacy, etc.
- Governance : Shareholder relations and maintenance of fair and transparent governance, etc.
- Other matters deemed necessary for management within the scope of sustainable business practices

Composition

(As of 2025)

Name	Position	Professional Area/Specialty	Remarks
Ha Hye-sung	Independent Director	Management	Sustainability Board Champion
Suh Sang-jun	Non-executive Director	Financial Investment	
Kim Wan-jong	Non-executive Director	Management Consultation	

Roles and Authority

The Sustainability Committee, composed of members of the Board of Directors, is responsible for overseeing the company's overall sustainability management and reporting key matters to the Board. Committee members are authorized to communicate directly with management and employees and to request any relevant materials necessary to fulfill the committee's responsibilities.

Operation

To establish governance and strategic direction for sustainable management, the Board of Directors appointed Independent Director Ha Hye-sung as the Sustainability Board Champion in February 2024.

Meeting Date	Agenda Item	Resolution (Approved / Attendance / Total number of members)
May 20, 2024	① Report on 2023 Sustainability Review ② 5-STAR Sustainability Update ③ Sustainability Report Publication (Draft)	Reviewed (3/3/3)

In May 2024, a regular board meeting was convened to review the 2023 performance and to deliberate on the 5-STAR ESG Initiatives as well as the company's future sustainability strategies and direction.

ESG Management Group

SK shieldus operates a dedicated 'ESG Management Group' reporting directly to the CEO, responsible for establishing and implementing the company's sustainability management strategy. The ESG Management Group oversees the overall execution of sustainability initiatives and, in particular, monitors the performance (KPIs) of ESG Initiatives linked to the 5-STAR project, reporting progress to the executive management and the Board of Directors.

- Supervising the planning and implementation of ESG management
- Operating the ESG Committee meetings and making reports to the ESG Committee
- Reviewing companywide ESG KPIs
- Publishing the Sustainability Report and making ESG disclosure
- Operating and managing the environmental management system

ESG Innovation TF

SK shieldus has classified the organizations closely related to ESG into three modules, namely environment (E), social (S) and governance (G), based on their duties and operated a TF consisting of the heads and working-level employees of the relevant organizations. The TF initializes ESG management and improving execution by publishing reports, implementing the company's ESG management strategy practically, and gathering opinions from the field.

< ESG Implementation Organizational Chart >

ESG Initiative

ESG Initiatives within the 5-STAR Initiative

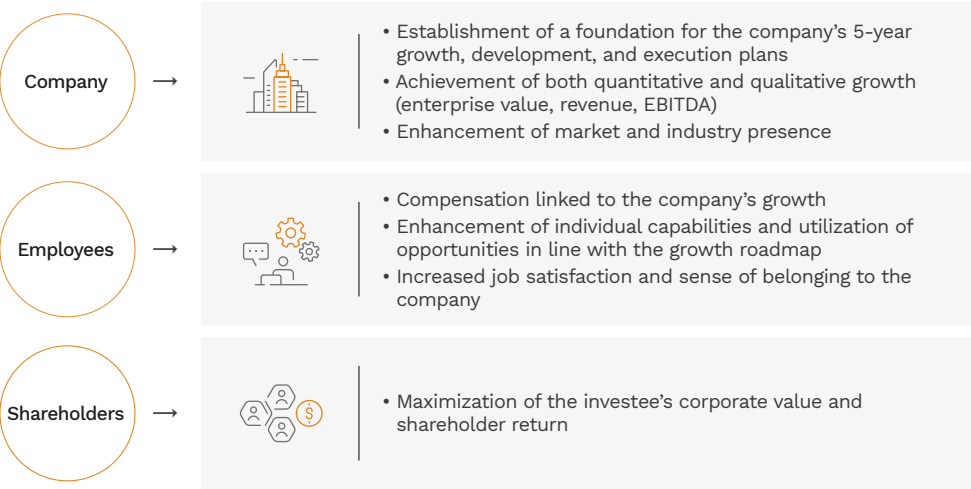| Our Vision	Top-class leader of digital surveillance & response across customers' physical and virtual assets

Overview of 5-STAR*

The 5-STAR framework represents SK shieldus' long-term growth and development strategy. Under the leadership of executive management and with the support of the Board of Directors, specific initiatives were derived across seven battlegrounds and four enabler areas, including ESG. The strategy received Board approval in December 2023. SK shieldus manages the detailed plans and progress of the 5-STAR Initiatives through a task management system. Monthly meetings are held to review and discuss progress with executive leadership, ensuring executional effectiveness. In addition, the Board of Directors is engaged through regular reporting, providing strategic advice and support.

* The term '5-STAR' stands for '5-STrategy And Re-change' and was named through active participation from employees.

< Vision & Core Areas >

| Vision |

Top-class leader of digital surveillance & response across customers' physical and virtual assets

| Core Area |

Physical Security

Existing Businesses | New Businesses

1 Maximizing the growth potential of the CMS business

2 Penetration into emerging markets (CMS+, Residential)

3 Enhancing operational efficiency

4 Identifying opportunities with large-scale SI/FM clients

Cybersecurity

5 Maximizing the growth potential of the domestic cybersecurity market

6 Implementing future-oriented offerings

7 Pursuing inorganic growth

| Enablers |

IT/Digital | ESG | Org. | Communication

< Significance of the 5-STAR for Each Stakeholder Group >

Company →
- Establishment of a foundation for the company's 5-year growth, development, and execution plans
- Achievement of both quantitative and qualitative growth (enterprise value, revenue, EBITDA)
- Enhancement of market and industry presence

Employees →
- Compensation linked to the company's growth
- Enhancement of individual capabilities and utilization of opportunities in line with the growth roadmap
- Increased job satisfaction and sense of belonging to the company

Shareholders →
- Maximization of the investee's corporate value and shareholder return

< Key Features of the 5-STAR Initiatives >

Growth-oriented Yet realistic + **Executive-led** with Board support + **Clear strategic direction** 7 key Battlegrounds + **Operational plan established** Core KPIs defined, execution plans in place
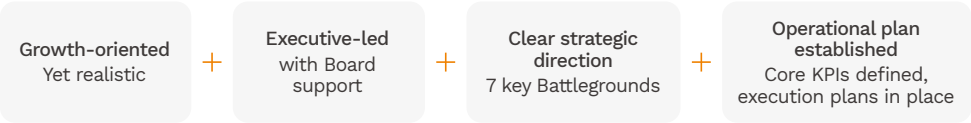
ESG Initiative

ESG Initiatives within the 5-STAR Initiative

SK shieldus selected 10 tasks according to its sustainability management policy among the 5-STAR Initiatives and stated the strong commitment of the management and the BOD to ESG management. We set the ESG innovation goal of transitioning to 100% electric vehicles (EVs), selected three tasks for each ESG item, and established detailed plans for each major activity and annual implementation goal. Through this approach, SK shieldus is systematically driving its sustainability strategy forward.

Transformative Initiatives

100% transition to EV → By 2028
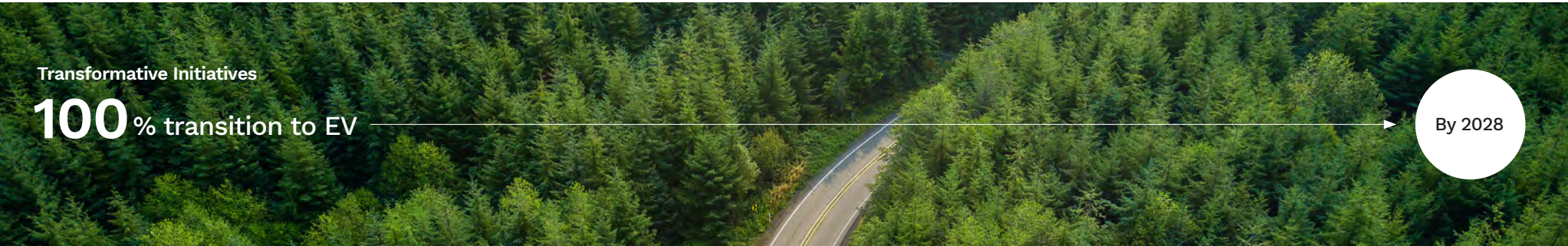
Environmental

Device Reuse Rate: 60%
Circular Economy
Annual

100% Renewable Energy
Energy Management
From 2026

SBTi* Verification
Reduction of GHG emissions
From 2025

Social

Socially Responsible
Products & Services
Annual

Reduce the Injury Rate by 5% per Year
Employee Health and Safety
Annual

Percentage of Female Independent Directors: 40%
Diversity and Inclusion
From 2023

Governance

Code of Conduct
Transparency and Audibility
Annual

Report on ESG KPIs
Disclosure and reporting
Annual

Appointment of the Chairperson of the Sustainability Committee
Sustainable Strategy
From 2023

* SBTi (Science Based Targets initiative): An initiative that encourages companies to establish and achieve scientific goals and responses to climate change

ESG Strategy

Material Topic Management

SK shieldus sets strategic objectives and detailed action plans for each ESG (Environmental, Social, and Governance) area based on a materiality assessment. In particular, the 10 ESG Initiatives selected through the 5-STAR Project have established mid-to long-term strategic goals for a five-year period starting in 2024. For each initiative, clear annual targets, timelines, and KPIs are defined, enabling the company to promote sustainability from a long-term perspective.

| 2024 Material Topic		Implementation System	Implementation Direction		Risk Management	Key Outcomes
Area	Subject	Governance	Strategy (Action Plan)	5-STAR ESG Initiatives		
Environment	GHG Reduction & Energy Management	• Oversight of the Environmental Management System by the Board of Directors (Sustainability Committee) • Maintain ISO 14001 certification	• Verify GHG reduction targets and planning • Transition to EVs for internal combustion engine vehicles	• 100% EV transition • SBTi validation • 100% renewable energy	• Manage GHG through certified target setting via SBTi	• Development of emission reduction solutions and products utilizing idle materials • Transition of internal combustion engine vehicles to electric vehicles (741 vehicles in operation, including MC) • GHG emissions management • Adoption of 6,500 MWh of Green Premium electricity • Obtained SBTi near-term reduction target validation (April 2025)
	Circular Economy		• Maintain reuse rate of over 60%	• 60% reuse of equipment	• Maximization and efficiency enhancement of material/equipment collection and recycling generated during service delivery	• Energy and raw material conservation throughout the product life cycle (development/ purchasing/ installation/ operation/ disposal) through technological improvements • Implementation of circular economy through diversification of waste product recycling • Development of products using recycled materials • Management of product recycling rates
Social	Employee Safety & Health	• Achieve zero safety incidents via safety management • Establish disaster preparedness systems	• Advance disaster response systems • Enforce compliance with obligations under the occupational safety and health	• Reduce accident rate by 5%	• Ensuring the safety of employees and partners by reducing the lost-time injury rate	• Management of the scope of ISO 45001 (Occupational Health and Safety Management System) certification
	Diversity & Inclusion	• Operate human rights governance via People & Culture Committee • Manage KPIs of 5-STAR initiatives	• Aim 3.1% employment rate for persons with disabilities • Expand female leadership	• 40% female indepenent directors ratio	• Operation of internal communication channels for employees • Operation of grievance resolution channels • Improvement of employment practices for persons with disabilities to enhance workforce diversity	• Named a National Inclusion and Diversity Award (2024) – Awarded by the Minister of Employment and Labor • Received the Presidential Recognition Plaque as a Best Job-Creating Award
	Social Impact on Local Communities	• Manage KPIs of 5-STAR initiatives	• Implementation of sustainable social safety net programs for vulnerable groups	• Provide socially responsible products and services	• Operation of stakeholder communication channels • Establishment of social safety nets for vulnerable groups through collaboration with government ministries and local governments	• Provided reciprocal inclusive services for socially vulnerable groups
Governance	Ethical Management	• Revise the Anti-Corruption Code of Conduct • Establish Compliance and Ethics Policy • Develop and implement Whistleblower Policy Operation Guidelines	• Advanced of the ethical management system • Enhancement of risk management and management systems	• Code of Conduct • ESG KPI reporting • Appointment of the chairperson of the Sustainability Committee	• Implementation of ethical and compliant business practices through an enhanced ethics and compliance management system • Risk management based on the Compliance Program (CP) and Fair-Trade Voluntary Compliance Program	• Acquired ISO 37301 (Compliance Management System) certification

03 | MATERIAL TOPICS

SK shieldus Business Value Chain

❶ Procurement and Contracting of Security Equipment
❷ Installation and Maintenance of Security Equipment
❸ Service Delivery
  ③-1. Dispatch Vehicle Operation
  ③-2. Monitoring
❹ Collection / Recycling / Disposal
❺ Local Community Engagement

❺ Local Community Engagement

③-2 Monitoring

❷ Installation and Maintenance of Security Equipment

❸ Service Delivery

❶ Procurement and Contracting of Security Equipment

③-1 Dispatch Vehicle Operation

❹ Collection / Recycling / Disposal
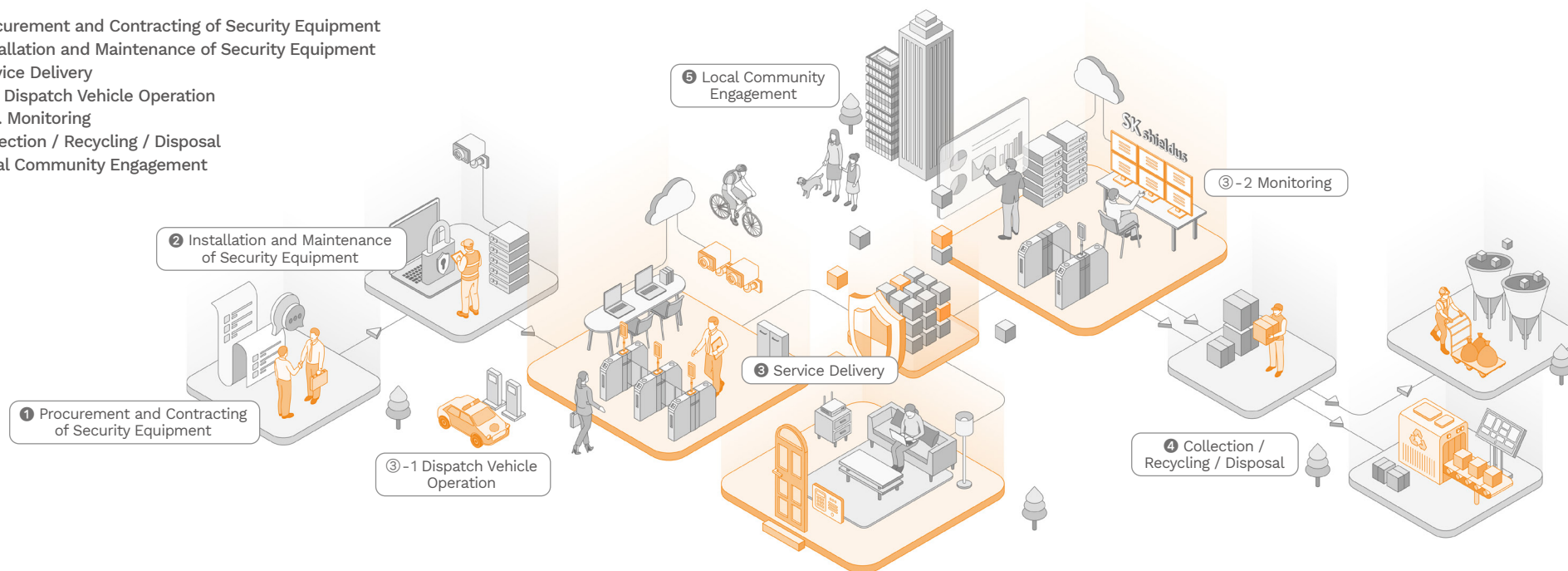
Area	Material Topics		Impacts (Business Activities → Environmental & Social Impacts)		Risks (Impacts → Corporate Management)		Opportunities (Impacts → Corporate Management)
Environment	GHG Emissions Reduction and Energy Management	❸	Headquarters and branch operations / on-site dispatch vehicle operations → Use of electricity and fossil fuels → GHG emissions contributing to global warming + Aggravation of environmental pollution	❷ ③-1	Global warming → Increased frequency of unpredictable climate events and natural disasters → Heightened risk of incidents during facility operations and field dispatches → Potential damage to personnel and assets	❷ ③-1	GHG reduction and energy efficiency management → Decrease in energy consumption costs (e.g., automotive fuel) and reduction in climate-related damages → Enhanced operational stability
	Circular Economy	❷ ❹	Installation and operation of security equipment → Generation of waste → Environmental pollution intensified → Increased societal burden of waste treatment	❹	Generation of security equipment waste → Increased waste disposal costs and capital expenditure for new equipment procurement → Heightened operational burden for the company	❹	Increased retrieval and recycling of security equipment → Reduction in waste disposal costs and capital expenditure on new equipment → Cost-saving effects → Reinforced operational resilience
Social	Employee Health and Safety	❷ ③-1	Increased installation and on-site dispatch activities → Higher risk of safety and traffic accidents → Human and property damage → Reduced employee engagement and concentration → Decline in corporate credibility → Emergence of social costs and instability	❷ ③-1	Rise in safety and traffic-related accidents → Escalation of associated costs, decline in employee engagement and job satisfaction → Reduced profitability and performance outcomes → Decreased trust from customers and investors → Potential emergence of operational crises	③-1	Reduction in safety and traffic-related incidents → Lower incident-related expenditures, improved employee engagement and job satisfaction → Increased revenue and enhanced operational performance → Strengthened trust from customers and investors → Opportunities for stable operations and sustainable growth
	Social Impact on Local Communities	❺	Increase in security incidents in local communities → Disproportionate impact on low-income and vulnerable groups → Deterioration of community safety and heightened public anxiety → Escalation of social instability across the wider community	❺	Widespread social instability within local communities → Growing distrust in the security industry → Customer attrition → Decline in revenue → Adverse impact on corporate growth prospects	❷ ③-1 ❺	Expansion of proactive and preventive community security initiatives → Support for building social safety nets for vulnerable populations → Improved community safety → Enhanced trust in the security industry → Customer base expansion → Opportunity for revenue growth

Analysis of Impacts, Risks, and Opportunities Related to Material Sustainability Topics and Our Strategic Response
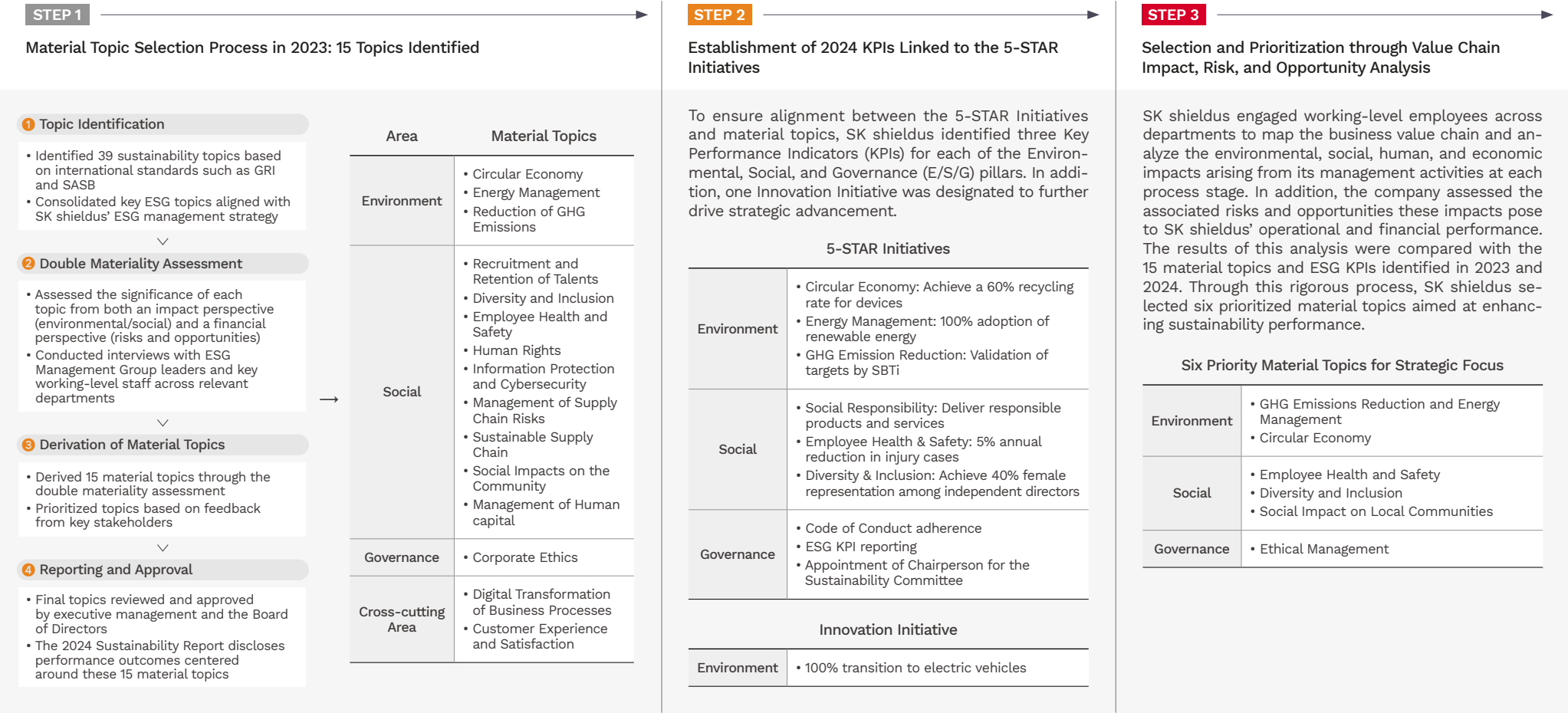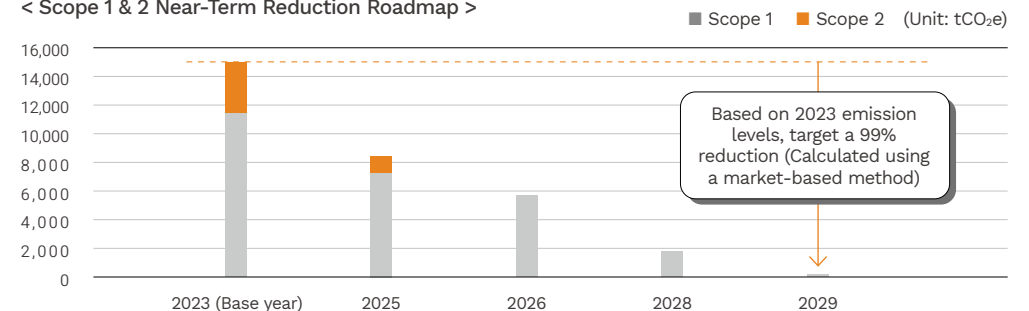
Through workshops and interviews involving SK shieldus' working-level personnel directly engaged with sustainability material topics, we conducted an in-depth analysis of the impacts, risks, and opportunities associated with our six key material issues. This analysis has been aligned with our management objectives and key achievements for 2024 to ensure an integrated and strategic response.

Area	Material Topics	Impact (Business Activities → Environmental & Social Impacts)	Risks (Impacts → Corporate Management)	Opportunities (Impacts → Corporate Management)	Management Goals	Key Achievements in 2024	GRI	Detailed Page
Environment	GHG Emissions Reduction and Energy Management	• Headquarters and branch operations / on-site dispatch vehicle operations → Use of electricity and fossil fuels → GHG emissions contributing to global warming + Aggravation of environmental pollution	• Global warming → Increased frequency of unpredictable climate events and natural disasters → Heightened risk of incidents during facility operations and field dispatches → Potential damage to personnel and assets	• GHG reduction and energy efficiency management → Decrease in energy consumption costs (e.g., automotive fuel) and reduction in climate-related damages → Enhanced operational stability	• Verification of near-term emission reduction targets by SBTi • GHG reduction targets by 2033: - 99% reduction in Scope 1 emissions by 2029 - 55% reduction in Scope 3 emissions by 2033 - 100% transition to renewable energy by 2026 • Full transition to electric vehicles by 2028	• SBTi validation completed • 4.8% reduction in Scope 1 GHG emissions compared to the base year • 12.2% reduction in Scope 3 GHG emissions compared to the base year* • 69.2% renewable energy adoption • 50.2% cumulative transition to electric vehicles	201-2, 302-1~5, 305-1~5	21-24p
	Circular Economy	• Installation and operation of security equipment → Generation of waste → Environmental pollution intensified → Increased societal burden of waste treatment	• Generation of security equipment waste → Increased waste disposal costs and capital expenditure for new equipment procurement → Heightened operational burden for the company	• Increased retrieval and recycling of security equipment → Reduction in waste disposal costs and capital expenditure on new equipment → Cost-saving effects → Reinforced operational resilience	• Recycle over 60% of collected security facilities and equipment	• 62.3% of collected security facilities and equipment recycled	301-1~3, 306-1~5	25-27p
Social	Employee Health and Safety	• Increased installation and on-site dispatch activities → Higher risk of safety and traffic accidents → Human and property damage → Reduced employee engagement and concentration → Decline in corporate credibility → Emergence of social costs and instability	• Rise in safety and traffic-related accidents → Escalation of associated costs, decline in employee engagement and job satisfaction → Reduced profitability and performance outcomes → Decreased trust from customers and investors → Potential emergence of operational crises	• Reduction in safety and traffic-related incidents → Lower incident-related expenditures, improved employee engagement and job satisfaction → Increased revenue and enhanced operational performance → Strengthened trust from customers and investors → Opportunities for stable operations and sustainable growth	• Annual 5% reduction in injury cases, including safety and traffic-related incidents • Expansion of ISO 45001 (Occupational Health and Safety Management System) certification scope	• 32% annual reduction in injuries from safety and traffic-related incidents (28 individuals in 2024 vs. 37 individuals in 2023) • Implementation of occupational health and safety inspections in accordance with ISO 45001 requirements	403-1~10	28-30p
	Diversity and Inclusion	• Male-dominated workforce due to the nature of the physical security industry → Rigid organizational culture → Potential increase in gender-based discrimination or dissatisfaction among new employees → Hindrance to promoting diversity and inclusion	• Emergence of rigid organizational culture → Decline in employee satisfaction and engagement; higher turnover and new employee maladjustment → Challenges in workforce replacement and increased HR-related costs	• Flexible and inclusive organizational culture → Improved employee satisfaction and engagement; reduced turnover; smoother onboarding for new employees → Enhanced work performance and increased customer satisfaction → Stable operations	• At least 40% of Independent Directors to be women • Promotion of initiatives to build a great workplace culture	• Named an National Inclusion and Diversity Award (2024) – Awarded by the Minister of Employment and Labor • Received the Presidential Recognition Plaque as a Korea's Best Job-Creating Award	405-1~2	31-32p
	Social Impact on Local Communities	• Increase in security incidents in local communities → Disproportionate impact on low-income and vulnerable groups → Deterioration of community safety and heightened public anxiety → Escalation of social instability across the wider community	• Widespread social instability within local communities → Growing distrust in the security industry → Customer attrition → Decline in revenue → Adverse impact on corporate growth prospects	• Expansion of proactive and preventive community security initiatives → Support for building social safety nets for vulnerable populations → Improved community safety → Enhanced trust in the security industry → Customer base expansion → Opportunity for revenue growth	• Physical security services to protect vulnerable groups: 88,000 cases by 2028	• 72.3% achievement rate in physical security services	413-1~2	33-35p
Governance	Ethical Management	• Occurrence of ethical/compliance violations → Decrease in employee engagement and satisfaction → Erosion of corporate trust → Negative impact on the reputation of both the company and the security industry	• Occurrence of ethical or compliance violations → Lower employee engagement and satisfaction → Decline in corporate trustworthiness → Customer and investor dissatisfaction → Decrease in revenue and investment → Heightened risk of operational crisis	• Maintaining high standards of ethical and compliance management → Increased satisfaction among employees, customers, and investors → Enhanced corporate reputation and trust → Growth in revenue and investment → Stable operations and business growth opportunities	• Zero violations of ethics and compliance policies • 100% completion rate of ethics and compliance training	• Zero cases of ethics and compliance violations • 100% completion rate of ethics and compliance training	2-27, 205-1~3, 206-1	36-40p

* The reduction in Scope 3 emissions was primarily due to changes in industrial and economic conditions rather than active mitigation efforts.

Materiality Assessment

SK shieldus has identified and prioritized material sustainability topics that must be addressed first to achieve responsible sustainable management—aimed not only at enhancing the company's own sustainability, but also contributing positively to environmental and social sustainability. The materiality assessment was conducted in accordance with the process outlined in the Global Reporting Initiative (GRI) Standards, using a double materiality approach. This method evaluates both: the actual and potential impacts of SK shieldus on the environment, society, people, and the economy, and the risks and opportunities these impacts pose to the company's business operations. Through this process, 15 material topics were identified in 2023. In 2024, SK shieldus linked material topic management to the development of 5-STAR Initiatives, selecting specific Key Performance Indicators (KPIs) across the Environmental, Social, and Governance dimensions. To further enhance the effectiveness and efficiency of sustainability performance, the company conducted interviews with working-level departments to assess value chain impacts, related risks, and opportunities. Based on this analysis and a strategy of selection and concentration, six material topics were finalized for 2025, and their progress and results are disclosed in this report.

STEP 1

Material Topic Selection Process in 2023: 15 Topics Identified

① Topic Identification

- Identified 39 sustainability topics based on international standards such as GRI and SASB
- Consolidated key ESG topics aligned with SK shieldus' ESG management strategy

② Double Materiality Assessment

- Assessed the significance of each topic from both an impact perspective (environmental/social) and a financial perspective (risks and opportunities)
- Conducted interviews with ESG Management Group leaders and key working-level staff across relevant departments

③ Derivation of Material Topics

- Derived 15 material topics through the double materiality assessment
- Prioritized topics based on feedback from key stakeholders

④ Reporting and Approval

- Final topics reviewed and approved by executive management and the Board of Directors
- The 2024 Sustainability Report discloses performance outcomes centered around these 15 material topics

Area	Material Topics
Environment	• Circular Economy • Energy Management • Reduction of GHG Emissions
Social	• Recruitment and Retention of Talents • Diversity and Inclusion • Employee Health and Safety • Human Rights • Information Protection and Cybersecurity • Management of Supply Chain Risks • Sustainable Supply Chain • Social Impacts on the Community • Management of Human capital
Governance	• Corporate Ethics
Cross-cutting Area	• Digital Transformation of Business Processes • Customer Experience and Satisfaction

STEP 2

Establishment of 2024 KPIs Linked to the 5-STAR Initiatives

To ensure alignment between the 5-STAR Initiatives and material topics, SK shieldus identified three Key Performance Indicators (KPIs) for each of the Environmental, Social, and Governance (E/S/G) pillars. In addition, one Innovation Initiative was designated to further drive strategic advancement.

5-STAR Initiatives

Environment	• Circular Economy: Achieve a 60% recycling rate for devices • Energy Management: 100% adoption of renewable energy • GHG Emission Reduction: Validation of targets by SBTi
Social	• Social Responsibility: Deliver responsible products and services • Employee Health & Safety: 5% annual reduction in injury cases • Diversity & Inclusion: Achieve 40% female representation among independent directors
Governance	• Code of Conduct adherence • ESG KPI reporting • Appointment of Chairperson for the Sustainability Committee

Innovation Initiative

Environment	• 100% transition to electric vehicles

STEP 3

Selection and Prioritization through Value Chain Impact, Risk, and Opportunity Analysis

SK shieldus engaged working-level employees across departments to map the business value chain and analyze the environmental, social, human, and economic impacts arising from its management activities at each process stage. In addition, the company assessed the associated risks and opportunities these impacts pose to SK shieldus' operational and financial performance. The results of this analysis were compared with the 15 material topics and ESG KPIs identified in 2023 and 2024. Through this rigorous process, SK shieldus selected six prioritized material topics aimed at enhancing sustainability performance.

Six Priority Material Topics for Strategic Focus

Environment	• GHG Emissions Reduction and Energy Management • Circular Economy
Social	• Employee Health and Safety • Diversity and Inclusion • Social Impact on Local Communities
Governance	• Ethical Management

Material Topic 1 GHG Emissions Reduction and Energy Management

Importance of GHG Emissions Reduction and Energy Management

The financial impacts from climate change are becoming increasingly tangible. Financial impacts, including asset losses, are increasing due to flooding damage to dispatch vehicles caused by the 2024 floods and the rise in customer recovery support payments resulting from fire damage caused by wildfires. These events underscore the urgent necessity for climate change mitigation efforts. Proactive carbon reduction initiatives and concrete implementation plans are essential. SK shieldus is committed to reducing GHG emissions and minimizing pollutants generated from the products and services we provide to our customers. Recognizing the energy-intensive nature of our 24-hour security operations, reducing emissions from dispatch vehicles and mitigating climate risks remain critical priorities. To this end, SK shieldus actively engages in voluntary carbon reduction activities and participates in relevant initiatives aimed at minimizing GHG emissions and pollutant discharge. In addition, to establish near-term targets under the SBTi, we recalculated our greenhouse gas (GHG) emissions, including Scope 3, and reset the base year from 2020 to 2023. Based on this, we also reestablished our emissions reduction targets. While reducing GHG emissions inclusive of Scope 3 remains a highly challenging goal, SK shieldus is fully committed to achieving these targets.

Governance

Decision-Making and Execution Structure

SK shieldus operates a Sustainability Committee under the highest decision-making body, the Board of Directors. This committee is responsible for formulating strategies related to environmental management, corporate social responsibility, corporate governance, and other public interest matters, and reporting and advising the Board accordingly. The Head of the ESG Management Group, who is also the company's environmental management officer, develops mid- to long-term strategies for GHG reduction and collaborates with relevant operational departments to implement these strategies. Key environmental data, including GHG emissions, energy consumption, and the status of electric vehicle

(EV) transition, are regularly collected and analyzed to quantitatively and qualitatively assess the progress and performance of these strategies. The evaluation results are used to improve strategies and enhance execution capabilities, with significant updates and achievements reported periodically to the Chief Executive Officer. Furthermore, the Board of Directors and the Sustainability Committee receive regular reports on GHG emissions status and reduction performance. SK shieldus manages critical environmental topics such as GHG reduction and energy through its environmental management system. Detailed policies and regulations related to this management approach are disclosed on page 42 of this report, → ⬛ under the section "Eco-Friendly Management."

Strategy and Goals

In 2024, SK shieldus established near-term GHG reduction targets that include Scope 3 emissions. These targets were officially approved in April 2025 by the Science Based Targets initiative (SBTi). During this process, the baseline year for the emission reduction targets was updated from 2020 to 2023 to reflect the latest emission data and to establish a more effective reduction pathway.

< SK shieldus Commitments to Achieve Near-Term Targets >

- SK shieldus commits to reduce absolute scope 1 GHG emissions 99% by 2029 from a 2023 base year.
- SK shieldus commits to increase active annual sourcing of renewable electricity from 30% in 2023 to 100% by 2026 and to continue active annual sourcing of 100% renewable electricity through 2030.
- SK shieldus commits to reduce absolute scope 3 GHG emissions 55% by 2033 from a 2023 base year.

SK shieldus is committed to achieving Net Zero emissions for Scope 1 and 2 by 2040, in alignment with the SBTi-approved near-term targets.

< Scope 1 & 2 Near-Term Reduction Roadmap >

Material Topic 1 GHG Emissions Reduction and Energy Management

GHG Emissions Management

Scope 1 Emissions Management

The primary sources of Scope 1 emissions are boilers (stationary combustion) used for heating and cooling at our Seoul Samseong-dong and Seongnam, Gyeonggi office buildings, as well as company vehicles used for dispatch and after-service (mobile combustion). Currently, stationary combustion accounts for approximately 10 tCO_2e annually, representing 0.1% of total Scope 1 emissions. Mobile combustion comprises 99.9% of Scope 1 emissions. To reduce mobile combustion emissions, we prioritize remote handling of after-service requests and installation changes submitted to our customer centers. Additionally, we continue to expand the transition to electric vehicles (EVs). In 2024, with an increase of 440 EVs, GHG emissions decreased by 1,288 tCO_2e compared to the previous year. For 2025, we have set a target of 64% EV operation, anticipating a corresponding Scope 1 GHG reduction of approximately 3,900 tCO_2e. For detailed data, see page 62 →

Scope 2 Emissions Management

Scope 2 emissions have been steadily increasing and are expected to reach approximately 8,200 tCO_2e by 2028 when 100% EV operation is realized. To reduce Scope 2 emissions, efforts to enhance energy efficiency and increase the purchase of renewable energy are being intensified. To improve EV operational efficiency, annual eco-driving training is conducted. Additionally, energy-saving measures such as turning off lights during lunch breaks and utilizing PC standby mode are implemented. For detailed data, see page 62 →

Scope 3 Emissions Management

Since 2023, SK shieldus has measured Scope 3 emissions across 10 of the 15 categories defined by the GHG Protocol, covering domestic subsidiaries such as Capstec, Inc. and overseas entities in China, the United States, and Europe. Among Scope 3 emissions, use of sold products accounts for 84.5%, reflecting the nature of our 24-hour security services. Based on 2023 Scope 3 emissions, we have established a target to reduce emissions by 52.4% by 2033. To achieve this, we plan to develop a mid- to long-term roadmap by 2025, prioritizing low-power product development to reduce emissions during product use. In the 2025 emissions inventory, Scope 3 emissions from SecuLayer, Inc., a recently acquired subsidiary, will be included. Furthermore, detailed mid- to long-term reduction plans for Scope 3 are currently being developed. For detailed data, see page 63 →

Electric Vehicle (EV) Transition

EV Transition Goals and Current Status

SK shieldus aims to transit its entire vehicle fleet to electric vehicles by 2028 through phased vehicle replacement and infrastructure improvements. In 2024, the company joined the K-EV100 initiative to clearly commit to its EV transition goals and regularly report progress to external stakeholders.

As of 2024, SK shieldus operates a total of 741 electric vehicles, an increase of 440 units compared to the previous year, achieving an EV operation rate of 50.2% of the total fleet. This includes emergency dispatch vehicles that operate 24/7. Emergency dispatch vehicles have unique operational challenges such as long-distance driving, round-the-clock standby, and rapid response requirements. These conditions initially raised concerns about operational risks related to EV charging times. To address this, SK shieldus introduced vehicle models equipped with high-capacity batteries and strategically reassigned vehicles to branches with better charging infrastructure. As a result, no delays in dispatch due to charging issues occurred during the EV transition of emergency vehicles.

To maintain continuous dispatch readiness, SK shieldus is supporting the installation of chargers at branches with insufficient charging infrastructure. Additionally, executive vehicles are being gradually converted to EVs, with eight executive vehicles currently operated as EVs in 2024. In 2024, SK shieldus invested approximately KRW 1.4 billion in expanding EV adoption compared to internal combustion engine vehicles, expecting an annual GHG reduction of about 1,316 tons. Moving forward, the company plans to continuously improve vehicles and infrastructure based on operational data and user feedback, aiming to achieve an EV ratio of over 64% in 2025.

< EV Operation Target >   (Unit: %)

Category/Year	2024	2025	2026	2027	2028
Total	50	64	88	97	100

< EV Operation Status >   (Unit: Vehicles, %)

Category	Operational Status	Internal Combustion Engine Vehicles	Electric Vehicles	EV Operation Rate
Vehicles	1,277	646	631	49.4
MC*	199	89	110	55.3
Total	1,476	735	741	50.2

* MC: Motorcycle

Material Topic 1 GHG Emissions Reduction and Energy Management

EV Operation Satisfaction Survey and Improvement Measures

To enhance the efficiency and safety of electric vehicle (EV) operations, SK Shieldus conducts an annual satisfaction survey targeting EV drivers. In 2024, for the first time, the company surveyed 144 frontline personnel operating EVs for dispatch services. The survey results indicated a high level of satisfaction with EVs, particularly regarding driving performance, ride comfort, and advanced features compared to internal combustion engine (ICE) vehicles. However, respondents also highlighted inconveniences related to charging time and concerns over battery fire risks as key areas for improvement.

Reflecting these insights, SK Shieldus launched a pilot program in February 2025 that integrates a digital platform enabling real-time battery safety monitoring and driving behavior analysis for select dispatch vehicles. This system is designed to assess the battery status through real-time data and analyze driving patterns to promote safer vehicle operations. Based on the outcomes of the pilot, the company will consider implementing an EV safety alert service. SK Shieldus remains committed to continuously improving the operational environment of electric vehicles to ensure safe and reliable experiences for its employees.

Interview

Sufficient Charging Infrastructure is Critical to EV Transition

Jung Woo Jin, Manager,
Blue Patrol, Seongnam Branch, SK Shieldus

Q Can you introduce the EV model currently in operation and its key characteristics?

A We are currently operating the NIRO EV as a multipurpose company vehicle. Its spacious interior makes it suitable for a variety of business needs, and most notably, its excellent energy efficiency leads to lower operating costs.

Q What are the pros and cons of using electric vehicles versus gasoline vehicles for business operations?

A Gasoline vehicles are advantageous for emergency dispatches as they can be refueled quickly. However, they emit pollutants and GHG, and the high fuel costs are another drawback. On the other hand, EVs are more environmentally friendly and operate quietly, which reduces driver fatigue during extended patrols. Their high torque performance enables agile driving in urban environments, contributing to safer operations. It should be noted, however that, long charging times and decreased battery efficiency in cold weather are notable disadvantages.

Q SK shieldus has committed to transitioning all company vehicles to EVs. What do you believe is essential to facilitate this transition?

A Aside from the charging burden, EVs offer clear advantages in almost every aspect. However, if an emergency dispatch signal is received during charging, it inevitably places pressure on the driver. This issue is more pronounced in areas with insufficient charging infrastructure or in branches with wide service coverage. Therefore, securing adequate and accessible charging infrastructure is, in my view, a prerequisite for a successful and seamless transition to a fully electric fleet.

Material Topic 1 GHG Emissions Reduction and Energy Management

Energy Management

Expansion of Renewable Energy Adoption

Since 2022, SK shieldus has been continuously purchasing Green Premium* electricity to support the use of renewable energy. In 2024, the company purchased 6.5 GWh through the program, representing a 91.2% increase compared to the previous year. This amount accounts for 69.2% of the company's total electricity consumption. Looking ahead, the company anticipates its total electricity consumption in 2025 to increase by 53.1% to 14.3 GWh, primarily due to the additional charging demand from the transition to electric vehicles. In order to meet its target of achieving an 80% renewable energy usage rate by 2025, SK shieldus plans to purchase 11.5 GWh through the Green Premium program. To this end, the company has already completed the first bidding round, securing a contract for 10 GWh.

* Green Premium: A program allowing electricity consumers to voluntarily pay a premium on their standard electricity bill to purchase electricity certified as generated from renewable sources.

Facility Management Automation System: Expansion of the SUMiTS FM Platform

SK shieldus offers the SUMiTS FM (Facility Management) platform to help customers reduce energy consumption through digitalized facility operations. Beyond conventional building management, the system enables integrated real-time monitoring of energy usage, facilities, materials, and personnel to ensure optimal resource efficiency.

SUMiTS FM adjusts indoor environmental conditions—such as temperature, humidity, and air quality—based on occupancy levels, thereby maximizing energy efficiency while ensuring a comfortable and safe environment. The platform also includes a mobile application for real-time monitoring and emergency response, enhancing operational transparency and responsiveness. Through this data-driven approach, building management becomes more efficient, enabling significant savings in operational resources.

As of now, SK Shieldus operates the SUMiTS FM system across approximately 30 sites for 8 client organizations, covering a wide range of services including facility management, customer feedback (VoC) handling, and safety management.
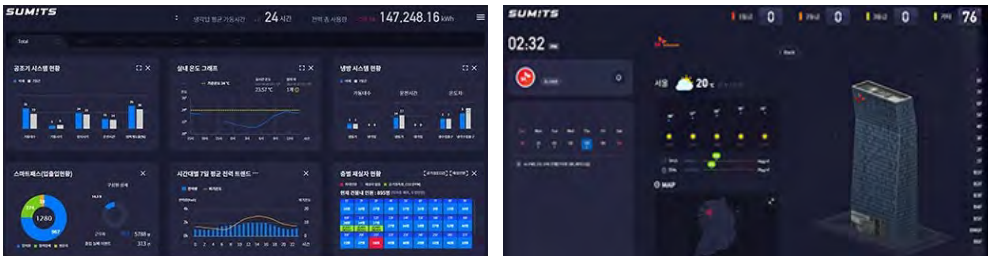
Service Page of SUMiTS FM Platform

Interview

Strategic Partner for Energy Efficiency in Client Facilities

Do Jung Min, Manager, FM Business Team2

Q What is the role of the FM (Facility management) Business Team?

A The FM Business Team provides specialized and integrated operational management services for real estate assets such as buildings and facilities, with the goal of maintaining and enhancing the asset value of our clients' properties. I am currently responsible for overseeing the FM operations at SK AX's office buildings and data centers.

Q What are the key initiatives your team undertakes to reduce energy consumption in buildings and facilities?

A To enhance energy efficiency in client buildings and facilities, SK shieldus operates the SUMiTS FM system. This platform enables real-time monitoring of various factors including electricity and gas usage, occupancy, and occupancy distribution. By leveraging this data, the system optimizes heating, ventilation, air conditioning (HVAC), and electricity consumption. The approach not only reduces energy use and associated costs, but also allows for precise, data-driven resource management, thereby maximizing operational efficiency across client facilities.

Q What are the limitations in reducing energy use in buildings, and how can they be addressed?

A The biggest challenge lies in the age and condition of client buildings, many of which suffer from poor inherent energy performance. These limitations are often rooted in structural issues such as outdated insulation in walls and windows, or the use of inefficient HVAC and electrical systems. Effective improvement requires a comprehensive upgrade of the building infrastructure and systems using high-efficiency solutions. However, such upgrades involve substantial financial investment. Therefore, it is critical to implement long-term, phased plans for energy efficiency improvements. Our FM Business Team is committed to serving as a strategic partner that supports clients in achieving long-term cost savings and increasing the asset value of their properties through systematic energy optimization.

Material Topic 2 # Circular Economy

Importance and Strategic Direction of Resource Circularity

As SK shieldus provides security services through the installation and operation of various security devices, a significant number of these devices are retrieved after the end of their operational life. Without repair and reuse, the disposal of these collected devices would inevitably lead to substantial waste generation, contributing to environmental pollution. Enhancing the retrieval and reuse rate of equipment not only supports environmental protection but also delivers financial benefits through cost savings. Recognizing this dual significance, SK shieldus has established a recycling target based on the 3R strategy (Recall, Reuse, Recycle) to minimize waste, enhance resource efficiency, and advance the practice of a circular economy. In order to ensure company-wide implementation and strengthen execution capability, performance is managed in connection with the 5-STAR Project, which is designed to promote systematic and measurable sustainability initiatives across the organization.
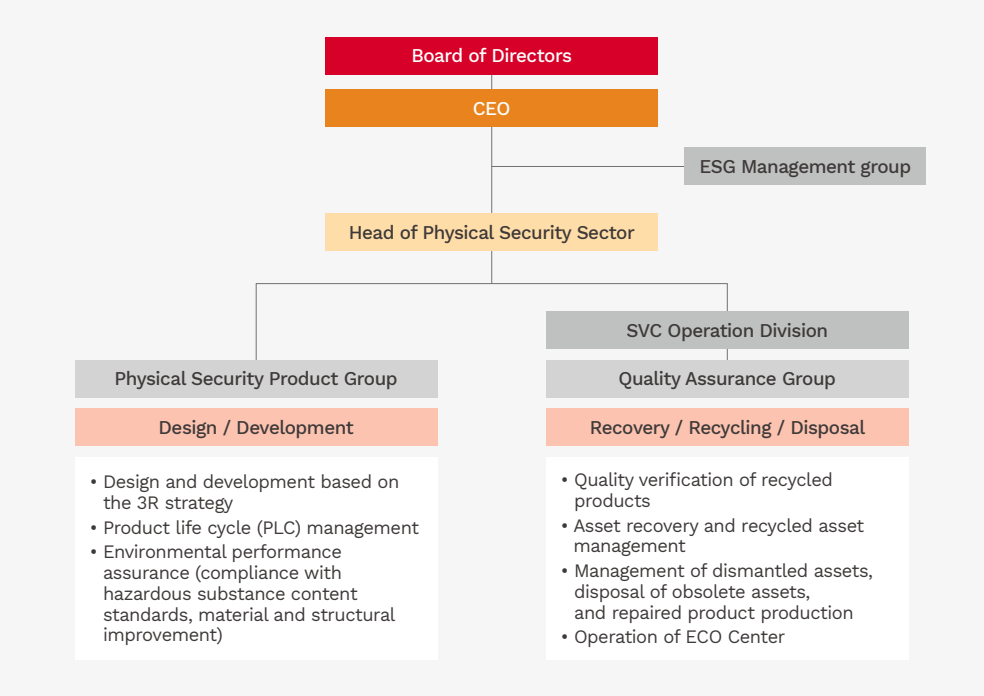
SK shieldus complies with regulations related to the circular economy. In accordance with the Frame-work Act on Resource Circulation of Electrical and Electronic Equipment and Vehicles, we strive to improve the materials and structure of products at the design stage to facilitate recycling. As a producer subject to recycling obligations, we fulfill our responsibilities for the collection, transfer, and recycling of products. In addition, in compliance with the Waste Control Act and the Act on the Promotion of Saving and Recycling of Resources, recyclable waste is separated and stored according to its type, properties, and condition. All waste is processed and recycled in accordance with relevant standards by certified partner companies authorized to handle recycling. To minimize packaging waste, we utilize packaging materials that are recyclable. To ensure compliance with relevant environmental regulations, we operate an ISO 14001 certified environmental management system, conduct regular legal reviews, and carry out regulatory compliance assessments for relevant departments.

Governance

Decision-Making and Execution Structure

- Board of Directors
- CEO
- ESG Management group
- Head of Physical Security Sector
- SVC Operation Division
- Physical Security Product Group
- Quality Assurance Group
- Design / Development
- Recovery / Recycling / Disposal

- Design and development based on the 3R strategy
- Product life cycle (PLC) management
- Environmental performance assurance (compliance with hazardous substance content standards, material and structural improvement)

- Quality verification of recycled products
- Asset recovery and recycled asset management
- Management of dismantled assets, disposal of obsolete assets, and repaired product production
- Operation of ECO Center

Circular Resource Management Goals

SK shieldus has incorporated circular economy performance indicators into its 5-STAR Project to manage relevant goals. From 2024 to 2028, the company has set a key performance indicator (KPI) to achieve an annual recycling rate of 60% or higher. In addition to simply increasing the recycling rate, SK shieldus aims to ensure the reliability of reused equipment so that customers can use it with confidence. To that end, starting in 2025, the company plans to adopt the defect rate of refurbished equipment compared to new products as an additional KPI. Furthermore, to enhance accountability and transparency in circular economy performance management, SK shieldus regularly reports its annual recycling rate and the cost savings generated through recycling activities to the Board of Directors.

< Goals and Performance of Recycling >

(Unit: %)

Category/Year	2023	2024	2025	2026	2027	2028
Goals	-	60	60	60	60	60
Performance	54	62				

Material Topic 2 Circular Economy

Resource Circulation Strategy

Circular Flow of Retrieved Equipment
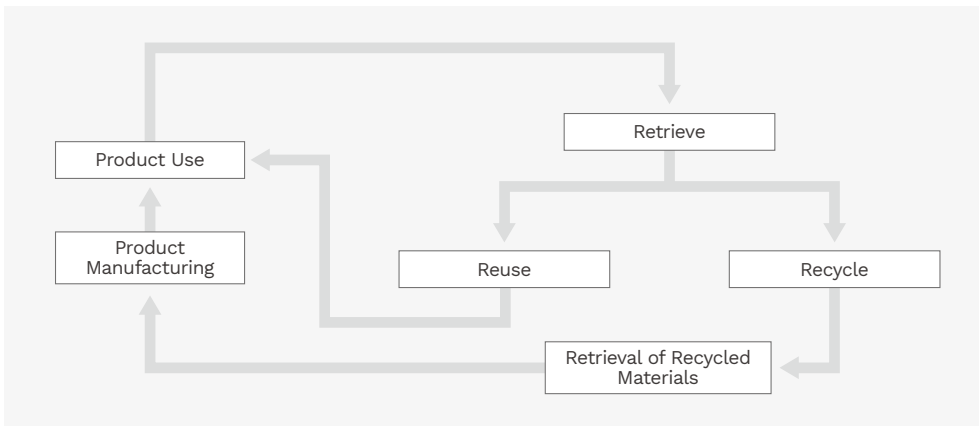
Sustainable Product Development

SK shieldus endeavors to integrate sustainability throughout all stages of product design and development. Based on the 3R strategy, the company enhances resource efficiency, promotes component recycling, and designs products to facilitate ease of recycling even after the end of their life cycle, thereby minimizing environmental impact. Additionally, all development processes strictly comply with domestic and international standards and regulations concerning hazardous substance content, ensuring product safety and environmental compatibility.

To align with ESG management objectives and develop eco-friendly products, the following factors are considered from the initial design phase:

- Resource reduction and improved energy efficiency through **product miniaturization**
- Minimization of energy consumption during product use via **low-power design**
- Extension of product lifespan and enhanced maintainability through **modular integration**
- Realization of a circular economy by **designing for recyclability**
- Reduction of raw material usage and mitigation of environmental burden through **the utilization of recycled materials**

Efforts to Retrieve Equipment

SK Shieldus maximizes the retrieval of security equipment provided to customers, especially upon contract termination or dismantling events, to increase recycling rates. In 2024, the company operated a dismantling management campaign and established a dedicated dismantling manager system, resulting in a 93.6% retrieval rate of equipment, which was subsequently delivered to the ECO Center.

Expansion of Recycled Equipment Utilization

Among the retrieved equipment in 2024, 62.3% were refurbished and recycled after undergoing dismantling and repair processes. Furthermore, outdated equipment with no domestic demand, such as high-definition cameras and AI technologies, were sold overseas through a global network where demand exists, thereby reducing waste and contributing to resource circulation. Additionally, in 2024, SK Shieldus activated processes for partial component replacement to expand recycling and strengthened inspection procedures to enhance the reliability of repaired products. In 2025, to increase the recycling rate of communication modules, retrieved modules from terminated contracts will undergo performance testing and be promptly recycled at respective branches. To support this, performance testing devices, dedicated storage boxes, and recycling kits will be developed and distributed to facilitate efficient recycling operations.

1 Inspection of Retrieved Equipment **2** Performance Testing of Retrieved Equipment
3 Repair of Retrieved Equipment **4** Release of Repaired Equipment

Material Topic 2 Circular Economy

Expansion of End-of-Life Product Recycling

SK shieldus is committed to ensuring the lawful treatment of non-recyclable end-of-life products while actively promoting circular resource use. All waste products are systematically managed by registering their types and quantities in the government-operated Allbaro waste management system. Only certified recycling vendors authorized for waste treatment are selected to ensure compliance with legal disposal procedures. For certain waste items such as scanners, SK Shieldus also fulfills obligations under the Act on Resource Circulation of Electrical and Electronic Equipment and Vehicles by annually submitting a Recycling Obligation Implementation Plan to the relevant authorities and participating in compliance efforts through an authorized recycling cooperative.

SK shieldus' waste management practices go beyond mere outsourcing to recyclers. The company ensures that recyclable materials extracted and regenerated by partner recyclers are reintegrated into its own production process. In 2024, from 297 tons of end-of-life products—including main devices, power supply units, readers, and detectors—approximately 73 tons of plastic were recovered. Through a refinement process, 65 tons of high-purity recycled resin pellets were produced. To evaluate the suitability of these recycled materials for use in manufacturing, prototypes were developed and tested for quality. As the performance was found to be equivalent to that of existing products, the recycled pellets have been incorporated into SK shieldus' product manufacturing as of June 2025.

In addition, the company is improving its battery recycling process for main devices. For devices manufactured within the past three years, SK shieldus has established internal recycling standards. When such devices are retrieved due to contract termination or equipment removal, the batteries are sent to the ECO Center for inspection using dedicated charging and testing equipment. Batteries that meet the defined standards will be reused, contributing to the reduction of waste generation.
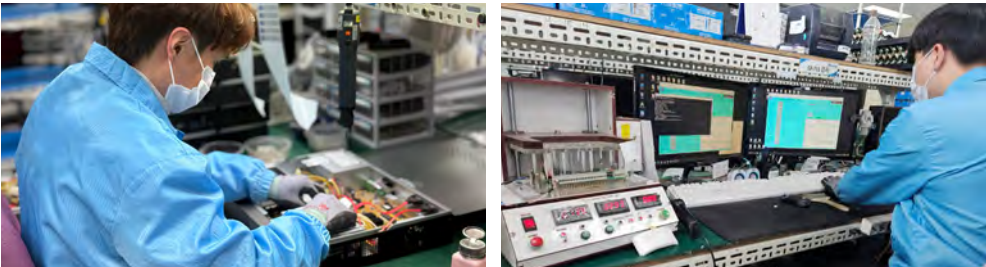
Interview

Retrieved Equipment and Devices Are Valuable Resources

Lee Sun Young, Team Leader, ECO Plus Team

Q What is the role of the ECO Plus Team?

A The primary role of the ECO Plus Team is to repair and manage retrieved assets, such as security equipment and facilities, to enable their reuse.

Q How does the reuse process for security equipment and facilities work?

A When a contract ends and equipment is retrieved, it is sent to the ECO Center, where its condition is thoroughly assessed. The equipment then undergoes a refurbishment process, including part replacements and cleaning. After refurbishment, the equipment is subjected to rigorous quality testing to verify its performance. Only units that meet our quality standards are re-released for reuse.

Q Some products must be beyond refurbishment. How are those handled?

A Indeed, certain products are either obsolete, lack spare parts, or are too severely damaged to be repaired. These items are dismantled to salvage reusable components. For non-reusable units, we grind the plastic components and recycle them to manufacture external casings, thereby increasing our resource circulation rate. Additionally, equipment that no longer meets domestic standards but remains viable for use in other countries is exported as second-hand products through our global channels.

Q What proportion of recovered equipment is reused annually, and what efforts are underway to improve this rate?

A As of 2024, the reuse rate of recovered equipment stands at 62.3%. We are working to increase this percentage by expanding the range of reusable components and incorporating new technologies into our processes. One key area of focus is the battery—one of the most frequently used components. We are currently optimizing our battery management procedures to enhance reusability and further reduce waste.

Material Topic 3 **Employee Health and Safety**

Importance of Occupational Health and Safety Management

As a company entrusted with safeguarding customer security, SK shieldus carries out countless field dispatches and installations and inspections of security systems daily. This naturally exposes field personnel and installation technicians to various occupational hazards. If the occupational safety and health of our employees are not adequately protected, it could result in serious consequences not only for the individuals involved but also for their families and colleagues. Furthermore, such incidents can adversely affect overall employee morale and work engagement. Therefore, ensuring the health and safety of our employees is a critical priority for SK shieldus. It is a core issue in our sustainable management practices, directly contributing to stable business operations, enhanced employee productivity, customer trust, and investor confidence.

Governance

Decision-Making and Implementation Structure

SK shieldus establishes an annual occupational Health and safety plan, which is reviewed and approved by the Board of Directors. Key issues related to occupational safety and health are reported to the Chief Health and Safety Officer (CSO), who is responsible for overseeing health and safety management. Specialized departments dedicated to Health and Safety are in place to carry out related tasks and implement safety measures across the organization.
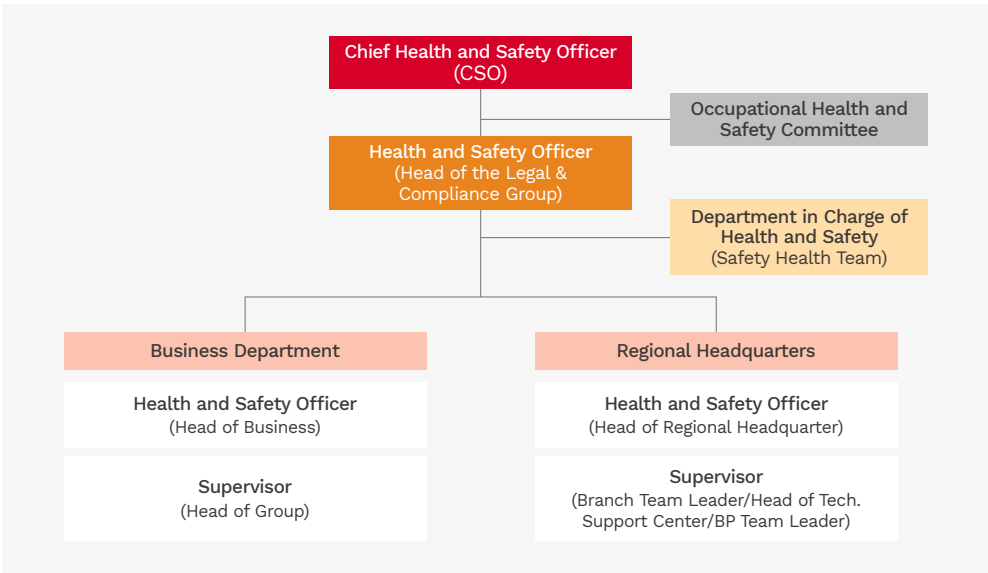
Policies and Regulations

SK shieldus publicly declares and disseminates its Health and Safety Management Policy both internally and externally on an annual basis. To ensure the occupational safety and health of customers, the general public, employees, and workers, the company has established 14 internal regulations and 13 detailed guidelines. Among the key documents are the Health and Safety Management Regulations, Risk Assessment Regulations, Guidelines for Serious Accident, and Guidelines for Serious Civil Accidents.

Health and Safety Regulations	Health and Safety Guidelines
• Health and Safety Management	• Serious Occupational Accidents
• Risk Assessment	• Serious Public Accidents
• Emergency Preparedness and Response	• Health Screening Management
• Risk Management	• Musculoskeletal Disorder Prevention
• Training and Education	• Safety Rules
• Contractor Management	• Near Miss Incident Management

Implementation Goals

SK shieldus has established the elimination of serious accidents (Zero Serious Accidents) as its core occupational health and safety management goal. In 2024, the company successfully achieved zero serious accidents, and for 2025, it aims to maintain this record by implementing a structured health and safety Roadmap focused on accident prevention. Additionally, SK shieldus has set a target to reduce the number of injuries resulting from safety and traffic-related incidents by 5% annually.

(Unit: %)

Category/Year	2022	2023	2024
Occupational Accident Rate	0.22	0.18	0.17

(Unit: Person)

Category/Year	2022	2023	2024
Number of Injured Persons*	35	37	28

* Definition of Number of Injured Persons: Refers to the number of employees and partner company personnel who sustained injuries during work-related activities, based on internal management metrics. This excludes injuries incurred during commuting, non-work-related traffic accidents, workshops, and club activities.

Material Topic 3 Employee Health and Safety

Implementation Strategy

Following the acquisition of ISO 45001—the international standard for Occupational Health and Safety Management Systems—in 2019, SK shieldus has continued to enhance its OHS management framework through annual surveillance and recertification audits. While prior to 2024 the company's occupational safety and health efforts were primarily focused on physical security field operations, in 2025, SK shieldus plans to extend its scope to include converged security operations. This includes proactive support and inspections of project-specific safety management, as well as monitoring compliance with relevant legal and regulatory requirements. Additionally, the company intends to expand pre-contract risk assessments, previously limited to select departments, to encompass major projects within the converged security sector.

Health and Safety System Audits

In compliance with applicable occupational health and safety laws and ISO 45001 requirements, SK shieldus conducts biannual on-site audits. In 2024, health and safety system implementation audits were carried out at 99 operational sites, including regional headquarters, branches, and technical centers. The company actively identifies and implements updates to national legislation and international occupational health and safety standards, ensuring that such changes are promptly reflected in safety management practices and performance indicators. In 2025, the scope of audits will be expanded to include the converged security division, reinforcing the prevention of safety incidents through comprehensive inspections.

Risk Assessment Management Program

SK shieldus operates its safety management program based on both a dedicated Risk Assessment Management Program and the PDCA (Plan–Do–Check–Act) cycle prescribed by ISO 45001. In 2025, the effectiveness of risk assessments will be enhanced by having Health and Safety Supervisor work directly with field personnel to identify and implement safety measures tailored to specific on-site tasks. In addition, in line with the risk management requirements of ISO 45001, the company identifies internal and external safety-related issues, establishes risk mitigation plans, implements corresponding measures, and conducts verification procedures to assess effectiveness.

STEP 1	STEP 2	STEP 3	STEP 4
Establish a risk assessment plan	Identify risk factors	Define the risks	Establish and implement risk reduction measures
• Selection of risks through discussion after identifying attendees and convening a meeting according to the schedule.	• Identification of hazardous risks in the workplace through onsite visit inspections and the health and safety checklist.	• Selection and registration of major risks that require immediate improvement among risk factors.	• Establishment of the selected major risk improvement plan and determination of the execution schedule.

Sharing result of the risk assessment

Advanced Risk Assessment Management Plan

To enhance the effectiveness of the risk assessment process, SK shieldus plans to establish and implement a more practical and advanced risk identification and mitigation program. Prior to formal assessments, on-site teams will collaborate to proactively identify potential hazards, and site supervisors will take the lead in developing and executing improvement plans. This hands-on approach is intended to increase the relevance and applicability of risk assessments at the operational level. Through this initiative, SK shieldus aims to strengthen its capacity for accident prevention by identifying and addressing site-specific risk factors in a proactive and systematic manner.

Category	AS-IS	TO-BE
Scope and Process	• Focused on regional headquarters and selected sites	• Expansion to all business units and departments • Extension of scheduled (periodic) risk assessment cycles • Implementation of ad-hoc (unscheduled) assessments in response to incidents or identified risks
Process	• Office-based, field-based, commuting, and non-routine tasks	• Inclusion of emerging hazards caused by climate change
Pre-assessment Preparation	• Headquarters issues guidelines to all business sites	• Formal planning of risk assessment
Review and Evaluation	• Implementation and evaluation of risk mitigation plans	• Establishment of occupational health and safety management plans for business sites

Operation of the Occupational Health and Safety Committee and Council

SK shieldus operates a quarterly Occupational Health and Safety Committee composed of both labor and management representatives to enhance the occupational safety and health of all employees. In addition, a monthly Occupational Health and Safety Council is held with partner companies to drive improvements in safety management practices. In 2024, these proactive communication efforts led to improvements in nine areas, including the development of new safety guidelines, the distribution of emergency escape hammers for electric vehicles, and the provision of blood pressure monitors.

Date	< Key Agenda Items of the Occupational Health and Safety Committee >	Resolution Status
March 21, 2024	• Organizational restructuring and regulatory on occupational health and safety updates in 2024	Resolved
	• Revision of SK shieldus health and safey goals and policy statement	Resolved
	• Establishment of Serious Public Accident Guidelines for the Samseong-dong Office	Resolved
	• Purchase and maintenance of alcohol breathalyzers	Resolved
June 25, 2024	• Introduction of workplace health and safety bulletin boards	Resolved
	• Emergency evacuation drill at Samseong-dong Office	Resolved
October 24, 2024	• Establishment of occupational safety and health management regulations for SK Hynix	Resolved
	• Distribution of emergency hammers for electric vehicles	Resolved
December 26, 2024	• Deployment of automatic blood pressure monitors to depa	Resolved

Material Topic 3 Employee Health and Safety

Traffic Accident Prevention Training: Safety Training

The Safety Training aims to prevent the recurrence of traffic accidents among individuals with prior incidents and to improve driving habits among employees who require corrective guidance. The program includes various components such as case studies of traffic accidents, root cause analysis, and group discussions on accident prevention. These activities are designed to raise awareness about the importance of safe driving and help prevent future incidents. In 2024, a total of 113 employees completed this training course. Additionally, recognizing the higher accident risk associated with motorcycles compared to other modes of transportation, SK shieldus operates a specialized safety school for motorcycle riders.

Safety Awareness Enhancement Training

To foster a stronger occupational safety and health culture and enhance employees' capabilities in accident prevention and response, SK shieldus develops occupational health and safety training content and provides company-wide training sessions annually through both online and offline platforms.

Target		Duration	Format
Regular Training	Employee (Regional headquarter)	At least 6 hours per half-year	Offline
	Employee (Headquarter)	At least 6 hours per quarter	Online
	Supervisor	At least 16 hours per year	Online/offline
Onboarding Training for New Employees	New employee	At least 8 hours	Offline
Supplementary Training*		Varies on trainings	Offline
Job-specific Training	Health and Safety Officer	Yearly basis	Training provided by external institution
	Health/Safety Manager	Yearly basis	Practical training on occupational health and safety activities
Health and Safety Letter		Monthly basis	Accident prevention and safety measures, etc.

* Supplementary training: Material Safety Data Sheet (MSDS) training, Risk Assessment training, and other occupational health and safety-related courses

Employee Health Management and Promotion Programs

SK shieldus conducts annual health check-ups for all employees. In 2024, various health management programs were implemented to support follow-up care for individuals with findings from health screenings, prevent work-related illnesses, and promote overall employee well-being. For managing employees with health concerns, health newsletters were distributed to raise awareness on health management, and blood pressure monitors were installed at all business sites. To prevent work-related illnesses and promote employee health, the company organized health promotion lectures, walking challenges, psychological counseling programs, and distributed Occupational Health and Safety Newsletters.

Category	Program	Target & Duration	Description
Health Risk Management	Occupational Health and Safety Newsletter Distribution	• Target: 3,534 employees with findings from health screenings • Period: Jun–Dec 2024	• Emphasis on disease prevention and associated health risks - Topics: Preventive measures for arrhythmia and increased awareness of obesity-related health risks
	Blood Pressure Monitors Deployments	• Target: Regional headquarters and partner worksites • Units Deployed: 133	• Preventive care for employees with hypertension
Health Promotion	Health Promotion Lectures (2 sessions)	• Target: 80 employees (by registration) • Period: July & October 2024	• Lectures on lifestyle improvement and health management
	250,000 Steps: Healthy Walk Challenge	• Target: 616 registered participants • Period: Oct 2024 (1months)	• Brain health-related disease prevention - Activities: walking (250,000 steps), weekly lifestyle correction missions
	Counseling Program	• Target: 329 employees (677 sessions) • Content: Counseling & Psychological Tests	• Mental health support for job stress, interpersonal conflict, etc.
	Occupational Safety & Health Newsletter	• Target: All employees • Period: Jan–Dec 2024	• Health information for employees - Topics: Cold-related illnesses in winter and basic health precautions during periods of extreme heat

Material Topic 4 **Diversity and Inclusion**

## Importance and Direction of Diversity and Inclusion

SK shieldus is committed to fostering the values of diversity and inclusion at a high level in order to build a great workplace culture that enhances employee job satisfaction and organizational performance. This, in turn, builds customer trust and contributes to the company's stable operation and sustainable growth.

Organizations lacking diversity and inclusion often struggle to adapt to rapid socio-cultural changes, leading to rigid and hierarchical organizational structures. A top-down culture can hinder the communication of field-level insights to management and become a source of internal conflict and dissatisfaction. Against this backdrop, SK shieldus firmly believes that cultivating an inclusive and discrimination-free corporate culture will not only improve employee satisfaction, but also elevate the quality of its security and life care services—ultimately enhancing customer satisfaction and trust.

Governance

Decision-Making and Implementation Structure
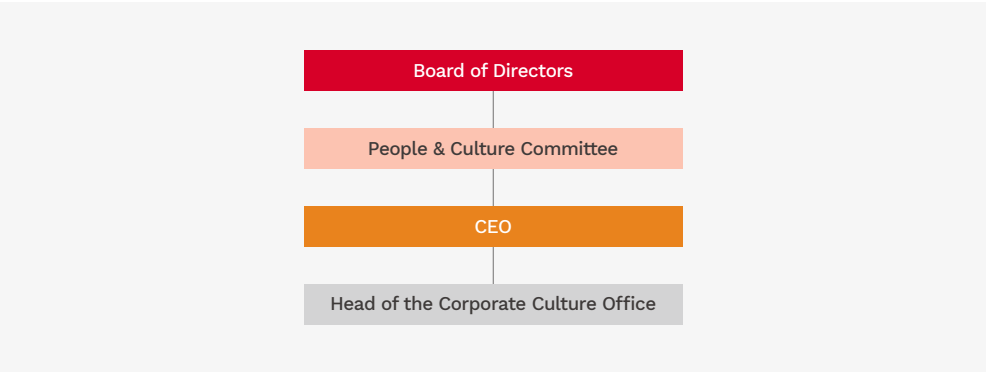
SK shieldus recognizes 'Diversity and inclusion' as a top priority for organizational growth and has established a strategic direction to effectively implement this agenda. The company regularly monitors related progress through its Board of Directors. In addition, the P&C (People & Culture) Committee—operating under the Board and convening three times a year—addresses diversity and inclusion as a key topic and manages it through defined KPIs.

Policies and Regulations

SK shieldus remains committed to its core mission of earning customer trust through its security and life care services. The company strives to build a trust-based organization by fostering an inclusive and fair corporate culture that supports nondiscriminatory employment and working conditions. In accordance with Article 5 of its Rules of Employment, SK shieldus promotes talent management rooted in diversity and inclusion as a foundation for sustainable corporate growth. The company ensures fairness and equality, aiming to create a culture where diverse talents can fully realize their potential. Furthermore, SK shieldus plans to enhance its organizational agility and responsiveness by embedding diversity and inclusion not only within its internal structure, but also in its relationships with customers, partners, and local communities—thereby contributing to their stability and sustainability.

Material Topic 4 Diversity and Inclusion

Goals and Strategies

Women Workforce Expansion Plan

To advance its commitment to diversity and inclusion, SK shieldus established a mid-to-long-term five-year plan at the end of 2023 to increase the representation of women in the workforce. The company set a target to ensure that women comprise over 40% of independent directors. In 2024, SK shieldus exceeded this target. Additionally, the company conducted annual goal-setting and held explanatory sessions for leadership and labor unions to foster a shared understanding of gender diversity.

Performance and Plans

Hiring of Female Employees

At SK shieldus, the majority of female employees are currently concentrated in technology and staff roles. As of 2024, women account for 19.3% of the technical workforce and 7.8% of the non-technical workforce. The company aims to expand recruitment of individuals from diverse backgrounds and perspectives across various job categories to drive creative problem-solving and innovation, as well as to increase the proportion of female leaders. To support this, SK shieldus is building organizational structures and infrastructure that support gender diversity within frontline teams. The company annually reviews gender mix by department and function and analyzes the root causes of changes in the number of female employees. Based on this, annual gender diversity targets are set.

Through these efforts, SK shieldus aims to enhance organizational diversity, foster an inclusive culture, and strengthen competitiveness. This approach not only satisfies legal and social expectations, but also contributes to leadership development and better customer understanding. Such strategic hiring is expected to play a key role in advancing SK shieldus' sustainable growth and reputation. 📄

Employment of Persons with Disabilities

As of 2024, the employment rate of persons with disabilities at SK shieldus stands at 2.9%. The company supports employees with disabilities by providing customized assistive devices and assigning work assistants to improve accessibility and ensure workplace safety. These measures are designed to empower persons with severe disabilities to actively participate as valued members of both the company and society.

(Unit: Person, %)

Category/Year	2022	2023	2024
Number of Employees with Disabilities	128	138	132
Employment Rate of Persons with Disabilities	2.83	3.03	2.94

Based on Reporting Standards of the Korea Employment Agency for Persons with Disabilities

Seomseomoksu (Gwangmyeong Station Branch): On-site nail care services by staffs with hearing impairment

Material Topic 5 **Social Impact on Local Communities**

Social Contributions through Business

As a security company committed to safeguarding local communities, SK shieldus places great importance not only on the safety of its customers but also on enhancing and maintaining the safety of the broader community. Any failure or insufficiency in security services can pose risks to community safety and negatively affect the company's credibility and reputation. Therefore, enhancing community safety serves as a foundation for SK shieldus's stable operations and sustainable growth. In addition, recognizing cyberspace as a form of community, SK shieldus is dedicated to supporting small- and medium-sized enterprises (SMEs) vulnerable to cyber threats by providing tailored research outcomes free of charge. The company also strives to expand the development and provision of security monitoring solutions and services suited to the scale of these enterprises.

Governance

Decision-Making and Implementation Structure
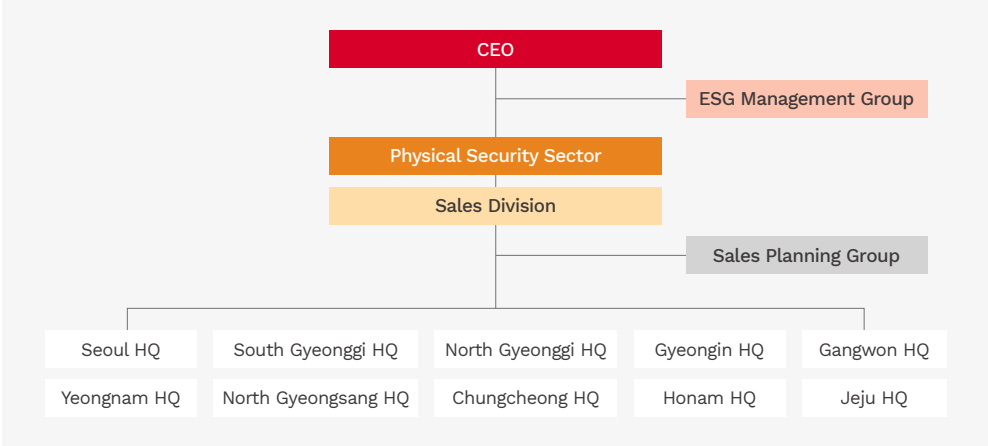
In line with its Sustainable Management Policy, SK shieldus has established detailed initiatives across the areas of Innovation, Environment, Social, and Governance, along with setting annual implementation targets. Among these, the initiative titled "Social Contribution through Business" is a key focus within the Social area and is currently being implemented with detailed tasks and pricing strategies in both physical and cyber security sectors.

This initiative has been designated as a priority task within the company's mid- to long-term 5-STAR ESG Initiative. The Heads of the Physical Security and Cyber Security Divisions are assigned as responsible owners for their respective areas, overseeing the full execution of the tasks. The ESG Management Group leads and monitors the overall initiative, while operational departments register and manage detailed plans and progress through a dedicated task management system.

Implementation Goals

Through the 5-STAR Project, SK shieldus has established a five-year plan aimed at generating measurable social impact by defining clear sustainability targets and timelines. One of the core tasks identified is the "Expansion of Socially Responsible Products and Services." To enhance security for vulnerable facilities, SK shieldus is conducting facility selection and managing targets using a tracking number system. By 2028, the company plans to expand its services to deliver 88,000 security service instances to socially vulnerable facilities.

Implementation Strategy

Enhanced Security for Socially Vulnerable Facilities

SK shieldus defines six categories of socially vulnerable facilities—nursing homes, hospitals/clinics, Korean medicine clinics, schools, daycare centers/kindergartens, and government offices—and provides targeted, prioritized management. Each year, the company establishes customer acquisition strategies for facilities that currently do not receive safety services or have terminated contracts. For financially constrained facilities, SK shieldus considers offering discounted service rates to ensure accessibility.

Expansion of Security Services for SMEs

Recognizing the relative vulnerability of small- and medium-sized enterprises (SMEs) compared to large corporations, SK shieldus continues to invest in the development of security solutions tailored to SMEs. This includes compact packages that integrate essential cybersecurity functions. In January 2025, the company acquired AI security innovation firm SecuLayer and is working to further enhance the AI-powered security monitoring platform Secudium as part of its effort to strengthen cybersecurity capabilities. Additionally, SK shieldus supports security assessments for SMEs to raise awareness of information security and recommends security monitoring services tailored to each enterprise's size and needs.

Material Topic 5 Social Impact on Local Communities

CAPS Home Support Program:
Securing Residential Safety for Single-Person and Vulnerable Households

With single-person households accounting for 35.5% of the total population and a 17.5% increase in residential intrusion crimes over the past four years, SK shieldus has taken proactive measures to address blind spots in residential security. In collaboration with local governments, the company is implementing the CAPS Home Support Program to provide enhanced home security for single-person and security-vulnerable households. The program offers comprehensive home security solutions—including front door CCTV, 24/7 emergency dispatch services, and SOS panic buttons—at no cost, covering both installation fees and monthly service charges.

In 2024, SK shieldus partnered with 36 local governments, including Gangnam-gu Office, Gyeonggi Bukbu Provincial Police, and Busanjin-gu Office, to install services for 1,581 households, contributing approximately KRW 180 million in support.

< Annual Achievement >   (Unit: Case)

Year	Cases
2024	1,581
2023	1,278
2022	817
2021	1,490
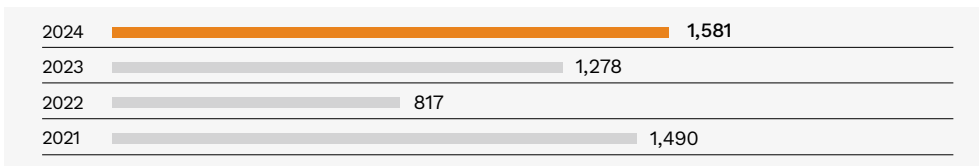
Since the program's inception in 2021, services have been provided to approximately 5,100 households. As of April 2025, SK shieldus has signed agreements with 24 institutions—including Chungbuk Provincial Office and Gyeongbuk Provincial Office, Gangnam-gu Office, and Gyeonggi Women & Family Foundation—to support an additional 1,900 households, with planned contributions amounting to KRW 200 million.

In 2024, the ratio of beneficiaries was split between the Seoul metropolitan area (40%) and non-metropolitan regions (60%). In 2025, SK shieldus aims to expand coverage in non-metropolitan areas, where security infrastructure is comparatively underdeveloped, raising the support ratio to 75%.

Participation in the Emergency Safety and Security Service:
Senior Citizen Living Alone Safety Management Program

Since 2021, SK shieldus has participated in the Emergency Safety and Security Service program led by the Ministry of Health and Welfare. This initiative aims to safeguard the lives of socially vulnerable individuals, such as senior citizens living alone, through a safety management system that automatically notifies the emergency service center (119) and immediately alerts on-site emergency response personnel in the event of incidents such as fire or medical emergencies.

SK shieldus operates a robust collaboration network with 17 regional support institutions and 218 local centers under municipal governments across the country. Based on this network, the company provides regular training on the use of emergency equipment to approximately 700 emergency response personnel. In addition, a dedicated technical support center offers telephone consultation and remote assistance, while also monitoring emergency equipment usage in real time. Quarterly satisfaction surveys are conducted among field emergency personnel, and the results are used to evaluate and enhance the quality of service delivered by technical consultants and maintenance staff, thereby ensuring continuous improvement.

Safe Village Sheriff

With the increasing urban aging population and the rise in single-person households, areas and time periods lacking sufficient public security infrastructure are expanding, heightening the risk of crime exposure for vulnerable groups. In response, SK shieldus has launched the Safe Village Sheriff initiative to protect marginalized populations and strengthen local safety networks, thereby creating social value through crime prevention and enhanced psychological security. Under this program, residents of designated communities—trained and supported by SK shieldus—conduct patrols during high-risk nighttime hours and collaborate with the police and local neighborhood watch groups. The initiative leverages a patrol management app and a web-based operations platform to monitor local safety conditions in real time. In addition, monthly performance analysis, role-based evaluations, and satisfaction surveys among community members are conducted to drive program effectiveness. In 2024 alone, the Safe Village Sheriff initiative contributed to resolving 3,624 citizen inconvenience issues and responded to 18 emergency incidents, including assault, sexual violence, fires, medical shocks, and suicide prevention interventions.

MOU with East Yongin Police Station for Victim Protection

Emergency Response Officer Capacity-Building Training

Safe Village Sheriff in Action

Material Topic 5 Social Impact on Local Communities

White Hat Hacker Group EQST, Safeguarding Cyberspace

SK shieldus operates EQST (Experts, Qualified Security Team), a professional cybersecurity group composed of over 120 white hat hackers, to contribute to building a safe cyberspace and enhance its threat intelligence research capabilities. White hat hackers are security experts who ethically hack or identify system vulnerabilities with the goal of strengthening information system security and preventing hacking incidents. EQST, as a specialized white hat hacker organization, focuses not only on penetration testing but also on research and analysis of security threats, leveraging its accumulated intellectual assets to conduct various activities. The EQST Lab, responsible for research and development, explores a wide range of cybersecurity areas. In response to evolving ransomware threats, it operates a dedicated Ransomware Response Center and participates in the private-sector ransomware response council, KARA (Korea Anti-Ransomware Association). Through this framework, SK shieldus provides a one-stop service for ransomware incident reception, response, recovery, and countermeasure development. EQST also conducts forward-looking research on emerging technologies, analyzes vulnerabilities across web and mobile platforms, and publishes technical materials such as diagnostic guidelines, the EQST Insight, and the Annual Report.

Distribution of EQST Research Outputs and Webinars to Address Security Threats

EQST publishes its research output, EQST Insight, on a monthly basis in three parts: Headline, which covers security trends across various domains; Keep up with Ransomware, which provides monthly analyses of major ransomware activity; and Research & Technique, which includes analysis and trends on major and emerging security vulnerabilities. The Annual Report is published twice a year, in the first and second halves, and outlines key security issues of the year along with forecasts and strategic responses to security threats, helping all stakeholders to proactively prepare for evolving risks. Additionally, through strategic webinars, EQST shares in-depth analyses of major hacking incidents and security trends in 2024, as well as forecasts and response strategies for anticipated threats in 2025, contributing to the creation of a safer digital society.

Research and Guidance on Emerging Security Vulnerabilities to Prevent Hacking Incidents

As applications such as LLM* and Electron** become increasingly utilized, security concerns specific to each application are gaining attention. In response, EQST continues to conduct research on new security vulnerabilities and provide corresponding guidance. In 2024, EQST published the LLM Application Vulnerability Diagnostic Guide and a research report on Desktop Application (Electron) Vulnerabilities, taking a proactive role in preventing cyber incidents.

* Large Language Model (LLM): Language models consisting of massive neural networks with extensive parameters
** Electron: A cross-platform framework based on Chromium and Node.js used to develop desktop applications for Windows, macOS, and Linux

Cybersecurity Consulting Services

As digital transformation accelerates, the digital domain continues to expand—and with it, the scope of cyberattacks. Cyber threats now target not only individual PCs and data but extend across enterprises, governments, and national critical infrastructures. To address this, EQST provides tailored penetration testing services to mitigate one of the most prominent threats: ransomware. With over 20 years of experience in the financial, public, corporate, healthcare, and education sectors, EQST conducts highly specialized assessments based on its in-depth industry knowledge and consulting expertise. These assessments are optimized for each sector and enterprise, and include compliance reviews against information security standards and management system certifications, as well as vulnerability assessments across websites, mobile applications, systems, and infrastructure. Based on clients' specific business domains and potential threat vectors, EQST designs customized attack scenarios and provides actionable, optimized security guidelines.

Intelligence Sharing on Ransomware Group Strategies and Defensive Measures

As ransomware attacks continue to rise, threat actors increasingly exploit software vulnerabilities, expand their target platforms, and utilize techniques such as Remote Monitoring and Management (RMM) tools and Living-off-the-Land (LotL) tactics to evade detection. Notably, while major legacy ransomware groups reduce their activity, newer and more sophisticated groups with advanced strategies are emerging. In response, SK shieldus, through its elite security taskforce EQST, operates the Ransomware Strategy and Response Initiative. In collaboration with the Korea Anti-Ransomware Alliance (KARA***), SK shieldus provides a one-stop response system. The Ransomware Response Center has gone beyond reactive measures to deliver proactive defenses, compiling a comprehensive Ransomware Strategy and Response Report that maps out tactics and techniques across the entire attack lifecycle—from initial access and lateral movement to payload delivery. This report includes in-depth analysis of both disbanded and active ransomware groups, offering end-to-end threat mitigation strategies from network perimeter to endpoint protection. Going forward, the Ransomware Response Center will continue to take a leading role in establishing a secure business environment by countering increasingly sophisticated ransomware threats.

*** KARA (Korea Anti-Ransomware Alliance): A private-sector ransomware response alliance led by SK shieldus, comprising seven member organizations including Trend Micro, Genian, Mandiant, Veritas, Carrot General Insurance, and law firm HwaWoo.

Youth Employment and Development of Cybersecurity Professionals

SK shieldus, through EQST, actively contributes to youth employment and the development of cybersecurity talent aligned with the demands of emerging digital technologies. Programs such as SK shieldus Rookies and SeSAC are designed to nurture hands-on, job-ready security professionals. Through these initiatives, program graduates are either directly recruited by SK shieldus or connected with partner organizations through hiring agreements. This contributes to job creation for young talent while continuously cultivating a pipeline of highly skilled cybersecurity professionals to lead in the digital era.

Material Topic 6 Ethical Management

Importance of Ethical Management

SK shieldus serves as a social safety net that protects the lives and tangible and intangible assets of customers, based on the trust of various stakeholders, including customers. A breach of corporate ethics or negligence in management that leads to a security incident can cause customers to suffer direct or indirect losses, damage relationships with business partners or investors—potentially resulting in the termination of partnerships or withdrawal of investments—and erode public trust in overall social safety. Such consequences can significantly undermine the company's trust-based relationships with stakeholders and lead to extensive negative impacts across legal, economic, and social dimensions. Corporate ethics, therefore, are not only the foundation for gaining the trust of customers and society but also a core driver of sustainable growth and a key component of the company's business competitiveness.

Governance

Decision-Making and Implementation Structure

SK shieldus has established a Corporate Compliance System that enables employees to strictly adhere to fair trade regulations. This system helps prevent tangible and intangible losses from legal violations in advance and fosters a culture of fair and transparent management.

Under the leadership of the CEO, SK shieldus operates a structured decision-making and implementation structure for ethical management. Each group's compliance personnel selects monitoring indicators, assesses risks, evaluates effectiveness, and reports improvement areas to the compliance officer. The compliance officer per then reviews, amends, and evaluates the reports to support the CEO in setting compliance-related cultural goals and making strategic decisions.

The company's dedicated compliance function is led by the Legal Team within the Legal and Compliance Group, which provides CP* regulations, detailed guidelines, and various compliance manuals to employees. Ongoing training is also offered to actively support employees in practicing compliance in their daily operations.

* CP (Compliance Program): A voluntary fair trade compliance program.
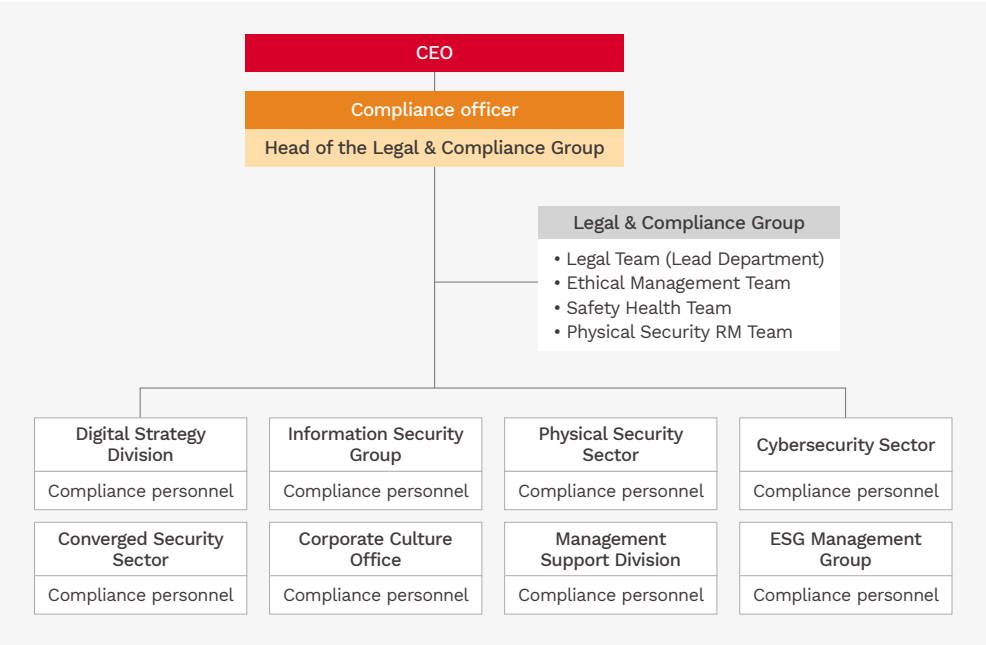
Code of Ethics

To promote ethical business practices, SK shieldus has established the "Code of Ethics and Compliance," which serves as the standard for decision-making and behavior across all business operations. The Code applies to all members of the company, business partners, and customers, and is structured as follows: ethical conduct toward customers, the company, business partners, colleagues, and in daily life (Part I: General Provisions); anti-corruption and procedures for offering gifts and entertainment (Part II); conflict of interest (Part III); fair trade (Part IV); protection of information assets (Part V); records and document management (Part VI); roles and responsibilities toward society (Part VII); and reporting of violations and whistleblower protection (Part VIII).

In 2024, SK shieldus revised its Code of Conduct to strengthen fair and transparent compliance and ethical management, reinforce anti-corruption measures, and foster a sound corporate culture. The Code of Conduct outlines the standards of behavior expected of all employees in the performance of their duties and consists of seven sections, including general conduct guidelines, compliance with fair trade regulations, and anti-corruption practices.

Material Topic 6 Ethical Management

< Code of Conduct >

1	I will comply with internal regulations such as delegation of authority policies and approval procedures, and ensure accurate reporting.

Worst Practices
① Placing purchase orders and proceeding with procurement payments post-facto due to tight client delivery schedules, bypassing the required contract execution and internal approval process.
② A senior staff member instructed a junior employee to register a construction site with 90% completion as "completed" in the system to inflate performance figures, and submitted a false report to their supervisor.

2	I will not use or disclose company information or assets obtained during work for personal gain.

Worst Practices
① Providing confidential business information acquired on the job to a competitor's sales staff in exchange for personal compensation.
② Misappropriating or reselling company or client-owned assets (e.g., laptops, CCTV equipment) for personal benefit.

3	I will not act against the company's interests to benefit individuals or specific organizations.

Worst Practices
① Registering inaccurate contract terms in the system to inflate commissions or mislead the client, resulting in complaints.
② Initiating internal approvals for goods acceptance and making payments to suppliers even though actual delivery was incomplete, in order to recognize revenue prematurely.

4	I will not violate my fiduciary duty to the company, including conflicts of interest.

Worst Practices
① Engaging in outside employment or consulting (e.g., lectures, ride-hailing, delivery services) without prior company approval, negatively impacting work performance.
② Directing vehicle maintenance exclusively to a repair shop operated by a relative to secure financial benefit.

5	I will neither solicit nor accept any form of bribe or improper hospitality in connection with my duties under any circumstances.

Worst Practices
① Offering a bribe to a client representative to secure a contract.
② Repeatedly demanding entertainment or favors from a supplier's sales representative as a routine part of contract negotiations.

6	I will not engage in collusive or unfair subcontracting practices.

Worst Practices
① Reaching an agreement with competitors to divide sales territories and refrain from doing business in each other's regions.
② Sharing bidding information or agreeing in advance on a successful bidder and price with competitors.
③ Failing to provide written subcontract agreements in advance or delaying payment beyond legal deadlines.
④ Not issuing or intentionally delaying the issuance of mandatory construction payment guarantees.

7	I will not abuse my position to impose unfair disadvantages on partners or shift responsibility for errors onto them.

Worst Practices
① Allowing personal bias to influence supplier performance evaluations or applying inconsistent standards to exclude certain vendors.
② Forcing a subcontractor to procure materials from a designated vendor instead of their preferred supplier.

An effort to enhance the effectiveness of ethical management and reinforce transparent and fair business operations, SK shieldus is minimizing manual intervention throughout the contract lifecycle by digitalizing the entire process. By ensuring consistency and system-based management across contract execution and administration, we aim to proactively eliminate opportunities for misconduct. To this end, we have launched and are currently implementing a long-term transformation initiative known as the 5-STAR Project, which comprises the following tasks:

- Comprehensive review of current contract and payment processes
- Definition of target processes for contracts and disbursements
- Implementation and digital migration of newly defined workflows
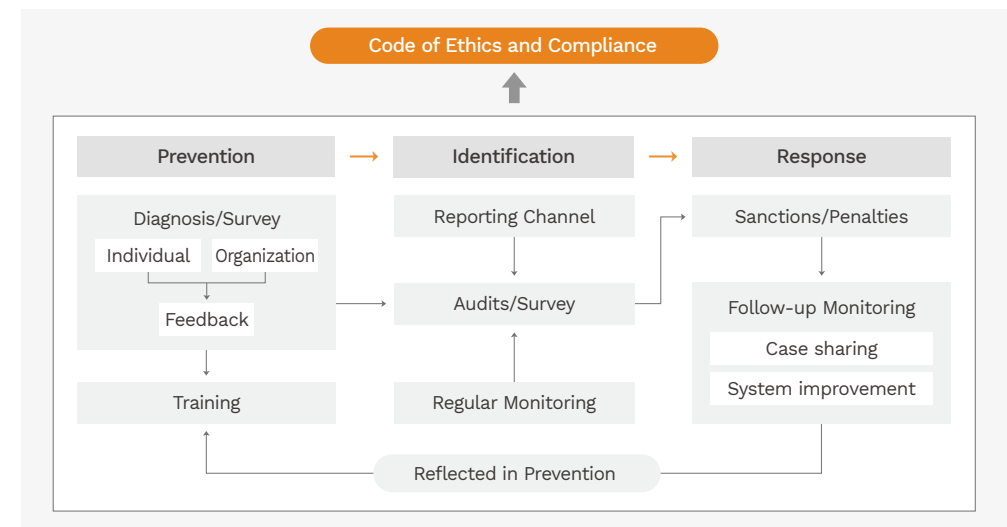- Ongoing monitoring to ensure compliance with the digitalized processes

Ethical Management Process

To institutionalize ethical management, SK shieldus operates a closed-loop ethical compliance process consisting of the following stages: prevention – detection – response. As part of the preventive measures against ethical risks, we conduct annual compliance and ethics training for all employees, including a pledge of ethical conduct and information protection.

In order to cultivate a culture of integrity where employees uphold transparency, fairness, and rationality in their work, we have established dedicated communication channels on the corporate intranet—namely, the "Ethics Counseling Center" and "Work Inquiries & Suggestions." In addition, we operate an integrated reporting channel (https://ethics.sk.co.kr), which is complemented by the Ethics Counseling Center and real-time monitoring via Robotic Process Automation (RPA). When ethical risks are identified, we implement corresponding response measures including disciplinary actions, awareness campaigns, targeted training, and process improvements. These corrective actions are further reflected in preventive strategies.

* RPA (Robotic Process Automation)

< Ethical Management Structure >

Code of Ethics and Compliance

Prevention	→	Identification	→	Response
Diagnosis/Survey (Individual / Organization)		Reporting Channel		Sanctions/Penalties
Feedback		Audits/Survey		Follow-up Monitoring (Case sharing / System improvement)
Training		Regular Monitoring		

Reflected in Prevention

Material Topic 6 Ethical Management

Implementation Goals

We set the objective of "Enhancement of the Anti-Corruption and Integrity Management System" as a key KPI and made concerted efforts to achieve this goal. We carried out system enhancements and training in accordance with the workstreams and key milestones under the 5-STAR Code of Conduct framework.

> • Enhancement and training of the Code of Conduct system
> • Achievement of zero corruption through training

Implementation Strategy

ISO 37301 Certification: Compliance Management System

ISO 37301 is an international standard for certifying corporate compliance management systems. Compliance is not merely a passive obligation for corporations but an essential management framework that must be established to build stakeholder trust, including that of customers, and to ensure sustainable growth. ISO 37301 certifies that the company is capable of maintaining such system.

In 2024, SK shieldus obtained ISO 37301 certification, thereby demonstrating that its integrated compliance risk management system and operational maturity align with international standards. Moving forward, SK shieldus aims to further advance its compliance management capabilities by strengthening its risk control framework and regulatory compliance competency.

Ethics & Compliance Programs

SK Shieldus operates a range of ethics and compliance programs aimed at fostering ethical awareness among employees and cultivating a healthy organizational culture. Mandatory annual legal trainings (Sexual harassment prevention, awareness of persons with disabilities in the workplace, prevention of workplace harassment, and personal data protection and information security) and compliance/ethics training.

In addition, key provisions of the company's Code of Ethics and Compliance are communicated through periodic Ethical Management Practice Letter to ensure employees' awareness of core guidelines. Further initiatives include: Leadership ethics self-assessment for managers, compliance training during the BP open recruitment onboarding program, and ethics and compliance training embedded within onboarding programs for both new and experienced hires.

Subject of program	Number of Session
Statutory mandatory training	
Sexual harassment prevention	
Disability awareness in the workplace	
Workplace Harassment Prevention Training	1
Personal data protection and information security	
Compliance and ethics	
Compliance and the Code of Conduct	
Ethical management and faire trade awareness	
Ethics case study sharing session	2
Pledge of ethical management	1
Ethical management practice letter	4
Leadership ethics self-assessment for managers	2
Compliance during the BP open recruitment onboarding program	6
Ethics and compliance training for both new and experienced hires	9

Compliance System

< Managing Scope >

Category	Scope
Compliance Inspections	• Subcontracting transaction reviews • Consignment and entrusted transaction inspections • Private Security Business Act compliance inspections • Occupational Safety and Health Act / Serious Accidents Punishment Act compliance checks • Personal Information Protection Act compliance reviews • Pre-screening of intra-group transactions
Anti-corruption	• Ethics management system • Third-party due diligence • Conflict of interest disclosure process • Collusion and unfair concerted practices prevention process
Contract & Legal Review	• Standard and non-standard contract drafting and review • Seal management and legal review
Information Security	• Information Security Management System (ISMS) operation
Occupational Safety	• Occupational Health and Safety Management System
Policy & Regulation Management	• Internal regulation establishment and revision • Operation of voluntary compliance guidelines

Material Topic 6 Ethical Management

Risk Monitoring System for Preventive Management

SK shieldus defines risks as any events that may have a direct or indirect adverse impact on the company's strategy or business operations. Based on its unique business environment, SK shieldus identifies material risks by comprehensively assessing the likelihood of occurrence, potential business impact, scope of financial and non-financial loss, and implications for directors, executives, and employees. For risks deemed significant, SK shieldus establishes systematic control plans and proactively monitors for potential violations of relevant laws and regulations to prevent compliance risks.

Evaluation and management of legal risks	Initiatives	Details
• Diagnosis and improvement of possible illegal acts by regular inspection and evaluation of legal risks related to management activities and business operations • Prevention of legal risks related to management activities and business operation and follow-up management	Selection and implementation of CP tasks	• Identification of risk factors and details related to the company's business, assessment of risk levels, and establishment/implementation of management measures - Risk factors: Derivation of risk factors considering the company's business environment - Risk level assessment/management measures: Risk level assessment based on likelihood and impact, and establishment/implementation of control and compliance inspection plans for each risk
	Compliance check	• Subcontracting transaction inspection • Biannual (first/second half) inspection of compliance with the Private Security Business Act and ongoing review by a dedicated team • Inspection of compliance with other business license requirements • Inspection of implementation status of occupational health and safety management related to serious industrial accidents • Ongoing and regular audits related to anti-corruption and unethical conduct • Information Security Management System inspection • Security inspections including compliance status of personal data protection at branch level • Personal Information Protection Act compliance inspection
	Prevention and post-management of legal risks related to business operations and management activities	• Establishment of Risk/Regulation Pool for integrated risk management • Acquisition of ISO 37301 (Compliance Management System) certification • Implementation of compliance training on subcontracting transactions and collusion prevention
	Understanding of compliance trends and preemptive risk management	• Review and response to key initiatives by the Fair Trade Commission • Inspection of compliance with the price linkage system in subcontracting transactions • Sharing of updates on the Serious Accidents Punishment Act and related issue monitoring and risk management

Effectiveness Assessment

SK shieldus evaluated the effectiveness of its compliance inspections and support activities by domain to determine whether they were appropriately designed and implemented. The company confirmed that these activities were effectively carried out to prevent or detect legal risks in a timely manner.

To advance its Corporate Compliance System over the mid- to long-term, SK shieldus assessed the current level of its compliance framework and identified key risk areas within the company's operational environment. Based on this, the company established and implemented its 2024 objective for enhancing the compliance management system.

| Area	Assessment criteria	Assessment Results
Legal risk assessment and management	• Whether compliance inspections were substantively conducted • Whether appropriate corrective actions were taken on identified issues • Timeliness of risk management in response to changing regulatory environments • Existence of adequate procedures to ensure compliance by executives and employees	→ Key inspection areas and subjects were selected based on the regulatory environment, and timely inspections were conducted → Improvement measures were established for identified issues, and recurrence prevention actions were implemented → Legislative, regulatory, and policy trends were monitored to prepare responsive processes for the evolving regulatory environment → Disciplinary rules, HR policies, and internal regulations stipulate appropriate procedures to ensure legal compliance by employees
Compliance training	• Whether the necessity of compliance management is continuously communicated • Effectiveness of the compliance training program for executives and employees	→ Regular and ongoing compliance and ethics training conducted → Training programs were designed and delivered in a timely manner to enhance effectiveness
Creation of a compliance environment	• Whether roles and responsibilities for compliance control are clearly established from top management to individual departments • Level of awareness of compliance management among executives and employees	→ Compliance control tasks are efficiently carried out in accordance with the roles and responsibilities of each organizational unit → Executives and employees recognize the importance and necessity of compliance management and actively participate in related activities such as compliance inspections

Material Topic 6 Ethical Management

Establishment of Risk Control Plans

SK shieldus systematically identifies external environmental factors and various risk elements that may impact overall business operations. The likelihood and potential impact of each risk are quantified and categorized by risk level. Based on this classification, the company establishes and operates a proactive response system through the formulation of tiered risk control plans. These risk control plans are reported annually to the Board of Directors via the Audit Committee.

Risk Response System

SK shieldus categorizes risks into two levels based on their severity. Level 1 risks are critical risks that require a company-wide response and mobilization of organizational resources and the general risks are risks that may impact the business to a certain extent but do not require enterprise-wide response. If a risk shows signs of escalation—either by becoming prolonged or growing in scale—and is likely to affect multiple departments with a risk of wider impact, a Crisis Response Situation Room is convened to enable a more structured and active response. When a risk arises, the responsible department must immediately report the incident to the Compliance Management Group. The company also operates an integrated response framework by ensuring close collaboration with the Risk Management Working Group (RM W/G), which is responsible for organizational risk response, enabling agile and coordinated management of emerging risks.

< Level 1 Risk > System for Recognition, Determination, and Reporting
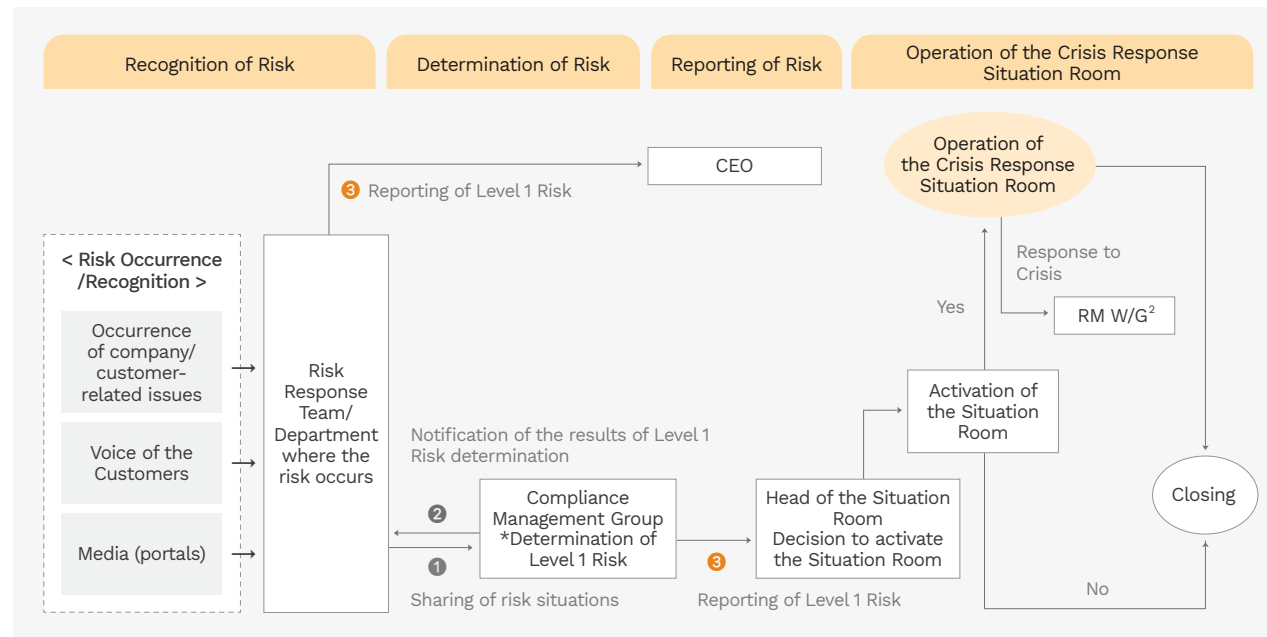
< General Risk > System for Recognition, Determination, and Reporting
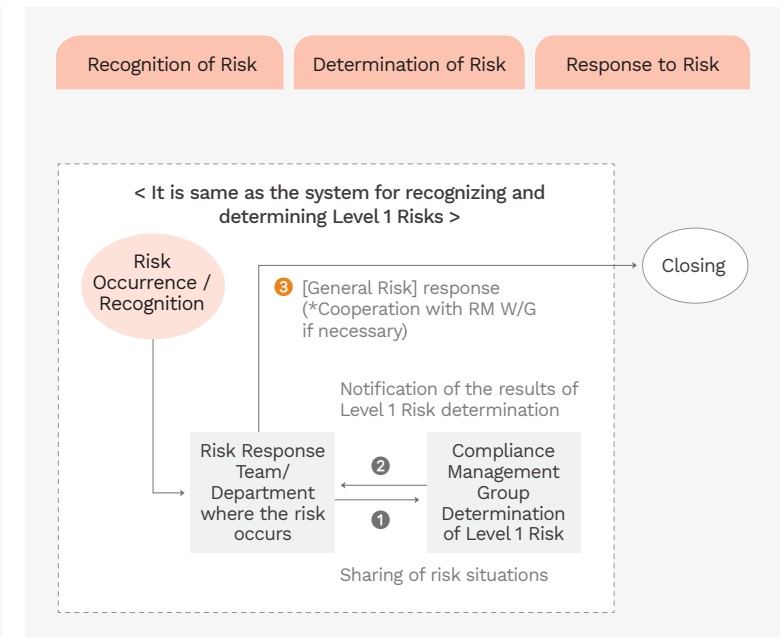
1 The Crisis Response Situation Room consists of the heads of the Situation Room, risk-responsible officer, and head of the Legal & Compliance Group (*operating the Situation Room).
2 "Risk Management Working Group" refers to the person in charge of the risk response in each organization according to the type of risk.

04 | PROGRESS ON SUSTAINABILITY

Environmental | Social | Governance

Eco-friendly Management

Environmental Management System

SK shieldus recognizes environmental responsibility as a core theme of sustainable management and has established the ISO 14001 Environmental Management System to systematically manage and minimize environmental impacts across the organization. In response to evolving domestic and international environmental policies, regulatory requirements, and global environmental issues, SK shieldus has developed an environmental management policy and detailed objectives aligned with its sustainable growth strategy. The 2024 environmental policy and objectives were established based on the prioritization of requirements from various environmental initiatives and the outcomes of environmental impact and risk assessments. These policies and objectives are transparently communicated to all employees and external stakeholders through internal bulletin boards and the official website.

Environmental Management Governance

The ESG Management Group at SK shieldus serves as the control tower for environmental management. It leads the development and enhancement of the environmental management system across the entire business lifecycle—from product and service development, procurement, installation, and operation to disposal. To support this, the ESG Management Group systematically identifies and continuously monitors environmental impacts and risks, ensuring these are effectively incorporated into the company's environmental management policies.
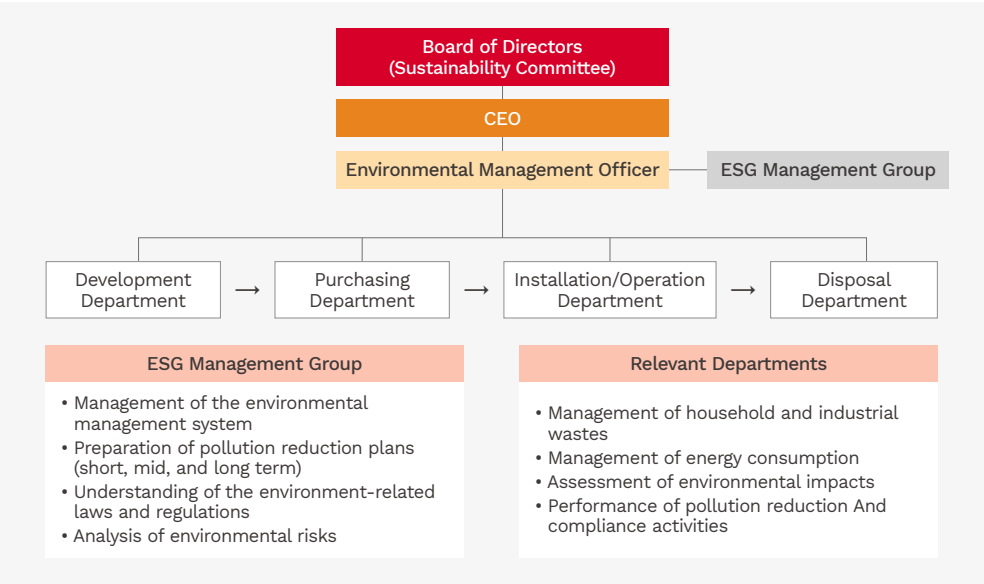
To ensure effective environmental management operations and respond promptly to internal and external environmental changes, SK shieldus appoints and operates a Environmental Management Officer. General environmental issues are reported to the Environmental Management Officer for decision-making. In the case of material environmental issues, reports are escalated to the CEO, enabling higher-level decision-making. Such material issues are reviewed by the Sustainability Committee, and when necessary, directly reported to the Board of Directors. In particular, critical climate-related matters—such as the transition to electric vehicles, carbon emissions management, and product recycling rates—are reported directly to the Board on a monthly basis to facilitate strategic responses at the executive level.

Environmental Management Policy

SK shieldus has established and operates the following environmental policy to implement eco-friendly practices across all business operations.

- Establishment and practice of environmental management goals.
- Compliance with environmental laws and regulations.
- Operation of an international-standard environmental management system.
- Transparent disclosure of environmental information.
- Establishment of an environmental management culture.

Environmental Management Goals

In alignment with its environmental policy, SK shieldus has set the following environmental management targets to address the climate crisis and promote a circular economy system.

- Achieve 100% transition to electric vehicles by 2028
- Use 100% renewable energy from 2026
- Attain an annual device recycling rate of 60% from 2024
- Achieve Net Zero (Scope 1 and 2) by 2040

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Environmental | Social | Governance

Eco-friendly Management

Environmental Management System

SK shieldus has obtained ISO 14001 certification and operates the Environmental Management System to ensure systematic implementation of environmental management. Through this system, the company identifies environmental aspects that may arise throughout the entire business process and operates a structured process to assess, manage, and improve associated environmental impacts and risks. In 2024, the following key activities were carried out to further embed environmental management into the organization:

- Conducted environmental awareness training for employees (throughout the year)
- Performed environmental impact and risk assessments (September)
- Assessed compliance with environmental regulations and conducted internal audits (November)

Monitoring Environmental Management

SK shieldus continuously monitors energy consumption to regularly assess the status and adequacy of its environmental management operations. Energy monitoring is conducted quarterly and annually across office sites used for business operations. The data collected serves as a fundamental basis for developing renewable energy procurement strategies and calculating GHG emissions.

In addition, the company has analyzed the environmental impact and associated risks related to the disposal process of batteries included in its security equipment. Based on this assessment, appropriate management measures have been established. Internal audits are also conducted to review the implementation status of the Environmental Management System, and follow-up actions are taken for areas requiring improvement.

Compliance with Environmental Laws

Due to the nature of its business structure and service offerings, SK Shieldus is subject to a limited scope of direct environmental regulations. However, certain sites are regulated under specific environmental laws.

Waste generated at these sites primarily stems from the disposal of security equipment, and is governed by applicable laws such as: Waste Control Act, Act on the Resource Circulation of Electrical and Electronic Equipment and Vehicles, Act on the Promotion of Saving and Recycling of Resources, etc. These laws stipulate proper classification, collection, transportation, recycling, and disposal of waste, including the safe management of designated waste (e.g., used batteries).

In the case of the Samseong office building, which operates a boiler categorized as an air pollutant emission facility, the Clean Air Conservation Act applies. The facility complies with emission standards, self-measurement requirements, and reporting obligations. Other applicable regulations include the Water Supply and Waterworks Installation Act, Sewerage Act, and Persistent Organic Pollutants Control Act, under which SK shieldus complies with all statutory obligations.

The company systematically manages applicable regulations through a Legal Register of Environmental Laws. Each relevant department conducts self-assessments for potential violations, while the ESG Management Group performs periodic regulatory compliance evaluations. Based on these assessments, corrective actions are recommended as necessary.

Through these activities, SK shieldus ensures full compliance with the ISO 14001 requirements concerning the identification and evaluation of legal and other requirements.

Increasing Employees' Awareness of Environmental Management

SK shieldus is committed to enhancing employee awareness of environmental management. To this end, the company regularly conducts environmental training using internally developed sustainability education content. In addition, SK shieldus promotes understanding and engagement in environmental initiatives through various communication channels, including the distribution of environmental awareness materials and the issuance of ESG management newsletters.

Biodiversity Conservation Efforts

Recognizing the critical importance of biodiversity loss, SK shieldus has independently assessed the company's biodiversity impact status through the National Institute of Biological Resources. The assessment confirmed that SK shieldus' business operations do not pose any direct risks to biodiversity. However, the study identified potential indirect impacts in certain areas within a 3-kilometer radius of the company's operations. In response, the company has determined that its dispatch services may have relatively significant indirect impacts. Accordingly, SK shieldus plans to investigate the occurrence of roadkill incidents in the vicinity of dispatch service areas. Through these efforts, the company aims to expand its biodiversity conservation initiatives over the long term.

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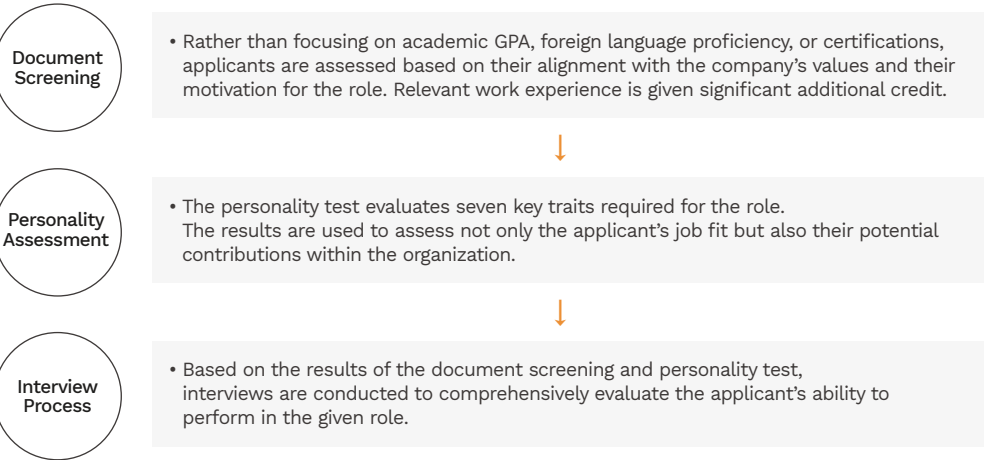
Talent Management

Securing Talents

Talent Acquisition Status and Principles

SK shieldus places the utmost value on "customer safety" and considers a strong sense of duty and clear motivation toward the business as the most important criteria in talent acquisition. In addition to this, the company applies systematic standards and fair principles to secure highly competent talent. Rather than passively waiting for applicants, SK shieldus proactively conducts targeted sourcing both internally and externally by clearly defining the needs and roles of each position, regardless of whether the candidates are new graduates or experienced professionals.

These include internship programs (field training) linked to employment opportunities in partnership with universities through MOUs, internal training programs for new hires, and collaborations with external professional training institutions. These programs prioritize hiring candidates who have accumulated relevant experience. SK shieldus also provides education and continuous engagement post-employment to ensure high levels of satisfaction and pride among employees.

Recruitment Principles

SK Shieldus presents clear recruitment criteria to applicants and ensures equal opportunities through-out the entire hiring process. From the document screening stage to final interview decisions, the company continuously verifies the applicant's sense of duty and motivation for the role and evaluates their experience and competencies accordingly.

Document Screening
- Rather than focusing on academic GPA, foreign language proficiency, or certifications, applicants are assessed based on their alignment with the company's values and their motivation for the role. Relevant work experience is given significant additional credit.

↓

Personality Assessment
- The personality test evaluates seven key traits required for the role.
  The results are used to assess not only the applicant's job fit but also their potential contributions within the organization.

↓

Interview Process
- Based on the results of the document screening and personality test, interviews are conducted to comprehensively evaluate the applicant's ability to perform in the given role.

Three Core Focus Areas in Talent Acquisition

SK shieldus has established and implemented three key strategic priorities to ensure precise and timely acquisition of qualified talent.

Deployment and Development of Division-Specific Recruiters

To maximize recruitment efficiency and effectiveness, SK shieldus assigns and develops dedicated recruiters for key business areas such as information security, physical security, and converged security. These division-specific recruiters have a deep understanding of the characteristics and talent needs of their respective business units, enabling them to establish more targeted and effective recruitment strategies. This approach has led to significant improvements in key recruitment metrics such as manpower fulfillment rates and lead time* for staffing.

* Lead Time: Time required to deploy necessary or replacement personnel

Proactive Talent Acquisition Efforts

SK shieldus actively engages in proactive recruitment initiatives to secure high-caliber candidates. The company continuously builds a talent pool by identifying potential candidates and reaching out directly. Notably, direct sourcing** for information security positions accounts for 14% of total hires (3-year average), significantly higher than the industry average of less than 10%, demonstrating strong recruitment performance.

** Direct Sourcing: A method in which recruiters directly approach and propose job opportunities to potential candidates

Operation of Internal and External Work Experience Programs Linked to Hiring

SK shieldus collaborates with academic institutions and industry associations to operate diverse talent pipelines. These partnerships not only enhance strategic talent acquisition but also support the implementation of DEI*** values in recruitment. Each year, the company conducts internship programs (field training) in both the first and second halves of the year with MOU-affiliated universities across regions, regardless of geographic location. These programs help cultivate job-ready talent tailored to the company's needs and have delivered measurable results in competency-based recruitment. Additionally, the company runs a variety of workforce development programs, including SK shieldus Rookies, KISA (Korea Internet & Security Agency) K-Shield Jr. Internship, and the KISIA (Korea Information Security Industry Association) Security Academy.

*** DEI: Diversity, Equity, and Inclusion

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Talent Management

Talent Development Framework

SK shieldus operates a comprehensive talent development system that supports employees throughout their career journey. This includes onboarding programs to help new hires acclimate to the organizational culture and workplace, core training programs to enhance performance, and leadership programs that foster leadership growth. In addition, the company supports external education and certification programs to promote career development and sustainable growth for all employees.

Executives →

| Program for executives
- Newly Appointed Executive Program: A leadership development program designed to help newly appointed executives shift their perspective and capabilities toward driving business performance and strategic direction
- SERI CEO: An online learning platform that provides executive-level insights and leadership development content

Team Leaders →

| Program for managers
- Leadership for People Managers: A leadership program aimed at strengthening leadership in organizational, personnel, and performance management
- New Manager Onboarding Program: A program to support newly appointed managers in performing their roles and developing leadership perspectives
- Next-Generation Leadership Program: A development track for high-potential leadership candidates to build future-ready leaders

All Employees →

| Program for all employees
- Training programs that cultivate essential skills and foundational competencies required to grow into high-performing employees
- Online Learning Platform: Access to over 9,000 online courses supporting the development of common competencies
- External Education & Certification Support: Support for self-directed learning through external training and assistance for acquiring professional certifications

New Hires →

| Onboarding Program for New and Experienced Employees
- New Hire Training: Regular training sessions to establish identity and develop basic job competencies for new hires in the physical security business
- General Onboarding Program: Training to help both new and experienced hires understand the organizational culture and systems
- OJT & Mentoring System: A hands-on support system to enhance adaptation through on-the-job training and mentoring for new employees

Development of Functional Experts

Physical Security Career Development Roadmap

SK shieldus provides a structured training framework from onboarding to role transition to support employees in becoming experts in physical security.

- BP Development Program: A step-by-step training program designed to strengthen job competencies of BP personnel from entry-level to top-tier experts
- TSE Technical Training: Online and offline technical training programs to enhance the job competencies of both BP and TSE roles
- TSE and Sales Talent Development: Training programs for cultivating physical security technical experts while providing career development opportunities for employees
- Monthly Technical Training: Regular monthly training sessions to continuously improve technical capabilities for TSE and BP personnel

Category	Level	Common Competency			Functional Expertise			
Sales		Transition to sales role						
TSE		Transition to TSE → Monthly technical training			TSE technical training			
BP	L4	Problem-solving skills 2			Machine-based security system 5	CAPS View Guard 4	BP Team leader candidate	
	L3	Problem-solving skills 1	Communi-cation		Machine-based security system 4	CAPS View Guard 3		
	L2		CS (Basic) ~ Internal case studies		Machine-based security system 3	CAPS View Guard 2	Prevention of BP Risks	
	L1	Self-leadership	CS (Introductory) ~ Internal case studies	CS (Introductory)	Machine-based security system 2 / Machine-based security system 1	CAPS View Guard 1	Under-standing of BP role / Field response operation (Signal response)	Field response operation (ARGOS) / Field response operation (365 On call technical dispatch)

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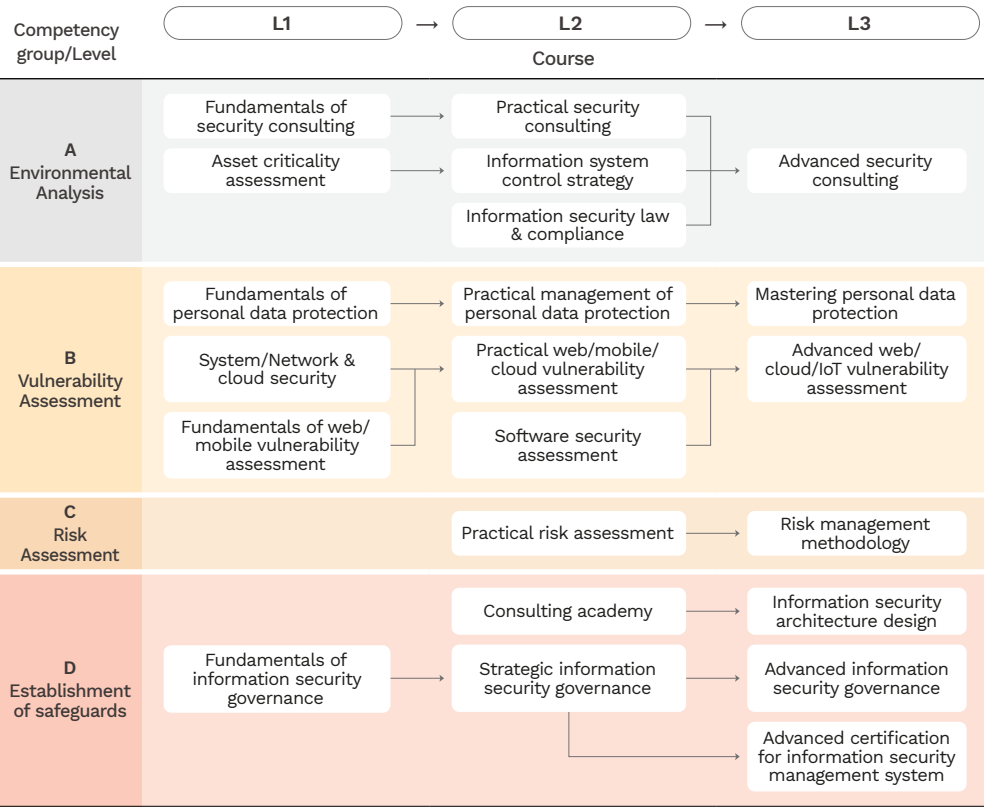
Environmental | **Social** | Governance

Talent Management

Cybersecurity Career Development Roadmap

SK shieldus has established six job categories and eighteen job functions within the cybersecurity domain, providing structured training programs aligned with each level of expertise. A detailed career development roadmap has been built for each of the eighteen roles, enabling employees to pursue customized training programs tailored to their individual competencies and career trajectories.

• Cybersecurity Role-Specific Training: Online and offline education programs designed to enhance job-specific cybersecurity expertise
• Cybersecurity Job Categories: Security Operations, Incident Response, Security Consulting, Cloud Security, OT/ICS Security, Business Management

Competency group/Level	L1 → L2 → L3		
	Course		
A Environmental Analysis	Fundamentals of security consulting	Practical security consulting	Advanced security consulting
	Asset criticality assessment	Information system control strategy	
		Information security law & compliance	
B Vulnerability Assessment	Fundamentals of personal data protection	Practical management of personal data protection	Mastering personal data protection
	System/Network & cloud security	Practical web/mobile/cloud vulnerability assessment	Advanced web/cloud/IoT vulnerability assessment
	Fundamentals of web/mobile vulnerability assessment	Software security assessment	
C Risk Assessment		Practical risk assessment	Risk management methodology
D Establishment of safeguards		Consulting academy	Information security architecture design
	Fundamentals of information security governance	Strategic information security governance	Advanced information security governance
			Advanced certification for information security management system

Employee Evaluation and Compensation

Performance Evaluation System

To realize the organization's vision and strategic goals, SK shieldus operates an MBO (Management by Objectives)-based performance evaluation system, under which employees set their own work plans and performance targets and regularly assess their achievements. Evaluation guidelines are established in alignment with each organizational unit's characteristics, and performance is assessed by comparing the goals set at the beginning of the year with actual outcomes. In addition, competency evaluations are conducted based on job roles and levels, along with peer reviews from supervisors and colleagues.

	Beginning of Year →	Mid-year (1st) →	Mid-year Review →	Mid-year (2nd) →	End of Year
Subject	Set performance goals	Ongoing mutual performance feedback	Mid-year review of performance goals	Ongoing mutual performance feedback	Final review of performance goals
Evaluator	Agree on and approve goals		Coaching based on review		Annual performance review and rating
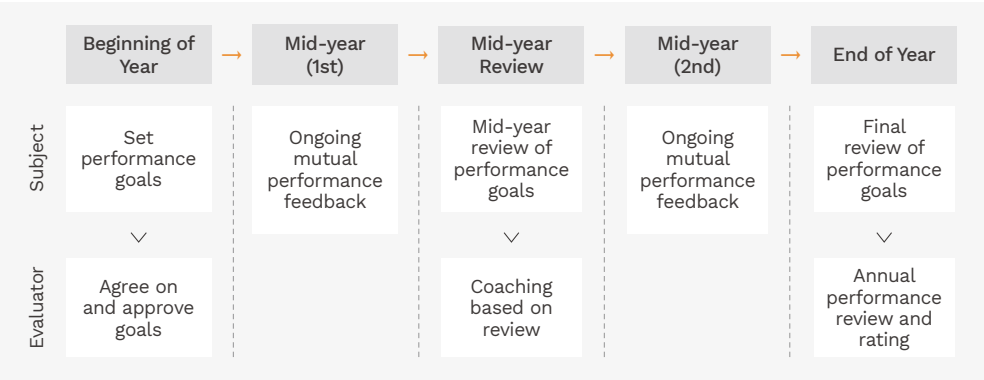
Strengthening Differentiation and Enhancing the Performance-Based Reward System

In 2024, SK shieldus refined its performance rating categories to strengthen differentiation among top-performing employees, particularly for use in promotion and compensation decisions. To address the institutional limitations of lenient tendencies in absolute evaluations, the proportion of high-performance ratings has been fixed rather than left to evaluator discretion. Additionally, the incentive (performance bonus) structure has been redesigned to enhance the linkage between organizational outcomes and individual rewards, with more intuitive performance indicators to increase predictability. The company has also expanded the range of individual performance differentiation to further motivate employees to drive tangible results.
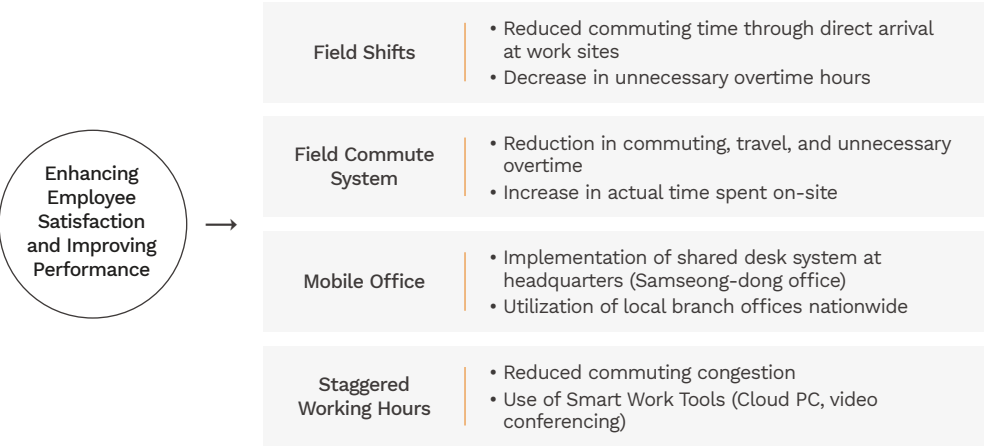
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Corporate Culture

Establishing an Efficient Work System

Flexible Work Arrangements

SK shieldus operates a flexible work system that emphasizes performance and engagement rather than mere time management, accommodating diverse work types such as field-based, shift-based, and office-based roles. This approach fosters a work environment tailored to the nature of each position, enhancing employee focus and a sense of stability.

< Work from Anywhere, accompanied by a digitally enabled work environment >

Enhancing Employee Satisfaction and Improving Performance →

Field Shifts	• Reduced commuting time through direct arrival at work sites • Decrease in unnecessary overtime hours
Field Commute System	• Reduction in commuting, travel, and unnecessary overtime • Increase in actual time spent on-site
Mobile Office	• Implementation of shared desk system at headquarters (Samseong-dong office) • Utilization of local branch offices nationwide
Staggered Working Hours	• Reduced commuting congestion • Use of Smart Work Tools (Cloud PC, video conferencing)

In 2024, to enhance work efficiency, the company launched internal campaigns such as Proper Use of SNS and Paperless Initiatives to institutionalize digital-first work practices across the organization. Furthermore, the introduction of a next-generation ERP system is streamlining business processes. Improvements in local office environments, active field communication, and incorporation of employee feedback are also contributing to enhanced operational efficiency at field sites.

Effective Communications

Cooperative Communications between Management and Labor

SK shieldus fosters active and cooperative labor-management communication through quarterly Labor-Management Council meetings. These meetings address a broad range of agenda items, including employee grievances, improvements in working conditions, and the company's strategic direction. The outcomes of these meetings are shared transparently with all employees via internal bulletin boards. In addition, the company maintains regular communication channels such as the Labor-management Co-prosperity Committee and Regular Discussion Groups meetings to address various on-site issues and concerns that may not be covered in the main council sessions, enabling ongoing dialogue and collaborative problem-solving.

Management of Employee Complaints

To support employee well-being, SK shieldus operates an online Counseling Center. Committee members, appointed through mutual labor-management agreement, deliberate on submitted concerns and work toward resolution. Employees are encouraged to raise not only work-related issues but also personal matters, with the assurance of complete anonymity throughout the process.

Operation of In-house Communication Channel

The company runs internal communication channels that receive employee discomforts, suggestions, and other feedback. Relevant departments review submitted issues based on their nature and respond accordingly, promoting transparent and responsive organizational communication.

Channel	Goal	Method	Subject	Period	Time	Management
Inquiries/ Suggestions		Gong-gam tok		Ad-hoc	Ad-hoc	• Forward every post to dedicate department and deliver replies • Tracking until resolution of root causes
Gong-gam Shinmungo	Bottom-up collection of employees' complaints, inconveniences and suggestions for improvement	Gong-gam tok (Anonymous bulletin board)	All employees	Ad-hoc	Ad-hoc	• Collection of posts every week • Disclosure of company relies on Gong-gam tok
On-site Visits		Visits to sites focus on dispatch sites and interviews with ER Team members		Ad-hoc	Ad-hoc	• Delivery of company replies to the relevant organization
Labor-man-agement meeting by regional HQ and group		Roundtable discussions among designated leaders (led by regional heads or group leaders) and team representatives from departments, branches, and offices	Member of the organiza-tion	Semi-annual	Semi-annual	• Collection of opinions and preparation of replies (ER Team serves as the coordinator)

Environmental   **Social**   Governance

Corporate Culture

SK shieldus operates two online communication channels to promote open dialogue within the organization. The "Inquiries & Suggestions" platform is operated under real names, allowing employees to submit simple work-related inquiries as well as suggestions for improvement. The "Gong-gam Shin-mungo", on the other hand, is operated anonymously to facilitate freer expression on more sensitive matters. As for offline channels, labor-management roundtables by department are held to address internal organizational matters through autonomous communication. Issues that require review or a response from headquarters are reviewed separately, and responses are provided within a designated timeframe.

Ensuring Work–Life Balance

Organizational Culture Survey

Since that hinder organizational engagement. The 2024 survey covered nine categories—vision/goals, leadership, change readiness, organizational structure/roles, technology/IT, performance evaluation/reward, talent management/development, organizational culture, and 2015, SK shieldus has been conducting an organizational culture survey to assess employee satisfaction and identify key organizational factors from the employees' perspective. The insights gained are utilized to implement continuous improvements targeting elements organizational commitment—across 40 items. The average score was 3.35, an increase of 0.14 points compared to 2023. Based on the results, 53 improvement initiatives (14 company-wide and 39 department-specific) are being implemented in 2025.

Subsidized Workplace Childcare Support Program

In July 2024, SK shieldus launched a subsidized workplace childcare support program. This initiative helps reduce the financial burden on employees by covering expenses beyond the government-provided basic childcare subsidy, including enrollment preparation fees, special activity fees, and field trip costs. The support, initially provided for employees at the Pangyo and Samseong-dong offices, has been expanded to the Jangan-dong site, increasing the childcare support coverage rate to 40%. The subsidy is available for one year per child, without limitation on the number of children per employee, and a total of 82 children were selected for the program.

Employee Welfare Programs

SK shieldus operates a range of employee welfare programs designed to create a working environment that allows employees to focus fully on their responsibilities. Through the company's employee welfare fund, the company offers support such as scholarships for employees' children, medical expense reimbursement, and gifts for children entering school or taking college entrance exams. In 2024, SK shieldus introduced a new employee loan program and acquired additional corporate resort facilities to reduce employees' financial burdens, enhance quality of life, and improve job satisfaction. In 2025, the company plans to further enhance its welfare policies to foster a stable and supportive work environment for all employees.

Regular Health Checkups and Promotion of a Health-Conscious Culture

SK shieldus provides annual health checkups for all employees to support proactive health management. Since 2023, the company has increased the number of partner medical institutions nationwide to enhance regional accessibility and has expanded the scope of medical examinations. In terms of mental health, SK shieldus operates an in-house psychological counseling service. In 2024, the company broadened the scope of mental wellness programs to include family-based services such as couple counseling, family therapy, and child-rearing support. Additionally, enhanced support has been provided to employees dealing with complex mental health issues, including post-traumatic stress disorder (PTSD).

In 2025, SK shieldus plans to strengthen follow-up care for employees identified as at-risk during health screenings and to expand personalized healthcare programs tailored to individual health conditions. The company also intends to improve access to psychological services for high-risk groups by implementing targeted support systems. Throughout the year, SK shieldus conducts various health promotion campaigns, including employee wellness seminars, regular health newsletters, and preventive programs for cardiovascular and cerebrovascular diseases.

Support for Club Activities

SK shieldus fosters a vibrant organizational culture by supporting self-organized employee clubs that promote personal development and leisure activities. The employee-led clubs span a wide range of interests, including sports (e.g., tennis, soccer, golf) and hobbies (e.g., camping, fishing, crafts). As of now, 41 active clubs hold an average of 10 events annually, engaging over 1,000 participants. Club activities are shared through the internal communication platform "Gong-gam tok," where all employees can access information and join activities at any time. SK shieldus plans to expand the number of clubs to 43 in 2025 and launch new initiatives to enhance participation and inter-departmental interaction.

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Environmental | **Social** | Governance

Customer-centered Management
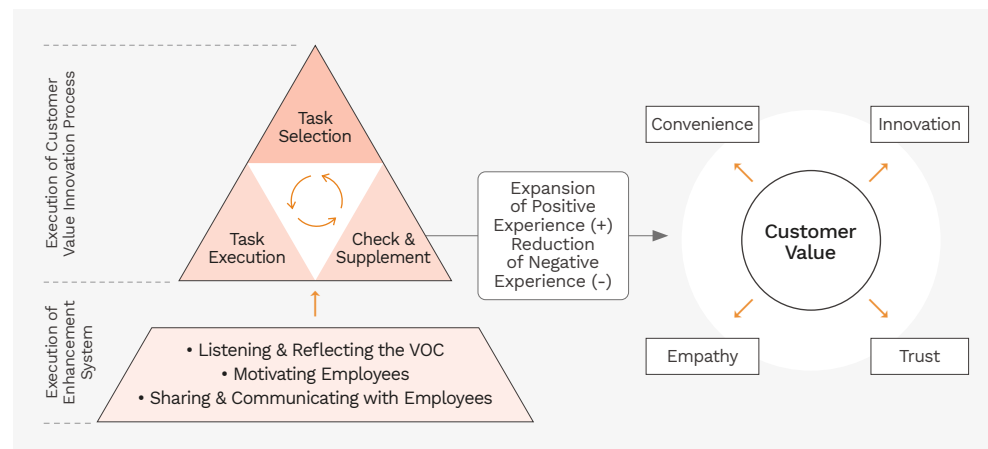
Customer Service Goals

SK shieldus strives to deliver best services to safeguard the well-being of customers in their daily lives. To achieve this, the company has set four strategic objectives: Building a customer-centered organizational culture; Innovation of the data-based customer experience; Innovation of the counseling service; and innovation of customer protection to generate customer recommendations. Through these efforts, SK Shieldus is committed to becoming the No.1 service provider.

< Protecting customers' well-being in their daily life with the No.1 service experience >

| Building a customer-centered organizational culture | + | Innovation of the data-based customer experience | + | Innovation of the counseling service | + | Innovation of customer protection to generate customer recommendations |

Customer Value Innovation System

SK Shieldus promotes continuous, company-wide customer value innovation through its Customer Value Innovation System. Customer feedback is collected through various channels, and the collected input is analyzed to identify pain points, which are then designated as customer value innovation initiatives and addressed as key management priorities. Through an execution process encompassing task selection,

Execution of Customer Value Innovation Process
- Task Selection
- Task Execution
- Check & Supplement

Expansion of Positive Experience (+) Reduction of Negative Experience (-)

Customer Value
- Convenience
- Innovation
- Empathy
- Trust

Execution of Enhancement System
- Listening & Reflecting the VOC
- Motivating Employees
- Sharing & Communicating with Employees

implementation, monitoring, and improvement, as well as a reinforcement system that ensures listening to and reflecting customer voices, motivating employees, and enhancing communication, the company has established a virtuous cycle that drives the realization of customer value.

Establishing a Company-wide Customer-centered Culture

Service Star

SK shieldus places the highest priority on customer satisfaction and has implemented the Service Star program to bring this commitment to life. This program evaluates field employees (BP/TSE) who directly interact with customers, based on monthly customer satisfaction survey scores. Top performers are rewarded monthly and recognized through the internal portal, and outstanding contributors are additionally honored through annual awards. This fosters a sense of pride among high performers and further strengthens a customer-centric culture across the organization. Moreover, feedback from these top-performing employees is leveraged to identify areas for service improvement, thereby driving continuous enhancements in customer satisfaction.

RED TEAM

To ensure continuous improvement in service quality, SK shieldus operates the RED TEAM, an internal service evaluation group composed of employees. Acting from the customer's perspective, the RED TEAM experiences the services firsthand and thoroughly assesses service delivery to uncover improvement opportunities. This proactive approach enables early detection of service shortcomings and facilitates timely enhancements, ultimately delivering a superior customer experience.

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Environmental | **Social** | Governance
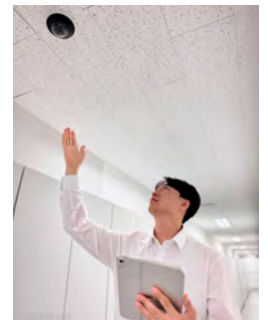
Customer-centered Management

Data-based System for Customer Experience Innovation

Re-submission Reduction Management

SK shieldus recognizes repeat service requests—submitted when the initial service request was not adequately fulfilled—as a critical leading indicator in managing service dissatisfaction and contract termination risk. To address this, SK shieldus aggregates revisit request data on a weekly and monthly basis in collaboration with regional headquarters and relevant HQ departments and shares these insights across the organization. To further drive reduction efforts, field visits, explanatory sessions, and employee interviews are conducted to engage regional field leaders and personnel. Through root cause analysis and continuous improvement, the company aims to deliver a more seamless and satisfactory customer experience.

CXM Dashboard

To monitor and manage customer experience in a data-driven manner, SK shieldus operates a Customer Experience Management (CXM) Dashboard. The dashboard segments the customer journey into distinct stages and integrates experience and operational indicators to provide a comprehensive, multidimensional analysis of service quality. Through this data-driven approach, SK shieldus identifies areas for improvement by addressing root causes and leverages high-performing indicators to set more ambitious targets—ultimately enhancing the overall level of customer experience.

Customer Touchpoint Service Satisfaction Surveys

SK shieldus conducts quantitative surveys at various customer touchpoints and usage stages to systematically measure and manage service quality. The T-survey (Transactional Survey) is conducted immediately after key customer interactions—such as after-sales service, emergency dispatch, and installation—to collect real-time feedback. In the event of dissatisfaction, immediate corrective measures and preventive training are carried out.

The R-survey (Relational Survey) gauges customer willingness to recommend the service at specific intervals after contract initiation. This allows for the collection of in-depth feedback on service usage experience. Insights from these surveys are used to identify improvement initiatives and drive enhancement of the Net Promoter Score (NPS), with the goal of building stronger customer advocacy.

< Eleven Steps for Measuring the R-survey >

Subscription	→	Contract and Installation	→	Usage (Product and Service)	→	Termination
① Brand awareness ② Review ③ Reason for choosing the service		④ Contract ⑤ Installation and construction		⑥ Equipment ⑦ Mobile application ⑧ A/S ⑨ On-site dispatch service ⑩ Customer service center		⑪ Termination
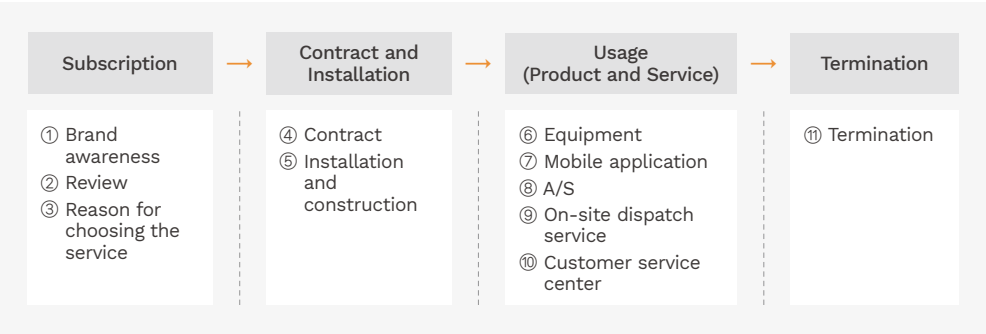
Quality Management Process

Customer Protection System

SK shieldus promptly initiates its reporting and response system whenever a customer damage case is reported, ensuring swift communication and control. Based on clearly defined roles and responsibilities (R&R) tailored to each situation, the company promptly identifies measures to protect affected customers. Beyond resolving individual incidents, the company addresses root causes identified through these cases and incorporates them into its preventive, responsive, and recovery processes to prevent recurrence of similar issues.

Digital Transformation of the AI Customer Center

To enhance customer convenience and provide 24/7 support without waiting for an agent, SK shieldus has implemented various digital communication channels, including visual IVR, voice bots, and chat consultations. The contact center leverages real-time speech-to-text conversion and natural language processing (NLP) to analyze customer inquiries and proactively provide suggested answers to agents, thereby improving response accuracy and standardization while reducing handling time. Additionally, by integrating Robotic Process Automation (RPA), all customer interactions converted into text are monitored, and exemplary consultation cases are identified and shared to continuously enhance service quality.

In the second half of 2025, SK shieldus plans to introduce an automated summarization feature using Large Language Model (LLM) technology. This will enable accurate and detailed summaries of customer requests to be delivered to field personnel, ensuring seamless and effective service delivery.

Customer-centered Management

< Digital Transformation Process of AI Customer Center >
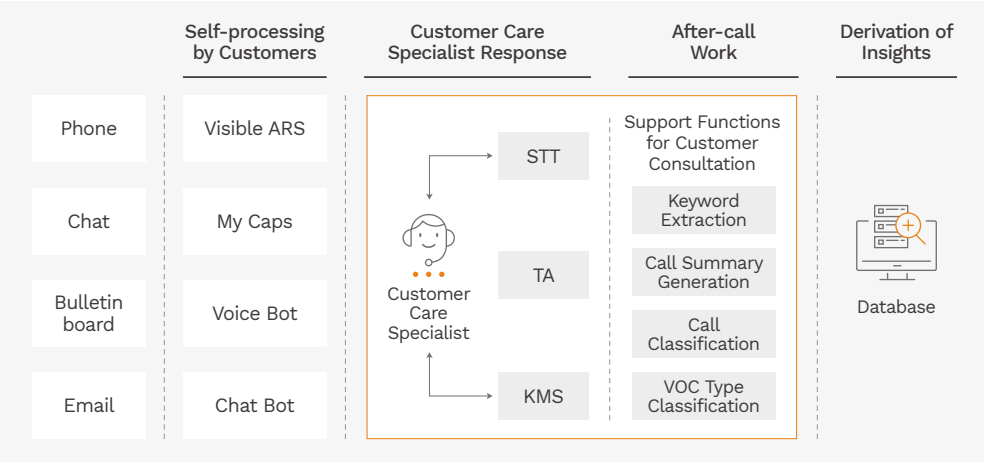
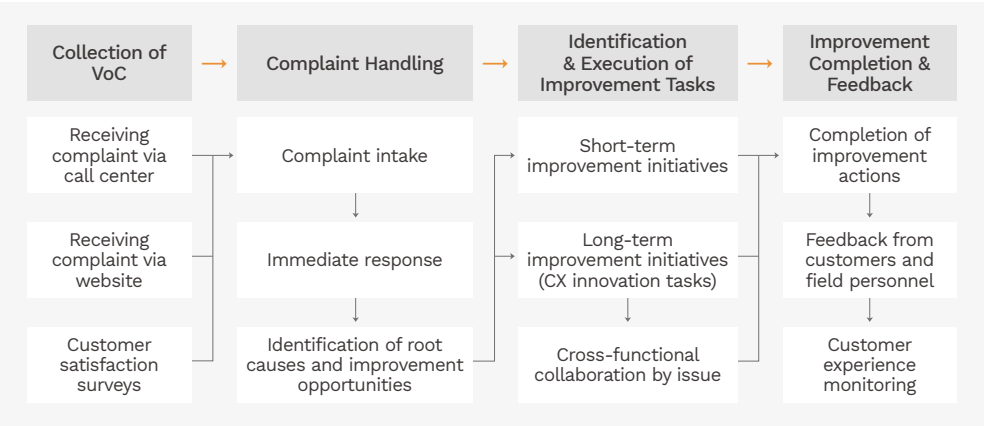## Reduction of Customer Inconvenience

SK shieldus is committed to minimizing customer inconvenience through monthly Defects per Thousand Customers (DPTC) management. Any discomfort or dissatisfaction mentioned during customer consultations is immediately logged as type-specific Voice of Customers (VOC) (e.g., A/S, dispatch, installation), and these are utilized as critical data to diagnose the root causes of service-related inconveniences. Identified issues are classified into actionable short-term tasks and long-term strategic priorities, with each department implementing targeted improvement initiatives. As a result of these efforts, the DPTC rate has significantly decreased from 21.83 cases in 2020 to 4.66 cases in 2024—a reduction of 78.6%.

< Decreasing trend in DPTC >

(Unit: Case)

2020	2021	2022	2023	2024
21.83	12.02	6.48	5.50	4.66

Customer Complaint Management Process

SK shieldus collects customer feedback through various channels and analyzes reported complaints to identify improvement areas. Company-wide innovation initiatives are established to address these identified issues, with systematic monitoring of both customer and field feedback to evaluate whether the improvements have mitigated negative experiences and enhanced positive ones.

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Environmental | **Social** | Governance

Supply Chain Management

Supply Chain Management System

SK shieldus is strengthening sustainability across its entire supply chain. ESG criteria are applied in the selection and management of business partners to promote environmental responsibility and the realization and dissemination of social value.

> • To ensure a fair and transparent business culture, all suppliers are required to sign a Pledge of Ethical Business Conduct and Social Responsibility and a Biz. Partner's Pledge of Ethical Conduct as part of every procurement agreement.

Category	Description
Consent to Practice CSR	① It is strictly prohibited to engage in wrongful labor practices including forced labor and child labor. ② It is strictly prohibited to discriminate based on gender, race, religion, disability or pregnancy, etc. ③ We shall respect political, religious, and corporal liberty and citizenship. ④ We shall be aware of our responsibility for environmental protection and promote the development and dissemination of eco-friendly technologies. ⑤ We shall participate in fair and transparent trade and promote win-win management. ⑥ We shall observe all labor rules that are recommended by the ILO and ratified by the State.
Biz. Partner's Pledge of Ethical Conduct	Agreement and pledge to prevent unethical acts such as providing monetary/non-monetary benefits, bid rigging, false contracts, and criminal acts.

> • All procurement department employees are required to submit a Procurement Ethics Compliance Pledge and receive regular training.
> • Suppliers with unsatisfactory performance in regular evaluations are subject to improvement plans, follow-up management, and, if necessary, penalties. Conversely, high-performing partners are provided with incentives.

(Unit: count, KRW hundred million, %)

Category/Year		2022	2023	2024
Supplier Status	Total number of suppliers	1,163	1,145	1,286
	Total procurement volume	5,833	5,967	5,808
Supplier Management*	Ratio of suppliers participating in the Pledge	100	100	100

* 100% of SK shieldus Biz. partners have signed the Biz. Partner's Pledge of Ethical Conduct.

Partner Engagement for Security Equipment Installation

SK shieldus operates partner roundtables with security equipment installation contractors as a technical communication channel to ensure the implementation of a flawless security system. These roundtables are held for 33 CMS-related contractors with whom we have annual agreements, and a total of five sessions were held in 2024. The purpose of these installation roundtables is to provide customers with a safe and reliable system through flawless on-site installation. The sessions serve as a two-way communication platform to share operational issues related to installation and to listen to suggestions and feedback from partners.

Health & Safety Council for Partners

To prevent and mitigate serious accidents, SK shieldus operates a monthly Health & Safety Council with its partner companies. The Council aims to eliminate potential risks at construction and installation sites and to build a safe working environment. The Council includes the sharing of accident case studies, education on prevention and emergency response measures, and active exchange of opinions. As of now, a total of 42 sessions have been held.

Mutual Growth Academy and Capacity-Building Support

SK shieldus provides training and support programs aimed at building a sustainable supply chain and enhancing long-term competitiveness through mutual growth with its partners.

Category	Key Program	Description and Performance
Training Support	Mutual Growth Academy	• Provided customized training free of charge to enhance the competencies of partner company employees. • Offered approximately 120 online courses across areas such as mandatory compliance, ICT technologies, language training, and business skills. • A total of 7 training sessions were held, with 1,169 participants from 287 partner companies, completing 5,554 courses.

Supply Chain ESG Management System Enhancement Plan

In response to the rising global and domestic expectations for ESG management, companies are increasingly required to implement a comprehensive oversight framework that encompasses not only their own ESG performance but also that of their supply chain partners. Accordingly, SK shieldus is preparing to enhance its existing supply chain ESG management system by referencing the EU Supply Chain Due Diligence Standards. To this end, ESG assessments are being conducted on key suppliers to identify areas for improvement. The identified improvement points will be integrated into the company's newly developed procurement system, thereby promoting more effective and practical ESG management across the supply chain.

Environmental | **Social** | Governance

Privacy Protection

As a company whose core business is to safeguard customers' physical and digital assets, the protection of personal information is a critical element of SK shieldus corporate survival strategy. To strengthen its data security posture, SK shieldus is actively considering a transition to a Zero Trust Architecture, which assumes no implicit trust in any access attempt. Furthermore, to enhance customer trust, SK shieldus plans to obtain the Personal Information & Information Security Management System (ISMS-P) certification by 2026.

Information Security Management System

Development and Management of Information Security Management System

To protect customer personal information, SK shieldus has established and is actively operating a robust Information Security Management System. This includes regular updates to privacy policies, deployment of new security solutions, and ongoing training on personal data protection.

SK shieldus strictly complies with applicable data protection laws and the guidelines set forth by the Personal Information Protection Committee, ensuring that its services are delivered in a secure and trustworthy manner. Additionally, the company undergoes annual third-party audits to validate the effectiveness of its information security management practices and currently maintains both domestic and international certifications, including ISMS and ISO/IEC 27001. To further strengthen its privacy safeguards, SK shieldus is working toward acquiring the ISMS-P certification, which will help minimize data privacy risks and reinforce customer trust.

<ISO 27001 Certification>   < IISMS Certification >

Number of Personal Data Breaches and Related Incidents

There were zero (0) cases of personal data breaches or related incidents between 2022 and 2024.

Operation of a Dedicated Personal Information Protection Organization

SK shieldus has established a dedicated personal information protection organization that reports directly to the CEO, underscoring the strategic importance of data privacy as a core business priority. The company has designated executive-level officers, including a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO), to lead its privacy governance efforts. In addition, SK shieldus maintains a close collaborative system with internal subject matter experts to ensure the provision of security services that customers can trust.

< Organization dedicated to information protection >
CEO
CISO/CPO
Operation/Monitoring | Privacy Team | Security Policy Team

< Internal expert group >
Security control | SECUDIUM CENTER
Intrusion incident analysis | Top-CERT
Security diagnosis | EQST Experts, Qualified Security Team

< Personal Information Protection Committee >
Chairperson of CISO/CPO
Secretary Information Security Team Leader
Member Headquarter/Head of group

< Information Protection Working Council >
Information Security Team Leader
Security Worker Security officer in each department

Personal Information Breach Monitoring

To prevent internal data leakage incidents, including those involving customer personal information, SK shieldus operates a preemptive control and monitoring system. This system includes: Monitoring of personal data exposed on illicit distribution channels such as the Dark Web and Deep Web; User behavior-based monitoring of internal personnel; Email content and attachment monitoring to detect anomalies. These comprehensive monitoring efforts serve to reinforce SK shieldus' internal information leakage prevention system. Furthermore, to respond effectively to security incidents, the company works in close coordination with internal expert groups such as Top-CERT. It also collaborates with external alliances, including KARA (Korea Anti Ransomware Alliance), to share intelligence and strengthen ransomware response protocols.

Privacy Protection

Strengthening Security Review Activities

SK shieldus operates a security review process for both existing services and those under development to ensure compliance with personal data protection laws and regulations. In response to rapidly evolving IT technologies and regulatory changes, the scope and criteria of the review are continuously updated to protect customers' personal information against emerging security threats.

Personal Information Protection Training, Pledge, and Awareness Campaigns

To enhance employee awareness of personal data protection, SK shieldus conducts a variety of educational programs in multiple formats.

Training Courses	Contents	Method
Basic Training on Information Protection	• Understanding (privacy) data protection • In-house security policy and process • Examples of security accidents and responses	• Online lecture
Training on Privacy & Data Protection	• Training for personnel handling personal information • Understanding of location information protection • Onboarding training for new employees	• On-site session • Conducted post-security inspections • Online lecture or group session
Advanced Training on Information Protection	• Development security training (Secure coding, etc.) • Advanced information security training (40 hours for security personnel)	• Online lecture • Post-security review guidelines provided
Security Training on Business Site	• Security requirements by project phase • Compliance with clients' security policies and procedures	• On-site session prior to and during project deployment

To enhance all employees' awareness of personal data protection, SK shieldus mandates annual signing of a Personal Data Protection Pledge by all personnel. In addition, monthly internal Privacy Protection Campaigns are conducted.

Implementation of Zero Trust Architecture

SK shieldus has completed a preliminary maturity assessment in preparation for transitioning to a Zero Trust architecture. As part of its phased implementation roadmap, the company plans to roll out enhanced user authentication and identity verification systems company-wide by 2025. In alignment with the core Zero Trust principle of "never trust, always verify," SK shieldus will minimize access privileges to critical assets to strengthen data protection and security.

Environmental | **Social** | Governance

Social Contribution Activities

SK shieldus carries out and expands social contribution activities aligned with its core mission of serving as a social safety net that protects the lives and tangible/intangible assets of the public.

Self-defense and CPR Training

SK shieldus' professional security team provides safety education programs that include self-defense and cardiopulmonary resuscitation (CPR) training. In 2024 alone, approximately 600 individuals—including social workers, paramedics, Safe Return Scouts, and overseas assignees—received training. The program also targeted safety-vulnerable groups such as women, children, and single-person households. A total of 25 sessions were held to promote crime prevention and self-protection. Initiated with the goal of enhancing citizens' ability to respond in emergency situations—ultimately contributing to community safety—the program has reached a cumulative total of over 21,500 participants through more than 150 training sessions.

< Self-defense and CPR Training >

Number of Sessions

More than **150** sessions

Number of Participants

More than **21,500** participants

Special Escort Service for College Entrance Exam Takers

SK shieldus provides special transportation support for students taking the national college entrance exam (Suneung), with ADT CAPS dispatch personnel and professional security teams at the core of the initiative. Since its launch in 2000, this annual activity ensures that examinees arrive safely and punctually at their test centers. Patrol vehicles, escort personnel, and emergency response professionals are deployed to facilitate swift and secure access to exam sites. This voluntarily organized initiative has supported approximately 300 students to date and is recognized as one of SK shieldus' flagship social responsibility programs that contribute to community safety and convenience.

< Special Escort Service for College Entrance Exam Takers >

Years of Implementation

2000~2025

Cumulative Number of Beneficiaries

More than **300** students

Provision of Public Safety Content

SK shieldus provides safety-related content through its official online blog to make safety education more accessible to the public. By offering video-based educational materials, the company aims to enhance public understanding of emergency response methods and expand its online educational outreach.

SK shieldus Official Blog →

< Public Safety Content >

1. Crime Prevention Mobile App
2. Front Door Security Checklist
3. How to Prevent Dating Violence
4. Water Safety Guidelines for Summer
5. How to Prevent Illegal Filming with Hidden Cameras
6. How to Use Self-defense Devices
7. Heimlich Maneuver for Complete Airway Obstruction
8. Crowd Safety Measures in Densely Populated Areas
9. Electric Scooter Safety Precautions
10. Fire Prevention Tips for Winter
11. How to Respond to Knife Attacks
12. Crime Prevention Measures in Parking Lots

Happiness Donation program for children

SK shieldus has been operating the "Happiness Donation" program through partnerships with the ChildFund Korea since 2017 and the Heartfelt Community Learning Center since 2023. Through donations from its members, approximately 70 children have been supported to date. The total annual donation amount for 2024 is KRW 125.67 million to the Green Umbrella Children's Foundation and KRW 20.56 million to the Heartfelt Community Learning Cente, totaling KRW 146.24 million. In 2025, SK shieldus plans to expand donation activities and strengthen performance publicity by publishing quarterly newsletters and other initiatives.

Community-Engaged Volunteer Activities

Since 2022, SK shieldus has been conducting volunteer activities such as meal distribution and lunchbox delivery for vulnerable groups at the Myeonghwa Comprehensive Social Welfare Center in Suseo, Seoul. In 2024, these activities were carried out nine times. Additionally, SK shieldus operates the "Wellbeing Guardian Voluntary Group" across its nationwide regional headquarters. A total of 129 members from eight regional headquarters participated in 10 volunteer activities throughout 2024, including assisting with local agricultural cooperative harvests, guiding safety at regional festivals, and kimchi-sharing volunteer work.

Blood Donation Campaign

SK Shieldus has conducted an annual blood donation campaign targeting all employees since 2020, with 225 participants in 2024.

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Environmental | Social | **Governance**

Responsible Management Centered on the BOD

SK shieldus operates an efficient governance structure through comprehensive support from its shareholders and the board of directors, alongside autonomous management centered on the CEO with clear delegation of responsibilities. This governance framework serves as a foundation to accelerate the company's growth and contribute to long-term corporate value creation.

Governance Model

At the core of the governance model is the TROIKA Meeting, composed of the Chairperson of the Board, shareholder investment experts, and the CEO. The TROIKA Meeting functions as a sparring partner for the CEO, facilitating strategic decision-making and investment discussions, while enabling the Board Chair and shareholders to accurately monitor the company's management.

The Board of Directors is independently and carefully constituted with an emphasis on diversity and expertise. Directors are appointed from among former executives with relevant industry experience and professionals in fields such as finance and corporate management. Director compensation is determined through resolutions at the general shareholders' meeting. Additionally, through regular performance reviews conducted by shareholders, SK shieldus addresses issues, promotes value creation, and mitigates risks effectively.
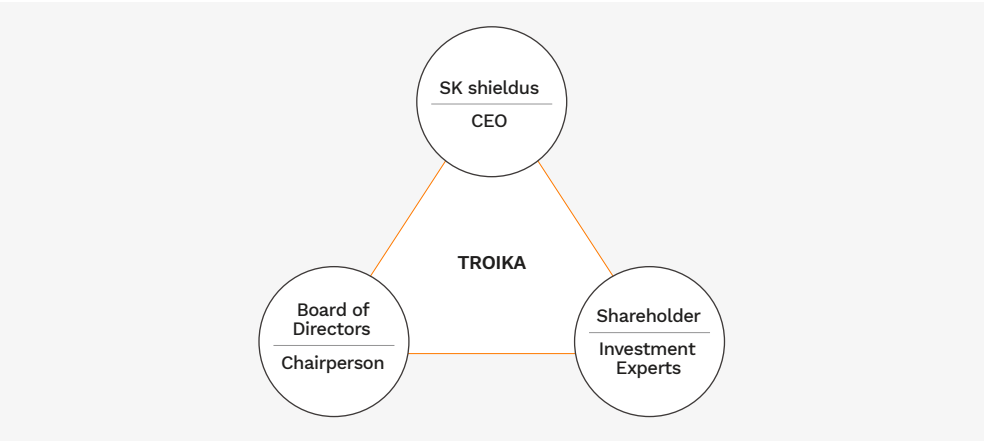
Active Board Participation in Management

SK shieldus promotes active involvement of the Board of Directors in corporate management by operating specialized committees within the board, including the Audit & Risk Committee, the People & Culture Committee, and the Sustainability Committee. These committees conduct in-depth discussions on key issues relevant to their respective areas.

Each committee collaborates with company management and stakeholders to deliberate and negotiate related matters. Decisions made by the committees are either promptly implemented within the company or, if deemed necessary, submitted to the Board of Directors for approval or reporting. This structured process ensures that the Board can engage proactively in management through the committees, thereby enhancing governance effectiveness and corporate oversight.
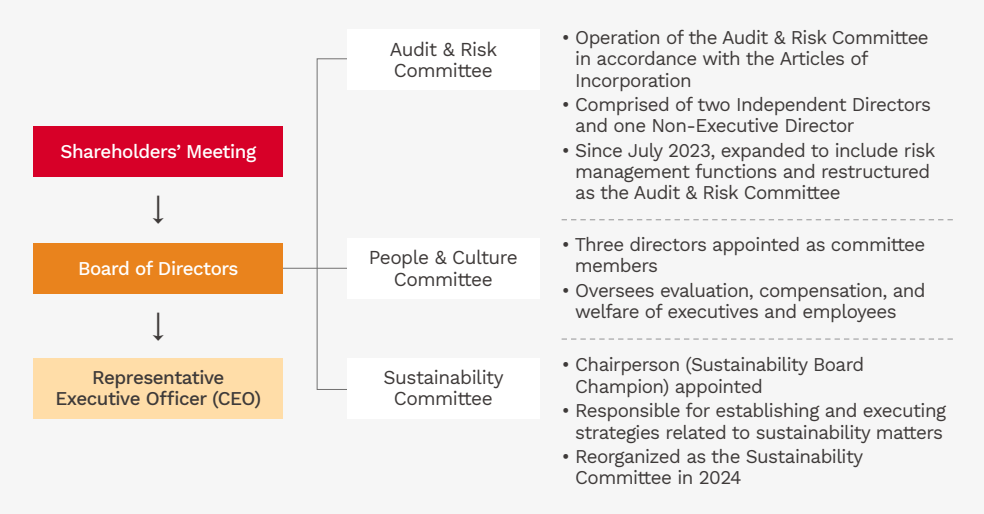
Implementation of the Executive Officer System to Strengthen the Board's Supervisory Function

In July 2023, following a change in the major shareholder, SK shieldus introduced the Executive Officer System to reinforce not only the Board of Directors' active participation in management but also its oversight function. Under this system, directors are appointed at the General Meeting of Shareholders, and the appointed directors then appoint the Representative Executive Officer and other Executive Officers. With the introduction of this system, the company no longer appoints a CEO (Representative Executive Officer); instead, the Representative Executive Officer serves as the central figure in business decision-making. This structure enables a system of checks and balances centered on the Executive Officers while ensuring more agile execution of management decisions.

In accordance with Article 23 of the Articles of Incorporation, the Representative Executive Officer and Executive Officers are required to report to the Board of Directors at least once a month on the execution of business affairs, and must provide additional reports at the Board's request. In December 2024, the Board appointed an additional Executive Officer to enhance this structure.

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Environmental | Social | **Governance**

Responsible Management Centered on the BOD

Board Operations

Independence of the Board

As of the end of 2024, SK shieldus, in accordance with its Articles of Incorporation, does not appoint any Executive (Inside) Directors. The Board is composed of five Independent Directors and three Non-Executive Directors. Among the Independent Directors, one is elected as the Chairperson of the Board, representing and presiding over the Board.

The term of office for directors is set between one and three years to ensure stable governance, with the specific term determined at the General Meeting of Shareholders. The SK shieldus Board is composed solely of Independent and Non-Executive Directors who do not engage in the company's day-to-day operations. Furthermore, the Chairperson, who represents the Board and holds the authority to convene meetings, is selected from among the Independent Directors, reinforcing the Board's complete independence from company management.

Enhancing Expertise and Diversity

SK shieldus appoints Independent Directors with extensive knowledge and experience in global business and management, enabling the Board to guide the company's vision from an international perspective and oversee operations from diverse viewpoints.

In addition, the three Non-Executive Directors concurrently serve as investment or business professionals from shareholder organizations, facilitating synergies across various business areas within the company and actively contributing to value creation. In compliance with Article 20 of the Articles of Incorporation, two of the eight registered directors are women, ensuring a diverse range of perspectives and enabling more active participation in corporate decision-making, oversight, and governance.

Board Activities and Performance

In 2024, the Board of Directors held a total of 10 meetings and reviewed 22 agenda items for approval or reporting. Notably, the Board adopted resolutions on key strategic matters such as investment in the next-generation ERP system—an essential foundation for enhancing digital capabilities—equity acquisition for management control of a specialized cybersecurity firm to strengthen competitiveness, and the appointment of an additional Executive Officer.

(As of March 2025)

Category	Name	Gender	Term	Professional Field
Independent Director (Chairperson)	Frida Magdalena Elizabeth Persson	Female	March 31, 2026	Financial investment
Independent Director	Dick Rennart Sture Segar	Male	March 31, 2026	Security devices such as CCTV
Independent Director	Bradley Kent Buckwalter	Male	March 31, 2026	Physical security system and business administration
Independent Director	Ha Hye-sung	Female	March 31, 2026	Business administration
Independent Director	Sun Seung-hoon	Male	March 31, 2026	Business administration
Non-executive Director	Suh Sang-jun	Male	March 31, 2026	Financial investment
Non-executive Director	Song Jae-seung	Male	March 31, 2026	Finance and business administration
Non-executive Director	Kim Wan-jong	Male	March 31, 2026	Information security
Non-executive Director	Yoon Jae-woong	Male	March 31, 2026	Business consulting

Meeting Month	Key Resolutions
February 2024	• Approval of financial statements and business report • Appointment of Chairperson of the Sustainability Committee
March 2024	• Report on the operational assessment of the Internal Accounting Management System
April 2024	• Appointment of members of the Sustainability Committee • Approval of next-generation ERP system implementation
August 2024	• Approval for construction business registration
October 2024	• Approval of equity acquisition for management control of another corporation
December 2024	• Approval of the 2025 annual budget • Appointment of an Executive Officer • Reporting on the completion of equity acquisition for management control of another corporation

05 | PERFORMANCE DATA

Performance Data

Economic Performances

Organizational Profile and Economic Performance

Category	Disclosure		Unit	Performance		
		Items		2024	2023	2022
Organizational Profile and Reporting Practices	Organizational Details	Legal Entity Name	Text	SK shieldus Co., Ltd.	SK shieldus Co., Ltd.	SK shieldus Co., Ltd.
		Number of Domestic Infrastructures and Offices[1]	Number	112	103	103
		Number of Overseas Infrastructures and Offices	Number	4	3	3
		Number of Countries with Business Operations[2]	Number	4	3	3
	Reporting Period & Frequency	Reporting Period for Sustainability Report	Text	2024	2023	2022
		Reporting Frequency of Sustainability Report	Times/Year	1	1	1
	Economic Performance	Revenue[3]	KRW 100 million	20,047	18,735	17,928

1) Includes local branches and designated business sites
2) Number of countries where overseas operations are conducted (e.g., China, the U.S., Hungary, Hong Kong, Poland)
3) Based on consolidated financial statements

Performance Data

Economic Performances

＊Summary of Financial Information

Category	Unit	2024	2023	2022
Current assets	KRW million	689,568	594,416	490,034
Non-current assets	KRW million	2,936,407	2,924,041	2,872,456
Total asset	KRW million	3,625,976	3,518,457	3,362,490
Current liability	KRW million	486,211	498,887	563,571
Non-current liability	KRW million	426,574	408,477	2,339,525
Total liability	KRW million	912,785	907,364	2,903,096
Capital stock	KRW million	68,148	68,148	37,943
Capital surplus	KRW million	47,312	1,360,152	303,155
Other components of equity	KRW million	8,934	15,481	12,609
Retained earnings	KRW million	2,588,798	1,167,312	105,687
Total equity	KRW million	2,713,191	2,611,093	459,393
Sales	KRW million	2,004,719	1,873,477	1,792,829
Operating income	KRW million	141,598	46,379	145,318
Consolidated net income (loss)	KRW million	120,929	-15,130	57,491
Earnings per share (loss)	KRW	887	-148	758
Number of companies included in the consolidation	EA	4	4	3

* Rounding applied

Performance Data

Environmental Performances

Category	Disclosure		Unit	Performance								
	Items			2024			2023			2022		
				Total	SK shieldus	Capstec, Inc.	Total	SK shieldus	Capstec, Inc.	Total	SK shieldus	Capstec, Inc.
Energy	Total Energy Consumption		GJ	200,032	198,519	1,513	213,222	211,670	1,552	217,711	215,562	2,149
	Non-renewable energy consumption	Total non-renewable energy consumption	GJ	176,632	175,119	1,513	200,982	199,430	1,552	204,953	202,804	2,149
		Gasoline	GJ	27,252	26,340	912	36,119	35,148	971	38,120	36,674	1,446
		Diesel	GJ	7,310	6,963	347	12,560	12,275	285	15,610	15,175	435
		Kerosene	GJ	0	0	0	0	0	0	0	0	0
		LPG	GJ	131,324	131,324	0	133,959	133,959	0	133,715	133,715	0
		LNG	GJ	159	159	0	199	199	0	2,854	2,854	0
		Electricity[1]	GJ	10,588	10,333	255	18,145[2]	17,849	296	14,654[2]	14,386	268
	Renewable energy consumption	Total renewable energy consumption	GJ	23,400	23,400	0	12,240	12,240	0	12,758	12,758	0
		Green Premium	GJ	23,400	23,400	0	12,240	12,240	0	12,758	12,758	0
		REC	GJ	0	0	0	0	0	0	0	0	0
		PPA	GJ	0	0	0	0	0	0	0	0	0
		Self-generation	GJ	0	0	0	0	0	0	0	0	0
		others	GJ	0	0	0	0	0	0	0	0	0
	Non-renewable energy consumption ratio		%	88	88	100	94	94	100	94	94	100
	Renewable energy consumption ratio		%	12	12	0	6	6	0	6	6	0
	Energy intensity		GJ/KRW 100 million	9.98	11.52	0.54	11.38	13.01	0.63	12.14	13.82	0.92

1) The calorific value of electricity is calculated based on 3.6 MJ/kWh.
2) Revision of energy consumption figures in accordance with changes in the GHG accounting boundaries.

Performance Data

Environmental Performances

Category	Disclosure	Items	Unit	2024 Total	2024 SK shieldus	2024 Capstec, Inc.	2023 Total	2023 SK shieldus	2023 Capstec, Inc.	2022 Total	2022 SK shieldus	2022 Capstec, Inc.
GHG Emission[3]	Total GHG emissions (Scope 1 + Scope 2)	Total emissions	tCO_2-eq	14,506	14,388	118	15,171[4]	15,048	123	15,275[4]	15,113	162
		GHG emissions intensity	tCO_2-eq/KRW 100 million	0.72	0.83	0.04	0.81	0.93	0.05	0.85	0.97	0.07
	Direct (Scope 1) GHG emissions	Direct (Scope 1) GHG emissions	tCO_2-eq	10,169	10,083	86	11,294	11,208	85	11,777	11,649	128
	Indirect (Scope 2) GHG emissions	Location-based indirect (Scope 2) emissions	tCO_2-eq	4,337	4,305	32	3,878	3,840	38	3,498	3,464	34
		Location-based indirect (Scope 2) emissions intensity	tCO_2-eq/KRW 100 million	1.54	1.53	0.01	1.38	1.36	0.01	1.24	1.23	0.01
		Market-based indirect (Scope 2) emissions[5]	tCO_2-eq	1,351	1,319	32	2,316	2,278	38	1,870	1,836	34
		Market-based indirect (Scope 2) emissions intensity	tCO_2-eq/KRW 100 million	0.48	0.47	0.01	0.82	0.81	0.01	0.66	0.65	0.01
	Total reduction (Scope 1 + Scope2) of GHG emissions	Total reduction of GHG emissions (Absolute number)	tCO_2-eq	665	660	5	104	65	39	62	57	5
		Total reduction of GHG emissions ratio (Compared to the base year)	%	4	4	0	N/A	N/A	N/A	N/A	N/A	N/A
		Total reduction of GHG emissions intensity	tCO_2-eq/KRW 100 million	0.24	0.23	0.00	0.04	0.02	0.01	0.02	0.02	0.00
	Reduction of direct (Scope 1) GHG emissions	Reduction of direct (Scope 1) GHG emissions (Absolute number)	tCO_2-eq	1,125	1,125	0	483	441	42	29	15	14
		Reduction of direct (Scope 1) GHG emissions ratio (Compared to the base year)	%	10	10	0	N/A	N/A	N/A	N/A	N/A	N/A
		Reduction of direct (Scope 1) GHG emissions intensity	tCO_2-eq/KRW 100 million	0.40	0.40	0.00	0.17	0.16	0.02	0.01	0.01	0.01
	Reduction of indirect (Scope 2) GHG emissions	Location-based reduction of indirect (Scope2) GHG emissions (Absolute number)[6]	tCO_2-eq	- 460	- 465	5	- 379	- 376	- 4	32	42	- 10
		Location-based reduction of indirect (Scope2) GHG emissions ratio (Compared to the base year)	%	-12	-12	0	N/A	N/A	N/A	N/A	N/A	N/A
		Location-based reduction of indirect (Scope2) GHG emissions intensity	tCO_2-eq/KRW 100 million	- 0.02	- 0.03	0.00	- 0.02	- 0.02	0.00	0.00	0.00	0.00
		Market-based reduction of indirect (Scope2) GHG emissions (Absolute number)	tCO_2-eq	964	959	5	- 446	- 442	- 4	1,660	1,670	- 10
		Market-based reduction of indirect (Scope2) GHG emissions ratio (Compared to the base year)	%	42	41	0	N/A	N/A	N/A	N/A	N/A	N/A
		Market-based reduction of indirect (Scope2) GHG emissions intensity	tCO_2-eq/KRW 100 million	0.05	0.06	0.00	- 0.02	- 0.03	0.00	0.09	0.11	0.00

3) GHG emissions were calculated using the domestic standard Global Warming Potential (GWP) values based on the IPCC Second Assessment Report (AR2), excluding overseas subsidiaries.
4) Energy consumption figures were revised to reflect changes in the GHG emissions calculation boundaries.
5) Market-based GHG emissions were calculated by incorporating the Green Premium.
6) A positive value (+) indicates a decrease in emissions, while a negative value (–) indicates an increase.

Performance Data

Environmental Performances

Category		Items	Unit	2024			2023			2022		
	Disclosure			Total	SK shieldus	Capstec, Inc.	Total	SK shieldus	Capstec, Inc.	Total	SK shieldus	Capstec, Inc.
GHG Emission	Scope 3	Total	tCO$_2$-eq	840,872	836,469	4,403	966,078	961,346	4,732	N/A	N/A	N/A
		Category 1. Purchased goods and services	tCO$_2$-eq	110,733	110,555	178	137,844	137,333	511	N/A	N/A	N/A
		Category 2. Capital goods	tCO$_2$-eq	65,527	65,380	147	64,240	64,065	175	N/A	N/A	N/A
		Category 3. Fuel- and energy-related activities (not included in Scope 1 or 2)	tCO$_2$-eq	1,815	1,808	7	1,473	1,468	5	N/A	N/A	N/A
		Category 4. Upstream transportation and distribution	tCO$_2$-eq	464	464	0	283	283	0	N/A	N/A	N/A
		Category 5. Waste generated in operations	tCO$_2$-eq	401	240	161	404	243	161	N/A	N/A	N/A
		Category 6. Business travel	tCO$_2$-eq	404	401	3	1,433	1,430	3	N/A	N/A	N/A
		Category 7. Employee commuting	tCO$_2$-eq	9,892	5,985	3,907	9,814	5,937	3,877	N/A	N/A	N/A
		Category 11. Use of sold products	tCO$_2$-eq	645,818	645,818	0	740,925	740,925	0	N/A	N/A	N/A
		Category 12. End-of-life treatment of sold products	tCO$_2$-eq	5,809	5,809	0	9,661	9,661	0	N/A	N/A	N/A
		Category 15. Investments	tCO$_2$-eq	9	9	0	1	1	0	N/A	N/A	N/A
	Reduction of other indirect (Scope 3) GHG emissions	Reduction of other indirect (Scope 3) GHG emissions (Absolute number)	tCO$_2$-eq	125,206	124,877	329	N/A	N/A	N/A	N/A	N/A	N/A
		Reduction of other indirect (Scope 3) GHG emissions ratio (Compared to the base year)	%	13	13	0	N/A	N/A	N/A	N/A	N/A	N/A
		Reduction of other indirect (Scope 3) GHG emissions intensity	tCO$_2$-eq/KRW 100 million	6.25	7.25	0.12	N/A	N/A	N/A	N/A	N/A	N/A

Performance Data

Environmental Performances

Category	Disclosure				Unit	Performance		
	Items					2024	2023	2022
Waste	Waste generation	Total weight of waste generated by business sites			t	366.8	430.2	432.8
		Waste weight by composition	Electronic waste[7]		t	297	360	363
			Municipal waste[8]	Samseong-dong office	t	60	60	60
				Pangyo office	t	9.8	10.2	9.8
				Total	t	69.8	70.2	69.8
		Waste disposal intensity	Emission intensity		kg/KRW 100 million	18.3	23.0	24.1
	Waste conversion	Product recycling	Quantity of retrieved products		ea	1,923,764	1,929,982	1,726,643
			Recycled quantity[9]		ea	1,200,183	1,045,322	954,073
			Refurbishment rate		%	62	54	55

7) Surveillance cameras and other electrical and electronic products
8) The Samseong-dong office generates an average of 5 tons of waste per month. For the leased Pangyo office, waste emissions are calculated by allocating the total building-wide waste volume based on the number of floors occupied by the company.
9) Quantity of Recyclables Shipped

Performance Data

Social Performances

Employment Type of Workforce

Category	Disclosure			Unit	Performance 2024	Performance 2023	Performance 2022
	Items				**2024**	**2023**	**2022**
Employees	Total no. of employees	No. of employees		Person	7,070	7,034	6,829
		No. of employees by gender	Male	Person	6,271	6,245	6,112
			Percentage	%	88.7	88.8	89.5
			Female	Person	799	789	717
			Percentage	%	11.3	11.2	10.5
	Permanent employees	No. of employees		Person	6,272	6,212	6,032
		No. of employees by gender	Male	Person	5,583	5,522	5,392
			Female	Person	689	690	640
	Temporary employees	No. of employees		Person	798	822	797
		No. of employees by gender	Male	Person	688	723	720
			Female	Person	110	99	77
	Ordinary workers	No. of employees		Person	7,013	6,976	6,787
		No. of employees by gender	Male	Person	6,256	6,229	6,094
			Female	Person	757	747	693
	Part-time workers	No. of employees		Person	57	58	42
		No. of employees by gender	Male	Person	15	16	18
			Female	Person	42	42	24

Performance Data

Social Performances

New Employee Hires and Employee Turnover

Category	Disclosure		Items	Unit	Performance		
					2024	2023	2022
Employment	New recruits	Total no. of employees	No. of employees	Person	979	1,153	1,413
	By age	Employees under 30 years of age	No. of employees	Person	513	627	729
			Percentage	%	52.4	54.4	51.6
		Employees in their 30s	No. of employees	Person	385	395	484
			Percentage	%	39.3	34.3	34.3
		Employees in their 40s	No. of employees	Person	63	91	173
			Percentage	%	6.4	7.9	12.2
		Employees aged 50 and above	No. of employees	Person	18	40	27
			Percentage	%	1.8	3.5	1.9
	Gender	Male	No. of employees	Person	823	941	1,152
			Percentage	%	84.1	81.6	81.5
		Female	No. of employees	Person	156	212	261
			Percentage	%	15.9	18.4	18.5
	Turnover	Total no. of employees	No. of employees	Person	949	926	1,144
	By age	Employees under 30 years of age	No. of employees	Person	319	353	437
			Percentage	%	33.6	38.1	38.2
		Employees in their 30s	No. of employees	Person	428	419	500
			Percentage	%	45.1	45.2	43.7
		Employees in their 40s	No. of employees	Person	139	114	157
			Percentage	%	14.6	12.3	13.7
		Employees aged 50 and above	No. of employees	Person	63	40	50
			Percentage	%	6.6	4.3	4.4
	Gender	Male	No. of employees	Person	797	793	996
			Percentage	%	84.0	85.6	87.1
		Female	No. of employees	Person	152	133	148
			Percentage	%	16.0	14.4	12.9

Performance Data

Social Performances

Employee Distribution by Job Category and Age

Category	Disclosure		Items	Unit	Performance		
					2024	2023	2022
Technical and Non-technical Employees	By job category		No. of technical employees	Person	2,155	2,089	1,911
		Technical employees	Male	Person	1,740	1,680	1,578
			Female	Person	415	409	333
			Female percentage	%	19.3	19.6	17.4
			No. of non-technical employees	Person	4,915	4,945	4,918
		Non-technical employees	Male	Person	4,531	4,565	4,534
			Female	Person	384	380	384
			Female percentage	%	7.8	7.7	7.8
	By age group	Age group (All employees)	Employees under 30 years of age	Person	1,136	1,242	1,650
			Employees in their 30s	Person	3,053	3,030	2,913
			Employees in their 40s	Person	1,916	1,890	1,681
			Employees aged 50 and above	Person	965	872	585
		Age group (Technical employees)	Employees under 30 years of age	Person	542	558	579
			Employees in their 30s	Person	884	824	735
			Employees in their 40s	Person	513	522	473
			Employees aged 50 and above	Person	216	185	124
		Age group (Non-technical employees)	Employees under 30 years of age	Person	594	684	1,071
			Employees in their 30s	Person	2,169	2,206	2,178
			Employees in their 40s	Person	1,403	1,368	1,208
			Employees aged 50 and above	Person	749	687	461

Performance Data

Social Performances

Parental Leave

Category		Disclosure Items		Unit	Performance 2024	Performance 2023	Performance 2022
Employment	Parental Leave	No. of employees eligible for parental leave	Total	Person	1,275	1,236	1,217
			Male	Person	1,232	1,203	1,190
			Female	Person	43	33	27
		No. of employees using parental leave	Total	Person	104	84	85
			Male	Person	81	60	72
			Female	Person	23	24	13
		No. of employees who returned to work after taking parental leave	Total	Person	54	44	70
			Male	Person	36	37	46
			Female	Person	18	7	24
		No. of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Total	Person	39	37	43
			Male	Person	30	29	30
			Female	Person	9	8	13
		* Rate of employees return-to-work rate after parental leave[1]	Total	%	65.9	54.3	81.4
			Male	%	66.7	84.1	65.7
			Female	%	33.3	15.9	34.3
		* Employment retention rate of parental leave takers[2]	Total	%	88.6	52.9	93.5
			Male	%	76.9	78.4	69.8
			Female	%	23.1	21.6	30.2

* The return-to-work rate and retention rate of employees who took parental leave were updated collectively following a change in the calculation methodology.
1) Return to work rate of parental leave takers = Actual number of returnees in 2024 ÷ Number of employees scheduled to return in 2024
2) Retention rate of parental leave takers = Number of employees who returned from parental leave in the previous year and remained employed until the end of 2024

Performance Data

Social Performances

Diversity and Equal Opportunities

Category	Disclosure			Unit	Performance		
		Items			2024	2023	2022
Diversity and Equal Opportunities	Other diversity indicators	Persons with disabilities	No. of employees with disability	Person	132	138	128
			Employment rate of persons with disabilities	%	2.94	3.03	2.83
		Ratio of basic salary of women to men	Ratio of basic salary of women to men	%	85.4	87	89.5

Executive Composition

Category	Disclosure			Unit	Performance		
		Items			2024	2023	2022
Executive Composition	Executive composition	Total no. of executives (Including the CEO)		Person	53	55	46
		Gender	Male	Person	49	54	44
			Percentage of male executives	%	92.5	98.2	95.7
			Female	Person	4	1	2
			Percentage of female executives	%	7.5	1.8	4.3
	Executive composition by age group	Age group	Executives in their 40s	Person	9	3	8
			Executives aged 50 and above	Person	44	52	38
	Non-executive composition (No. of non-executives)	Total no. of non-executives[3]		Person	7,017	6,979	6,783

3) The number of employees excluding executives, disclosed separately starting from 2024.

Performance Data

Social Performances

Occupational Health and Safety

Category	Disclosure		Unit	Performance		
	Items			2024	2023	2022
Occupational Health and Safety	Occupational health and safety-related communication, advice, and worker participation	No. of Occupational Health and Safety Committee meetings	Times	4	4	4
	Worker training related to occupational health and safety	No. of safety personnel participating in training	Person	198	441	119
	Occupational health and safety management system	No. of applicable business sites	EA	7	7	5
		Percentage of applicable business sites	%	6.25	6.80	4.85
	* Injuries sustained during work	Occupational accident rate	%	0.17	0.18	0.22
		No. of lost work days	Day	1,498	1,879	2,481
		Total working hours	Hour	28,458,784	26,742,984	23,022,300
		Number of Lost Time Injuries (LTI)	EA	40	34	43
		Lost Time Injury Frequency Rate (LTIFR)	Per 1,000,000 working hours	1.41	1.27	1.87
	* Occupational diseases/illnesses	Work-related fatalities	Person	0	0	0
		Occupational Injury Frequency Rate (OIFR)	Per 200,000 working hours	0	0	0

* Reporting scope includes partner companies

Performance Data

Social Performances

Training and Education

Category	Disclosure		Unit	Performance		
		Items		**2024**	2023	2022
Training and Education	Employee education program	Total education and training costs	KRW	1,205,294,026	1,026,308,215	1,965,162,902
		Total no. of employees who completed training	Person	6,984	7,636	6,866
		No. of male employees who completed training	Person	6,217	6,606	6,113
		No. of female employees who completed training	Person	767	1,030	753
		Total hours of training	Hour	307,239	264,449	297,331
		Total hours of training (Headquarter)	Hour	151,572	84,464	118,932
		Total hours of training (Regional headquarter)	Hour	155,667	179,985	178,399
		Total hours of training (Male employees)	Hour	272,752	238,241	270,571
		Total hours of training (Female employees)	Hour	34,487	26,208	26,760
	Average hours of training per employees	Male	Hour/person	44	36	44
		Female	Hour/person	45	25	36
		Total (per employee)	Hour/person	44	35	43
	Human rights violation prevention program	No. of persons eligible for the training	Person	7,035	7,636	6,690
		No. of persons who completed the training	Person	6,984	7,636	7,393
		Completion rate of the training	%	99	100	111
Evaluation[4]	Percentage of employees receiving regular performance and career development reviews	No. of employees receiving the reviews	Person	6,345	6,266	5,871
		Percentage of employees receiving the review	%	100	100	100
		Team Leader (Branch Team Leader)	Person	273	N/A	N/A
		Senior Manager	Person	1,280	N/A	N/A
		Manager	Person	2,492	N/A	N/A
		BP3, Staff, SA/SM, etc.	Person	2,300	N/A	N/A

4) From 2024, performance evaluations are categorized by job grade.

Performance Data

Social Performances

Supply Chain Management

Category	Disclosure	Items		Unit	Performance 2024	Performance 2023	Performance 2022
Supply Chain Management	Negative social impacts in the supply chain and corrective actions taken	Supplier status	Total no. of suppliers	EA	1,286	1,145	1,163
			Total amount of purchases	KRW 100 million	5,808	5,967	5,833
		Supplier management	Percentage of suppliers participating in the Code of Conduct	%	100	100	100

Customer Management

Category	Disclosure	Items		Unit	Performance 2024	Performance 2023	Performance 2022
Customers' personal information	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Substantiated complaints among the relevant complaints received	Total no. of cases	Case	0	0	0
			Complaints received from outside parties	Case	0	0	0
			Complaints filed by regulatory agencies	Case	0	0	0
		Total no. of confirmed customer information leaks, thefts, and losses		Case	0	0	0
Customer Complaint Handling	No. of complaints received from customers	DPTC (Defects per Thousand Customer)		Case	4.66	5.50	6.48

Performance Data

Governance Performances

Institutions, Policies, and Practices

Category	Disclosure		Items	Unit	Performance 2024	Performance 2023	Performance 2022
Governance	Composition of directors	No. of directors	No. of directors	Person	8	8	7
			No. of independent directors	Person	5	4	4
			Percentage of independent directors	%	62.5	50.0	57.1
	Diversity in the composition of the BOD		No. of female directors	Person	2	2	2
			Percentage of female directors	%	25	25	29
	BOD operation	No. of board meetings held	No. of meetings	Meeting	10	20	11
Institutions, Policies, and Practices	Compliance (Violation of laws and regulations)		No. of convictions	Case	0	0	0
			Total no. of monetary sanctions	Case	0	1	1
			Total number of non-monetary sanctions	Case	1	0	1
			Total amount of fines	KRW	0	200,000	1,500,000
	Labor-management relations		Employee satisfaction[5]	Score	3.35	3.26	3.71
			Rate of response to the employee satisfaction survey	%	75	64	38.6
			Percentage of employees covered by collective bargaining agreements	%	90.6	90.0	87.3
Anti-corruption	Communication and training on anti-corruption policies and procedures	Training on ethical management	No. of trainees	Person	6,935	6,779	6,505
			Percentage of trained participants	%	100	100	100
	Confirmed incidents of corruption and actions taken		Total no. of incidents	Case	6	9	17
		By incident	Cases involving employee dismissal or disciplinary action	Case	6	9	17
			Termination of partnership due to corruption	Case	0	0	0
Anti-competitive Behavior	Legal action against unfair trade practices such as anti-competitive behavior and monopolies		No. of pending or completed lawsuits	Case	0	0	0

5) Employee Satisfaction (based on a 5-point scale)

06 | **APPENDIX**

GRI Standards 2021 Index

- **Statement of Use:** SK shieldus has prepared this report in accordance with the GRI Standards 2021 Index, covering the company's sustainability activities and performance from January 1, 2024 to December 31, 2024.
- **GRI Used:** GRI 1: Foundation 2021
- **Applicable GRI Sector Standards:** As of July 2025, the publication date of this report, no applicable sector standard has been issued for the "Security System Services" industry, which represents SK shieldus' core business. Therefore, sector standards have not been applied.

General Disclosures

GRI Standard	GRI No.	Disclosure	Page No.	Notes
GRI 2: General Disclosures 2021	2-1	Organizational details	6-8	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	–	Footnote included on the relevant page
	2-5	External assurance	86-87	
	2-6	Activities, value chain and other business relationships	9-11, 18, 217 (25th Business Report)	Business Report XII. Detailed Table – 1. Status of Consolidated Subsidiaries, 2. Status of Affiliates (Detailed)
	2-7	Employees	65	
	2-8	Workers who are not employees	–	Information unavailable/incomplete
	2-9	Governance structure and composition	56-57, 73	
	2-10	Nomination and selection of the highest governance body	56-57	
	2-11	Chair of the highest governance body	57	
	2-12	Role of the highest governance body in overseeing the management of impacts	13, 57	
	2-13	Delegation of responsibility for managing impacts	13, 56	
	2-14	Role of the highest governance body in sustainability reporting	13, 56	
	2-15	Conflicts of interest	186-191 (25th Business Report)	Business Report VI. Matters Regarding the Board of Directors and Corporate Governance
	2-16	Communication of critical concerns	13, 57	
	2-17	Collective knowledge of the highest governance body	189 (25th Business Report)	Business Report VI. Matters Regarding the Board of Directors and Corporate Governance
	2-18	Evaluation of the performance of the highest governance body	–	Information unavailable/incomplete
	2-19	Remuneration policies	204-205 (25th Business Report)	Business Report VIII. Matters Related to Executives and Employees – 2. Executive Remuneration
	2-20	Process to determine remuneration	204-205 (25th Business Report)	Business Report VIII. Matters Related to Executives and Employees – 2. Executive Remuneration
	2-21	Annual total compensation ratio	–	Confidentiality constraints
	2-22	Statement on sustainable development strategy	5	

GRI Standards 2021 Index

General Disclosures

GRI Standard	GRI No.	Disclosure	Page No.	Notes
GRI 2: General Disclosures 2021	2-23	Policy commitments	14-15, 28, 31, 36, 42	
	2-24	Embedding policy commitments	16, 29-30, 31-32, 37-40, 43	
	2-25	Processes to remediate negative impacts	47, 51	
	2-26	Mechanisms for seeking advice and raising concerns	37, 47, 50-51	
	2-27	Compliance with laws and regulations	73	
	2-28	Membership associations	88	
	2-29	Approach to stakeholder engagement	83	
	2-30	Collective bargaining agreements	73	

Material Topic

GRI Standard	GRI No.	Disclosure	Page No.	Notes
GRI 3: Material Topics	3-1	Process to determine material topics	20	
	3-2	List of material topics	19-20	
Material Topic 1. GHG Emissions Reduction and Energy Management				
GRI 3: Material Topics	3-3	Management of material topics	21-24	
GRI 201: Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	-	Information unavailable/incomplete
GRI 302: Energy 2016	302-1	Energy consumption within the organization	61	
	302-2	Energy consumption outside of the organization	-	Information unavailable/incomplete
	302-3	Energy intensity	61	
	302-4	Reduction of energy consumption	22	
	302-5	Reductions in energy requirements of products and services	-	Not applicable
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	62	
	305-2	Energy indirect (Scope 2) GHG emissions	62	
	305-3	Other indirect (Scope 3) GHG emissions	63	
	305-4	GHG emissions intensity	62-63	
	305-5	Reduction of GHG emissions	62-63	
	305-6	Emissions of ozone-depleting substances (ODS)	-	Not used
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Information unavailable/incomplete

GRI Standards 2021 Index

Material Topic

GRI Standard	GRI No.	Disclosure	Page No.	Notes
Material Topic 2. Circular Economy				
GRI 3: Material Topics 2021	3-3	Management of material topics	25-27	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	25-27	
	306-2	Management of significant waste-related impacts	25-27	
	306-3	Waste generated	64	
	306-4	Waste diverted from disposal	64	
Material Topic 3. Employee Health and Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	28-30	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	28	
	403-2	Hazard identification, risk assessment, and incident investigation	29	
	403-3	Occupational health services	29	
	403-4	Worker participation, consultation, and communication on occupational health and safety	29, 70	
	403-5	Worker training on occupational health and safety	30, 70	
	403-6	Promotion of worker health	30	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	30	
	403-8	Workers covered by an occupational health and safety management system	70	
	403-9	Work-related injuries	70	
	403-10	Work-related ill health	70	
Material Topic 4. Diversity and Inclusion				
GRI 3: Material Topics 2021	3-3	Management of material topics	31-32	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	69, 73	
	405-2	Ratio of basic salary and remuneration of women to men	69	

GRI Standards 2021 Index

Material Topic

GRI Standard	GRI No.	Disclosure	Page No.	Notes
Material Topic 5. Social impact on Local Communities				
GRI 3: Material Topics 2021	3-3	Management of material topics	33-35	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	33-35	
	413-2	Operations with significant actual and potential negative impacts on local communities	33-35	
Material Topic 6. Ethical Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	36-40	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	-	Information unavailable/incomplete
	205-2	Communication and training about anti-corruption policies and procedures	37-38	
	205-3	Confirmed incidents of corruption and actions taken	73	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	73	

Non-Material Topic

GRI Standard	GRI No.	Disclosure	Page No.	Notes
Non-Material Topic				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	60	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	52	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	66	
	401-3	Parental leave	68	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	71	
	404-2	Programs for upgrading employee skills and transition assistance programs	45-46	
	404-3	Percentage of employees receiving regular performance and career development reviews	71	
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	-	
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	52, 72	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	53, 72	

ESRS Index

ESRS 2. General disclosure

ESRS Disclosure Requirement	Disclosure Requirement	Page No.
BP-1	General basis for preparation of sustainability statements	2
BP-2	Disclosures in relation to specific circumstances	-
GOV-1	The role of the administrative, management and supervisory bodies	56-57, 73
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	13, 56-57
GOV-3	Integration of sustainability-related performance in incentive schemes	-
GOV-4	Statement on due diligence	-
GOV-5	Risk management and internal controls over sustainability reporting	13
SBM-1	Strategy, business model and value chain	9-16, 59, 65
SBM-2	Interests and views of stakeholders	83
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	18-19
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	20
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	79-82
MDR-P	Policies adopted to manage material sustainability matters	14-15, 28, 31, 36, 42
MDR-A	Actions and resources in relation to material sustainability matters	16, 29-30, 31-32, 37-40, 43
MDR-M	Metrics in relation to material sustainability matters	16, 21, 28, 32, 38, 42
MDR-T	Tracking effectiveness of policies and actions through targets	16, 21, 28, 32, 38, 42

ESRS Index

ESRS E1. Climate Change

ESRS Disclosure Requirement	Disclosure Requirement	Page No.
GOV-3	Integration of sustainability-related performance in incentive schemes	21
E1-1	Transition plan for climate change mitigation	21-22
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	18-19, 21-24
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	19-20
E1-2	Policies related to climate change mitigation and adaptation	42
E1-3	Actions and resources in relation to climate change policies	22-24
E1-4	Targets related to climate change mitigation and adaptation	21
E1-5	Energy consumption and mix	61
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	62-63
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	22
E1-8	Internal carbon pricing	-

ESRS E4. Biodiversity and Ecosystems

ESRS Disclosure Requirement	Disclosure Requirement	Page No.
E4-3	Actions and resources related to biodiversity and ecosystems	43

ESRS E5. Resource Use and Circular Economy

ESRS Disclosure Requirement	Disclosure Requirement	Page No.
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	19-20
E5-1	Policies related to resource use and circular economy	42
E5-2	Actions and resources related to resource use and circular economy	25-27
E5-3	Targets related to resource use and circular economy	25
E5-4	Resource inflows	-
E5-5	Resource outflows	64

ESRS Index

ESRS S1. Own Workforce

ESRS Disclosure Requirement	Disclosure Requirement	Page No.
S1-1	Policies related to own workforce	28, 44
S1-2	Processes for engaging with own workers and workers' representatives about impacts	47-48
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	37, 47-48
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	28-30, 44-48
S1-6	Characteristics of the undertaking's employees	31-32, 65-69
S1-8	Collective bargaining coverage and social dialogue	73
S1-9	Diversity metrics	69
S1-13	Training and skills development metrics	71
S1-14	Health and safety metrics	70

ESRS S2. Workers in the Value Chain

ESRS Disclosure Requirement	Disclosure Requirement	Page No.
S2-2	Processes for engaging with value chain workers about impacts	52
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	37, 52
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	52

ESRS S3. Affected Communities

ESRS Disclosure Requirement	Disclosure Requirement	Page No.
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	37
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	33-35, 55

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ESRS S4. Consumers and End-users

ESRS Disclosure Requirement	Disclosure Requirement	Page No.
S4-2	Processes for engaging with consumers and end-users about impacts	51
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	37, 51, 72
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	49-51

ESRS G1. Business Conduct

ESRS Disclosure Requirement	Disclosure Requirement	Page No.
G1-1	Corporate culture and business conduct policies	36
G1-2	Management of relationships with suppliers	39, 52
G1-3	Prevention and detection of corruption or bribery	37-39
G1-4	Confirmed incidents of corruption or bribery	73

Stakeholder Engagement

Stakeholder Engagement

SK shieldus defines all parties that directly or indirectly affect or are affected by its business activities as stakeholders. The company identifies employees, customers, shareholders/investors, business partners, government agencies, and local communities/NGOs as key stakeholder groups. Communication channels have been established for each stakeholder group to gather feedback, and SK shieldus actively strives to reflect significant input in its business operations.

Communication Channels	Employees	Customers	Shareholders/Investors	Suppliers	Government	Communities/NGOs
	• Survey • Employee satisfaction survey • Labor-management Councils (including the management council, labor-management co-prosperity committee, regular discussion groups)	• Survey • Customer satisfaction survey • VoC (Voice of Customers) on the website • 1:1 inquiry channel in the application	• Disclosure via DART (Electronic Disclosure System) and business, audit and sales reports • Disclosure of information on the website and in the Sustainability Report • E-mail (skshieldus.ir@sk.com) • Corporate briefing and meetings (1:1/group) • Stakeholder survey	• Program for mutual growth with suppliers • Gong-gam Talk • Individual visits to suppliers • Stakeholder survey	• Policy meetings • Cooperation between the private sector, police, and local government	• Survey • Meetings with social contribution partners
Expectation	• Promotion of the "Great Work Place" culture • Establishment of a culture of mutual respect • Development of employees' capabilities and industrial experts • Workplace health and safety management • Promotion of cooperative labor- management relations	• Enhancement of product and service responsibility • Improvement of customer services • Establishment of the environmental management system	• Enhanced management of non-financial risks • Provision of transparent business information and establishment of governance • Closer communication with stakeholders, including shareholders and investors	• Enhanced supply chain management • Enhanced ethical management	• Energy saving • Reduction of waste discharge	• Enhanced impact on local communities.

Verification Statement on Greenhouse Gas Emissions

2024 GHG Inventory of SK shieldus.

This statement has been prepared under the mutual agreement with SK shieldus.

Verification Criteria and Scope

Lloyd's Register Quality Assurance (LRQA) was engaged by SK shieldus to provide independent verification of its 2024 GHG Inventory (hereinafter the "Report"). This verification was conducted in accordance with the requirements set out below, utilizing the procedures defined in ISO 14064-3:2019 – Specification with guidance for the verification and validation of GHG statements, at a limited level of assurance and with a materiality threshold of 5%.

The scope of this verification covers the operations and activities of SK shieldus' domestic business sites, and specifically includes:

• Evaluation of compliance with the GHG Protocol (revised version) developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and the GHG Protocol Corporate Value Chain (Scope 3) Standard

• Assessment of the accuracy and reliability of data and information related to direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2)

• Assessment of the accuracy and reliability of data and information related to other indirect GHG emissions (Scope 3)

SK shieldus' core business activities relate to security services, and its GHG emissions were consolidated using the operational control approach.

LRQA's responsibility is solely to SK shieldus. As noted in the final clause of this statement, LRQA accepts no duty or liability to any other party or organization. The responsibility for the collection, compilation, analysis, and presentation of the reported data and information—as well as the effective maintenance of internal controls over the reporting systems—lies with SK shieldus. Ultimately, the Report was approved by SK shieldus, and the accountability for it rests with the company.

LRQA's Opinion

Based on LRQA's approach, nothing has come to our attention that causes us to believe that SK shieldus has not, in all material respects:

• Fulfilled the requirements listed above; and

• Ensured the accuracy and reliability of the data and information summarized in Table 1.

This opinion is issued at a limited level of assurance, based on a materiality threshold of 5%.

Note: A limited assurance engagement involves less evidence-gathering than a reasonable assurance engagement. It focuses on aggregated data rather than direct verification of raw data at operational sites. Consequently, the level of assurance provided in a limited engagement is substantially lower than that of a reasonable assurance engagement.

LRQA's Approach

LRQA's verification was conducted in accordance with LRQA's established verification procedures. As part of the evidence-gathering process for this verification, the following activities were undertaken:

• Interviews were conducted with key personnel responsible for the management of GHG emissions data and records.

• A review of processes related to the control of GHG emissions data and records was performed.

• A site visit to SK Shieldus headquarters was conducted to examine additional evidence provided by the company.

• The 2024 GHG emissions data and records were verified at an aggregated level.

LRQA's Competence and Independence

LRQA operates and maintains a comprehensive management system that meets the accreditation requirements of ISO 14065 (GHG—Requirements for GHG validation and verification bodies for use in accreditation or other forms of recognition) and ISO/IEC 17021 (Conformity assessment—Requirements for bodies providing audit and certification of management systems). LRQA also adheres to the requirements of International Standard on Quality Control 1 (ISQC1) and complies with the Code of Ethics issued by the International Ethics Standards Board for Accountants (IESBA).

LRQA ensures that verification auditors are appropriately qualified based on their credentials, training, and experience. To maintain rigor and transparency in its approach, the outcomes of all verification and certification assessments are internally reviewed by LRQA senior management.

LRQA has conducted only this verification engagement for SK Shieldus, thereby maintaining independence and impartiality.

May 26, 2025

Chan-sik Yun, LRQA Lead Verifier
On behalf of LRQA
2 flr. T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

LRQA reference: SEO00001705

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1 https://www.ghgprotocol.org   **2** Including the domestic subsidiary, Capstec, Inc.

Verification Statement on Greenhouse Gas Emissions

Table 1. SK shieldus GHG Emissions Inventory Summary (FY2024)

GHG Emission Reporting Scope	Tonnes CO$_2$e
Direct GHG emissions (Scope 1)	
Energy indirect GHG emissions (Scope 2, location–based)	4,337
Energy indirect GHG emissions (Scope 2, market-based)[3]	1,351
Other indirect GHG emissions (Scope 3)	
• Purchased goods and services – Surveillance cameras, detection and recognition devices, storage media, smart store management equipment, access control systems, facility security equipment, computers, telecommunications equipment, security equipment accessories, and office supplies	110,733
• Capital goods – Telecommunications equipment, surveillance cameras, detection and recognition devices, storage media, computers, security equipment accessories, furniture, office equipment, and uniforms	65,527
• Fuel- and energy-related activities - GHG emissions from the upstream production and transport of purchased fuels and electricity	1,815
• Upstream transportation and distribution -Transportation of purchased products	464
• Waste generated in operations - Treatment of waste from company operations	401
• Business travel - Flights, express buses, ferries, taxis, and trains	404
• Employee commuting - Company shuttle buses, and personal vehicles	9,892
• Use of sold products - Surveillance cameras, detection and recognition devices, storage media, smart store management equipment, access control systems, facility security devices, computers, telecommunications equipment	645,818
• End-of-life treatment of sold products - Surveillance cameras, detection and recognition devices, storage media, smart store management equipment, access control systems, facility security devices, computers, telecommunications equipment, and security equipment accessories	5,809
• Investments - Equity investments	9

Note 1: The location-based and market-based Scope 2 classifications follow the definitions provided in the GHG Protocol Scope 2 Guidance (2015).

3 SK shieldus implements the market-based approach exclusively through Korea's Green Premium program, which verifies the use of renewable energy.

Independent Assurance Statement

To the Readers of the SK shieldus Sustainability Report 2025

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of SK shieldus Sustainability Report 2025 for the year ending December 31, 2024. The preparation, information and internal control of the report are the sole responsibility of SK shieldus' the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to SK shieldus' management.

Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in SK shieldus' report:

• SK shieldus Sustainability Report 2025

Reference Standard

• GRI Standards 2021 : 2023 (GRI)

Assurance criteria

KMR conducted the verification in accordance with the globally recognized standard AA1000AS v3 and KMR's assurance standard SRV1000 based on requirements of ISO 17029 and KMR EDV 01, and set the levels of assurance and materiality as below. Under AA1000AS v3, We assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using the GRI index specified in the report. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

• ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV 1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR)

• Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate, limited/ not set

Scope of assurance

The scope of our assurance included the verification of compliance with the reporting requirements of the GRI Standards 2021. We confirmed that the following indicators of material topics were identified through the materiality assessment process.

• GRI Standards 2021 reporting principles
• Universal Standards

• Topic Specific Standards

- Economic Performance: GRI 201-2	- Anti-corruption: GRI 205-1~205-3
- Anti-competitive Behavior: GRI 206-1	- Energy: GRI 302-1~302-5
- Emissions: GRI 305-1~305-7	- Waste: GRI 306-1~306-4
- Occupational Health and Safety: GRI 403-1~403-10	- Diversity and Equal Opportunity: GRI 405-1~405-2
- Local Communities: GRI 413-1~413-2	

As for the reporting boundary, the engagement excludes the data and information of SK shieldus' partners, suppliers and any third parties.

KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

• Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;

• Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);

• Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);

• Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;

• Interviewing people in charge of preparing the report;

• Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;

• Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and

• Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. The scope of this assurance included the confirmation of the truthfulness of claims regarding results that have already been obtained as stipulated by ISO 17029. However, the plausibility of intended claims of forecasts or hypotheses was not validated even if the related content was contained in the report.

Independent Assurance Statement

A limited assurance evaluates the appropriateness of the criteria used by SK shieldus for preparing sustainability information on subject matters, the risk of material misstatement in the sustainability information, whether due to fraud or error, responses to risks, and disclosure of the sustainability information on subject matters. However, the scope of the risk assessment process and the subsequent procedures performed in response to assessed risks, including an understanding of internal controls, is more limited than that of a reasonable assurance.

Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by SK shieldus are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with SK shieldus on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report was prepared in accordance with the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

| Inclusivity

SK shieldus has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

| Materiality

SK shieldus has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

| Responsiveness

SK shieldus prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of SK shieldus' actions.

| Impact

SK shieldus identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

| Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of data related to sustainability performance, including greenhouse gas emissions, targets and current status

of electric vehicle transition, and energy consumptions. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the greenhouse gas emissions trading scheme, accredited by the Korea Laboratory Accreditation Scheme (KOLAS) under the National Institute of Technology and Standards of Korea for ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, and additional accreditation criteria, ISO 14065. It is also recognized by the Korea Accreditation Board (KAB) for ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems), and the National Institute of Environmental Research under the Ministry of Environment of Korea. Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with SK shieldus and did not provide any services to SK shieldus that could compromise the independence of our work.

Limitations of Use

This assurance statement is made solely for the management of SK shieldus for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of SK shieldus. The statement is valid as of the assurance date below. Certain events that may occur between the assurance date and the time of reading this report could have a material impact on the report, which may lead to revisions to this assurance statement. Therefore, we recommend visiting the SK shieldus website and verifying whether this is the latest version.

July 14, 2025
CEO
E. J Hwang

Association Memberships and Awards

Association Memberships and Awards

No	Association	Date
1	Regular member of FIRST (The first domestic private company to obtain full membership)	May 10, 2005
2	Korea Software Financial Cooperative	October 20, 2006
3	Korea Information & Communication Contractors Association	August 8, 2008
4	Regular member of KOREA Chief Privacy Officers' FORUM	December 9, 2014
5	Vice Chairman Company of Korea Information Security Industry Association (KISIA)	December 23, 2015
6	Regular member of Cyber Threat Alliance (CTA) (First in Asia)	June 13, 2017
7	Regular member of the CERT Consortium	January 7, 2020
8	Engineering Guarantee Insurance	December 30, 2020
9	Korea Anti-Ransomware Alliance (KARA)	March 17, 2022
10	No More Ransoms, a global ransomware threat sharing consortium	May 2022
11	Korea Finance for Construction	December 28, 2023
12	Fire Guarantee	September 25, 2024
13	Electric Contractors' Financial Cooperative	September 25, 2024

Major Certifications

No	Certification	Certified by	Date
1	AWS Security Competency	AWS	May 21, 2020
2	Designated as a Professional Security Control Company*	Ministry of Science and ICT	January 14, 2025
3	Designated as Information Security Service*	Ministry of Science and ICT	January 14, 2025
4	ISO 9001: International Certification for Quality Management Systems*	World Standards Certification	June 26, 2023
5	ISO/IEC 27001: International Certification for Information Security Management Systems*	BSI Korea	July 27, 2024
6	ISO 45001:2018: International Certification for Occupational Health and Safety*	LRQA Korea	December 23, 2024
7	ISO 14001: International Certification for Environmental Management Systems	LRQA Korea	December 26, 2022
8	ISMS (Information Security Management System)	Korea Internet & Security Agency	August 2, 2023
9	ISO 37301: International Standard for Compliance Management Systems (CMS)	Korea Compliance Certification Assurance	September 26, 2024

* Indicates most recently updated items

Major Awards

No.	Awards	Awarded by	Date
1	The Best Job Creation Award	Ministry of Employment and Labor	August 2019 July 2020 September 2023 September 2024
2	Grand Prize in the Social Category at the JoongAng Environment Social Governance Awards	Korea JoongAng Daily	April 30, 2024
3	National Inclusion and Diversity Award (2024) - Awarded by the Minister of Employment and Labor	Ministry of Employment and Labor	December 9, 2024

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Partner Collaboration Group

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Seoul Regional HQ

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BP Operation Group

Professional Security Team	LEE JAE WOO

SVC Operation Division

Customer Experience Innovation Team	KOO KYUNG SEO

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SK shieldus