2024 HanmiGlobal Sustainability Report

Creating Value in the Construction Industry through Continuous Innovation

HanmiGlobal strives to generate environmental and social value through sustainable business practices.
We will keep innovating relentlessly to ensure authentic ESG management.

Management Philosophy
CEO Message
ESG Management System

Construction management for the Jeonnam Offshore Wind Farm

2024 ESG Achievements

Core Outcomes Driven by Sustainable Management

- ESG Ratings
- Economy
- Environmental
- Social
- Governance

Since FY 2021, HanmiGlobal has issued a dedicated sustainability report and has actively taken part in domestic ESG assessments, demonstrating its sincere commitment to ESG management.

Sustinvest

Category	Rating	Notes
Overall	AA	Recognized as a top-tier ESG performer within its sector and by asset scale

*Sustinvest grades range from AA, A, BB, B, C, D, E.

Korea Institute of Corporate Governance and Sustainability (KCGS)

Category	Rating	Consolidated Rating
Environment	A	B+
Social	A	
Governance	B+	

*KCGS grades range from S, A+, A, B+, B, C, D.

TOP 3 Key Issues

Top 3 Key Issues for Sustainable Management

Stakeholders have identified the following issues as most critical to HanmiGlobal's sustainability performance: Customer Satisfaction Management, Innovation in Construction Processes and Technologies, and Expansion of a Safety and Health Culture.

Yeongam Solar Power Plant (92.4MW) – PM,CS

Customer satisfaction management

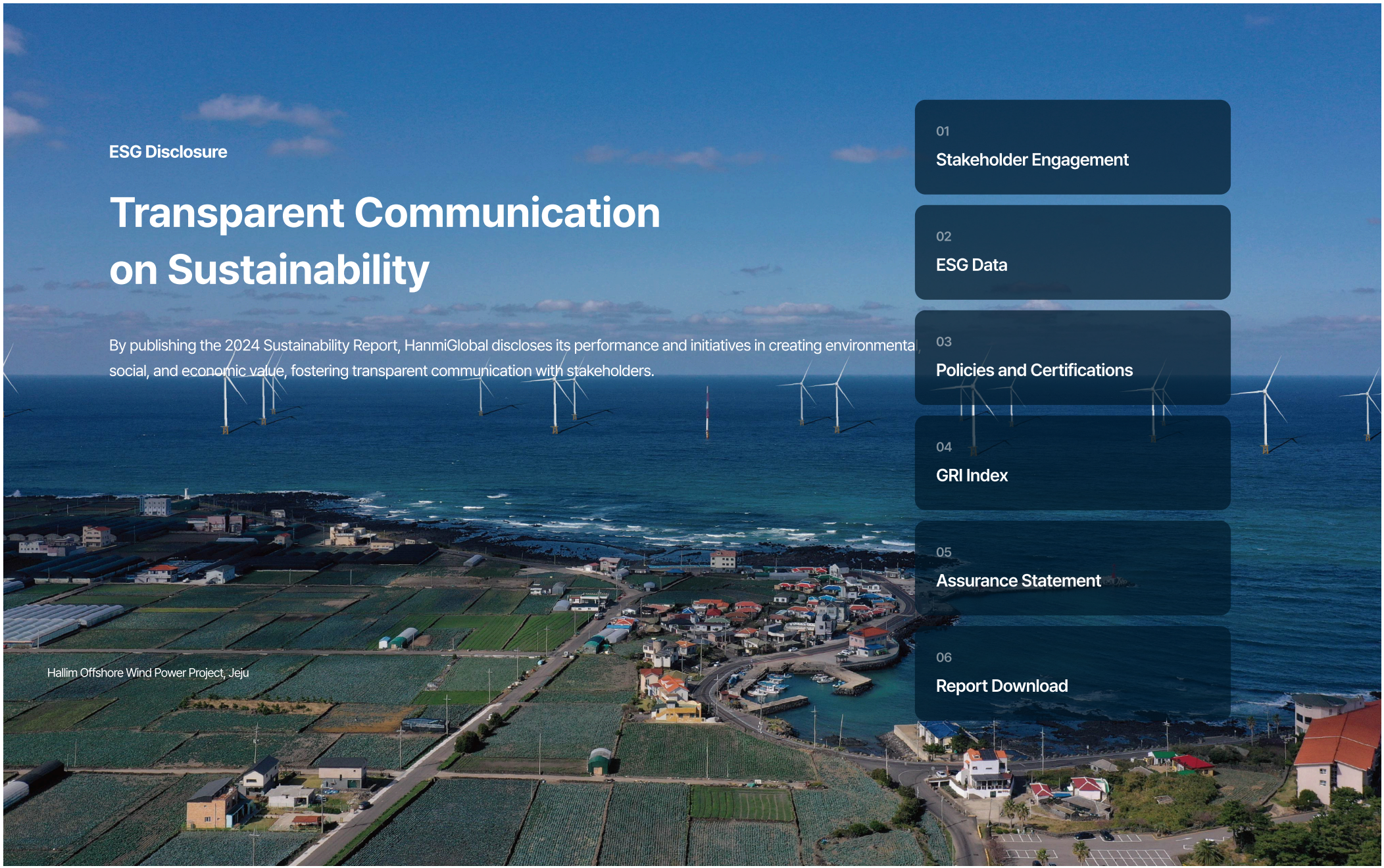
Construction process & technology innovation

Customer satisfaction management

ESG Disclosure

Transparent Communication on Sustainability

By publishing the 2024 Sustainability Report, HanmiGlobal discloses its performance and initiatives in creating environmental, social, and economic value, fostering transparent communication with stakeholders.



Hallim Offshore Wind Power Project, Jeju

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02 ESG Data

03 Policies and Certifications

04 GRI Index

05 Assurance Statement

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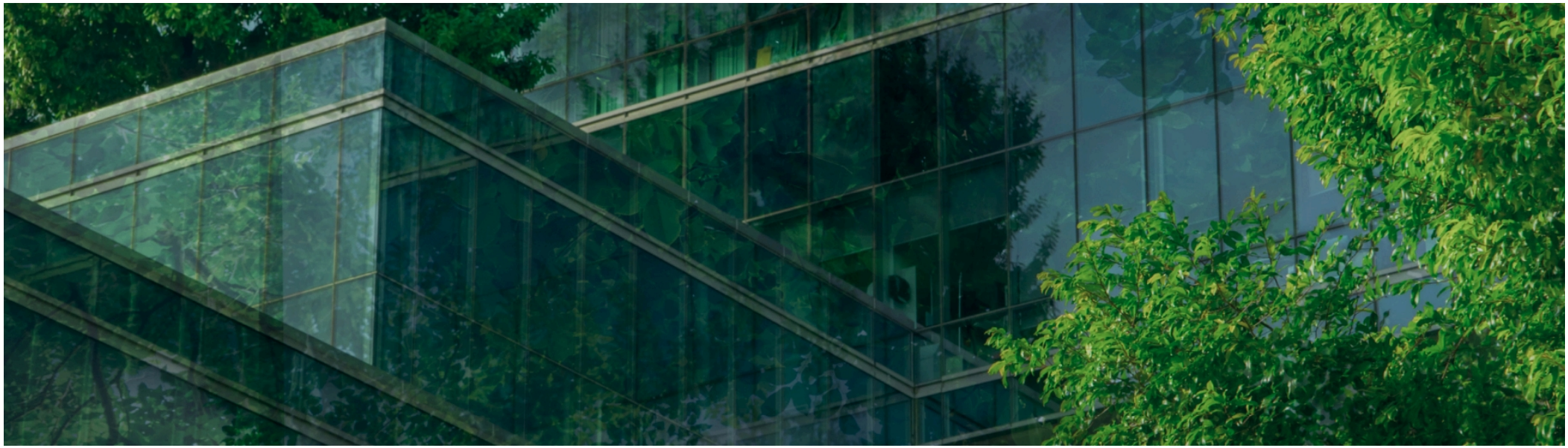
Overview



Management Philosophy

An Excellent Company that Contributes to Human Progress

HanmiGlobal's management philosophy embodies our people's aspirations, convictions, and resolve.

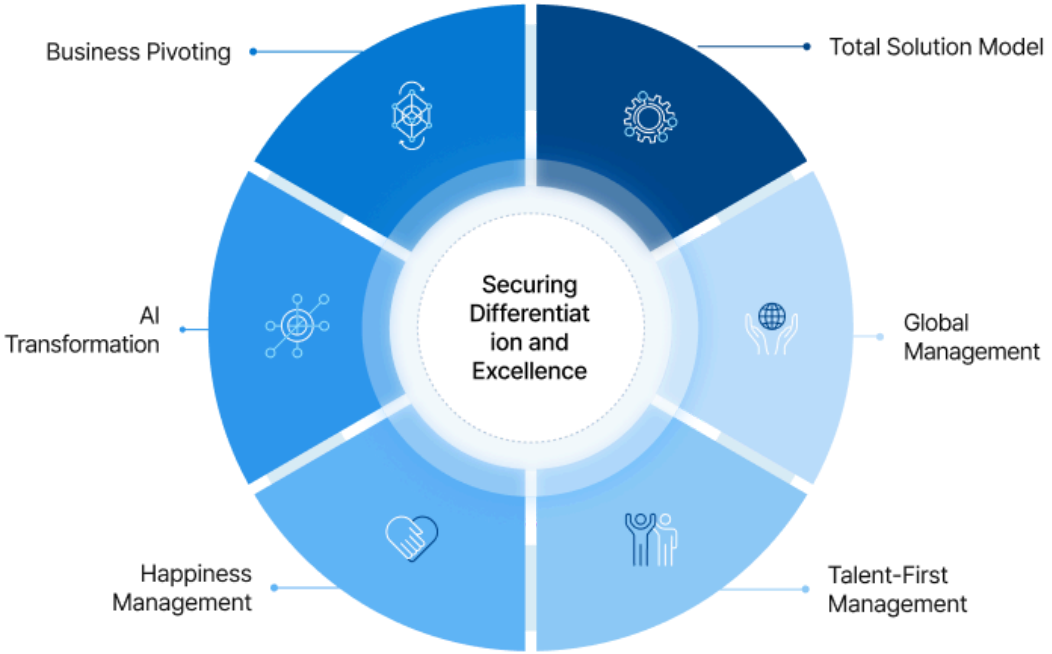
Rooted in our mission and five core values, our management philosophy sets the standard for every business activity and decision made by leadership and, at the same time, provides employees with a yardstick for continuous self-reflection that helps them evaluate their current position and make course corrections as needed. Our mission, "To contribute to human progress by creating value in the construction industry through continuous innovation," spells out why we exist and clarifies our responsibilities to customers, employees, shareholders, and society. We have defined five core values (integrity, safety, customer, excellence, and contribution) as the mindset and behavioral standards that every employee must practise in order to realize our mission.

Vision

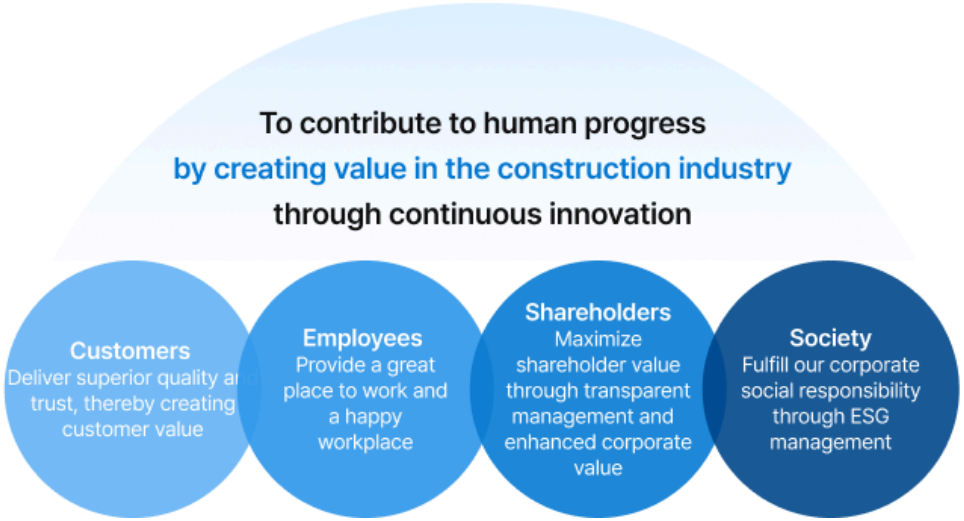
2027 VISION

2027 VISION: By 2027, we will build an Excellent Company powered by Excellent People, becoming a happiness-centric workplace filled with outstanding talent.

Strategic Priorities



Mission



Core Values

INTEGRITY

We always think and act ethically,
dealing honestly with everyone.

SAFETY

We place safety first, guided by our
philosophy
of respect for life.

CUSTOMER

We dedicate every action and system
to our clients' success.

EXCELLENCE

We relentlessly innovate to deliver
excellence
in every project.

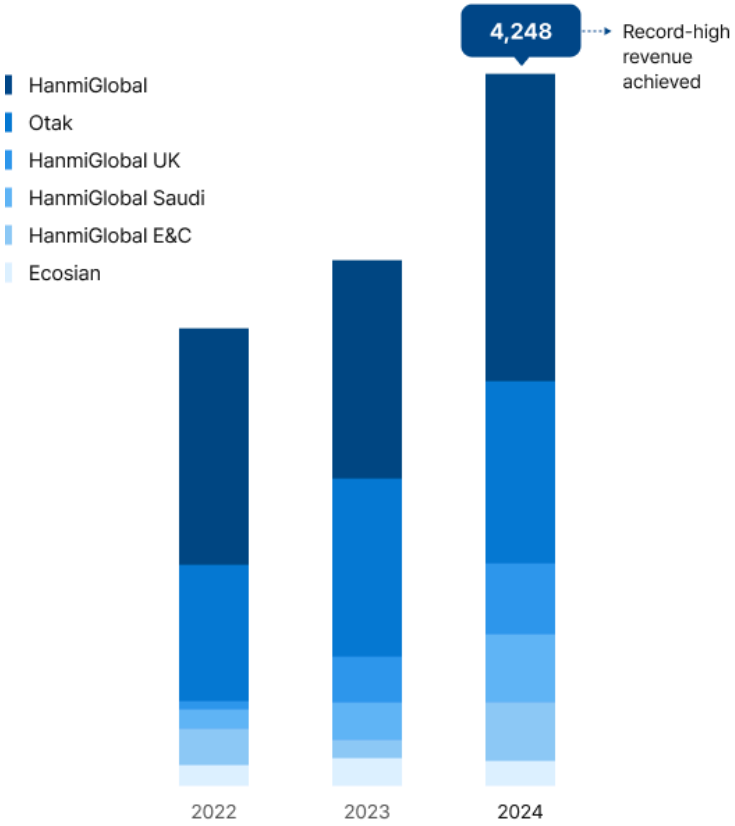
CONTRIBUTION

We fulfill our role as responsible corporate
citizens
and actively contribute to society.

Financial Performance

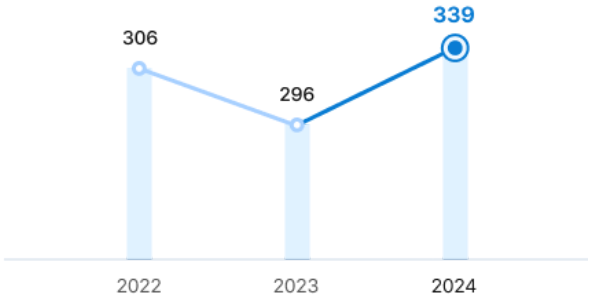
Total Revenue

KRW 424.8 billion



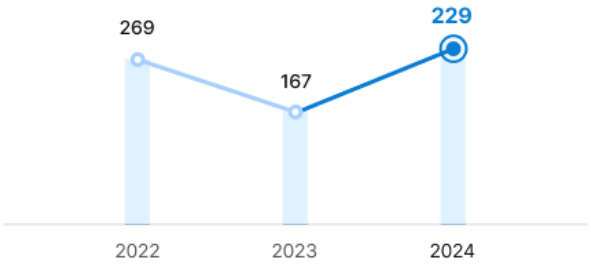
Operation Profit

KRW 33.9 billion



Net Profit

KRW 22.9 billion



2.9%

Year-on-year revenue growth

20.3%

Consolidated cash dividend payout ratio

2,086

Employees

8th

Engineering News Record Ranking (Non-U.S. Firms)

16.3%

Five-year revenue CAGR

AA0 Credit Rating

Very strong creditworthiness
Solid adaptability to environmental changes

Business Segments

Products

Architecture

Relentless innovation driven by best-in-class construction technology to create new value in the industry

Since introducing Korea's first project management assignment for the Seoul World Cup Stadium, HanmiGlobal has grown by successfully managing projects across residential, commercial, office, retail, logistics, and data center sectors. Drawing on the experience and know-how gained along the way, HanmiGlobal has earned recognition as the nation's most trusted project management company. Acting as the client's agent, the company integrates every project phase – planning, design, procurement, construction, and operation – to deliver a top-quality facility within the agreed budget and schedule. Much like retaining legal counsel for complex litigation, HanmiGlobal serves as the client's representative or coordinator so every stakeholder moves toward the shared goal of project success.

- **Project Management (PM)**

  As Korea's leading provider of construction management services, HanmiGlobal leverages its proven technical expertise, together with the financing, development, construction, and marketing capabilities of its affiliates, to manage project risks step by step and contribute directly to client success.

- **Feasibility Review**

  During the planning stage, HanmiGlobal analyzes market conditions, develops product concepts, and tests financial models to verify viability, ensuring that HG PRECON (HanmiGlobal Pre-construction Service) yields the optimum design solution.

- **Schedule and Budget Optimization**

  HanmiGlobal analyzes the client's business conditions to identify the optimal project structure for achieving their goals. Drawing on extensive project experience, the company establishes realistic schedules and cost plans, analyzes expenditure items, and minimizes the uncertainty that drives client risk.

- **Securing the Client's Lead Position**

  Because construction entails numerous contracts and significant construction costs, HanmiGlobal manages the project from budget development onward and counters unreasonable demands with technical evidence so the client retains full control.

Value Up

- Maximize repeat orders by excelling in execution and customer satisfaction
- Identify high-value business models through our technology and collaboration with group affiliates

Innovative

- Establish Korea's first project management service platform based on our PM know-how
- Build a PM service framework powered by AI Transformation technology
- Strengthen PM capability through partnerships with leading global firms

Sustainable

- Cultivate an honest corporate culture and contribute to fostering a fair and transparent society
- Maintain ongoing collaboration with our specialist affiliate Ecosian for green solutions
- Apply environmental measures proactively in the pre-construction phase while assuring legal compliance
- Improve the Safety First culture through continuous training and system upgrades

High Tech

Quality control for advanced industrial facilities – the first gateway to product quality

The construction of high-tech industrial facilities represents the critical first step in assuring the quality of advanced products. HanmiGlobal's High Tech Division partners with clients at this pivotal starting point to drive project success. Going beyond conventional construction, the division plays a central role in turning the future of advanced industries into reality. Semiconductor, battery, and display facilities demand extreme precision and flawless quality, making HanmiGlobal an indispensable partner. Its seasoned specialists draw on deep expertise and experience to create value for the construction industry and build the future together with clients.

- **Differentiated, Specialized Construction Management Services**

  The High Tech Division assigns skilled experts in every discipline to deliver integrated construction management services across the entire project lifecycle – planning, design, procurement, construction, commissioning, and maintenance. By streamlining and optimizing every phase, the division saves clients time and money while ensuring stable execution and ultimate project success.

- **Project Optimization through Digital Tools**

  HanmiGlobal has developed and now operates APMS, Korea's first PM platform for owner-furnished materials, enabling unified control of quantity and quality from order to receipt. In

  In key construction trades, a proprietary system verifies and manages the competency of technical personnel; patented mobile apps then elevate quality control to the next level, underscoring HanmiGlobal's position as the nation's top construction management provider.

- **Data Driven Cost Management Services**

  Leveraging years of accumulated cost data from high-tech projects, the division analyzes information to offer client-specific cost management solutions that raise efficiency and support successful project delivery.

Environmental

- Improve energy efficiency through design optimization consulting
- Reduce and recycle construction waste
- Propose energy-saving measures via value engineering during the construction phase

Zero Defect

- Manage interfaces during construction
- Control quality and environment in line with ITPs and SOPs
- Verify the competency of skilled workers in critical trades

Professional

- Secure expertise by managing advanced industrial facilities
- Identify risks through fast track oversight
- Review design adequacy and present alternatives
- Reflect client requirements in design and construction oversight

Optimization

- Propose optimal procurement methods, construction techniques, and schedules
- Operate the APMS for owner-furnished materials
- Manage skilled worker certification via a mobile application
- Prevent claims through transparent communication

Infrastructure and Energy

Positioning sustainable infrastructure and energy as a core growth engine while contributing to carbon-neutral projects

Infrastructure projects demand large budgets, long timelines, and close cooperation among government agencies, developers, and investors throughout the entire development cycle. They must also satisfy public interest policies while remaining economically viable and safe. For more than a decade, HanmiGlobal has led environment-focused energy projects and, by staying ahead of industrial change, has continually expanded its specialized project management domain.

- **National and International Infrastructure PM**

  HanmiGlobal delivers project management services for airports and passenger terminals, water treatment facilities, smart cities, industrial complexes, the new administrative capital, shipyards, and container ports. From pre-construction through commissioning, the company provides optimal solutions at every stage, offering not only PM but also PMO, LTA, and Owner's Engineer services. In 2019, HanmiGlobal became Korea's first firm to perform a full overseas PMO under a G2G contract by managing the Chinchero International Airport project in Peru. In 2021, the company secured an ePMO contract for the Neom project, a zero-carbon city initiative, and has since continued to pursue decarbonization as a key overseas strategy.

- **Specialized Energy Project Solutions**

  To accelerate the transition from fossil fuels to renewable and green hydrogen energy and to improve energy efficiency, HanmiGlobal orchestrates cross-sector collaboration backed by deep expertise, guiding projects to success. Current assignments include the 100MW Hallim Offshore Wind Farm in Jeju, developed with Dutch specialist Pondera, combining European offshore technology with HanmiGlobal's domestic experience.

Sustainable

- Participate in infrastructure projects that drive sustainable economic growth
- Strengthen alignment with relevant domestic and international policy goals
- Collaborate with public and private sector stakeholders

Economic

- Create a sound and fair competitive environment
- Improve service efficiency and quality through expert resources
- Ensure transparency of investment information and systems
- Offer appropriate and flexible pricing for services

Environmental

- Respond swiftly to environmental and social issues
- Encourage investment in eco-friendly projects
- Comply with environmental standards on every construction site

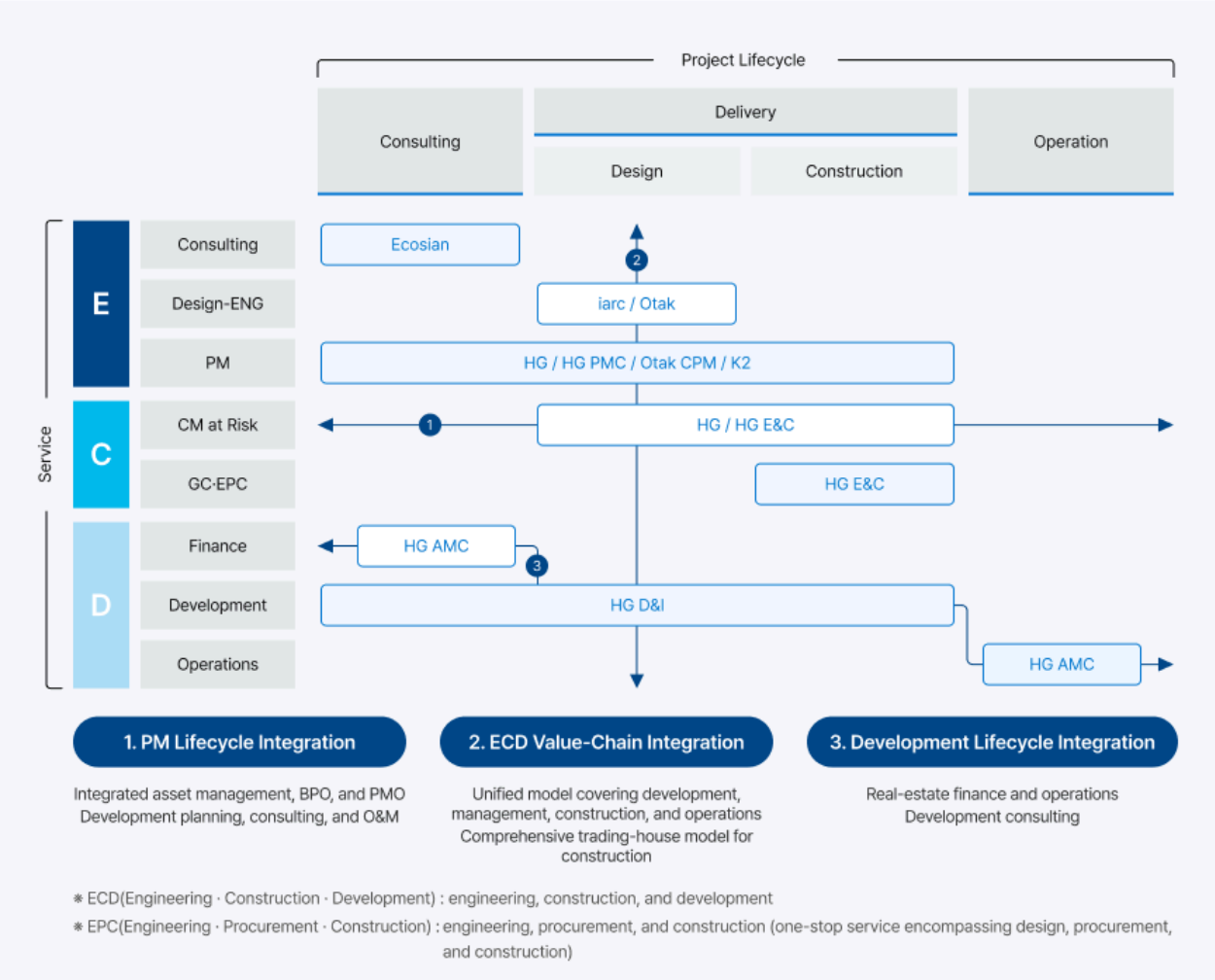
Services

TSP (Total Solution Provider)

Providing end-to-end solutions that integrate the entire project lifecycle and value chain

HanmiGlobal is evolving beyond a PM firm into a total solution provider, strengthening its competitive edge by delivering integrated solutions across the full construction project value chain. Through close collaboration with group affiliates, the company offers seamless services throughout every phase of a project's lifecycle – consulting, business planning, finance, design, procurement, construction, and operations.

By combining HanmiGlobal's PM and HG PRECON with HG D&I's development expertise, HG AMC's investment management, OTAK's design and engineering, Ecosian's environmental consulting, Turner & Townsend Korea's cost management, and iAarc's architectural design, the group provides truly integrated construction solutions. These specialized offerings generate exceptional added value at each project stage.



Pre-con

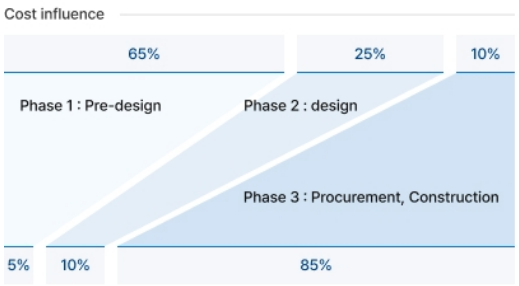
Pre-construction – the core stage beyond design and construction

Pre-construction refers to every activity carried out before ground breaking – covering the pre-design, design, and procurement phases – to keep cost, schedule, and quality aligned with the project's objectives through continuous verification and simulation. Decisions made at this stage determine more than 90 percent of the total construction cost and largely fix the ultimate quality of the asset.

1. HG PRECON goes beyond the narrow meaning of the pre-construction phase and "builds first in virtual space," delivering value by cutting cost, shortening project duration, raising quality, and preventing safety incidents.

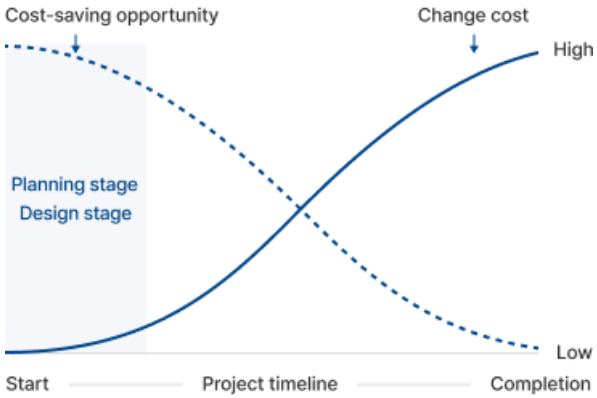
2. When HanmiGlobal launches a project, it supplies the capabilities clients need to "plan ahead" and "build ahead," identifying problems early and ensuring efficient, high-quality outcomes.

Cost Influence by Project Phase



Source : DLS Singapore

Cost Influence Curve



Source : Rocque

HGPRECON Value Creation Targets

Reduce Cost

- Apply Integrated Project Delivery (IPD)
- Implement Target Value Design (TVD)
- Adopt nominated subcontract (NSC) and owner-supplied materials (NS)

Improve Quality

- Select optimal methods, details, and materials
- Secure time through pull planning scheduling
- Build and use a defect cause database

Ensure Transparency

- Submit and approve project execution plans
- Share all documents
- Adopt open book contracting

Compress Schedule

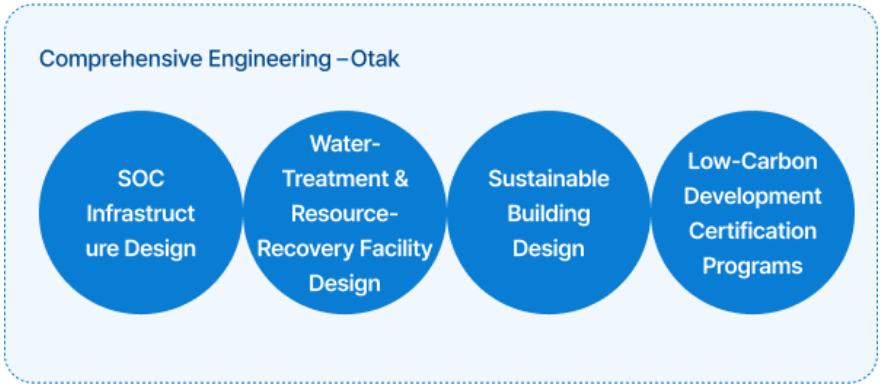
- Execute contracts under IPD
- Apply fast-track construction
- Utilize off-site fabrication
- Manage workflows with pull planning

Prevent Accidents

- Conduct Design for Safety (DFS) reviews
- Specify safety criteria in RFPs
- Hold daily activity briefings on high-risk tasks

Global PM/ENG

Partnering with HanmiGlobal on projects worldwide



[PM/CM] Otak CPM

Based in Oregon, Otak acquired Day CPM, a specialist PM/CM firm, and renamed it Otak CPM. Leveraging strengths in PM and IPD, the company is distinguished as an owner's representative and has extensive project experience across the United States.

[PM·Cost Management] Walker Sime

Founded in 1999 in Manchester, North West England, Walker Sime provides PM, cost management, and design management services. With a broad team of construction experts, the firm has delivered numerous building and energy projects and is now expanding from the private sector into public work.

[Project Controls] Tarr Whitman Group

Tarr Whitman Group, acquired by Otak, is a Seattle-based PM specialist in Washington, USA, with large-scale public sector experience, including projects for the Washington State DOT, Seattle DOT, and Port of Seattle.

[Design/PM] Otak

Acquired by HanmiGlobal in 2011, Otak is headquartered in Portland, Oregon, and is renowned in the U.S. Pacific Northwest for its expertise in urban planning and design, as well as in the design of SOC infrastructure, including railways, roads, and bridges, and water-treatment/resource-recovery facilities. It serves as HanmiGlobal's bridgehead for global market expansion.

[Cost Management] TTK

Turner&Townsend Korea (TTK) is a joint venture between Turner & Townsend (UK) and HanmiGlobal, established to deliver systematic, professional cost management services to the Korean market. Turner &Townsend is a global PM and QS (Quantity Surveyor - Cost Management) leader, offering independent and specialized program management, project management, cost and feasibility management, and commercial advisory services across real estate, infrastructure, and natural resource sectors.

[PM·Cost Management] K2

Headquartered in London and Gatwick, the K2 Group aims to provide CM, PM, development management, and cost management solutions for development and construction challenges. It offers comprehensive development services to support clients in achieving their business objectives and has established an extensive U.K. track record of successfully delivering real estate and infrastructure projects.

Global Network

Since its founding in 1996, HanmiGlobal has introduced advanced PM practices to Korea and has led the way in cultivating a modern construction culture.

Today, in addition to serving Samsung Electronics, NAVER, and others, the company delivers projects in the US, UK, Saudi Arabia, the Philippines, and many more. HanmiGlobal continues to pursue bold innovation and growth to reinforce its reputation as a truly global enterprise.

Company name	HanmiGlobal Co., Ltd.		
Established	June 18, 1996	Head office	9F, City Airport Tower, 36 Teheran-ro 87-gil, Gangnam-gu, Seoul, Republic of Korea
Co-CEOs	Yoon Yo Hyun, Park Seo Young	Employees	2,086 (as of Dec 31, 2024, consolidated)
Business areas	Construction management, Real Estate Development, Urban Design, Civil Engineering, General Construction, Architectural Design, and Supervision		

Countries entere

62

Total projects

3000+

Group Companies 12

Group Company

Korea	iArc Architects Ecosian HanmiGlobal D&I HanmiGlobal E&C HanmiGlobal PMC HanmiGlobal Asset Management
USA	OTAK Inc. Otak CPM Tarr Whitman Group
UK	K2 Construction Management Walker Sime
Japan	Otak Japan

Entities & Branches 16

Entities·Branches

Asia	China (Shanghai) Saudi Arabia Vietnam Japan India Indonesia (Office) Philippines (Branch) Kazakhstan Kuwait
Africa	Libya (Branch)
Europe	UK Hungary Poland
Americas	USA Canada Peru

Joint Venture 1

Joint Venture Company

Korea	Turner & Townsend Korea

Sustainability

Relentless innovation for authentic ESG management

Dear valued stakeholders,

Thank you for your continued interest and support over the past year.

Despite the volatility caused by intensifying U.S.–China tensions and the protracted war in Ukraine, all HanmiGlobal employees worked together in 2024 to achieve the highest performance in our history, exceeding every corporate target.

Through HG PRECON and an aggressive shift to digital, AI-powered ways of working (AX), we are differentiating our services and laying solid groundwork for future growth.

From the day the company was founded, HanmiGlobal has put stakeholders at the center of its mission and core values, delivering real contributions to clients, employees, shareholders, and society.

Guided by our 2027 Vision, announced in August 2022, we are upgrading our management base so that every team member can thrive in a happier workplace.

As part of our "Happiness Management" strategy, employees voluntarily carry out community service through the Walk Together Foundation, turning ad hoc volunteerism into a systematic, long-term program that creates social value.

Working with our leading green consulting affiliate Ecosian, we are integrating carbon-neutral and energy-saving solutions into PM services for buildings and are continuously developing new ESG-driven businesses in renewable energy, environmental infrastructure, and senior housing.

We also use AI-based data analytics and digital tools to measure ESG performance quantitatively and to improve our ability to predict and respond to safety, quality, and environmental risks.

The AI transition is becoming a critical springboard for executing our sustainability strategy. To prevent serious industrial accidents, we operate a CEO level Safety & Health Council and implement a structured safety management system that sets and executes proactive tasks each year to raise our safety culture and mitigate high-risk activities.

HanmiGlobal will practice genuine ESG management and, through ceaseless innovation and progress, build a sustainable future.

We respectfully ask for your warm interest and ongoing support in 2025 and beyond.

Thank you.

Kim Jong-hoon
Chairman, HanmiGlobal

ESG Strategy

HanmiGlobal has set its ESG goals and strategic tasks by analyzing its mission, core values, and material ESG issues. Based on these pillars, the company establishes mid to long-term KPI targets and corresponding action items. ESG maturity is periodically assessed, improvement plans are derived, and company-wide working councils – joined by all affiliates – drive the execution of ESG initiatives.

Mission

To contribute to human progress by creating value in the construction industry through continuous innovation.

ESG Goals

Three Core Directions

E	S	G
Driving sustainable construction and process innovation	Fulfilling social responsibility through people-centered management	Building a transparent and sound governance structure

Strategic Tasks

E	S	G
Establish a climate change response management system	Strengthen safety and health management	Practice board-led responsible management
Expand the scope of eco-friendly services	Respect employee human rights and diversity	Enhance shareholder value
Innovate construction processes	Develop outstanding talent	Upgrade ethics and compliance management
	Sophisticate a strategic social-contribution framework	

Contribution Scope

ESG Governance Structure

Board of Directors

ESG Committee

- Oversee material ESG matters
- Make final management decisions
- Set company-wide ESG direction

ESG Coordinating Unit

Construction Strategy Research Institute

- Manage key ESG issues
- Support the ESG Committee
- Collect and refine ESG action plans
- Coordinate cross-functional departments
- Provide administrative support to the ESG Working Council
- Aggregate ESG data and disclose information

ESG Working Group

Business Units	HanmiGlobal Group Affiliates	Corporate Functions
Domestic Business Division	Ecosian	Business Support Division
High-Tech Division	Walk Together Foundation	Project Services Office
Global Business Division	iArc Architects	Marketing & Communications Office
Global Business Division	HG D&I	HR

- Execute ESG action plans and targets
- Maintain ESG data and reporting
- Discuss key ESG issues and identify new tasks

ESG Long-Term Goals

ESG Objectives	Strategic Tasks	Key KPIs	2024 Performance	Long-Term Goals	SDGs Alignment
Driving sustainable construction and process innovation	Establish a climate change response management system	GHG (Scope 1, 2) emissions	304.1tCO_2eq	2030: 220tCO_2eq	
		GHG (Scope 1, 2) emissions intensity	174.4tCO_2eq / KRW 100bn	2030: 126tCO_2eq / KRW 100bn	
		Environmental management system (ISO14001) certification	Certification maintained	Certification maintained	
	Expand the scope of eco-friendly services	Number of customers adopting Smart Green Solutions	355 clients	1,000 clients by 2025	
		Renewable energy participation capacity	4,686MW	5,000MW by 2025	
	Innovate construction processes	Share of pre-construction revenue in total revenue	23.8%	30% by 2027	
		Number of construction sites implementing digital tools	49 sites	80 sites by 2027	
Fulfilling social responsibility through people-centered management	Strengthen safety and health management	Number of violations under the Serious Accident Punishment Act	0 violations	0 violations	
		Achievement rate of safety personnel training	90%	85%	
		Number of recordable incidents per site	0.42 incidents	0.75 incidents	
		Safety and health management system (ISO45001) certification	Certification maintained	Certification maintained	
	Respect employee human rights and diversity	Percentage of women in managerial positions	6.5%	8% by 2027	
		Percentage of foreign employees	30.1%	35% by 2027	
	Develop outstanding talent	Percentage of employees with professional-engineer certifications	19.3%	18% by 2027	
		Number of GPMU training courses	422 courses	500 courses by 2027	
		Number of NCLA graduates (university education)	1,110 graduates	1,500 graduates by 2027	
	Sophisticate a strategic social contribution framework	Volunteer hours per employee	27 hours	20 hours by 2027	

ESG Objectives	Strategic Tasks	Key KPIs	2024 Performance	Long-Term Goals	SDGs Alignment
Building a transparent and sound governance structure G	Practice board-led responsible management Enhance shareholder value Upgrade ethics and compliance management	Compliance rate with key governance indicators	53.3%	70% by 2027	

2024 ESG Highlights

Environment

Driving sustainable construction and process innovation E

Environmental management system certification ISO14001	Cumulative renewable energy participation 4,686MW	Net zero commitment Net-Zero	
Smart Green Solution clients (cumulative) 355companies	Pre-construction revenue share 23.8%	Sites using digital tools 49sites	ES-BEMS (Ecosian Building Energy Management System) software quality certification GS인증

Social

Fulfilling social responsibility through people-centered management S

Number of serious accidents at PM sites (2024) 0Cases	Employee industrial accident rate (2024) 0%	Safety & health management certification ISO45001	
MOEL & MOE certified for excellence in human resource development Best HRD Award	Professional engineer ratio (all staff) 19.3%	13th Population Day Presidential Citation	Total employee volunteer hours (2024) 16,784 hours

Governance

Building a transparent and sound governance structure G

Separation of the board chair & CEO Board Chair in place	Outside director ratio ≥ Statutory minimum Female directors appointed Diversity achieved	Independent Internal Audit Office In Operation	50% outside directors ESG Committee overseeing non-financial performance ESG Committee active

Double Materiality Assessment

Methodology

HanmiGlobal conducts a materiality assessment every year to identify the issues that require the most urgent attention in order to advance sustainable management.
For 2024, we identified 25 issues across the environment, social, and governance pillars, evaluating each in terms of stakeholder perception and potential impact. The assessment results guide our response activities and the performance we disclose.

STEP 1
Build the ESG Issue Pool

We examined internal conditions and the external landscape—media coverage, peer benchmarks, and international standards—to create an initial issue list.
Mapping that list to global ESG frameworks and rating criteria yielded a pool of 25 issues.

E	Advanced environmental management system	Energy efficiency improvement
	Climate scenario analysis	Waste reduction & circularity
	Construction process & technology innovation	Biodiversity protection
	Expanded GHG management	Broader eco service offering
S	Improved human rights management	Employment & labor conditions
	Safety first culture expansion	Community engagement & contribution
	Customer satisfaction management	Information security
	Anti-discrimination & diversity	Win-win growth with partners
	Talent development & support	
G	Board-led responsible management	Everyday ethics
	Stronger shareholder rights	Anti-corruption & compliance
	Shareholder returns	Broader disclosure scope
	Enhanced audit regime	Integrated risk management

STEP 2
Analyze Issues & Score Materiality

From the issue pool, we prioritized topics by analyzing both social/environmental impact and financial impact. HanmiGlobal applies a double materiality lens, evaluating not only how each issue affects society and the environment but also how it can influence the company's financial performance.
Stakeholder input was incorporated throughout the process, producing an ESG issue set that balances impact materiality with financial materiality and will be embedded in business activities.

STEP 3
Identify Material Issues

The double materiality assessment identified 13 reportable ESG issues relevant to HanmiGlobal's operations. After review and approval by the ESG Committee, the issues—together with related strategies, plans, actions, and performance—were disclosed transparently in this report. Among them, the three issues with the highest combined scores were designated Key Issues for top-tier management focus:

- KEY ISSUE 1. Expanding a safety-first culture
- KEY ISSUE 2. Innovating construction processes and technologies
- KEY ISSUE 3. Enhancing customer satisfaction management

Covering All 13 ESG Reporting Issues

HanmiGlobal reports its principal activities and response measures for all 13 material ESG issues under the environment, social, and governance pillars, presenting for each topic an integrated view of policies and targets, implementation framework, achievements in execution, and future direction, while providing stakeholders with detailed descriptions of issue-specific actions in the main text.

Assessment Results

ESG Issue Pool		Reporting Topic
E-①	Advanced environmental management system	Environmental management
E-②	Climate scenario analysis	Climate change response
E-③	Construction process &technology innovation ★	Construction process andtechnology innovation
E-④	Expanded GHG management	Climate change response
E-⑤	Energy efficiency improvement	Environmental management
E-⑥	Waste reduction &circularity	Environmental management
E-⑦	Biodiversity protection	Environmental management
E-⑧	Broader eco service offering	Eco service expansion
S-①	Improved human rights management	Human rights management
S-②	Safety first culture expansion ★	Safety &health
S-③	Customer satisfaction management ★	Customer satisfaction
S-④	Anti-discrimination &diversity	Human rights management
S-⑤	Talent development &support	Talent development
S-⑥	Employment &labor conditions	Human rights management
S-⑦	Community engagement &contribution	Social contribution
S-⑧	Information security	Information security
S-⑨	Win-win growth with partners	Excluded issue
G-①	Board-led responsible management	Advanced governance
G-②	Stronger shareholder rights	Advanced governance
G-③	Shareholder returns	Advanced governance
G-④	Enhanced audit regime	Advanced governance
G-⑤	Everyday ethics	Advanced governance
G-⑥	Anti-corruption &compliance	Ethics &compliance
G-⑦	Broader disclosure scope	Ethics &compliance
G-⑧	Integrated risk management	Ethics &compliance

Stakeholder Engagement

HanmiGlobal defines its primary stakeholders as shareholders and investors, employees, customers, partners and suppliers, local communities, and the government. Guided by clear stakeholder definitions and dedicated communication channels, the company continuously gathers feedback, identifies key concerns, and incorporates them into its management and decision-making processes.

	Shareholders &Investors	Employees	Customers	Partners & Suppliers	Local Communities	Government
Definition	Stakeholders who provide HanmiGlobal with the financial capital needed to execute its strategies, operate its businesses, and maintain long-term growth momentum.	Stakeholders who carry out project development and execution, as well as every supporting activity in HanmiGlobal, ultimately define its capabilities.	Stakeholders who purchase HanmiGlobal's products and services and are essential to sustainable growth.	Stakeholders that supply materials or perform construction to help HanmiGlobal execute projects successfully; their competitiveness directly affects our quality.	Stakeholders encompassing all local residents near project sites, as well as global citizens who may be affected by HanmiGlobal's activities.	Stakeholders that enact construction industry laws and set regulatory standards that can influence our operations.
Key Expectations	• Maximization of shareholder value • Stable financial performance • ESG risk management • Transparent governance	• Respect for human rights • Information security • Positive corporate culture • Safety &health • R&D opportunities	• High quality • Customer satisfaction • R&D	• Fair trade • Respect for human rights • On-site safety &health	• Compliance with environmental laws • Management of local environmental impacts • Win-win growth with communities	• Management transparency • Ethical business conduct • Economic performance • Tax compliance
Communication Channels	• Annual general meetings of shareholders (mandatory) • Extraordinary general meeting (as required) • IR disclosures (quarterly)	• HGTI culture survey (annual) • Next Generation Leader Board (annual) • HITs intranet (real-time) • "CEO's Corner" on HITs (monthly) • Labor management council (1~4times/yr) • Grievance hotline (as needed)	• Customer satisfaction survey (NPS) (1~2times/yr) • Online customer center (real-time) • Social media channels &blog (real-time)	• Ethical management pledge (continuous) • HG PRECON seminars (1 2times/yr)	• Company-wide Social Contribution Committee (annual) • Local briefings &consultations (as needed)) • Walk Together Foundation programs (as needed)	• Policy forums, round tables &seminars (1 2times/yr) • Government surveys &consultations (as invited)

Stakeholder Impact Analysis

HanmiGlobal strives to improve business performance and create social and environmental value across all its operations by clearly understanding stakeholder needs and integrating them into management strategies. Through the double materiality assessment conducted in 2024, the company has differentiated the financial impacts and social and environmental impacts of ESG issues and analyzed the influence of each issue on key stakeholders.

Area	Reporting Topic	Impact Relevance		Stakeholders				Related GRI	Key Issue
		Social&Environmental	Financial	Employees	Customers	Shareholders & Investors	Local Communities		
Environment	Climate change response	○	○	○	◑	◔	●	305	
	Environmental management	◔	○	○	◑	◔	●	305	
	Eco service expansion	○	○	○	◑	◔	◕	305	
	Construction process & technology innovation	●	●	●	◕	◕	◔	Non GRI	√
Social	Safety & health	●	◕	◕	●	◑	◑	403	√
	Customer satisfaction	◕	●	◔	●	◕	○	Non GRI	√
	Human rights management	○	◔	●	◑	◔	◔	401,403	
	Talent development	◑	◑	●	○	○	◕		
	Social contribution	◔	◔	◑	○	○	●	413	
	Information security	◕	◕	◕	◕	◑	◑		
Governance	Advanced governanc	◕	◕	◔	◑	●	◔		
	Ethics&compliance	◑	◑	●	○	◕	○		
	Risk management	◔	◔	◔	◕	●	○		

Environmental

Climate Change Response

HanmiGlobal follows the recommendations of TCFD (Taskforce on Climate Related Financial Disclosure) to conduct climate scenario analysis and publicly disclose the climate change response process in line with our information disclosure framework.

Governance	Strategy	Risk Management	Metrics & Targets
Addressing climate-related risks and opportunities Strengthening governance and response organizations	Strengthening responses through climate-related risk and opportunity impact analysis and strategy development	Systematizing risk assessment and risk management processes	Building a performance management framework for climate-related risks and opportunities

Governance

Managing and Overseeing Climate-Related Risks and Opportunities at the Board Level

Since 2021, HanmiGlobal has established an ESG Committee within the board to manage and oversee climate change initiatives via the highest decision-making body. The committee is chaired by an independent director, with independent directors comprising a majority of the committee members to ensure the independence of the board's climate change oversight function. Each year, in June, the ESG Committee evaluates the materiality of ESG issues, including climate change, and sets long-term climate change response goals, such as HanmiGlobal's 2030 greenhouse gas reduction target.

Management's Role in Evaluating and Managing Climate-Related Risks and Opportunities

Since 2021, the CEO has been appointed as a member of the ESG Committee, leading the implementation of climate strategies across the company. The CEO and senior executives share climate policy trends, corporate strategies from domestic and international companies, and the company's environmental innovation initiatives through the "CEO's Corner," strengthening communication both internally and externally. The Construction Strategy Research Institute, as the lead organization, collaborates closely with affiliated business units and subsidiaries in the ESG Working Group to drive climate change strategies forward.

Strategy

Climate-Related Risk Management Process

HanmiGlobal identifies physical and transition risks and opportunities arising from climate change by analyzing the potential changes in the business environment. Using the IPCC RCP scenarios and the IEA and NGFS base scenarios, we assess the impacts of low-carbon, intermediate, and high-carbon scenarios. This allows us to evaluate potential policies, technology, market changes, and the likelihood of natural disasters, helping us formulate a response strategy. We also set sector-specific reduction targets and implementation plans to strengthen the foundation for sustainable growth.

Identification of Risks and Opportunities	Materiality Assessment of Risks and Opportunities	Scenario-Based Risk Analysis	Financial Impact Assessment and Response Strategy
• Based on climate change scenarios, identify potential risks and opportunities across all ongoing projects and the entire value chain, both domestically and internationally.	• Assess the impact of identified climate-related risks and opportunities on the business environment, using feedback from relevant departments and external experts to prioritize and evaluate materiality.	• Analyze physical and transition risks and opportunities under various scenarios, including the 1.5°C target, to assess their potential impact on the business environment.	• Evaluate the financial impact of climate-related risks and opportunities and develop strategies and action plans to enhance resilience and manage related indicators.

Climate Change Scenario Analysis

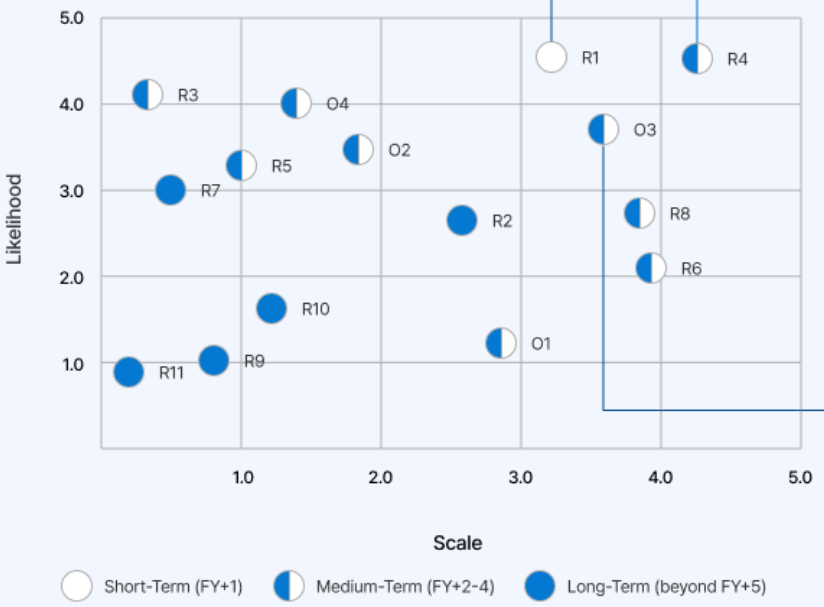
Physical Risks	• Consider the direct impact of acute (e.g., natural disasters) and chronic (e.g., rising temperature, sea level) climate factors on projects.	• IPCC Sixth Assessment Report (RCP scenarios)
Transition Risks Opportunities	• Reflect structural changes arising from the low-carbon transition process, including policy, technology, resources, energy, and market demands.	• IEA World Energy Outlook • NGFS (Network for Greening the Financial System) scenarios

Low-Carbon Scenario	• Implement drastic greenhouse gas reductions to keep global temperature rise below 1.5°C.	• IPCC RCP 1-2.6 • IEA NZE2050, NGFS Net Zero 2050
Mid-range Scenario	• Enact greenhouse gas reduction policies and measures significantly beyond the publicly announced levels in each country.	• IPCC RCP 2-4.5 • IEA APS,NGFS NDCs
High-Carbon Scenario	• The policy measures or technological changes to curb greenhouse gas emissions are being implemented only passively.	• IPCC RCP{1-2.6 • IEA STEPS, NGFS Current Policies

Impact of Climate-Related Risks and Opportunities on the Organization's Business, Strategy, and Financial Plans

HanmiGlobal has identified both short-term and long-term risks and opportunities related to climate change across the entire value chain. These issues have been grouped into an issue pool, and through materiality assessments, 15 key issues were identified that require action. These include reduced labor efficiency due to the impacts of rapid climate change on projects, increased costs related to decarbonization efforts as demand rises for energy-efficient and resource-conserving workplaces, and the need to expand R&D efforts in response to growing market demand for energy-efficient buildings. The identified issues were evaluated in terms of their potential financial impact on the company, as well as the likelihood and magnitude of their occurrence.

Climate-Related Risks and Opportunities Evaluation Matrix



R1 Decrease in project labor efficiency due to high temperatures from rapid climate change

As the frequency of heatwaves increases due to ongoing climate change, the labor productivity on construction sites is expected to decrease, leading to indirect labor cost losses of several million to tens of millions of KRW annually.

-Low-carbon scenario (RCP 2.6): Annual loss of KRW 378–2,277 million
- Medium-carbon scenario (RCP 4.5): Annual loss of KRW 108–2,053 million
- High-carbon scenario (RCP 8.5): Annual loss of KRW 218–2,806 million

R4 Increased demand for transition to sites with higher resource and energy efficiency

As carbon credit prices rise and greenhouse gas reduction requirements become stricter, potential revenues from carbon credits in the market for maintaining Business As Usual (BAU) emissions are increasing.

- High-carbon scenario (IEA, SPS): Potential annual revenue of KRW 6–776 million
- Medium-carbon scenario (IEA, APS): Potential annual revenue of KRW 13–1,743 million
- Low-carbon scenario (IEA, NZE): Potential annual revenue of KRW 14–2,179 million

O3 Expansion of the remodeling and new construction market due to increased demand for energy-efficient buildings

As zero-energy building mandates and green building regulations tighten, the demand for energy-efficient buildings continues to grow, resulting in an expected annual revenue increase of tens of millions of KRW.

- Total revenue increase: KRW 3.6–180.4 million annually
- CAGR (Compound Annual Growth Rate): 4.64% annually

Identified Climate-Related Risks/Opportunities and Materiality Assessment

Climate-Related Risks and Opportunities

Category		Risks & Opportunities		Response Plan & Actions	Materiality Assessment Results
					Short-term / Medium-term / Long-term
Physical risk	Acute	R1	Decrease in project labor efficiency due to high temperatures from rapid climate change	• Strengthen safety and health training and improve site conditions	
	Chronic	R2	Changes in the construction and project operating environment due to climate change		
Transition risk	Policy and Legal	R3	Mandatory climate-related disclosures	• Develop carbon-neutral roadmap and execution strategy	
		R4	Increased demand for transitioning to sites with higher resource and energy efficiency		
		R5	Market demand for energy-efficient buildings, requiring certifications for projects		
	Market	R6	Increased cost volatility due to supply chain imbalances	Consider cost forecasting technologies	
		R7	Strengthening of greenhouse gas emissions disclosure requirements	Develop carbon-neutral roadmap and execution strategy Implement energy efficiency transition at project sites	
		R8	Increase in electricity prices due to the cost burden of the energy transition in the power sector		
	Technology	R9	Failure to secure skilled professionals and related technologies for climate change	Expand investment in carbon-neutral technologies R&D	
	Reputation	R10	Negative impact on reputation due to low evaluation scores for climate and environmental management activities	Communicate with key investors and stakeholders Disclose key strategies and results through sustainability reports	
	Reputation	R11	Recognition of the construction industry as a major contributor to climate change		
Opportunity	Market	O1	Increase in demand for buildings due to physical risks from climate change	Expand R&D investment for energy-efficient buildings Consider carbon-neutral technologies in projects	
		O2	Reduce material use and waste generation through process optimization in construction projects		
		O3	Increased demand for energy-efficient buildings, expanding the market for remodeling and new construction		
		O4	Increased demand for eco-friendly technologies in buildings due to Net Zero and RE100 requirements		

Risk Management

Process for Identifying, Assessing, and Managing Climate-Related Risks

HanmiGlobal operates an enterprise-wide risk management (ERM) framework that covers identification, assessment, and response and post-response monitoring across every business area. During project development and investment, risks are managed systematically for both the front-end and operational phases so that counter measures are optimized for each stage. When a potential climate-related risk is detected, the escalation path is: Dedicated Risk Unit → Risk Owner → C Level. Under the company's ISO14001 environmental management system, major climate-related risks are monitored according to documented procedures, and follow-up actions are executed by the relevant units.

Escalation Structure for Climate-Related Issues

ISO14001 Certification

TÜVNORD

CERTIFICATE

Management system as per
ISO 14001 : 2015

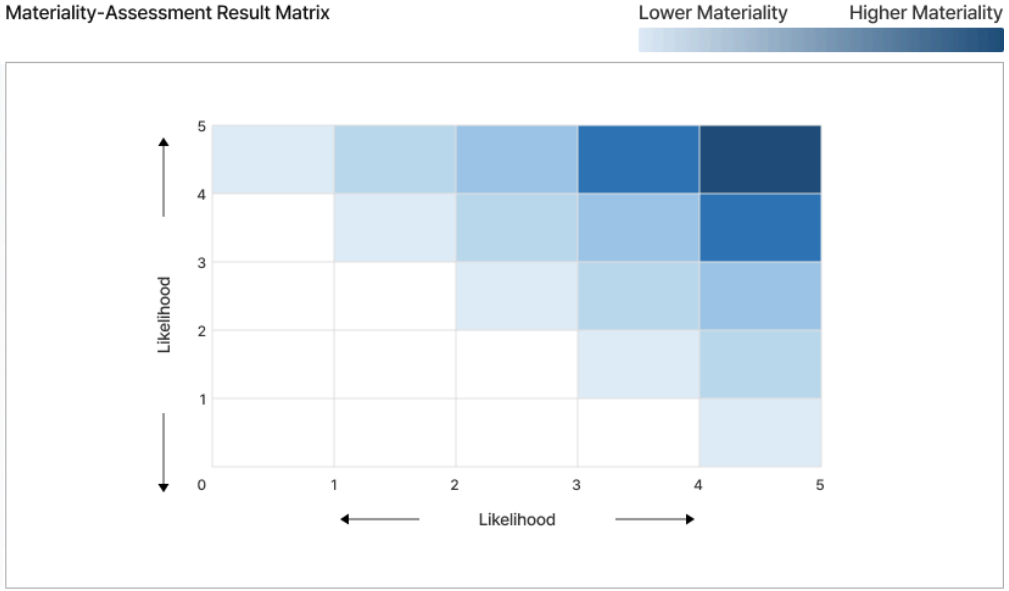
Climate Related Materiality Assessment Process

HanmiGlobal identifies climate risks and opportunities that could materially affect the business, quantifies their potential financial impact, and builds response plans. Guided by the TCFD recommendations, the company applies a step-by-step materiality procedure in which the relevant functions first surface transition/physical risks and opportunities, then are evaluated by internal and external experts to create the materiality pool. Each factor is scored quantitatively on its business impact, considering time horizon (Duration), impact size (Magnitude), and likelihood of occurrence (Likelihood). Stakeholder feedback from the responsible departments is incorporated to ensure the robustness and practical relevance of the results.

Materiality-Assessment Workflow

Build Longlist	• Identify all climate-related risks and opportunities across every domestic/overseas site and the full value chain, using multiple climate scenarios. • Create a comprehensive pool that captures every item surfaced.
Design Materiality Survey	• Prepare a 5-point questionnaire rating each item's timeframe, likelihood, and magnitude.
Run Surveys & Interviews	• Collect responses from internal functions and external experts. • Extract practical insights on climate issues faced in operations.
Derive Final Scores	• Compile quantitative survey results. • Review financial drivers in light of scenario alignment and external factors, then confirm materiality rankings.

Materiality-Assessment Result Matrix



Indicators and Reduction Targets

Indicators Used to Evaluate Climate-Related Risks and Opportunities

HanmiGlobal is not classified as a Greenhouse Gas and Energy Target Management entity under Korea's Framework Act on Low Carbon, Green Growth, yet it voluntarily collects, monitors, and discloses GHG and energy-related data to strengthen its climate response. In line with the Ministry of Environment's Guidelines on Reporting and Verification of Emissions for the ETS, the company tracks and seeks to reduce emissions that fall within its operational control boundary. Because HanmiGlobal's project management workforces often share offices or site facilities with clients and contractors, the indicators currently managed focus on activities the company can directly verify—namely, energy and electricity consumed at headquarters and fuel used by HQ and project vehicles—which together provide a reliable basis for evaluating climate-related risks and opportunities.

GHG Emissions

Category	Unit	2022	2023	2024	2024 Target
Direct emissions (Scope 1)[1]	tCO_2eq	235.0	222.9	253.8	-
Indirect energy emissions (Scope 2)[2]		39.8	45.1	50.3	-
Scope1+2 total		274.9	268.0	304.1	261.3
Scope1+2 intensity[3]	tCO_2eq/KRW 100bn	157.6	157.1	174.4	150.1
Other indirect emissions (Scope 3)	tCO_2eq	1,990.7	2,280.2	2,403.8	-
Grand total (Scope1+2+3)		2,265.6	2,548.2	2,707.9	

※ The 2020and2021 disclosure figures were restated after HanmiGlobal revised the floor area criteria for domestic sites.

※ Because the data are compiled for internal headquarters (HQ) management rather than for a company-wide inventory, only activities that the firm can track directly are included.

1 Direct emissions from natural gas consumption at HQ plus fuel burned by company vehicles operating at HQ and project sites

2 Indirect energy emissions from electricity used at HQ

3 Emission intensity is calculated by dividing total GHG emissions by revenue reported in the separate (non-consolidated) statement of profit and loss.

Energy Consumption

Category	Unit	2022	2023	2024	2024 Target
Gasoline	TJ	1.2	1.3	1.9	
Diesel		1.4	1.0	1.1	
LNG		1.1	1.2	1.0	
Electricity		0.8	0.9	1.1	
Total energy use[1]		4.5	4.5	5.0	4.3
Energy-use intensity[2]	TJ/KRW 100bn	2.6	2.6	2.9	2.5

※ The 2020and2021 energy figures were also restated owing to an expanded boundary and new floor area criteria.

1 "Total energy use" combines HQ natural gas and electricity with fuel consumed by HQ and site vehicles; the latter is estimated from fuel invoices and mileage records for the company fleet.

2 Energy use intensity is total energy use divided by revenue in the separate (non-consolidated) statement of profit and loss.

Climate Targets Used to Manage Risks, Opportunities, and Performance

In its 2027Vision, HanmiGlobal embedded ESG management and set medium to long-term climate goals, strategic tasks, KPIs, and unit-level action plans. Taking 2022 as the base year, the company aims to reduce absolute Scope1+2 emissions by 20percent by 2030, equivalent to an average annual reduction of about 2.5percent. Because HanmiGlobal's core business is engineering-based project management services, revenue growth typically requires more personnel and, therefore, greater travel, leading to higher energy use and GHG emissions. For that reason, the company will manage performance against both an absolute emissions target and an emissions intensity target, ensuring that improvements keep pace with business expansion.

Scope	Base Year	Baseline Emissions	2030 Target
Scope1+2 emissions	2022	$275tCO_2eq$	$220tCO_2eq$
Scope1+2 emissionsintensity		158 tCO2eq/KRW 100bn	126 tCO2eq/KRW 100bn

Environmental Management

HanmiGlobal engages in a wide range of projects that advance Korea's 2050 carbon-neutral roadmap, including green upgrades of urban, spatial, and life service infrastructure, deployment of low-carbon/distributed energy, and development of an innovation ecosystem for green industries. Because construction inevitably disturbs the natural environment, conflicts between preservation and development can easily arise. A system that respects environmental values throughout every project phase—planning, design, construction, operation, and maintenance—is therefore essential. As an engineering company that delivers development, design, construction management, and EPC services, HanmiGlobal prioritizes eco-friendly construction and contributes to society's climate response goals.

Waste Reduction and Circular Resource Use

Use of Circular Materials

By applying green building guidelines and giving preference to circular materials, HanmiGlobal reduces the environmental footprint of its projects. The company specifies products that carry the Korea Eco Label, GR certification, Environmental Product Declarations (EPD), low carbon credentials, and recycled content ratings, and then supervises site execution accordingly. Working closely with owners, HanmiGlobal's PM and environmental consulting teams ensure that major interior, exterior, and ancillary materials meet requirements for resource circularity and low hazardous substance content.

Building Resource Circulation Facilities

Leveraging its accumulated know-how and eco-innovative technologies gained through years of construction management and EPC assignments, HanmiGlobal is at the forefront of delivering high-efficiency resource circulation and waste treatment facilities that tackle environmental challenges. The firm has managed incinerators, plastic recycling plants, and organics recycling facilities, proactively supporting the green transition of waste and life service infrastructure. Acting as PM, HanmiGlobal oversees technology, schedule, safety , environmental quality, performance testing, and permits; on selected projects, it also takes full responsibility from early planning through EPC completion.

Project Highlight – GE Chemical Household Waste Recycling Plant

The plant processes 135 t per day of waste plastic (115 t per day of PET bales and 20 t per day of PE/PP bales). Drawing on its specialized engineering capabilities in resource circulation facilities, HanmiGlobal participated in every project phase, including design, construction, and operation, to maximize the efficient recycling of single-use plastics. Backed by proven state-of-the-art equipment and the company's accumulated expertise, the facility was planned as an upgraded next-generation plant that incorporates every "lesson learned" from earlier resource circulation projects.

Feedstock (PET/PP/PE) → Sorting → Shredding → Washing → Drying → Screening/ Packaging → Pellets (Final Products)

PETFlake 80 ton/day
PE/PP Flake 15 ton/day

Pellet 19 ton/day

Biodiversity Protection

From the planning stage onward, HanmiGlobal proactively analyzes potential ecological impacts on each site and its surroundings, then reviews design options and construction methods that help preserve local habitats and species diversity. Through formal environmental impact assessments, the Company identifies endangered species, natural monuments, and other protected flora and fauna near the project area, and implements measures such as habitat conservation or creation of substitute habitats.

Alternative Planning at the Concept Stage

Priority is given to already-disturbed land; design or routing is modified, and procurement paths are realigned to avoid ecologically sensitive zones.

Creation of Substitute Habitats and Wildlife Corridors

Actions include tree relocation, green-belt development, installation of ecological passages and guiding fences, construction of eco-friendly reservoirs, and creation of wetlands.

Protection of Legally Protected Species During Construction

Night-time work is avoided, rainy-season operations are minimized, large-scale winter works are deferred, outdoor lighting is kept to a minimum, noise and vibration are reduced, and invasive species are removed and prevented from spreading.

Overview of Key Ecological Protection Measures

Project	Jeju Urban Park Facilities PM	Bucheon Multifamily Housing New Build	Suwon Daeyupyeong District Infrastructure
Protected species	» Birds: Oriental Honey buzzard, Lesser Cuckoo, Fairy Pitta Japanese Paradise Flycatcher, Mandarin Duck, Kentish Plover » Amphibians/Reptiles: Narrow-mouthed Toad » Insects: Korean Horned Dung Beetle » Plants: Island Aralia (protected under Jeju Ordinance)	» Mammals: Leopard Cat » Birds: Bean Goose, Mandarin Duck, White tailed Eagle, Common Kestrel, Eurasian Hobby, Kentish Plover, Eurasian Skylark » Amphibians/Reptiles: Narrow-mouthed Toad, Korean Salamander, Amur Ratsnake	» Mammals: Leopard Cat » Birds: Eurasian Hobby, Chinese Sparrowhawk, Bean Goose, Common Kestrel, Oriental Scops Owl, Mandarin Duck » Amphibians/Reptiles: Korean Salamander, Korean Brown Frog » Plants: King Cherry Tree
Protection actions	» Place new facilities in already disturbed zones first » Set the construction schedule with buffer time so wildlife can relocate to substitute habitats » Prohibit night work near habitats of nocturnal species » Limit equipment deployment and cap vehicle speed at 20 km/h to minimize noise and vibration » Install dust screens to protect surrounding vegetation from fugitive dust » Transplant 254 Japanese Black Pines, 30 Yoshino Cherries, and 6 Hackberries (total 290 trees)	» Install PVC sheeting, dust mesh, and perform regular watering on slopes and haul roads to suppress dust Install PVC sheeting and dust screens on slope faces, haul roads, and construction vehicles, and conduct regular water spraying to suppress fugitive dust » Block the introduction of invasive plant species » Remove ecosystem disturbing species during designated, species-specific eradication periods » Apply bird collision deterrents such as tape, frit patterns, and decals to glazing » Ensure adequate spacing between buildings » Use low noise, low vibration equipment	» Provide nature conservation training for construction personnel » Treat damaged or felled trees appropriately » Avoid night time construction work » Refrain from any activity in predicted wildlife movement corridors for a set period to allow habitat establishment and adaptation » Minimize ecological impact from site lighting

Raising Environmental Awareness

Environmental Training

HanmiGlobal offers structured training to deepen employees' environmental awareness and to strengthen their ability to deliver green construction projects. In 2024, the Company analyzed how a carbon-neutral economy would reshape the construction industry from multiple angles and then convened external experts, senior management, and staff to discuss related opportunities. Through GPMU (Global PM University), additional courses covered ESG management, green architecture, and renewable energy projects, enabling employees to align with corporate strategy while upgrading site-level environmental management skills. HanmiGlobal will continue to expand its full-life-cycle environmental training programs, extending opportunities to affiliates and project partners to accelerate pollution reduction efforts.

Environmental Training Curriculum	Key Contents
Carbon-neutral trends and business transformation in construction	Understanding decarbonization targets for the building sector Zero Energy Building (ZEB) planning and PM Expert-led seminars (3 Times)
Principles of green architecture	Practical green construction PM skills Insight into next-generation delivery models (OSC, AI-enabled solutions, etc.)
Renewable energy project management	Strengthening capabilities for solar and offshore wind construction projects
ISO awareness program (incl. ISO14001)	Review of internal & external EMS issues Analysis of multi-year ISO audit results
Foundations of ESG management	Embedding ESG strategy and action plans across the organization

Community Contribution Activities at Project Sites

Since its founding in 1996, HanmiGlobal has practiced unit-level community contribution activities under its core culture of "Happiness Management," whose mission is to create a great workplace and ensure employee happiness. With roughly 200 project organizations worldwide, site teams voluntarily design and carry out activities suited to their local context, ranging from neighborhood clean-ups to team-based plogging, to benefit surrounding communities. These community service efforts are reflected in each unit's KPIs and actively promoted company-wide.

MSPUS05 Data Center construction site

Environmental clean-up around the site, Gangseo-gu, Busan

Hana Dream Town Group Headquarters construction site

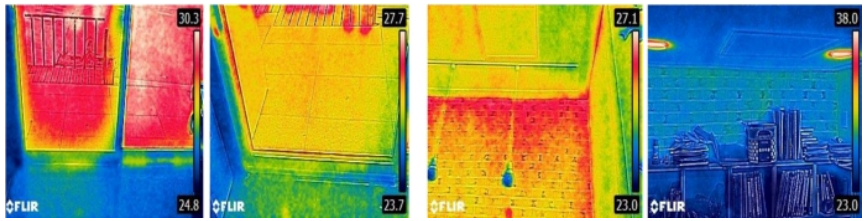
Litter collection and beautification near the jobsite

Sustainable Space Welfare Program

Through its "Dream House" initiative, HanmiGlobal upgrades small disability support facilities to create healthier, low-carbon environments. By replacing old windows, improving external insulation, and installing LED lighting, the company not only cuts power consumption and GHG emissions but also lowers operating costs and enhances accessibility for users. In 2024, HanmiGlobal extended the effort with "Green Cycle," a project that builds eco-friendly workplaces for people with disabilities and develops circular economy products, thereby strengthening resilience to the climate crisis.

Environmentally Friendly Retrofit Works (2024)	Facility
Upgrade ceiling insulation and replace lighting with LEDs	Our Lady of Mercy Sheltered Workshop
Replace ageing windows and install high-efficiency HVAC units	Nuya House
Install gas shut-off valves and replace old windows	YES Home
Install high efficiency boiler and replace lighting with LEDs	Guro Center for Independent Living
Add thermal insulation to wash rooms to cut electricity consumption	Seoeun Short Term Day Care Facility

Thermal Performance Comparison (FLIR infrared images below illustrate the reduction in heat loss after insulation upgrades.)



Expanding the Scope of Eco-Friendly Services

HanmiGlobal recognizes the significance of the building sector, which accounts for 32.8 percent of Korea's 2050 carbon-neutral target, and is committed to helping achieve that goal through technology development and advanced engineering solutions. Effective carbon reduction in Korean construction requires a clear understanding of where and how emissions occur across the entire project life cycle, from financing, planning, and design to material production and transport, construction, and operations. Studies show that embodied carbon in building materials and operational carbon during the use phase together represent more than 80 percent of a project's life cycle emissions.

Responding to this challenge, HanmiGlobal is taking the lead in low-carbon design using timber, in top-tier building energy management systems, and in engineering for offshore wind facilities. From early planning and design through construction and operations, the Company will deliver technology-based solutions that combine specialist engineering, green technologies tailored to each project, and disciplined project management, thereby benefitting clients and local communities alike. Dedicated operating teams, staffed by experts in each discipline, will apply differentiated technical capabilities to enhance sustainability throughout the full life cycle of every project. Over the past two decades, HanmiGlobal has continually upgraded the functionality of its consulting, system, and solution offerings, with the ultimate aim of becoming a total green solution provider that lets clients access all environment, energy, and climate change services through a single integrated platform.

2025 Smart Green Solution Deployment Target	1,000 customers
2025 Renewable Energy Participation Capacity Target	5,000 MW

Carbon Reduction Engineering

Whole Building Carbon Management via Life Cycle Assessment (LCA)

Current Korean building policies focus mainly on cutting operational energy use. Green Building Certification, for example, addresses resource-efficient materials, eco-label products, and low-carbon materials. Still, it does not yet account for the carbon released during material production or at the end-of-life stage. HG PRECON team, therefore, adds carbon reduction design control and whole building LCA to the usual management set of design review, cost control, scheduling, and quality assurance. The team is building a standardized system that sets criteria for low-emission materials in the production phase and measures environmental impacts at demolition. This approach moves beyond energy saving regulations to deliver truly green construction by evaluating materials and use and end-of-life impacts across the entire building life cycle.

Key Management Items and Analysis Systems for Carbon Reduction Engineering

Management

Insulation	Openings (windows/ doors)	Heat Source	HVAC	Lighting	Equipment	Photovoltaics
Geothermal	Fuel cell	BEMS FMS	Low-GWP refrigerant	Certified low-carbon products	Eco-label products	Sustainable building materials

Analysis Systems

QR Analysis	Green-Design Guidelines	Energy Simulation	Airflow Simulation	Illumination Simulation
Optimal-system design	Life-cycle cost analysis	Commissioning	O&M planning	Energy Tuning

Managing a building's environmental impact must move beyond energy use reduction to include sustainable material choices that cut emissions at the production stage
. For that reason, life cycle assessment of the entire building is essential.

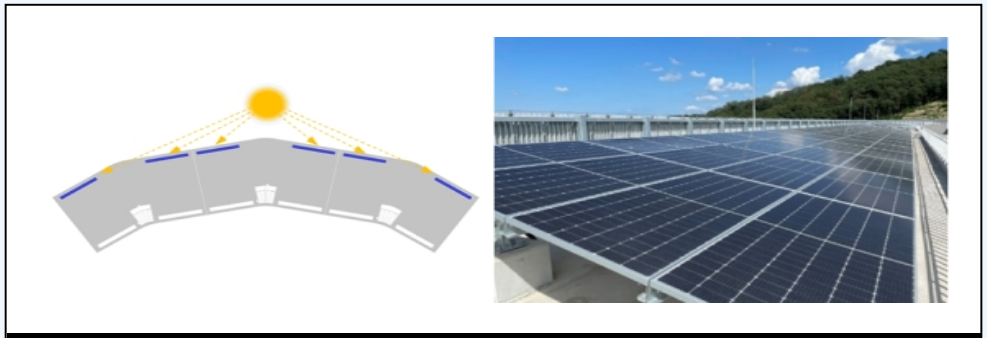
Using Renewable Resources such as Solar Power and Geothermal Energy

To achieve carbon-neutral goals, it is essential to reduce building energy consumption and draw on renewable sources. Efficient use of natural energy, such as solar photovoltaic (PV) arrays and geothermal heat pump (GHP) systems, cuts operational carbon while improving overall energy performance. In the long run, these technologies lower utility costs and deliver environmental benefits, raising a building's sustainability profile and accelerating the transition to a net-zero society.

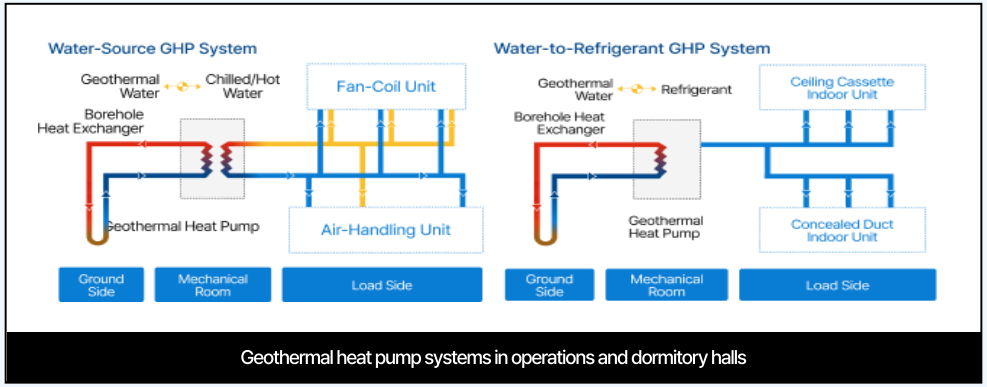
GakSejong Data Center Project

GakSejong, NAVER's newest hyperscale data center, combines state-of-the-art technology with nature-friendly design to promote a sustainable future. By harnessing rooftop solar PV and geothermal heat pump technology, the campus prioritizes lowering electricity demand and the related CO_2 emissions. The facility occupies 293,963m²—roughly 41 soccer fields—and is six times larger than the company's first data center (GakChuncheon). Solar PV panels installed on the server hall roof generate 184MWh of electricity per year, while geothermal heat pumps deliver efficient heating and cooling, saving 13,363MWh annually. Thanks to sustainable land use, energy and air quality measures, indoor environmental quality, and six other evaluation categories, HanmiGlobal secured LEEDPlatinum certification for GakSejong.

NAVER GakSejong Data Center – PM+CS



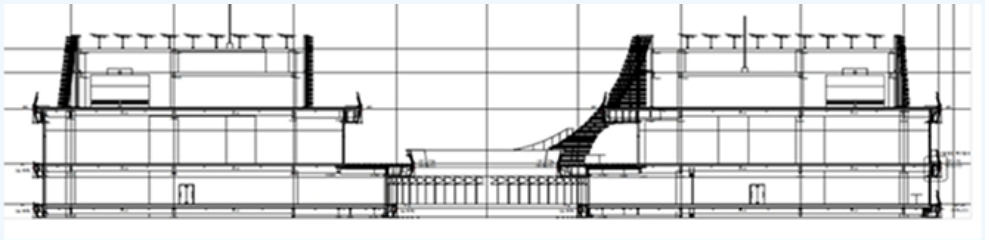
Rooftop solar panel array on server hall



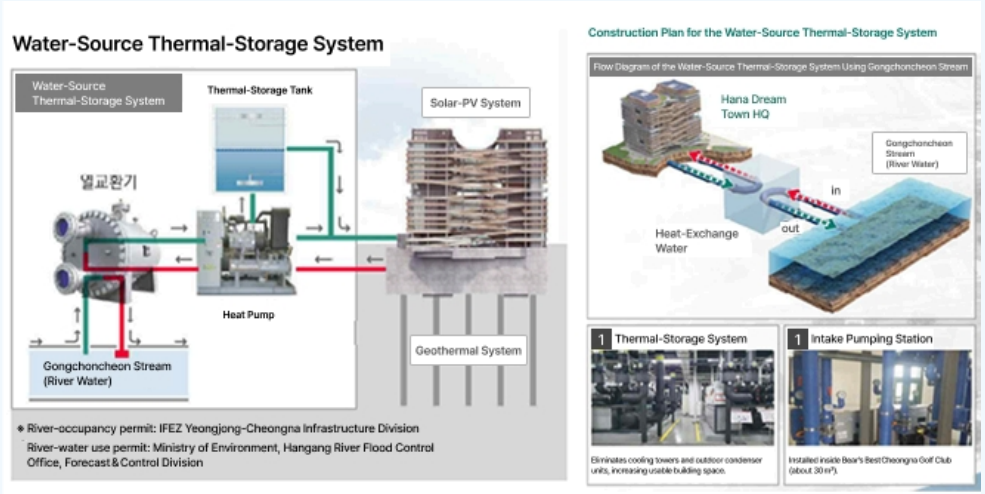
Geothermal heat pump systems in operations and dormitory halls

Hana Dream Town Group Headquarters Project

Designed by NBBJ, Gansam, and Kunwon and managed by HanmiGlobal, the Hana Dream Town Group HQ is a flagship green project. The 128,474 m² building will serve as Hana Bank's new headquarters and prioritizes reducing electricity use and CO_2 emissions by integrating rooftop solar PV and geothermal energy. The roof carries 1,236 m² of solar panels, and eight closed-loop geothermal systems are being installed. At the construction stage, the project has already secured Korea Green Building preliminary certification, Grade 1 (Excellent).



Rooftop Solar-Panel Installation



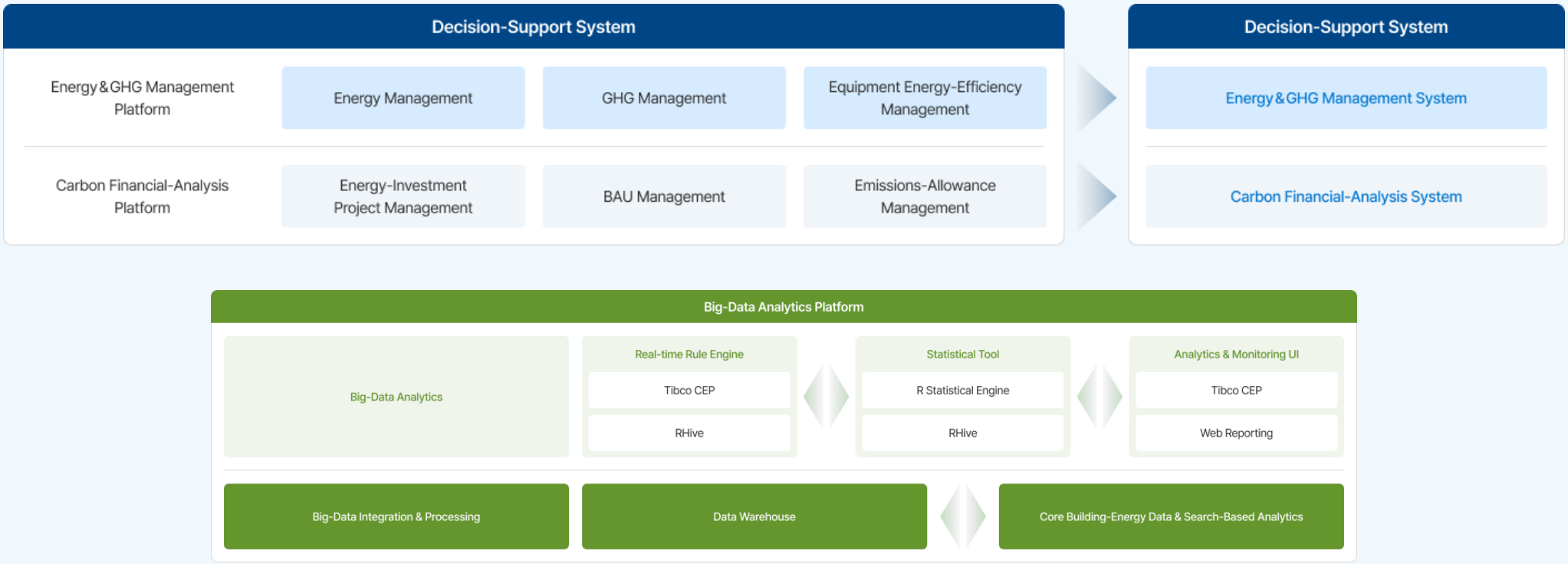
Geothermal System and Water-Source Thermal-Storage Plan

Smart Green Solution

GHG and Energy Management

In the building sector, systems that monitor and control energy use and associated greenhouse gas emissions during operations are essential to achieving carbon neutrality. Ecosian, a HanmiGlobal subsidiary, pursues the vision of becoming "the world's top expert group leading knowledge industries in the environment and energy fields" and is already Korea's No.1 firm for environmental consulting and energy solutions, with unmatched credentials and staff expertise. By combining HanmiGlobal's construction management capabilities with Ecosian's know-how in energy efficiency and environmental consulting, the two companies generate synergies in green buildings, construction IT, and renewable energy projects. Pre-occupancy energy assessments and optimization of indoor environmental and energy performance reduce waste, while advanced ICT-linked systems cut electricity and fuel consumption, delivering low-carbon, green buildings. Ecosian filed and registered four technology patents in 2022 and one in 2023, undertook seventeen government-funded R&D projects during the same period, and in March 2023 earned "Good Software" quality certification from the Telecommunications Technology Association of Korea for its ES BEMS building energy management platform. In 2024, the company began researching an AI-based autonomous space control technology that maximizes energy efficiency while maintaining occupant comfort in each zone of a building. Working in close partnership, HanmiGlobal and Ecosian integrate this advanced energy management technology with their growing big data resources to deliver comprehensive consulting on environmental issues.

Components of the Energy & GHGs Management System



Eco-Friendly Building Solutions

As a participating member of the U.S. Green Building Council (USGBC)*, HanmiGlobal offers full scope solutions for LEED* certification, Korean green building ratings, and building energy optimization based on advanced energy simulation and optimization technologies. The company has delivered numerous projects that integrate building energy management systems (a prerequisite for both LEED certification and Zero Energy Buildings) and operational phase energy consulting, giving it unmatched technical depth and field experience. From the earliest planning stage, HanmiGlobal sets out an energy reduction roadmap, provides technical reviews and design guidelines, and then supervises eco-friendly construction to ensure the original sustainability intent is achieved.

※ USGBC (U.S. Green Building Council): A nonprofit organization that promotes sustainable design, construction, and operations, and that develops and certifies the LEED Green Building Rating System
※ LEED (Leadership in Energy and Environmental Design): An internationally recognized green building certification program

USGBC MEMBER

Incheon Geomdan Logistics Center - PM + CS, LEED

West Gate Tower - Consulting

ESG Level Up Solution

In response to the Paris Agreement and the growing global demand for ESG management, companies are striving to transition to low-carbon operations and enhance sustainability across their entire value chains. Ecosian, a HanmiGlobal subsidiary specializing in environmental and energy consulting, offers a comprehensive "ESG Level Up Solution" that boosts international green competitiveness and corporate sustainability. The solution supports every step of the journey, from initial sustainability diagnostics and strategy formulation to execution and performance monitoring. It delivers practical net zero pathways by building supply chain greenhouse gas inventories and conducting product life cycle assessments, and it reduces energy use and cost through energy management systems and renewable energy feasibility studies. In addition, the solution enables integrated compliance with environmental regulations by managing chemicals and pollutants, establishing water resource systems, and implementing environmental health safety management frameworks. Finally, it opens new business opportunities in the green sector by identifying waste-to-resource ventures and creating resource circulation networks.

We support sustainable growth.

- Formulate a sustainability management strategy
- Respond to global initiatives and disclosure frameworks
- Establish an integrated ESG governance framework
- Implement an integrated ESG management system (ESG)

We deliver practical net-zero solutions.

- Build a Scope 3 GHG inventory
- Identify and register GHG reduction projects
- Analyze green supply chains and product LCAs
- Deploy an enterprise GHG management system (ES ETS)

We cut energy use and cost.

- Diagnose energy management systems
- Optimize energy efficiency and track performance
- Assess the feasibility of renewable energy adoption (RE100)
- Install an advanced energy management system (ES xEMS)

We enable integrated compliance with environmental regulations.

- Manage chemicals and pollutants
- Establish water resource management systems
- Navigate integrated environmental permitting
- Build an environment, health & safety management system (ESEHS)

We unlock new business through resource circularity.

- Enhance circularity across the full life cycle
- Create resource circulation networks
- Identify and plan new businesses that upcycle waste resources
- Build an industrial symbiosis platform (ES RMS)

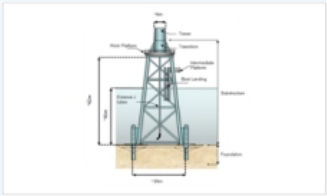
Renewable Energy Environmental Plants

Renewable Energy Facility Construction Technology

HanmiGlobal has participated in diverse projects that advance the green transition of urban, spatial, and lifestyle energy infrastructure and expand low-carbon, distributed energy. Over the past decade, the company has built a strong track record in solar and wind energy projects and now possesses unrivaled technical capabilities in renewable energy construction. Drawing on experience with large-scale domestic and overseas environmental plants, onshore and offshore wind farms, and solar power facilities, HanmiGlobal is preparing to secure next-generation expertise in floating offshore wind power construction.

Hallim Offshore Wind Power Project

Located off Suwon-ri, Hallim-eup, Jeju City, this project will install a 100MW offshore wind farm. With a total investment of KRW540billion, the project supports Korea's 2030 national GHG reduction target, the 2050 net zero goal, and Jeju's Carbon Free Island 2030 initiative. HanmiGlobal has formed a consortium with Dutch offshore wind consultant Pondera to combine the firm's onshore wind know-how with advanced European offshore technology, and will continue to provide technical services throughout the project.



Dangjin Chorak Dori Solar Power Project on Salt-Damaged Land

This large-scale clean energy project will build a 160MW photovoltaic plant on under utilized reclaimed land whose agricultural productivity has been reduced by salt damage in Chorak dori, Seokmun myeon, Dangjin City, Chungcheongnam-do. Implemented in two phases—110MW in Phase1 and 50MW in Phase2—the development covers about 5.1millionm^2 (roughly 700 soccer fields) and is regarded as one of the largest solar projects in Korea.

Imja Solar Power Project

The Imja Solar Project will construct a 100MW PV plant on low-value former salt ponds in Imja myeon, Sinan gun, Jeollanam do, with an investment of KRW180billion. The plant will generate enough electricity for about 36,000 households, equivalent to 1.7times the total power demand of all households in Sinan gun, replacing that consumption with renewable energy.

Seosan Iljo Bit Solar Power Project

This project involves a 41MW solar farm on reclaimed land in Seosan-si, Chungcheongnam-do. Covering about 126,000 pyeong (0.42millionm^2, or about 50 soccer fields), the plant includes 12km of transmission lines and is expected to produce 57GWh per year, enough to power all households in Seosan for roughly two months. HanmiGlobal provided comprehensive project management services from EPC and O&M stages through to completion.

Construction Process and Technology Innovation

HanmiGlobal is blending cutting-edge technologies with specialized know-how to refine pre-construction and digital transformation services, always pursuing continuous innovation and improvement. The company has assembled a technical support organization staffed by world-class experts who deliver comprehensive, professional services across every discipline. These specialists work closely with project personnel in the field, ensuring that HanmiGlobal's technical capabilities are applied in the most effective way on site.

Looking ahead, HanmiGlobal will continue researching industry innovation to address major domestic and global construction megatrends such as declining birthrates and aging populations, urban concentration and decentralization, the digital transformation, carbon neutrality, public health and disaster resilience, the low-growth "new normal," global value chain shifts, and the redrawing of industry boundaries. The company plans to identify timely research topics that drive fundamental structural improvement, propose future goals and strategies for the sector, and explore ways to foster collaboration and social consensus across the entire construction industry. By upgrading its knowledge management system, HanmiGlobal aims to raise project productivity and enhance the value of its intellectual assets, strengthening corporate competitiveness. The firm will implement a knowledge convergence platform that connects and integrates diverse data sets, securing employees' ideas and expertise in a new arena of knowledge creation and continuously developing these assets into a distinctive core capability.

Pre-con Revenue Share Target	30%
Number of Job Sites Adopting Digital Tools by 2027	80개소

Eco-Friendly Building Construction Grounded in Pre-con

Demands for sustainable buildings are growing as urban infrastructure limits, climate change, resource scarcity, and environmental concerns intensify. Extending building life spans, boosting energy efficiency, and incorporating renewable energy are now essential, and optimization must span every phase from pre-construction through end of life. HanmiGlobal focuses on eco-friendly material selection and waste minimization by evaluating both embodied and operational impacts at the earliest stages. Through its pre-construction services, the company supports clients in delivering buildings that remain environmentally responsible across their full life cycles.

Engineering Capabilities

HanmiGlobal has formed a technical support organization staffed by world-class specialists who provide comprehensive, professional services across every discipline. These experts work in close coordination with on-site personnel to ensure that the company's technologies and know-how are applied in the most effective manner. The Engineering Office excels in project planning, design, cost control, and construction management, supplying top-tier engineering solutions through advanced, standardized processes.

Design Preliminary Phase

- Review owner requirements on low-carbon and energy-saving measures in line with national carbon reduction policies
- Prepare design guidelines anchored in environmental performance and energy conservation

Design Phase

- Apply Resource Saving Construction Methods and Building Technologies
  - Use recycled building materials to promote circular resource flows and reduce environmental impact
  - Expand the use of reclaimed resources and materials certified under Korea's GR (Good Recycle) program
  - Specify components that can be reused at the end of life
  - Adopt resource-efficient construction methods such as modular and precast (PC) systems
- Use Environmental Declaration and Low Carbon Certified Products
  - Select products registered with Environmental Product Declarations (EPD) or Carbon Footprint labels
  - Incorporate CO_2-reduced concrete and timber structures to design and build energy-efficient facilities
  - Implement passive design strategies
  - Install high-efficiency HVAC systems
  - Specify premium energy-efficient equipment and fixtures
  - Integrate on-site renewable energy systems

Construction Phase

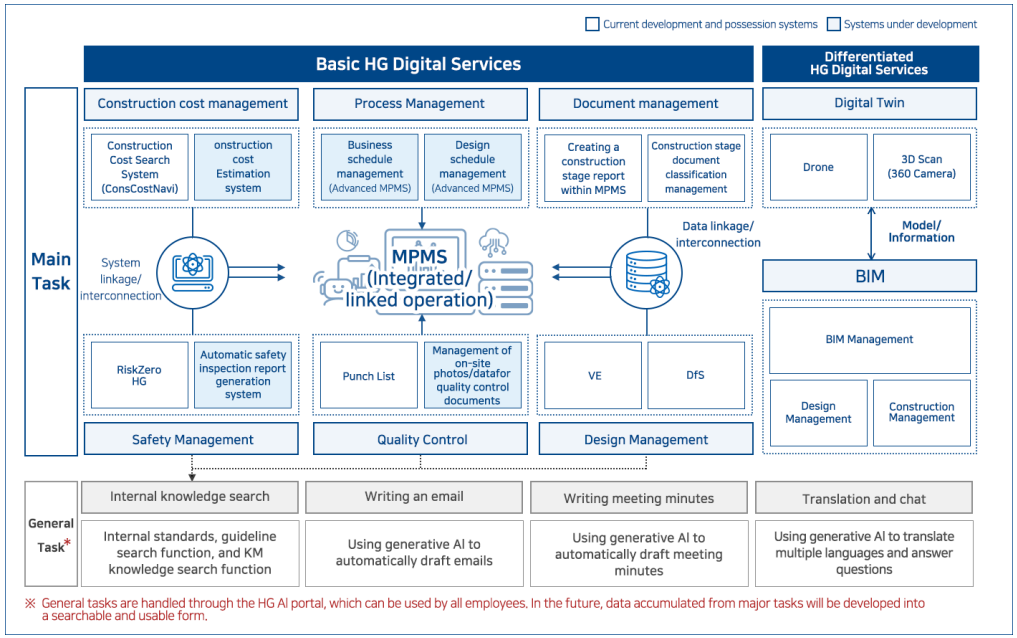
- Minimize material transport distances and equipment run time by optimizing construction plans and methods, for example, through precast components and unit-type curtain walls./li>

HanmiGlobal AX Service Overview

1) AI driven DX

Definition

AI-driven DX (digital transformation) refers to the use of artificial intelligence technologies to digitize and automate existing business processes and systems, thereby increasing efficiency and accuracy. AI enables data-driven decision-making, accelerates task execution, and minimizes repetitive or inefficient work. It also narrows skill gaps among employees and supports global expansion as well as the creation of new business models.

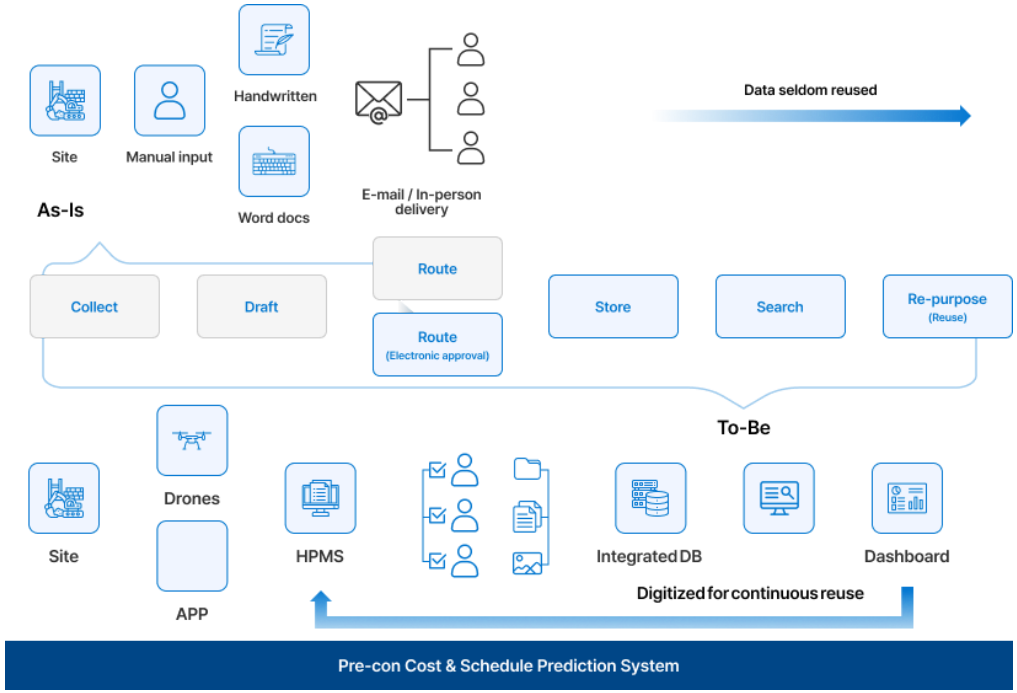


AI Transformation Scope

1. Pre-construction Capabilities

Construction Cost Prediction: Uses a cost-search engine to support planning, tracking, and variance checks
Schedule Prediction: Applies advanced schedule control methods to prevent delays and optimize resources
Automated Design Review :

- AI detects design errors automatically (code compliance checks, drawing comparison, AI-driven clash/error detection)
- Shortens review time with checklist learning and automatic report generation
- Provides a 2D/3D viewer for drawing review



Digital PM Service Value

Expedited processing

Sharing and collaborating onsite safety and quality issues

Data-driven, expertleve decisionmaking

Immediate response to orderer requests

Real-time communication between the site and headquarters in case of a problem

Utilize AI technology and immediately search for necessary information

Work efficiency improvement

Integrated management of all data in the project

Batch processing of distributed tasks in a single system

Cloud-based data synchronization enables simultaneous collaboration

Providing one-stop service based on document management system

Automatically generate reports

Efficient use on a single AI platform

Cost management based on actual construction cost data

Performing VE work based on similar cases

Minimizing design errors and achieving accurate quantity calculations using BIM.

Estimating earthwork volumes and remote on-site inspections using drones and 3D scanners

Transparent reporting

Real-time dashboard to reveal all business information to clients

Check the information you need, anytime, anywhere

Transparently manage all document history and approval records

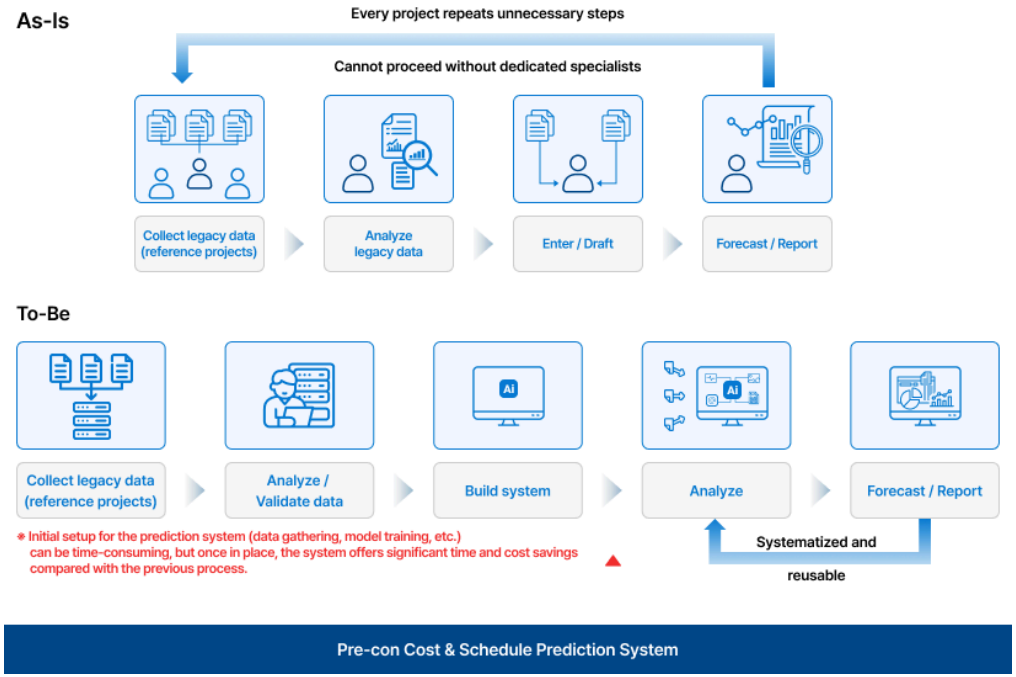
Project risk identification and action process management

Building data management system based on project life cycle

2. On-Site Operations

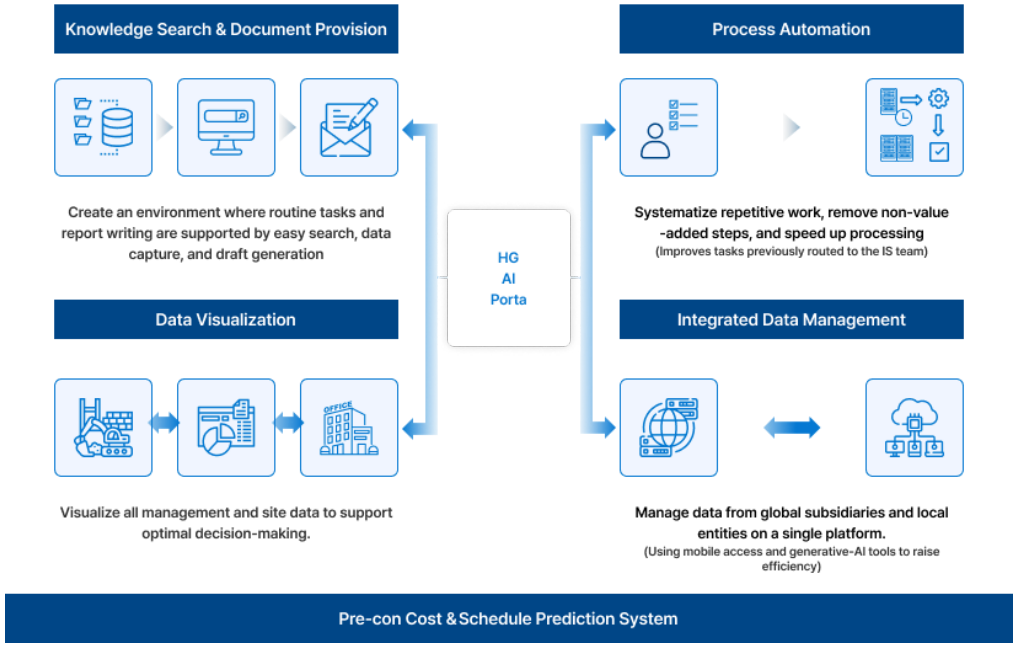
Site Operations Management System (MPMS)

- On-Site App: Eliminates duplicate work between the site and the office, shortening turnaround time
- Automated Document Control: One-stop workflow from drafting through hand-off



3. Head Office Operations

- Knowledge search and document provision: Use HITs and the KM portal to locate documents swiftly and generate AI-assisted report drafts
- ChatGPT integration: Provide APIs for HanmiGPT and the latest large language models (e.g., GPT 4.5, Gemini)
- Data visualization: Display corporate and site operation data on interactive dashboards
- RPA adoption: Automate repetitive tasks to boost productivity



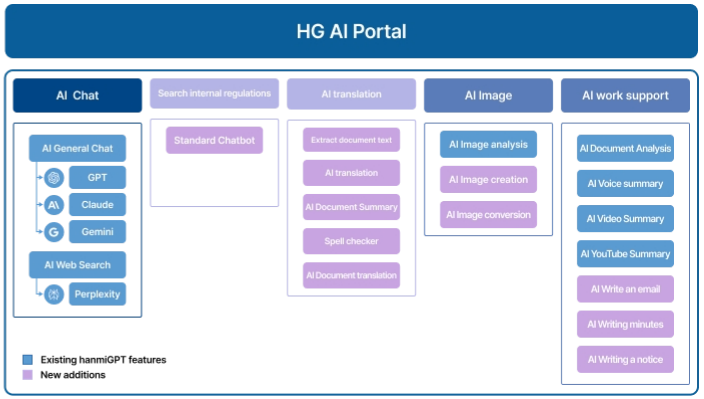
2) HG AI Portal

Definition

The HG AI Portal is HanmiGlobal's proprietary generative AI platform that consolidates multiple AI functions on a single page. It builds on the original HanmiGPT service and adds AI knowledge search and task support features, enabling fast information retrieval and higher work productivity for all employees.

Services Available

The portal delivers the full feature set of HanmiGPT plus additional AI utilities, all accessed through one interface.



1. AI Chat

Uses artificial intelligence technology to pull the latest information in real time and returns both the AI-generated answer and reference links.

ChatGPT

- Great text processing capacity and response speed
- Versatile for multiple purposes

Model: **GPT-4.1**, GPT-4o, o3-mini

Gemini

- Strengths in professional report and content writing
- Exc ellent processing performance and speed

Model: **Gemini-PRO 2.5**, Gemini-flaash 2

Claude

- Shows stregth in report writing
- Best in performance, but slow

Model: **Claude-4 OPUS**, Claude-4 Sonnet

▶ In addition, it supports **web search** (Perplexity, GPT web search) and **mage creation** (Stable Diffusion, GPT-image).

2. AI Knowledge Search

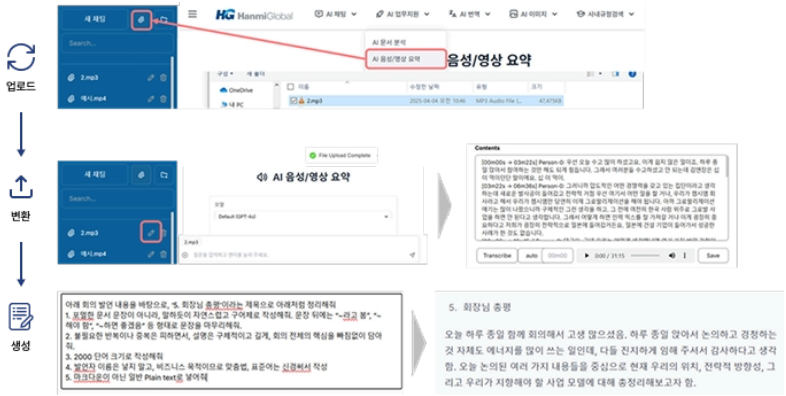
standard chatbot that has been trained on the company's HR, accounting policies, and other manuals, allowing employees to ask questions about internal regulations and receive instant answers.

3. AI Translator

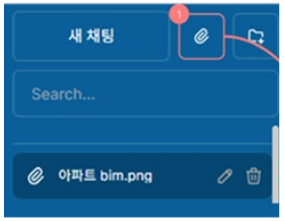
When users upload an audio file (e.g., a meeting recording), the AI automatically converts the speech to text and then produces a rapid summary of the key points.

4. AI Image Analysis

When users upload an image (e.g., a job site photo), the AI automatically recognizes the content and delivers an analytical report.

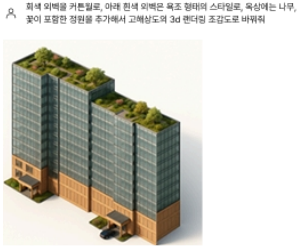


1. 이미지 파일 업로드 (jpg, png, jpeg 지원)

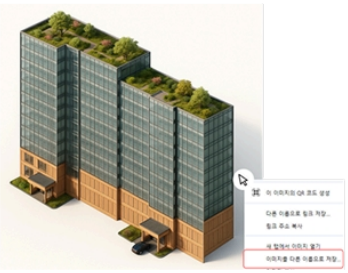


2. 하단의 채팅 란에 이미지 변환 스타일, 항목 추가 등의 지시 입력

3. 이미지 변환 결과 확인



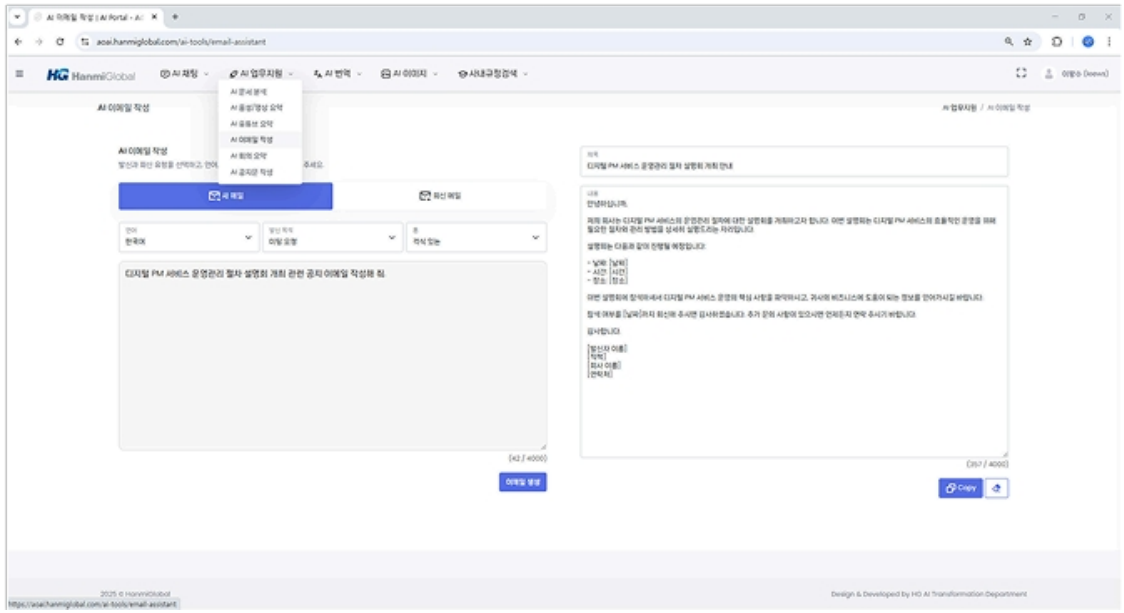
4. 이미지에 마우스 우클릭 후 다른이름 저장 기능을 선택하여 PC 저장



5. AI Task Support

Similar to item 3, users can upload an audio file; the AI transcribes the content to text and quickly generates an executive summary to streamline follow-up work.

5. AI 업무 지원



Expected Benefits

Greater User Convenience

By integrating multiple generative AI functions into one portal, employees can access AI services more easily.

Faster Information Retrieval

The new AI knowledge-search tool enables staff to quickly access standard content, including HR and accounting rules, as well as other manuals.

Higher Productivity

AI-based task support tools automate repetitive work, boosting productivity and improving the quality of the company's services.

3) MPMS

Definition

MPMS is a site operations platform that standardizes and streamlines on-site workflows so project participants can work more efficiently and productively.

A workspace for executing and managing site tasks, and a collaboration system for all project participants

A data-driven system that runs site operations through standardized processes rather than individual know-how

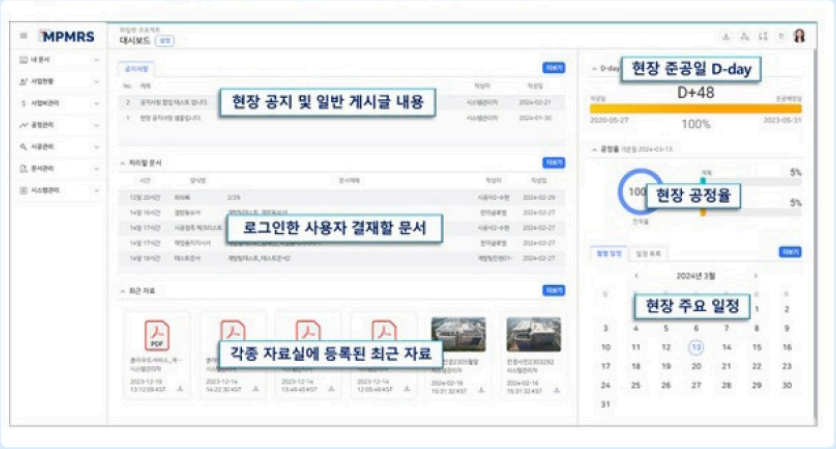
An intuitive, user-friendly platform designed to enhance task efficiency and overall productivity

Functions Available

We offer a variety of features to enable one-stop processing, from document creation and approval to storage, classification, and search, focusing on convenience and efficiency in on-site work and processes.

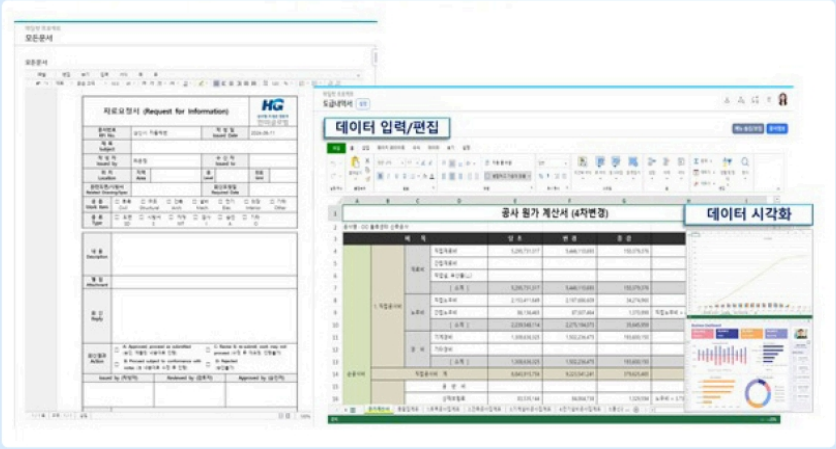
1. Dashboard

Displays key project information and user-specific approval documents



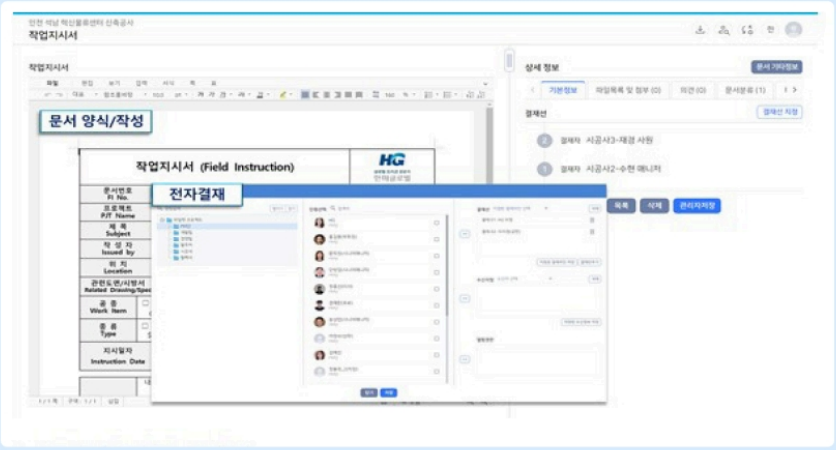
2. Document Creation & Editing

Allows users to draft and edit a wide range of site documents



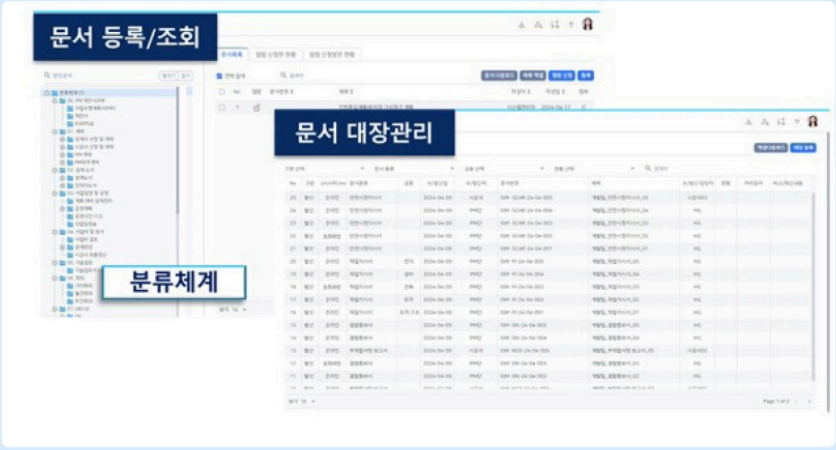
3. E-Approval

Processes site tasks and related documents accurately and quickly



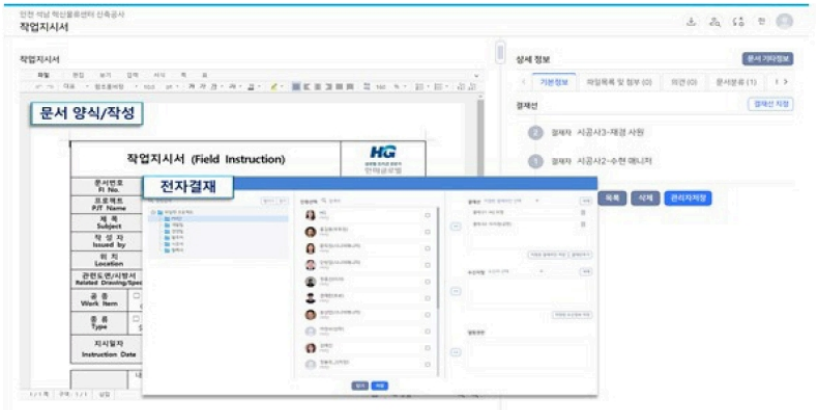
4. Document Storage & Management

Saves and manages large volumes of documents in real time

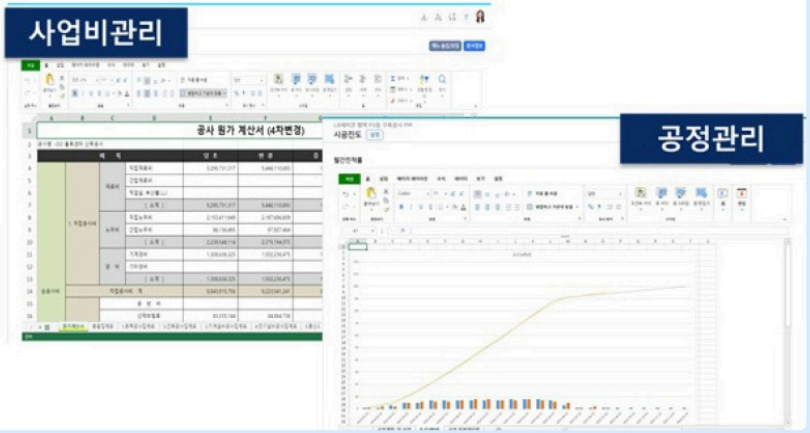


5. Auto Report Generation

Creates draft reports automatically from documents that were prepared in the system



6. High-Level PM Review & Control



Expected Benefits

Higher Productivity

Real-time information sharing and feedback within a common system saves time, prevents data loss, and enables paperless document handling

Uniform Work Performance

Standardized, system-based workflows minimize human error and raise the overall execution level of team members

Systematic Data Management

End-to-end processing (e.g., document drafting, approval, storage, control, transfer) within one system ensures structured data operation and governance.

Risk Management & Reduction

Real-time site monitoring and early detection of issues make it possible to manage and mitigate risks proactively

4) PM BIM

BIM*

BIM (Building Information Modeling) – a technology that represents and manages all building and infrastructure information in a three-dimensional digital model.

Definition

HanmiGlobal's PM BIM service maximizes project management efficiency by applying BIM throughout every phase—planning, design, bidding, construction, and facility management. Leveraging up-to-date technology and deep expertise, the BIM team reduces risk, enables accurate decision making, and delivers measurable gains in cost, schedule, and quality.

HG PM BIM – Service Scope				
Business planning phase	Design phase	Bid preparation phase	Construction phase	Facility management phase
	Design firm **BIM TEAM**		Contractor **BIM TEAM**	Owner **F/M TEAM**

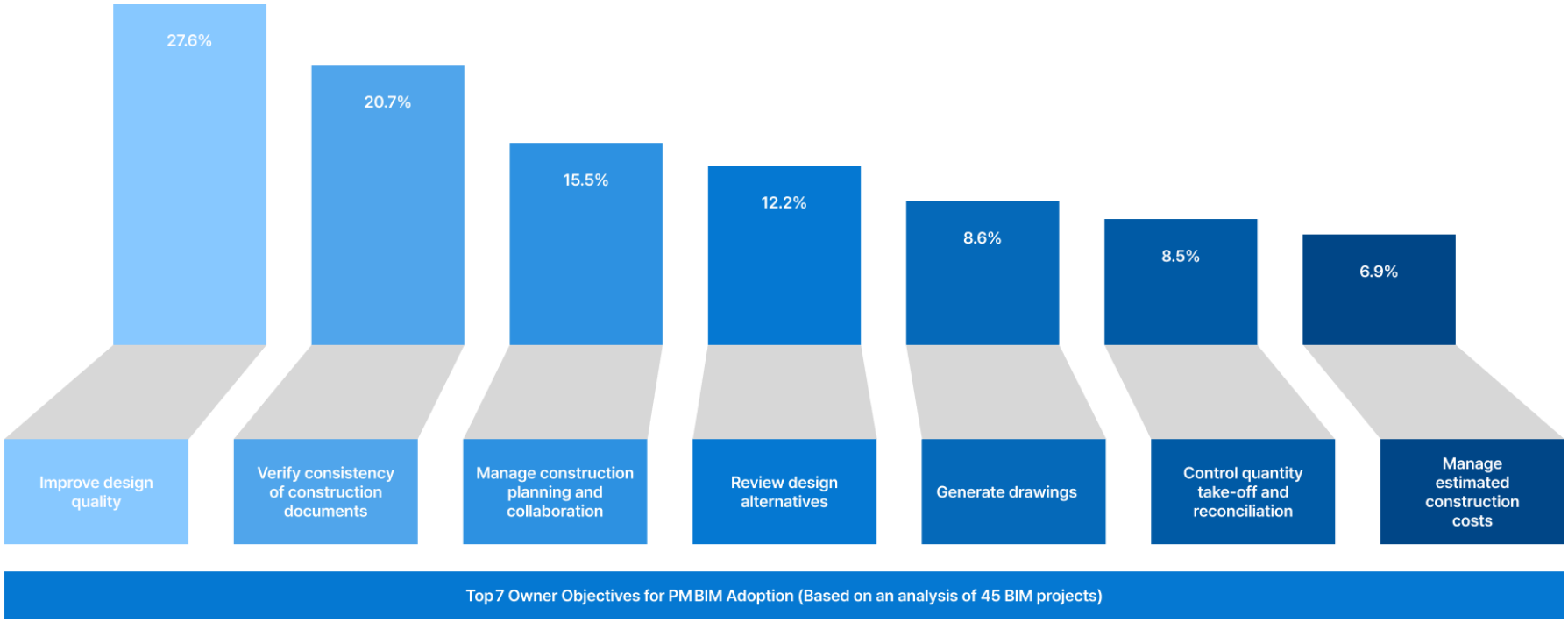
Services Available

A dedicated PM BIM Manager builds a robust history tracking and operating system that maximizes project transparency and efficiency. Early stage validation and clash checking minimize errors, while integrated model control, collaboration, and task coordination create an environment in which all stakeholders communicate seamlessly.

Service Details						
Coordinate clash resolution and manage the collaboration workflow among all contract parties	Draft BIM scope of work documents	Oversee and administer the BIM implementation process	Schedule and conduct BIM-related coordination meetings	Verify that design clashes have been resolved within the respective BIM models	Review the quality of architectural, structural, and MEP BIM deliverables	Maintain an auditable history log to record every project change transparently

Expected Benefits

Systematic management is carried out through PM BIM services to achieve the value objectives initially set by clients.



5) Construction Cost Navigation (ConsCostNavi)

Definition

ConsCostNavi is a cost analysis platform that evaluates the adequacy of bid prices using real project cost data and offers standardized cost estimating criteria. The system enables more efficient project cost control and supplies clients with reliable, data-driven construction cost information.

Services Available

1. Dashboard that shows unit area costs (per pyeong) by facility type and building use across all projects

2. Cost index conversion tool that inflates historical project costs to today's price level for fair comparison

구분		CASE1			CASE1		
공사개요	시설물 유형	공장			공장		
	지역(도시)	경기도 안양시			경기도 안양시		
	시공사명	케이씨씨건설			케이씨씨건설		
	연면적	21,819㎡			21,819㎡		
	층수	지상 7층 지하 1층			지상 7층 지하 1층		
	공사기간	2014-06-13 ~ 2015-08-31			2014-06-13 ~ 2015-08-31		
	구조형식	RC 라멘조			RC 라멘조		
	주요 외장재	THK30 화강석, THK24 로이복층유리			THK30 화강석, THK24 로이복층유리		
공사비		공사비 (천원)	단위면적당 (천원/평)	구성비	공사비 (천원)	단위면적당 (천원/평)	구성비
직접공사비	공통가설공사	341,250	53	2%	526,234	79	2%
	토목공사	803,904	122	4%	1,239,683	188	4%
	건축공사 골조공사	6,571,895	995	29%	10,134,381	1,534	29%
	건축공사 내부마감	3,494,180	529	16%	5,388,301	817	16%
	건축공사 외부마감	2,185,014	331	0%	3,369,[illegible]	[illegible]	10%
	인테리어공사	0	0	[illegible]	[illegible]	[illegible]	0%
	기계공사	1,711,082	258	[illegible]	[illegible]	[illegible]	8%
	전기공사	2,881,568	436	[illegible]	[illegible]	[illegible]	13%
	소방공사	623,918	96	[illegible]	[illegible]	[illegible]	3%
	조경공사	547,927	83	[illegible]	[illegible]	[illegible]	2%
직접공사비 소계		19,237,171	2,916	[illegible]	[illegible]	4,496	86%
간접공사비	현장관리비	1,342,103	205	6%	2,069,629	314	6%
	안전관리비	301,057	46	1%	464,254	69	1%
	보험료	399,808	60	2%	616,535	93	2%
	기타	0	0	0%	0	0	0%
간접공사비 소계		2,042,968	311	9%	3,150,417	476	9%
본사관리비 및 이윤		1,119,862	169	5%	1,726,915	261	5%
공사비 합계		22,400,001	3,395	100%	34,542,567	5,233	100%
건설공사비지수		2014-06-14	84.5936		16.4%		
간접공사비율 (직접공사비 대비)		16.4%					

SAMPLE

3. Side-by-side comparison screen that lets users select similar projects and compare cost line items at a glance

4. Detailed cost dashboard providing line item breakdowns for completed projects

구분		CASE1	CASE2	CASE3
조감도				
사개요	시설물 유형	창고시설	창고시설	창고시설
	지역(도시)	경기도 시흥시	경기도 남양주시 별내지구	인천광역시
	시공사명	KCC건설	화성산업	(주)케이알산업
	연면적	235,627㎡	49,975㎡	133,327㎡
	층수	지상 9층 지하 1층	지상 10층 지하 2층	지상 8층 지하 1층
	공사기간	2022-08-04 ~ 2024-09-03	2021-11-09 ~ 2023-10-16	2021-01-20 ~ 2022-10-30
	구조형식	RC 벽식구조	RC 라멘조	RC 라멘조
	주요 외장재	알루미늄 그릴, 글라스울 패널, 강화유리	THK50 글라스울패널	창고: T125 그라스울판넬(48K)/ 캠프 부분: T2 AL유공판넬+/ 소수지도장

공사비			공사비 (천원)	단위면적당 (천원/평)	구성비	공사비 (천원)	단위면적당 (천원/평)	구성비	공사비 (천원)	단위면적당 (천원/평)	구성비
접공사비	공통가설공사		7,218,638	102	3%	1,199,220	79	2%	1,355,734	33	1%
	토목공사		11,157,000	155	4%	2,275,497	152	4%	3,506,072	86	3%
	건축공사	골조공사	150,045,866	2,106	55%	30,016,816	1,987	53%	[illegible]	13	53%
		내부마감	31,938,137	450	12%	5,404,200	357	[illegible]	[illegible]	1	10%
		외부마감	12,312,361	172	0%	2,716,353	[illegible]	[illegible]	[illegible]	106	0%
	인테리어공사		0	0	0%	0	[illegible]	[illegible]	[illegible]	0	0%
	기계공사		16,645,000	235	6%	1,943,738	[illegible]	[illegible]	[illegible]	11	10%
	전기공사		14,252,000	198	5%	1,889,679	[illegible]	[illegible]	[illegible]	[illegible]	5%
	소방공사		0	0	0%	1,505,952	[illegible]	[illegible]	[illegible]	[illegible]	3%
	조경공사		1,070,400	17	0%	210,651	[illegible]	[illegible]	[illegible]	10	0%
직접공사비 소계			**244,639,401**	**3,431**	**90%**	**47,733,672**	[illegible]	[illegible]	[illegible]	**2,731**	**90%**
접공사비	현장관리비		19,076,870	268	7%	3,651,733	[illegible]	6%	3,426,263	86	3%
	안전관리비		4,673,081	66	2%	836,051	56	1%	1,406,357	36	1%
	보험료		7,077,354	99	3%	1,162,460	76	2%	2,833,330	69	2%
	기타		-10,365,398	-145	-4%	12,920	0	0%	702,640	17	1%
간접공사비 소계			**20,461,908**	**288**	**8%**	**5,663,163**	**374**	**10%**	**8,368,590**	**208**	**7%**
본사관리비 및 이윤			6,651,691	93	2%	3,103,165	205	5%	3,899,737	96	3%
공사비 합계			**271,753,000**	**3,812**	**100%**	**56,500,000**	**3,739**	**100%**	**122,400,000**	**3,035**	**100%**
건설공사비지수			2022-06-07	124.89		2021-06-21	111.6		2020-10-05	100.64	
간접공사비율 (직접공사비 대비)			11.1%			18.4%			11.1%		

SAMPLE

SAMPLE

Expected Benefits

Data-driven Cost Forecasting

Informed Decision Making

Project Risk Mitigation

6) On-site Application (Safety & Quality Management)

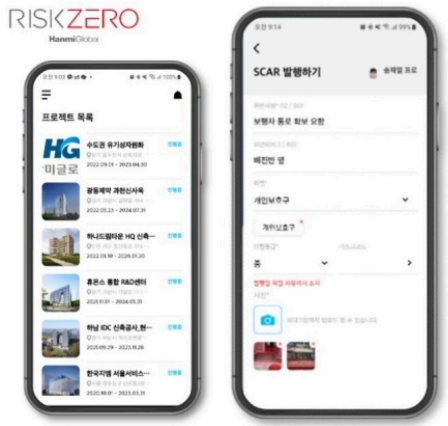
Definition

HanmiGlobal's on-site app is a mobile application that lets field teams record safety and quality issues in real time and monitor a contractor's corrective actions with maximum efficiency. Users can create and manage Safety Corrective Action Requests (SCARs) as well as punch list items directly from their smartphones, boosting site management productivity and helping to deliver safer, higher quality projects.

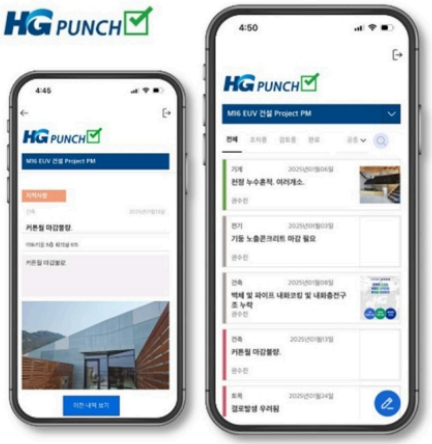
Cost Saving Features

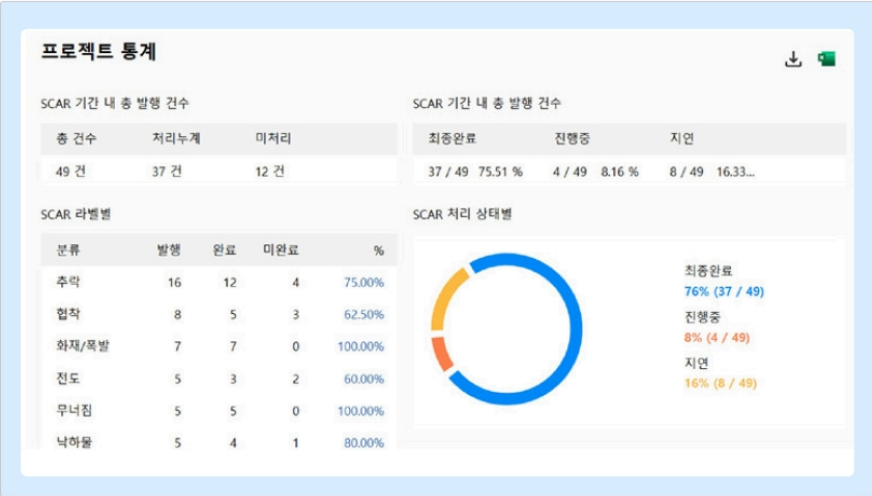
- Real-time issue logging – flag and share problems instantaneously on site
- Immediate corrective action control – end-to-end online workflow from issue issuance to document management
- Data-driven analytics – systematic monitoring that drives continuous safety and quality improvement

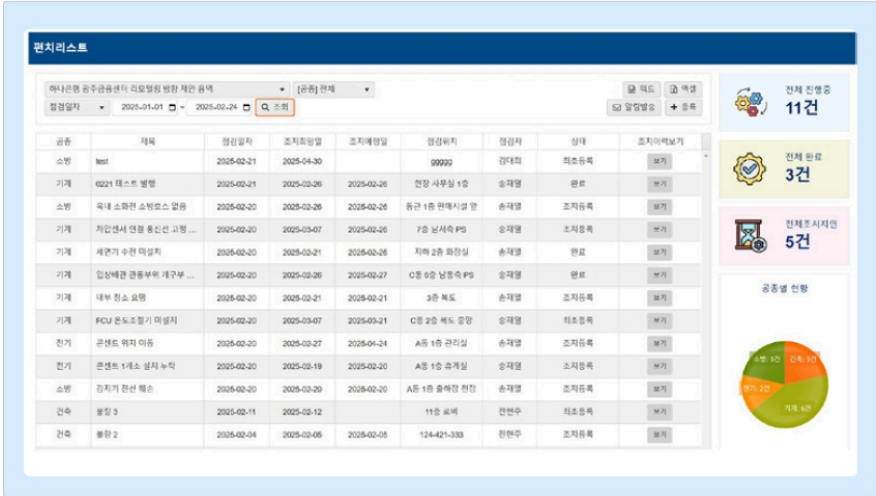
Safety Management – RiskZero HG



Quality Management – Mobile Punch-list







Expected Benefits

Greater Operational Efficiency

· Materials uploaded from the field are stored and editable in real time, streamlining workflows.
· Built-in document printing functions minimize extra steps and save working hours.

Enhanced Collaboration

· The mobile app facilitates real-time communication among team members.
· It simplifies the review and coordination of safety and quality issues and their corrective actions.

Error Reduction through Automation

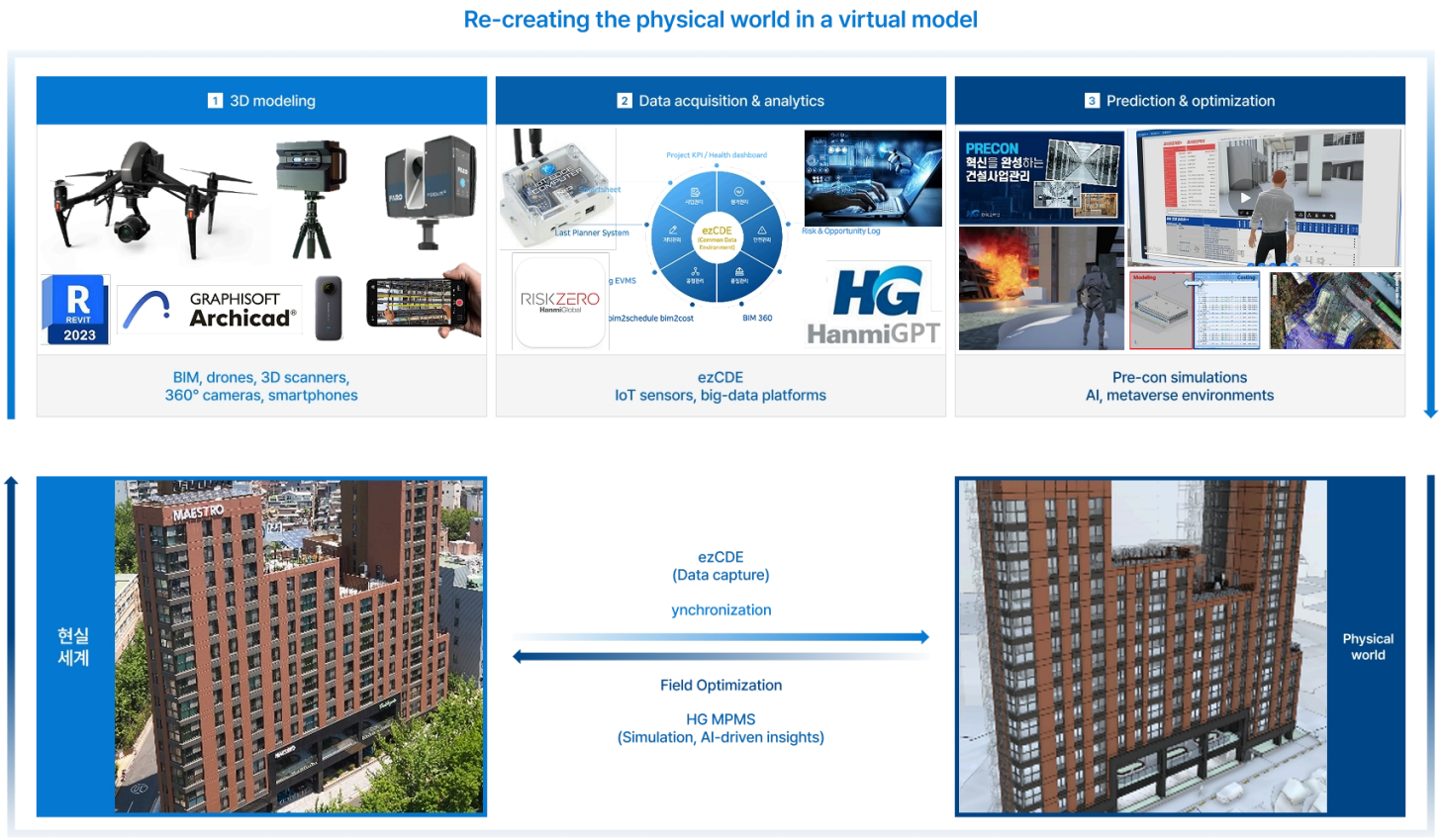
· Automation lowers the risk of mistakes during file transfers.
· Role-based editing rights prevent unauthorized data changes or manipulation.

7) Digital Twin

Definition

A digital twin is a comprehensive virtual replica of a physical asset, such as a building, which enables 3D data driven project management through simulation, analysis, and prediction during the pre construction phase and beyond.

Services Available



Expected Benefits

Advantages of Digital-Twin Technology for Owners	
Cost Savings	Minimize design errors, optimize construction sequences, and lower long-term O&M expenditures
Schedule Compression	Optimize schedule control and shorten overall duration through real-time monitoring
Quality Improvement	Improve design and construction quality through simulation-based optimization
Risk Mitigation	Increase predictability and reduce project risk through data-driven decision-making

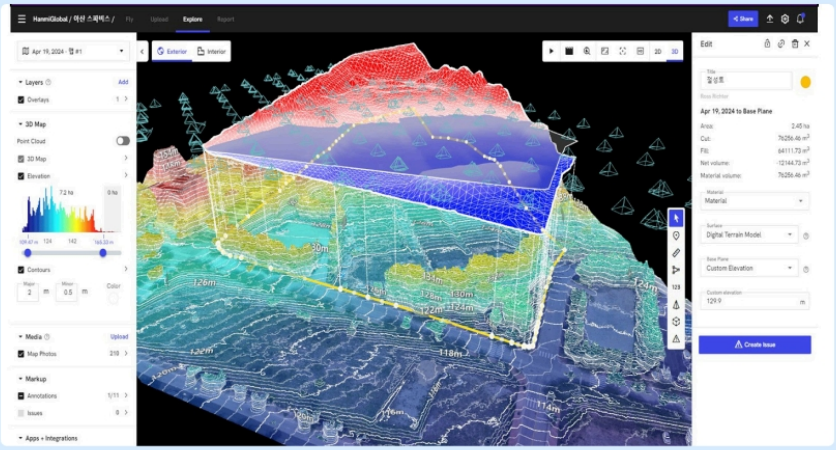
Owner Satisfaction – Job-Site Feedback

Lam Research R&D Center – Site PMr

> “When Carter Lake, PX Vice President at Lam’s U.S. headquarters, recently visited our site, we discussed the drone program. **He was very pleased that he could see progress on-site through HanmiGlobal’s drone footage even while remaining in the United States.** He also expressed a desire to monitor interior progress on a regular basis. By employing laser scanners to capture the inside of the facility as well, **we expect to provide the owner with ven greater confidence and peace of mind.**”

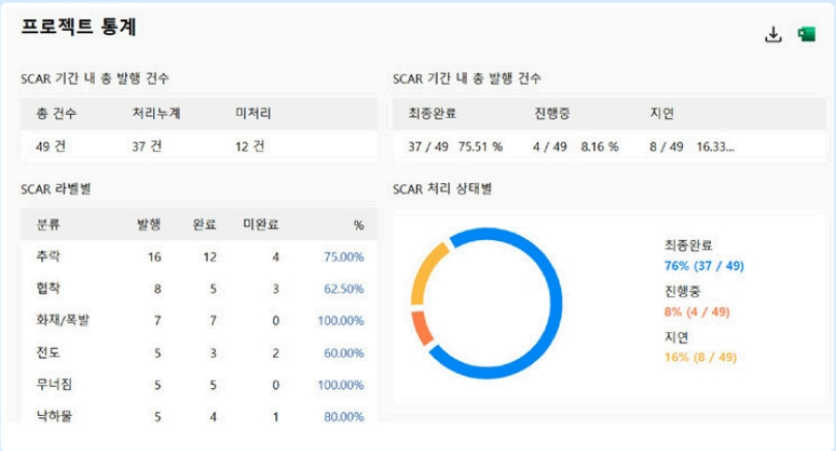
Field Applications at HanmiGlobal

Rapid, low-cost earth-work quantity take-off with drone data-based verification of pile installation locations



드론을 활용한 기초 파일 시공 위치 검측

Safety Management — RiskZero HG

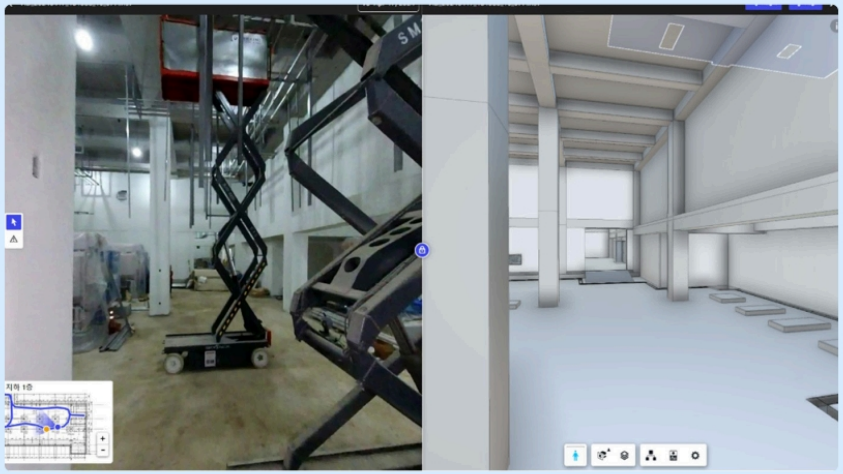


Inter-building clash check by comparing the architectural BIM model with a drone-generated 3D mesh

Inter-building clash check by comparing the architectural BIM model with a drone-generated 3D mesh

Component-level clash detection by comparing the mechanical BIM model with a drone-generated 3D mesh

Design-vs-as-built cross-check for construction quality control



AI-enabled automatic detection of installed solar-panel locations, and auto calculation of parking-stall counts

※ Digital Solutions — Field Deployment

Category		Unit	2022	2023	2024
In house Solutions	MPMS	Projects	7	1	13
	RiskZero HG		12	29	29
	Construction Cost Navigation				109
Commercial Solutions	BIM		3	5	7
	Smartsheet		5	14	17
	Smart Device & Digital Twin		5	9	10

※ Company wide AI Transition — Employee Training

To accelerate the company's AI transition, HanmiGlobal conducts both on-site and online programs covering our proprietary platform modules, project management support tools, and other AI and digital solutions. This blended approach ensures that field teams can immediately put new technologies into practice.

Category	Unit	2022	2023	2024
Online Training	Sessions	6	4	10
	Participants	7	13	747
On-site Training	Sessions	33	7	40
	Participants	172	104	396

Advanced Technology R&D and Knowledge Sharing

HanmiGlobal focuses on developing advanced technologies that drive innovation across the construction industry. Leveraging a global R&D network, the company benchmarks cutting-edge legislation, systems, and corporate strategies, while investing in breakthrough technologies that strengthen its competitive edge. Research outcomes are published as reports and books, accelerating technological progress throughout the sector.

Alongside such R&D efforts, HanmiGlobal has built an enterprise-wide knowledge sharing system that underpins consistent work quality. For more than two decades, the company's knowledge-management program has encouraged every employee to register know-how, propose ideas, participate in Q&A discussions, join Communities of Practice (CoPs), and contribute to the PM platform. This culture of active knowledge creation aligns the organization around customer value and supports sustainable growth.

Looking ahead, HanmiGlobal plans to expand its research portfolio and further enhance its knowledge management infrastructure. Key goals include identifying topics that foster structural improvement and public consensus within the industry, promoting cross-sector collaboration, and implementing a knowledge fusion platform that connects and integrates diverse data sets. By systematically capturing staff expertise and ideas, the company aims to boost project productivity, eliminate inefficiencies, and make optimal use of limited resources, thereby laying the groundwork for a more sustainable construction ecosystem.

Contracted Research and External Commissions

Since its founding, the HanmiGlobal Construction Strategy Research Institute has completed 24 internally contracted studies and 27 externally commissioned projects. Between 2003 and 2024, the institute published 24 volumes based on its findings. In 2024, the rise of AI Transformation (AX) and rapid advances in IT began reshaping economic systems and lifestyles, fueling shifts in Korea's construction market toward hydrogen energy, digital platforms, modular construction, and other emerging fields. Capitalizing on a recent nuclear power contract in the Czech Republic, HanmiGlobal is exploring additional opportunities in the Middle East and South Asia and is currently carrying out research such as "Optimal Organizational Structures and Models for New Nuclear Projects" and "Predictive Cost Index Modeling for FAB Construction,"

which have been commissioned to leading domestic and overseas institutions to strengthen the company's ability to navigate future industry changes.

Category	Unit	2022	2023	2024
R&D Expenditure	KRW million	2,169	2,624	2,974
R&D to Revenue Ratio	%	1.24	1.54	1.73

Publication of Construction Innovation Research Books

The Construction Strategy Research Institute continually expands its talent pool by recruiting experts with master's and doctoral degrees and licensed professional engineers from Korea and abroad. Working through an extensive network of public research bodies and private R&D centers, the institute conducts joint studies and publishes the findings in book form to advance Korea's construction industry.

HG TECH NEWS

HG Tech News is a newsletter jointly produced by the Construction Strategy Research Institute, the Engineering Office, and the AX Office under the Chief Technology Officer to deliver HanmiGlobal's technical case studies and insights on the global construction market. Researchers from the Korean American Construction Engineering and Project Management Association (KACEPMA), a strategic partner, contribute analyses of the latest international technology trends. The 2024 edition comprised twenty articles organized into four themes—construction and ESG, digital transformation and technological innovation, the future of construction project management, and recent industry developments and implications—and was distributed to all employees. The annual collection was subsequently published as a book and shared with HanmiGlobal's clients.

Knowledge Management System

HanmiGlobal's knowledge management system enables employees to share, study, and leverage one another's know-how, thereby generating new knowledge across the organization. Work outputs created in day-to-day operations are systematically registered and reused to accelerate business processes. To date, more than 1.3 million knowledge entries have been uploaded. Each contribution is evaluated, rewarded with individual points, and considered in the quarterly selection of "Top Knowledge Contributors," keeping employees motivated to create and share content.

Employee Inventions

In parallel with continuous knowledge sharing, HanmiGlobal operates an employee invention program and currently holds 50 patents (47 in Korea, three overseas). In 2024, the company registered a new AI-enabled construction patent—"Method for Providing Concrete Strength Prediction Data and Computing Device Using Same" (Korean Patent No. 10 2774503). The in-house idea proposal platform has also been revamped to encourage staff to freely submit and discuss innovative concepts.

Community of Practice (CoP)

A CoP is an action-oriented group in which employees with shared interests exchange and integrate knowledge to enhance both personal and corporate capabilities. In 2024, ten CoP teams, covering topics such as smart-building IT solutions, multifamily PM practices, and architectural structures, were actively engaged. Their achievements were showcased at a company-wide forum, and the best CoP was turned into online learning content for distribution throughout the firm.

Q&A Board

The Q&A board allows employees to post questions encountered during projects and receive answers or opinions from colleagues. This feature reduces the time and effort needed to locate critical information, and specialized questions can be routed to subject matter experts when necessary. By capturing seasoned professionals' know-how and circulating it among teams, the board reinforces a virtuous cycle of knowledge accumulation, sharing, and application, ultimately strengthening HanmiGlobal's collective expertise.

Social

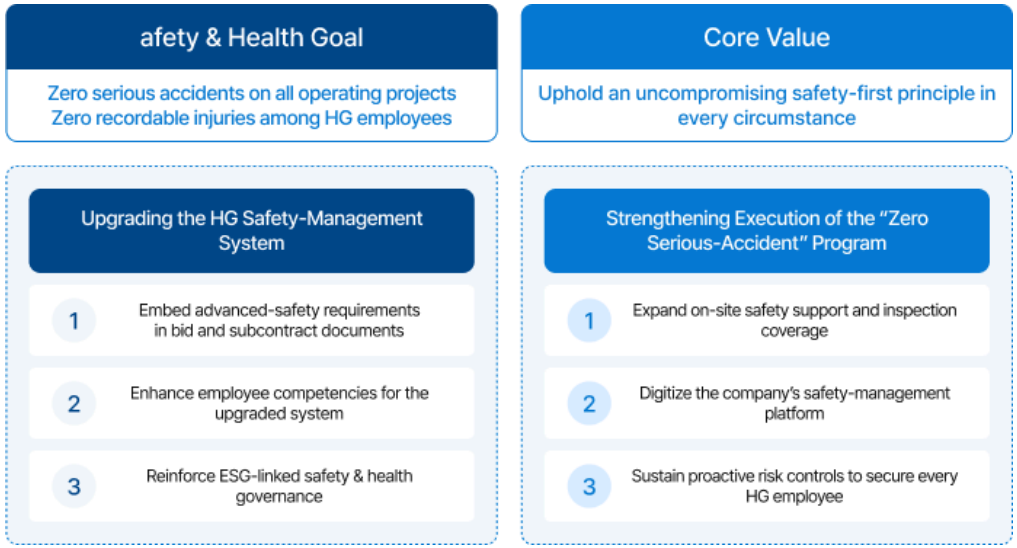
Fostering a Safety First Culture

Corporate Safety and Health System

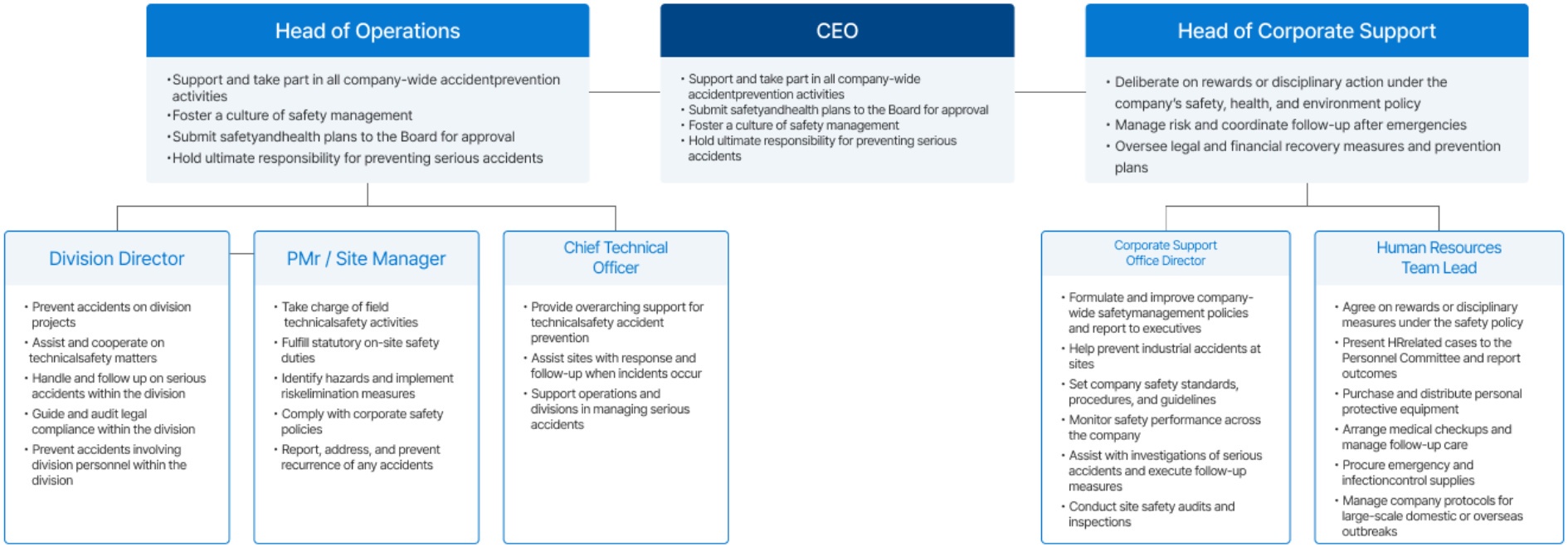
Grounded in the CEO's 2024 message, "Safety-first admits no compromise," HanmiGlobal has set the dual target of zero serious accidents on all active projects and zero recordable injuries among employees. Safety responsibilities flow from the CEO to every site manager, and company-wide forums support continuous improvement. The Quarterly Industrial Safety and Health Committee secures employee safety and health and promotes best practices, while the Semiannual Safety & Health Management Committee reviews project level performance and refines management processes.

2027 Employee Safety Officer Training Completion Target	2027 Recordable Incidents per Active Jobsite Target
85%	0.75cases

2024 Safety & Health Goal and Core Value



Safety & Health Governance Structure



Safety Management System

HG Safety Management System

HanmiGlobal is strengthening a project management-level safety program that goes beyond statutory obligations, guided by the CEO's "safety-first" policy. By benchmarking leading global indicators and best practices, we aim to prevent industrial accidents and build construction sites free of incidents. The framework consists of nine pillars: HanmiGlobal is strengthening a project management-level safety program that goes beyond statutory obligations, guided by the CEO's "safety first" policy. By benchmarking leading global indicators and best practices, the company aims to prevent industrial accidents and establish incident-free construction sites. Grounded in HanmiGlobal's nine-pillar HG Safety Management framework, we will continually reinforce our internal safety processes while at the same time leading improvements in Korea's construction safety culture so that every project is delivered without accidents.

1. Executive commitment and safety goals

- HG Safety and Health Policy
- HG Safety Moment program
- Safety targets for each PM group

2. Safety organization and staffing

- HG Safety Control Tower
- HG Risk Management process
- Placement of PM personnel qualified in accident prevention guidance

3. Two-way communication

- HG Safety Management Committee
- On-site safety visits by head office staff
- Regular Industrial Safety & Health Committee meetings

4. Stakeholder safety management

- Ten PM safety focus areas
- Role-specific safety and health systems
- Role-specific safety inspections and training

5. Safety inspections and mandatory rules

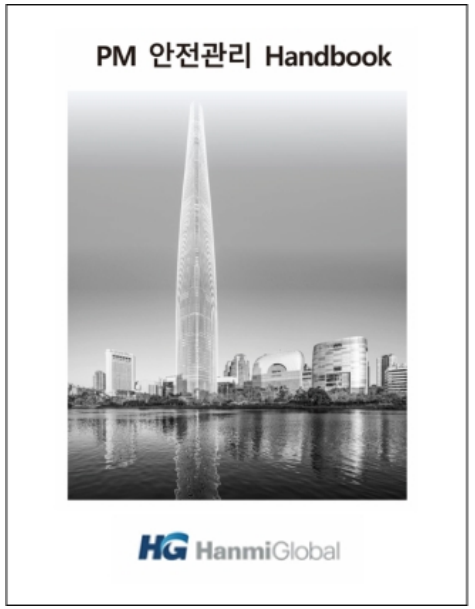
- HG mandatory safety rules (establishment and enforcement)
- Professional PM safety audits
- Site-level risk assessments

6. Accident investigation and prevention

- HG incident reporting system
- Analysis and dissemination of case studies
- Project-specific recurrence prevention plans

PM Safety Management Handbook

HanmiGlobal has issued the PM Safety Management Handbook to help project managers carry out the safety duties needed to prevent accidents at each stage of construction. Centered on the tasks that must be completed during project start-up and execution, the handbook pairs step-by-step guidance with ready-made forms so even first-time users can manage job site safety with confidence.



Start-up stage management items

1. Establish and review the safety management organization
2. Prepare and review the site safety and health plan
3. Appoint and review the safety and health coordinator
4. Create and review the safety and health logbook

Construction stage management items

1. Monitor implementation of the site safety and health plan
2. Operate the safety management organization
3. Verify and inspect compliance with internal safety inspections
4. Verify and inspect compliance with regular safety inspections
5. Verify and inspect completion of safety training
6. Review and inspect advance work plans
7. Verify and inspect safety measures for hazardous locations and tasks
8. Verify and inspect the installation of safety signage
9. Verify and inspect the use of industrial safety and health expenses/safety management

7. Safety education and drills

- HG PM Safety Management Handbook
- Topic-based training and GPMU courses
- Risk assessment workshops and emergency response drills

8. Health management

- HG Employee Counseling Center
- General health screenings
- Specialized medical exams for project staff

9. Evaluation and continual improvement

- HG project safety evaluations
- Reward and disciplinary system
- Ongoing project monitoring and corrective action

expenses

10. Verify and inspect accident reporting and record keeping
11. Maintain the supervisor's daily log
12. Confirm the structural safety of temporary structures
13. Manage technical guidance for accident prevention
14. Manage the construction safety and health log and the coordinator's duties
15. Manage reporting of legal violations

HG Safety Principles

Through the Safety and Health Management Committee, which brings together all related departments and external safety advisers, HanmiGlobal carries out rigorous self-analysis and thorough root cause reviews of every incident. On that foundation, the company has adopted the HG Three Safety Principles, a set of rules designed to prevent any recurrence of similar accidents. The first principle is proactive control of potential hazards, beginning in the pre-construction phase; the second is zero tolerance for the four major high-risk activities identified for every project; the third is immediate work stoppage whenever unsafe conditions are detected. These principles apply to all personnel on site, including subcontractors.

Principle for Managing Potential Hazards

Pre-Construction Accident-Prevention Rule

1 Institutionalize safety-oriented procurement

- Integrate safety criteria into contractor pre-qualification and bid evaluation

Bid Phase
Codify requirements to secure safety in design

→ Construction Phase
Ensure the contractor's ability to execute safety requirements

2 Operate the Design for Safety (DFS) program

- Embed safe design solutions for major trades (e.g., appropriate earth-retaining systems, collapse prevention)
- Eliminate or redesign high-risk work methods wherever possible

Compliance Principles for Essential On-Site Safety Rules

1 Fall hazards

- Install fall-protection measures for any work performed at heights of 2 m or more
- Guard every floor, roof, and wall opening to prevent falls

2 Collapse hazards

- Conduct in-house safety inspections focused on the four primary collapse risks
  1) Earth-retaining systems 2) Formwork and shoring 3) Scaffolding 4) Excavations

3 Fire hazards

- Control all hot-work permits and approvals
- Perform and document fire-risk assessments for every hot-work task

4 Heavy-equipment hazards

- Inspect equipment before use and assign spotters during operation

Work Stoppage Execution Principles

Contractor

Incorporate the four major hazards risk assessment into the work plan

- Record the baseline safety rules for each of the four major hazards
- Identify site-specific hazards and establish additional countermeasures

PM

Understand the reference safety rules for the four major hazards

Direct the contractor to enforce a zero-tolerance policy on site

Issue corrective orders and penalties for any violations

Triggers for Work Stoppage

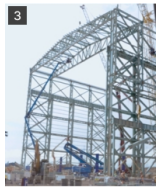
Fall-Prevention Rules	Collapse-Prevention Rules
• Failure to wear or secure a safety harness • Lack of fall-protection measures at edges or openings ≥ 2 m high	• No structural review of earth-retaining systems, scaffolding, or shoring • Excavation carried out without the required slope or benching
Fire-Prevention Rules	**Heavy-Equipment Rules**
• Hot-work performed without a fire extinguisher or spark shield • Hot-work conducted in areas with flammable vapors present	• No access control or spotter in the equipment operating zone (e.g., missing barricades or guides)

Safety Risk Management and Prevention

Risk Management Aligned with Global Standards

To cultivate construction safety practices that meet the world's highest standards, HanmiGlobal benchmarks the United Kingdom, whose industrial accident rate is among the lowest worldwide. A British HSE (Health, Safety and Environment) specialist has been assigned to extend inspections beyond conventional Korean checklists and apply a truly global perspective. Key factors behind the UK's exemplary record include the Construction Design and Management (CDM) regulations tailored to the building sector, a mature safety culture developed over decades, strong self-regulatory frameworks, and clearly defined safety responsibilities for every project stakeholder. Guided by the Global HSE Manager, the company has supported roughly 80 site inspections and is benchmarking the safety program at K2's Seah Wind project—the world's largest monopile construction site in the UK.

Seah Wind Construction Site, United Kingdom



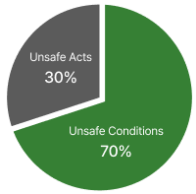
1. To reduce hazards associated with foundation slab rebar placement, selected areas use a rolling-type system derived from Design for Safety (DFS) principles.
2. Client-supplied facilities include individual lockers for personal protective equipment (PPE) and dedicated changing rooms for every worker.
3. During the installation of 45m steel members, boom lifts are employed to minimize risks posed by moving and positioning the structural steel.

Risk Assessment

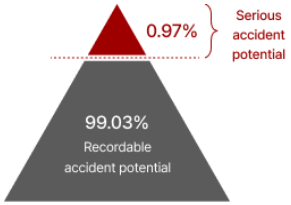
HanmiGlobal performs company-wide risk assessments twice a year (once each in the first and second half). In 2024, the program covered about139 domestic and overseas projects, identifying job-specific hazards and establishing mitigation plans for every site.

Risk Assessment Workflow

Typical construction site hazard types in Korea



Accident risk distribution



Employee Safety Training

HanmiGlobal delivers company-wide emergency response training twice a year and a "Safety-First" topic session once a year for all employees. Site-based personnel receive on-site safety inspection training whenever an inspection is conducted, strengthening day-to-day awareness. To help prevent accidents that occur more frequently in extreme heat, cold, or thaw periods, the company distributes tailored training materials and regularly issues the "Top10 Rules for Preventing Serious Accidents" to every jobsite. In parallel, potential risk factors that could lead to serious incidents are identified and tracked, and leadership programs focus on deepening understanding of the safety system and embedding the rules in daily practice.

Training Type	Participants	Frequency	Unit	2024
Emergency Response Drill Training	All employees	Twice a year	Hours	2,370
"Safety-First" Topic Training	All employees	Once a year		313
On-Site Safety Inspection Training	Site-based staff	During inspections		1,230

Customer Satisfaction Management

Creating Customer Value Through Service Quality

Guided by the core value "We dedicate ourselves to enabling our clients' success in everything we do," HanmiGlobal pursues continuous improvement in service quality at every jobsite. Since 2007, the company has measured client satisfaction twice a year through a Net Promoter Score (NPS) survey administered by Gallup Korea, ensuring objectivity while capturing client requirements and feeding them back into management. Survey results are used to strengthen areas of excellence and remedy weaknesses, producing action plans that raise satisfaction and create lasting client delight. To embed the client's voice in service delivery, meeting notes and records are shared internally, and a customer-service portal on the corporate website collects, manages, and answers inquiries promptly, allowing inconveniences to be handled efficiently.

Customer Value Innovation Workshops

To anticipate changing market trends and build distinctive core competencies, HanmiGlobal convenes customer value innovation workshops for each business segment. Executives, external advisors, and employees from diverse levels engage in candid, in-depth discussions that identify and implement initiatives tailored to each client's needs.

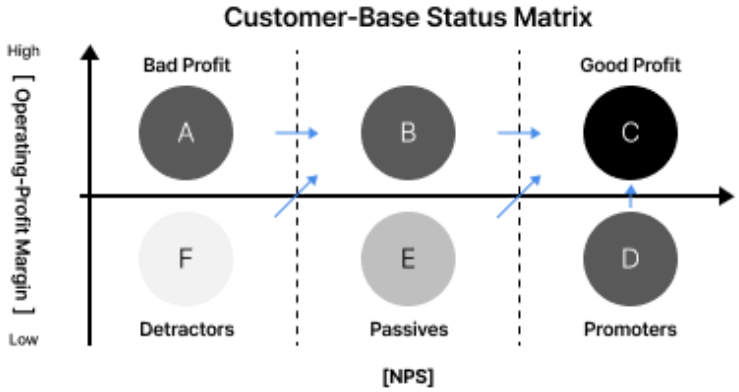
Customer Appreciation Activities

Affirming the value of "client success through commitment," the company carries out regular customer appreciation initiatives. By posting such activities on the internal bulletin board, HanmiGlobal reinforces a customer-centric culture and advances its goal of happiness management, ensuring satisfaction for both employees and clients.

Lifetime Customer Management

Customer Management

HanmiGlobal uses Net Promoter Score (NPS) as a core tool in its customer satisfaction strategy for sustainable growth. Issues identified through NPS surveys receive swift follow-up: the company builds systems that resolve concerns, prevent recurrence, and, where necessary, adjust corporate strategy and business models to eliminate root causes. Based on the results of its annual NPS survey and financial performance, HanmiGlobal maps its current customer base and tailors value propositions to six distinct client groups, prioritizing resources for key accounts while driving three objectives: concentrate on core customers, eliminate "bad profits," and increase the number of promoters.



Stage Specific Project Support System

To prevent and control quality incidents, the company runs a support, execute , and inspect loop tailored to each construction phase. Potential risks are identified early, and both technical and managerial countermeasures are put in place. When a quality incident does occur, a formal reporting process is activated. Specialists diagnose the issue, propose solutions, and update preventive measures to stop recurrence.

Final Stage and Year One Quality Inspections

At project closeout and again in the first year of occupancy, HanmiGlobal conducts joint quality inspections to maximize client satisfaction and minimize waste. A comprehensive punch list is prepared, followed by final checks that support completion inspections and occupancy permits, thereby fulfilling the company's commitment to lifetime customer care.

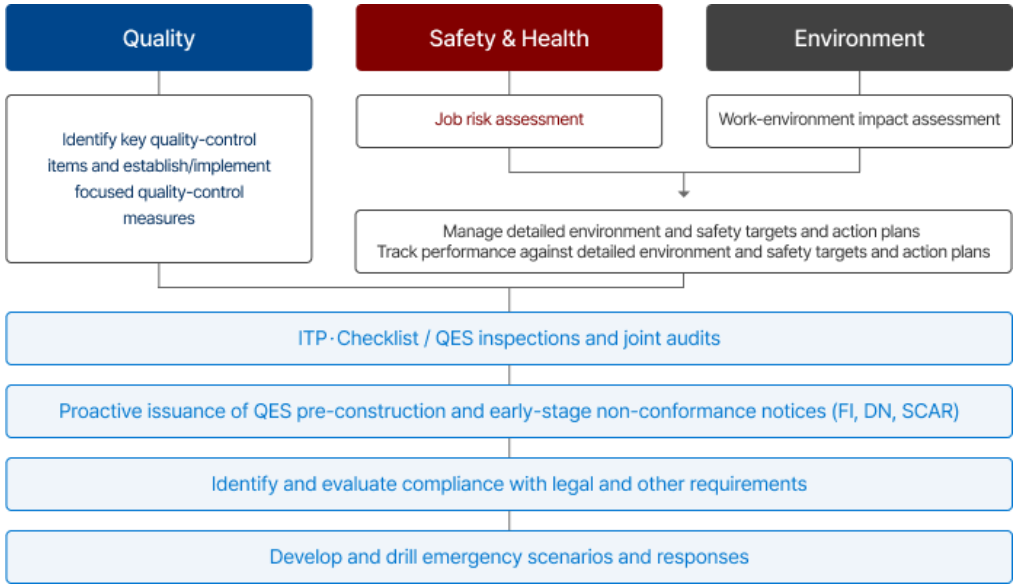
Zero Defect Quality Management System

As HanmiGlobal's project portfolio grows, the company develops tailored quality training content for all employees, including new hires and dedicated quality managers. Emphasizing prevention, it issues clear work guidelines designed to eliminate recurring quality issues observed on past projects. Successes and lessons learned are continually captured and fed back into a zero-defect framework, ensuring that project teams receive timely information that minimizes quality risks. HanmiGlobal also maintains certified, integrated management systems for quality, safety and health, and the environment. After initially securing ISO 9001:2015 (quality), ISO 14001:2015 (environment), and ISO 45001:2018 (occupational health and safety), the firm undergoes annual combined audits to keep these certifications active. Regular monitoring and culture assessments drive ongoing improvements across the integrated system.

Quality
ISO 9001

Occupational Safety & Health
ISO45001

Environment
ISO 14001



Human-Rights Management

Respect for Human Rights and Diversity

Guided by its mission "To contribute to human progress by creating value in the construction industry through continuous innovation," HanmiGlobal explicitly recognizes responsibilities not only to clients, employees, and shareholders but also to society at large. As a global company, we seek both to uphold our social duty to protect human rights and to prevent potential abuses throughout our business operations and value chain, thereby securing sustainable growth. HanmiGlobal supports international human rights and labor standards, including the UN Global Compact principles on human rights and labor, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization's core conventions, while fully complying with the labor laws of every country and region in which we operate. This policy, approved by the Chief Executive Officer, applies to all domestic and overseas entities, subsidiaries, and joint ventures. Where local laws and this policy diverge, the stricter standard shall prevail. Through continuous monitoring and a zero-tolerance approach, we will address human rights and labor risks and promote greater awareness and respect for human rights among all stakeholders directly or indirectly affected by our activities.

HanmiGlobal Human Rights Management Policy ↗

Article 1	Provide a comfortable and safe working environment	Article 5	Ensure fair treatment and offer training and development opportunities	Article 9	Protect the environment and fulfill social responsibilities
Article 2	Respect diversity and prohibit all forms of discrimination	Article 6	Comply with and continually improve working conditions	Article 10	Safeguard the rights of local communities and vulnerable groups
Article 3	Treat every individual humanely	Article 7	Prohibit workplace harassment and sexual harassment	Article 11	Protect the human rights of customers
Article 4	Prohibit forced labor and child labor	Article 8	Prevent corruption and bribery		

Workforce Diversity

HanmiGlobal bars discrimination in every personnel system from recruitment and assignment to compensation, training, and retirement. We consider gender, age, and regional balance while actively hiring people with disabilities, senior talent, veterans, and foreign nationals, and we continue to expand opportunities for women. Fixed-term employees receive the same benefits as permanent staff and are converted to regular status when they meet performance standards. Retirees can be rehired to extend their careers. All foreign nationals are hired and treated without bias, reinforcing our global outlook.

2027 Target for Women in Management

8%

2027 Target for Foreign Nationals in Workforce

35%

Category	Unit	2022	2023	2024
Employment rate for persons with disabilities[1]	%	3.74	3.26	2.76
Employment rate for older worker[2]		34.6	36.8	39.1
Proportion of women in management		6.2	6.2	6.5
Proportion of female executives and team leaders		3.8	3.4	4.3
Foreign nationals ratio[3]		32.4	30.8	30.1
Fixed-term employees converted to permanent	Persons	29	8	7

1 Employment rate at year end; statutory requirement is 3.1 percent
2 Excludes three outside directors; employees aged 55 and older
3 Foreign nationals ratio = number of foreign employees ÷ total headcount (consolidated basis)

Human Rights Risk Management

Human Rights Risk Management Process

1. Internal / External Environment Analysis

- Review current internal conditions
- Analyze external markets

2. Stakeholder Requirements Analysis

- Executives and employees
- Clients and shareholders
- Partners and competitors
- Local communities, media
- Government/regulations

3. Risk Identification

- Define each risk
- Extract priority risks for focused control

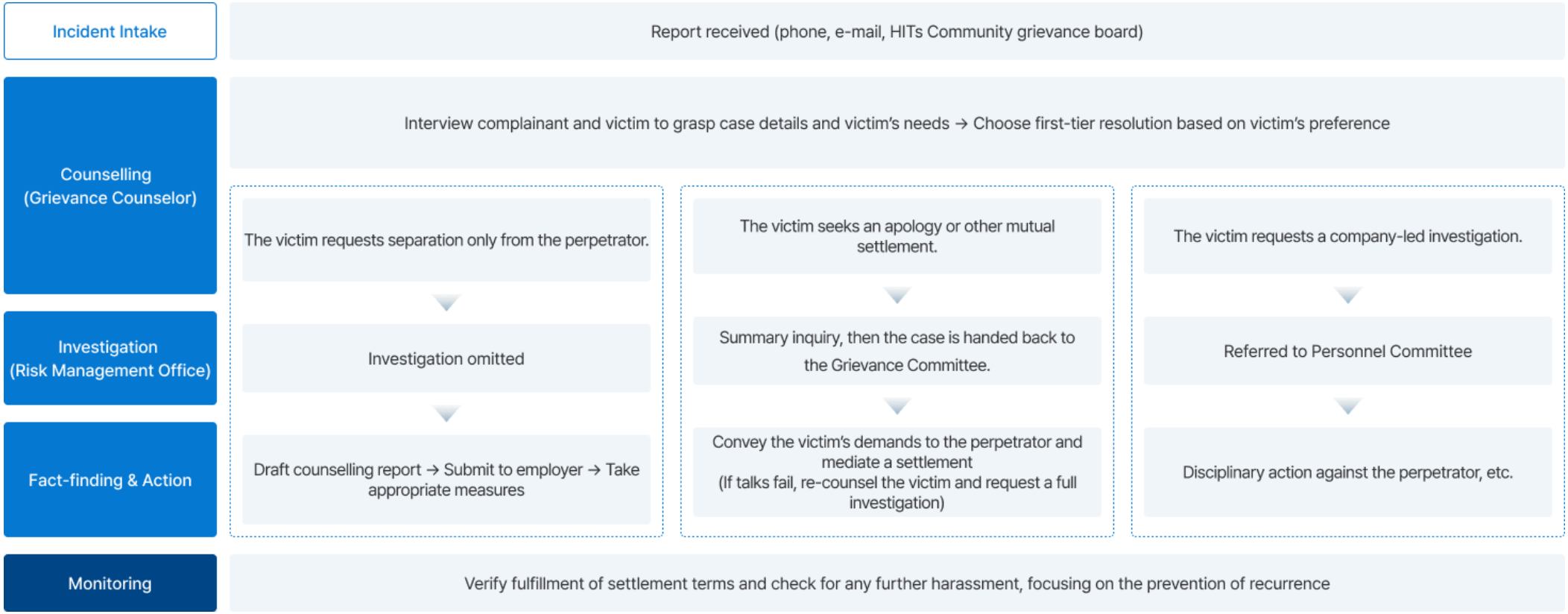
4. Risk Management

- Develop countermeasures for priority risks
- Monitor implementation status
- Evaluate the effectiveness of actions

Key Issue	Vulnerable Group(s)	Issue Definition	Risk Level		Mitigation actions
			Likelihood	Impact	
Supply chain governance	Suppliers/Sub contractors Professionals External vendors	Unfair practices in the supply chain leading to vendor lawsuits, rising Voice of Employee (VoE) complaints from specialized staff, and late payment cases that violate the Sub contracting Act	Low	Minor	- Operate the Cyber Whistle Blower Hotline; respond to VoE through the responsible HR team; ensure staff understand relevant laws
Prevention of unethical behavior	Employees Suppliers/Sub contractors	Cases of fraud, sexual harassment, workplace bullying, or personal data leaks	Medium	Major	- Enforce the "One Strike Out" rule on sexual harassment and run regular training to raise awareness; strengthen training that improves decision-making transparency for senior personnel
Industrial safety assurance	Employees Clients Suppliers/Sub contractors	Inadequate emergency response, personal injuries, or serious accidents that trigger regulatory sanctions	Medium	Major	- Strengthen comprehensive countermeasures to prevent serious accidents - enhance the safety management system and related training
Non discrimination	Employees Job applicants	Violations of the Act on the Protection of Fixed-term and Part-time Workers, the Fair Hiring Procedure Act, or the Personal Information Protection Act	Low	Major	- Monitor revisions to labor legislation; review statutes on non-regular workers and analyze unit-level use - manage system security and apply role-based access to personal data
Legal working conditions	Employees	Breaches of the Labor Standards Act, such as exceeding the 52-hour workweek or failing to pay the statutory minimum wage	Low	Moderate	- Track changes in labor legislation and update internal rules accordingly

Prevention and Management Process for Workplace Sexual Harassment and Bullying

HanmiGlobal's response is designed to restore the victim's ability to work in a healthy environment. Based on the victim's needs, priority is given to measures that address both physical and psychological distress, and the first course of action is always determined from a victim-centered perspective. To prevent secondary harm, counselors and investigators keep all information about the victim and related parties strictly confidential. The Grievance Committee and the Risk Management Office are assigned separate roles so that every case is handled impartially.

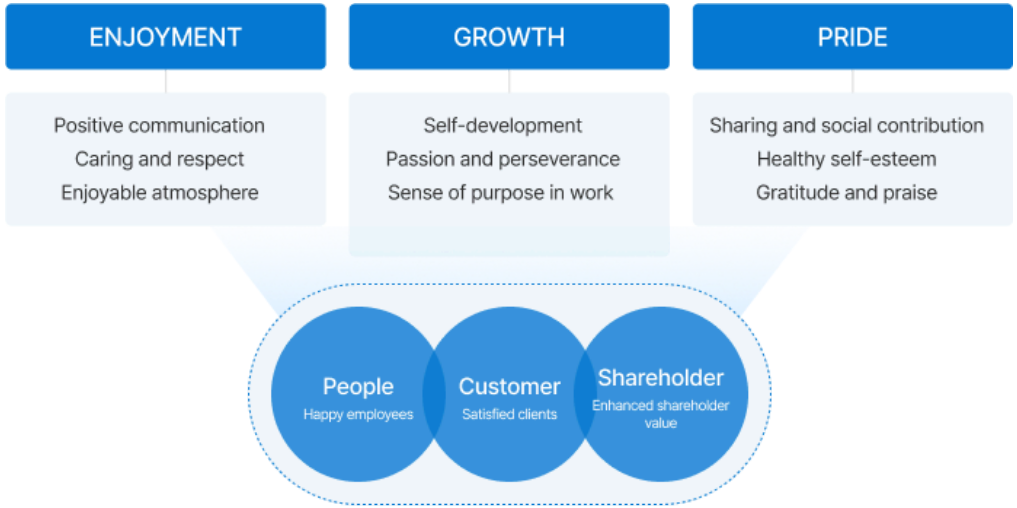


Happiness Management

Since its founding in 1996, HanmiGlobal has worked to build "a company owned by its people." Under the mission of creating a great place to work so that employees can be happy, the firm has actively promoted "Happiness Management" since 2013 to foster a more self-motivated culture. This approach puts employee well-being at the center, encouraging a caring and positive atmosphere that raises engagement and, in turn, drives business performance, customer satisfaction, and shareholder value.

HanmiGlobal's PCS (People, Customer, Shareholder) model defines happiness through three elements: enjoyment, growth, and pride. Because employees spend much of their lives at work, genuine happiness starts in the workplace. Our goal is to create an environment where meeting colleagues is enjoyable, the work itself is rewarding, and simply thinking of the company inspires pride and confidence, while mutual trust and respect allow everyone to share in the joy of growth and development.

Happy employees build exceptional companies



Responding to Demographic Change

HanmiGlobal is taking proactive steps to address shifting demographics and to clarify the private sector's role in building a sustainable society and economy. Low birth rates and population aging are no longer issues for governments alone; they affect companies and individual lives as well. By introducing life cycle welfare programs for employees and establishing the Korea Peninsula Population Institute for Future (KPPIF), HanmiGlobal seeks both to improve the quality of life for its workforce and to help society adapt to demographic change.

HanmiGlobal Life Cycle Welfare Programs

HanmiGlobal fosters a family-like culture in which employees receive support at every stage of life. The company provides a range of benefits that help staff celebrate personal milestones, build families, and grow together with the organization.

Marriage

- KRW500,000 marriage grant
- Corporate discount for professional matchmaking services
- Low-interest newly wed housing loan up to KRW100million (interest-free on the first KRW50million, preferential rate on the remainder)

Pregnancy

- Mandatory reduced working hours during pregnancy
- Infertility support (leave, career break, and treatment subsidy)
- Paid prenatal checkup leave

Childbirth

- Childbirth grant: KRW1million for the first child, up to KRW10million for a fourth child
- 30-day special maternity leave (in addition to statutory leave)
- Birth celebration gift set
- Fast track promotion or grade increase upon the third child
- Five-point application bonus for job candidates who already have children

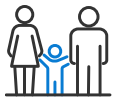
Child Rearing

- Proximity transfers for employees with multiple children
- Up to two years of parental leave (minimum three-month mandatory portion)
- Company tops up government parental leave allowance (up to KRW1million per month)
- Telework option during child-rearing years (up to three years for employees with two or more children)
- Day care subsidy: KRW100,000 per month
- One year of nanny support for families with a fourth child or more

Children's Education

- Tuition assistance from preschool through university
- "Kids Package" gift set for first-grade entrants
- One week of paid leave (or two hours' daily reduction for four weeks) when a child starts elementary school

Family Bonding



- Company-sponsored volunteer activities for families
- Holiday gift packages
- Birthday cake delivered to employees and spouses

Refresh & Well-being

- Sabbaticals / Refresh leave
- In-house "Happy Lounge" relaxation space
- Access to corporate vacation facilities
- On-site "Healing Room" massage service provided by visually impaired therapists

Health Management

- Non-smoking campaigns
- Annual physical exam (spouses included)
- "Welcome back" program for employees returning from sick leave
- Company-wide anniversary step count challenge
- Autumn hiking day

Flexible Work

- Flexible hours program
- Mobile office system
- Half-day vacation option (“half-half” leave)

Motivation & Recognition

- Labor management council
- Awards for long service, excellence, model employees, mentoring, Happiness Management, and Customer Value Innovation
- Structured mentoring scheme

Congratulatory & Condolence Support

- Cash gifts and leave for family events
- Funeral services, floral tributes, and bereavement supplies
- Compassion payments for bereaved families of employees who pass away
- Scholarships and hiring preference for surviving children

Retirement Planning

- Career transition assistance program
- Retiree club
- Re-employment track for senior specialists after mandatory retirement

Korea Job Creation Excellent Company (2022)

Ministry of Employment & Labor (Two consecutive years)

Best-in-Class Human-Resources Development Institute

Ministry of Employment and Labor, Ministry of Education, Ministry of Trade, Industry and Energy, and Ministry of SMEs and Startups

(Valid Sep. 18, 2022 – Sep. 17, 2025)

Best Family Friendly Company

(Valid Dec. 1, 2020 – Nov. 30, 2023)

13th National Population Day (2024)

Presidential Ministry of Gender Equality & Family Citation

Korea Peninsula Population Institute for Future

In October 2022, recognizing that government measures alone have not stemmed the nation's demographic decline, HanmiGlobal helped launch the private sector–led Korea Peninsula Population Institute for Future (KPPIF). For years, the company had raised awareness of falling birth rates and population ageing, hosting national strategy seminars and rallying stakeholders to action. The institute's establishment marks the fruition of those efforts: former Prime Minister Chung Un Chan serves as chair, while HanmiGlobal Chairman Kim Jong Hoon is the founding representative; leaders from a broad range of disciplines also participate. Under the banner "Business Takes the Lead in Solving Population Issues," KFPI identifies core demographic challenges and pursues research, policy proposals, public engagement, campaigns, and education. The initiative forms part of HanmiGlobal's human rights-oriented management, demonstrating the company's commitment to social responsibility and to fostering sustainable social and economic development amid rapid population change.

Mission

Examine South Korea's demographic crisis from multiple angles and, through private-sector leadership, drive a qualitative shift in solutions so the nation can avert demographic decline

Core Values

Inclusion
Embrace **diverse perspectives** so every member of society can grow together

Responsibility
Build a sustainable social foundation and fulfill our civic duty with a **proactive sense of ownership**

Coexistence
Work in close partnership across sectors and institutions to identify **root-level solutions**

Vision

Become the leading research institute that sets the roadmap for resolving Korea's population challenges

2024 Research Agenda

Population Management	- ESG assessment of companies excelling in population crisis response - Action plans tailored to corporate characteristics - Global corporate case studies on demographic action (Sweden, France)	- Best practices for work–family balance programs - Regional population management index development - National survival strategies for areas facing depopulation
Institutions & Policy	- Legal and institutional reforms to accommodate non-marital births - Housing policy directions for an era of population decline	
Population Informatization	- Population Report 2025 - Foundation work for the PopulationU and the Korean Peninsula Population Platform - Regular publications: Population Brief, Population Talk, and others	- Survey on attitudes toward marriage and childbirth - Expansion of KPPIF GPT

2024 Outreach and Campaign Plan

Seminars & Forums	- Social acceptance of non-marital births and related policy reforms - Urban structure and administrative reorganization for mutually beneficial regional development - Housing policy in an era of low birth rates and population ageing	- Population management diagnostics and response models for local governments - Korea 2100 Population Vision symposium - "Population Management—Small and Medium-Sized Enterprises Take the Lead" forum
Citizen Participation Campaigns	- Korea 2100 Vision public campaign - "Imagine Korea in 2100" ideathon for future generations	- CEO Pledge for Population Management campaign

Public Outreach	- Public interest newspaper advertisements delivering a long-term population vision to younger generations - Collaborative platform programs aimed at youth audiences	- Comprehensive renewal of the institute's website and newsletter - Diversification of target-specific content and expanded use of social media channels

Developing Excellent Talent

Excellent People

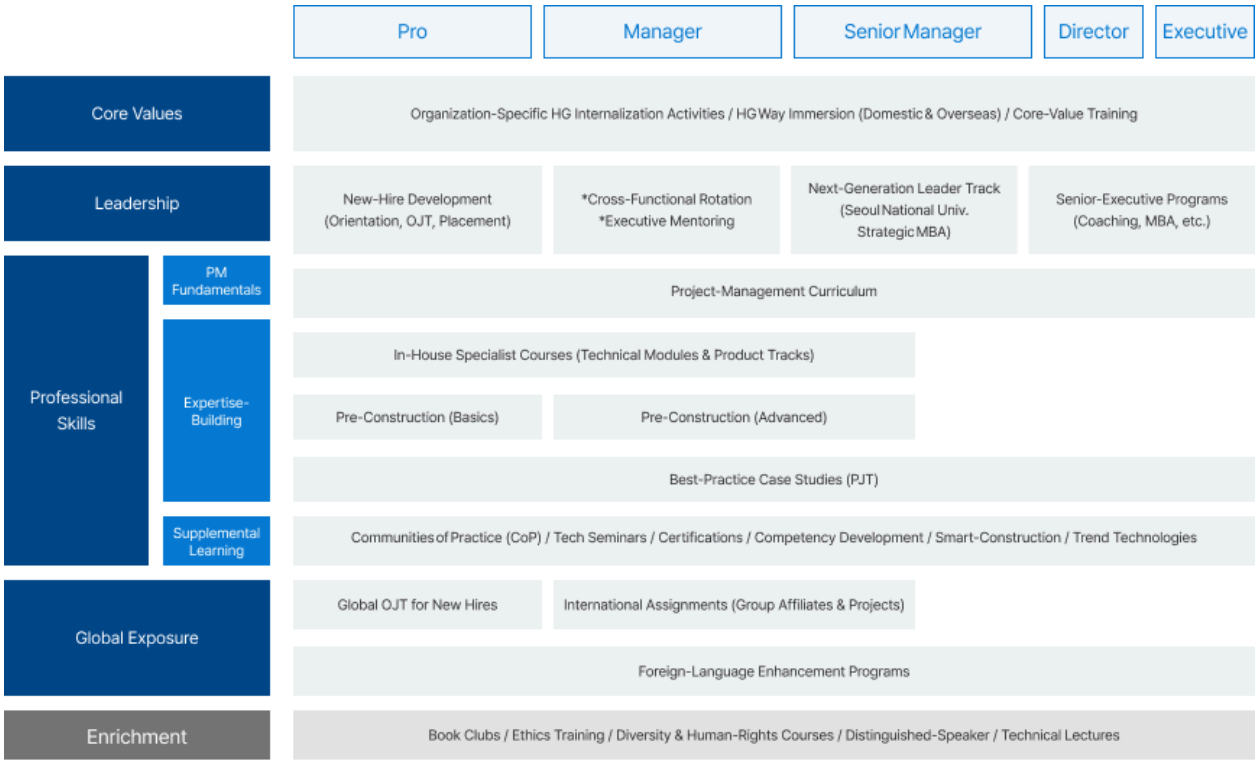
Under the slogan "Excellent People, Excellent Company," HanmiGlobal is committed to helping employees unlock their full potential. Guided by the principles of "Pursuing top class talent" and "Continuous self-development," the firm operates a structured program that nurtures juniors, team leaders, and executives alike. Through self-directed learning, formal training, mentoring, and strategic placement, staff are equipped to demonstrate outstanding capabilities.

2027 Target for Certified Professionals	18%

HanmiGlobal Talent Model

Individual	• Drives innovation through proactive initiative • Leverages technology and creativity to tackle future challenges
Organizational	• Converts effort into measurable results with an entrepreneurial mindset • Competes globally with professionalism and a strong sense of challenge
Customer	• Prioritizes the customer's perspective in every decision • Leads by example to deliver customer-focused solutions
Social	• Acts with integrity and sound values • Contributes responsibly to the environment and local communities
Relational	• Shares and disseminates knowledge as a subject matter expert • Develops people, builds teamwork, and demonstrates strong leadership

HanmiGlobal Training Framework



Talent Development Programs

Employee Training and Capability Development

Leadership Development

Next Generation Leadership Program

Since 2022, HanmiGlobal has run an integrated talent development program for internally selected high-potential staff, combining classroom learning, coaching, and action learning. The curriculum fosters forward-looking thinking and leadership skills so that future leaders can respond effectively to upcoming challenges and change. The program will be refined through new pedagogies and participant feedback.

PMr Academy

To sharpen on site leadership and management skills, HanmiGlobal holds two to three PMr courses each year for current and prospective site directors. Topics include structural safety planning, NPS based customer communication, safety management, an introduction to HanmiGPT, and RM Office ethics training. The courses strengthen ties between headquarters and jobsites while raising overall efficiency and safety.

Global Competency

Overseas OJT

New college hires spend six months on an overseas project site immediately after joining. The 2024 cohort sent 30 new engineers abroad, where they developed global PM leadership skills. Additional support includes online and in-person language training and exam subsidies.

Group Affiliate Secondment

Since 2017, HanmiGlobal has run a Staff Exchange Program with OTAK and Day CPM in the United States. Designed to generate synergy through knowledge sharing and to make more efficient use of our talent pool, the program places high-performing employees in U.S. offices for job-related training, license preparation, and participation in local professional networks.

Pre-Construction Expertise

In-House Expert Program

HanmiGlobal runs an in-house expert program designed to strengthen employees' technical capabilities by systematizing key knowledge assets and making them available through an online repository. Fifteen volunteer teams curate and publish resources, such as "Subway Excavation in Urban Cores," "Curtain Wall Project Management," and "Data Center Systems & Security," while participation incentives spur continual knowledge creation and sharing.

Pre-Construction Competency Assessment

Each year, HanmiGlobal evaluates the pre-construction skills of all technical staff, then uses the findings to craft individualized improvement plans. The results drive targeted tutoring built around design management case studies and discipline-specific mentoring, helping staff secure job expertise early and lift their technical management capability across the organization.

HG Pre-Construction Specialist Certification

To underscore pre-construction as a core driver of project success and to motivate self-directed growth, HanmiGlobal launched the HG Pre-construction Specialist credential. After passing an online exam and a panel interview, successful candidates earn the internal certification, raising awareness of pre-construction's importance while formalizing expertise and encouraging ongoing professional development.

Global PM University

Since 2021, HanmiGlobal has operated GlobalPMUniversity (GPMU), an online learning platform that strengthens employees' construction management capabilities and shares curated knowledge with external partners. The platform provides step by step, role based technical tracks that span PM fundamentals, pre construction, specialty trades, and project leadership; incorporates applied learning through live case studies and on the job scenarios drawn from active sites; and supplements this core instruction with cross disciplinary electives in leadership, global business, ESG, safety, and smart construction technology. In 2024, the company overhauled the technical curriculum and introduced role-specific diagnostics so that every learner now follows a customized pathway that deepens expertise exactly where it is needed most.

Core Features

- Stepwise Learning Support
- Self-Directed Curriculum
- Integrated Skill Building
- Motivational Content

Platform Menu

PM Fundamentals	Advance Technical	Professional Extras	Plus+ Content	Client Portals
PM Core Curriculum	Project Management Track PMr Package In-House Expert Series Product-Specific Courses Pre-Construction Program	Leadership ESG Global Safety Smart	Core Competencies Guest-Speaker Lectures Seminars External Videos Core Competencies	HBD Samsung Electronics Next-Gen Leaders KHNP HBD

Performance Results

Category	Unit	Value
RegisteredUsers	Persons	2,171
ActiveCourses	Courses	422
TotalLectures	Lectures	689

Explore the platform at : www.gpmu.co.kr

Next Generation Construction Leader Academy

Launched in 2007, the Next Generation Construction Leader Academy is the first university-industry collaboration program of its kind in Korea for undergraduate and graduate students nationwide. Its mission is to develop promising talent who will drive future change across the construction industry. Partnering with leading universities and academic societies, the Academy has run 20 cohorts over the past 16 years; the 21st session in 2024 graduated 49 participants. The curriculum was recently redesigned as a blended online and offline program. Leveraging the expertise of active industry professionals, the Academy offers hands-on classes in architecture, civil engineering, mechanical and electrical systems, and safety—subjects rarely covered in traditional university courses. Participants also gain exposure to ESG, leadership, artificial intelligence, site visits, and community service projects, giving them a well-rounded environment in which to build their capabilities.

Program Structure and Outcomes

Theory & Practice

Core project management curriculum, practical PM workshops, next-generation construction industry modules, and elective overseas case study courses

Experiential Learning

Site visits, community service projects, gamified PM theory sessions, one-to-one mentoring, guest speaker lectures, and career workshops

Problem Solving Deep Dive

Mini research presentations, interviews with construction leaders, personal vision planning, and analytical essays

General Enrichment

Leadership and career seminars delivered by CEOs, professors, and cross-sector specialists

Average Student Satisfaction

90%

Total Graduates

1,110

Performance Evaluation

Performance Evaluation Process

HanmiGlobal operates an objective, systematic review system that aligns individual growth with corporate progress. Each team sets clear, challenging goals and shares them openly to ensure transparency. The sequence begins with an organizational review, followed by individual assessments; a combined score, covering job performance, competencies, and leadership, prevents free riding and grade inflation. Results feed directly into semiannual bonuses, next year's salary adjustments, and promotion decisions.

Performance Review	After the organization's HPMS score is finalized, department heads and PMrs rate each employee's goal attainment and overall contribution on an absolute scale twice a year (July and December).
Competency Review	Basic, leadership, and job-specific competencies are rated once a year on a relative scale (early November).
Leadership Review	Executives and managers undergo a 360-degree assessment that gathers feedback from both supervisors and direct reports once a year (early October).

Compensation and Recognition

HanmiGlobal motivates and rewards employees by linking compensation to business performance and granting special awards for outstanding contributions.

Performance Bonus	Based on company-wide pre-tax profit targets and each unit's HPMS score, employees can receive semiannual bonuses worth up to 500% of their base salary per year.
Maestro PMr	Each year, the company selects a Maestro PMr, who is the top site director, through a multidimensional review of project impact, customer satisfaction, leadership, and other criteria. The winner exemplifies HanmiGlobal's core values and PMr excellence.
Foundation Day Awards	On the company's anniversary, employees receive commendations such as Merit Awards, Model Employee Awards, and Long Service Awards, recognizing sustained effort and dedication
Year-End Awards	At year end, HanmiGlobal honors the Best Completed Project, Best Jobsite, and Best Department, along with individual awards such as Model Employee and Customer Value Innovation, celebrating outstanding results and expressing appreciation.
Other Awards	Ongoing programs reward Top Knowledge Contributors, CoP leaders, Business Winning Teams, and Employee Referrals, fostering motivation and a positive workplace culture.

Social Contribution

Social Contribution

Building a Better Society Through Proactive Engagement

HanmiGlobal publicly states that "to contribute to human progress" is the reason for its existence, and it lists "Contribution" among its core values. A Social Contribution Committee, composed of employee and executive social contribution leaders, meets regularly to design and implement all community engagement initiatives. Since the company's founding in 1996, volunteer service has been both a founding philosophy and an enduring part of our culture, and we regard its continuous evolution as a corporate duty. Participation instills strong pride in the company, which in turn enhances client satisfaction. Because higher customer satisfaction lifts business performance and corporate value, every employee recognizes social contribution as essential to HanmiGlobal's long-term sustainability.

At the center of such efforts is the Social Contribution Committee, a 50-member body ranging from staff to executives. Besides setting overall strategy and making key decisions, committee members serve as volunteer site leaders who coordinate cooperation between partner organizations and HanmiGlobal employees. The committee identifies and runs diverse programs, such as expanding space welfare programs, donating advanced assistive devices, and creating jobs for people with disabilities, to help build a barrier-free society. It also widens our impact through quarterly special service days and volunteer projects tied to company-wide events and club activities.

MISSION

- To contribute to human progress by creating value in the construction industry through continuous innovation
- Fulfill our corporate social responsibility through ESG management

VALUE

- We fulfill our role as responsible corporate citizens and actively contribute to society

2024 Highlights

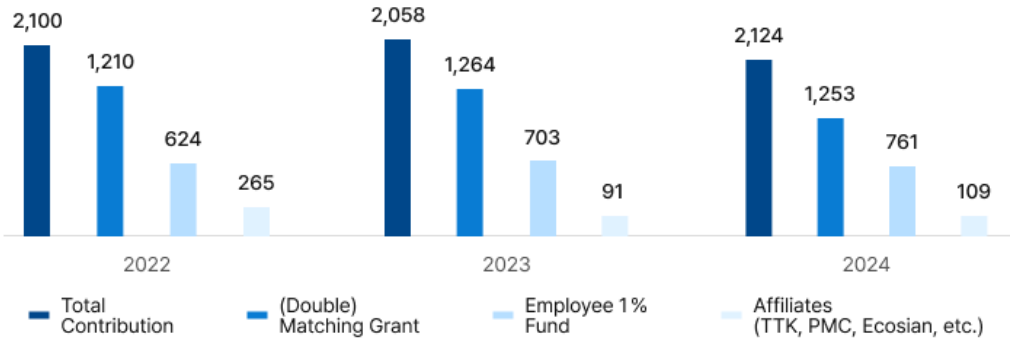
Six Flagship Social Contribution Programs and Matching Grant

Through our Double Matching Grant scheme, which pairs 1% of every employee's salary with an equal corporate donation, we build a dedicated fund that finances six flagship social contribution programs in partnership with our key NGOs.

By linking every initiative to the U.N. Sustainable Development Goals (SDGs), we generate broader social value for employees, partners, and the communities we serve.

Employee Donation Fund

(Unit: KRW million)



Space Welfare

Leveraging our core competence in project management, we upgrade small disability facilities and homes. Guided by the principle "what works for persons with disabilities works for everyone," we retrofit aging buildings, incorporate IoT solutions, and apply universal design features that reflect each resident's needs.

Space Welfare Support	Unit	2022	2023	2024
Facilities Renovated	Sites	20	27	27
Homes Upgraded	Homes	10	22	37
Funding Provided	KRW million	453	515	567

Advanced Assistive-Device

Providing customized, advanced assistive devices tailored to each individual's needs enables people with disabilities to overcome physical barriers not only in daily life but also in school, work, and social activities. Since the program's launch, we have focused on young people with strong growth potential, supplying devices specifically adapted to their type of disability. Recipients report that the equipment lets them participate in society without restrictions, pursue their studies and careers, and continue striving toward their dreams with confidence.

Assistive-Device Support	Unit	2022	2023	2024
Beneficiaries	Persons	12	10	10
Funding Provided	KRW million	99	132	135

Disability Job Creation Grants

Quality employment is essential for a fulfilling life. We support university teams, social enterprises, and social ventures that create sustainable businesses aimed at reducing barriers for people with disabilities and generating good jobs.

Job Creation Grants	Unit	2022	2023	2024
Supported Teams/Enterprises/Social Ventures		☑ Shilteum ☑ BaebaeLab ☑ 2Light Cooperative ☑ Lifedit Cooperative	☑ WhatWeCare ☑ Invisible Company ☑ Bridge to Campus ☑ People&Bora ☑ Haein Social Cooperative ☑ Reform House	☑ Parastar Entertainment ☑ Flip Flower ☑ Hope Tree ☑ Damjaengee ☑ WooCompan
Funding Provided	KRW million	88	140	130

North Korean Defector Assistance

We help young North Korean defectors overcome cultural and social barriers so they can settle securely in South Korea and develop into future unification leaders. Key initiatives include ongoing art therapy sessions for students at Yeomyung School and a Unification Talent Academy that provides mentoring and leadership training for high-potential youths.

North Korean Defector Assistance	Unit	2022	2023	2024
Art Therapy Sessions	Persons	61	74	59
Mentoring / Unification Talent Academy	Persons	16	16	14
Other Initiatives	-	Support for partner organizations	Support for partner organizations	Support for partner organizations
Funding Provided	KRW million	54	76	67

International Development Cooperation

We extend our space welfare program beyond Korea, improving living environments for Korean War veterans, persons with disabilities in veteran-supporting nations, and people with disabilities in developing countries such as Türkiye, Ethiopia, Vietnam, and the Philippines. By renovating homes and community facilities, we enhance residents' right to adequate housing, quality of life, and prospects for independence in line with the U.N. Convention on the Rights of Persons with Disabilities.

International Development Cooperation	Unit	2022	2023	2024
Türkiye	Projects	5	12	16
Ethiopia	Projects	5	5	4
Vietnam	Projects	4	4	5
Philippines	Projects	-	4	4
Funding Provided	KRW million	186	401	175

Community-Based Volunteer Partnerships

We cooperate with roughly 60 local service sites, arranging one volunteer event each month in which employees and their families take part together. More than 70 percent of our workforce participates in volunteer work on a regular basis, and each project team links its efforts to organizations in the area where it operates so that activities address local needs. Because employees return to the same sites over time, volunteers and beneficiaries build genuine rapport and report a high level of satisfaction.

Volunteer Partnerships	Unit	2022	2023	2024
Volunteer Participants	Persons	1,366	2,933	5,112
Funding Provided	KRW million	145	258	321

※ Annual volunteer headcount and hours are cumulative totals of all activities for the year.

Information Security

Information Security Framework

HanmiGlobal strictly complies with all relevant domestic and international laws and regulations. The company continuously updates its internal rules and policies to reflect changing external conditions, thereby managing its information security systems and processes in a stable and reliable manner. This approach allows HanmiGlobal to demonstrate a superior security posture to customers and all other stakeholders.

Information Security Management Policy and Goals

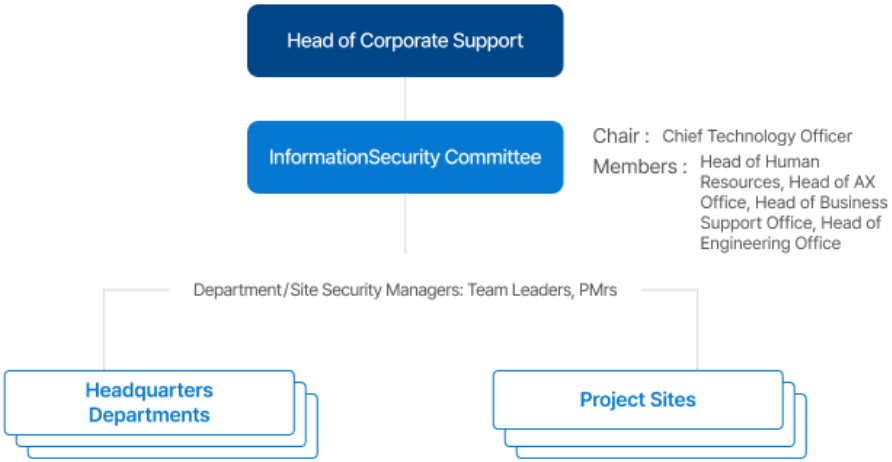
By fostering a voluntary culture of compliance and responding proactively to potential incidents, HanmiGlobal strengthens the foundation for sustainable growth. Regular training for employees who handle personal data, inspections of unique identifier management practices, and audits of internal privacy management plans have enabled us to record zero personal information breaches.

Information Security Policy

HanmiGlobal's information security policy aims to secure and safeguard personal data in every form. It prevents the loss, theft, leakage, alteration, or destruction of personal information and protects data subject rights through a combination of technical and administrative measures. Under the direction of the Chief Privacy Officer, the policy covers the creation and execution of internal management plans, implementation of protective measures, periodic self-audits, and ongoing privacy training. The Chief Privacy Officer and all data handlers oversee related tasks, while every employee receives regular instruction to understand and practice the importance of data protection. Through these measures, the company is committed to systematic management and protection of personal information.

Composition and Roles of the Information-Security Committee

HanmiGlobal's Information-Security Committee reports directly to the Head of Corporate Support and is chaired by the Chief Technology Officer, with the Heads of HR, the AX Office, Business Support Office, and Engineering Office serving as members. Twice a year, the committee conducts special company-wide security inspections to monitor and strengthen overall protection levels. The chair oversees day-to-day committee operations and establishes security management regulations, while functional security coordinators carry out routine and ad hoc inspections in line with the Security Management Matrix. Department and site-level security managers safeguard IT assets and human resources at their respective locations. This systematic approach enables the company to maintain and continually improve a robust information security posture.



Strengthening Security Inspections

Information Security Audits and Diagnostics

HanmiGlobal conducts a full range of security inspection activities to eliminate internal and external risks and vulnerabilities. Twice a year, every employee undergoes a security check. At the same time, the company simultaneously develops and maintains its security systems, standardizes incident response procedures, consistently revises information protection policies, and inspects the infrastructure of every new or existing system. In 2023, for example, we completed an S1 web application vulnerability assessment and a Microsoft security hardening review. These measures safeguard the confidentiality, integrity, and availability of critical assets and continuously raise our overall security posture.

Anti-Malware E Mail Protection and System Hardening

To block malicious code, HanmiGlobal uses Microsoft Defender for Office 365, which filters spam and harmful links before they reach users' inboxes. Endpoint security is further reinforced through URL and spam filtering, network access control, document security management, and removable media controls, creating multiple layers that safeguard the confidentiality, integrity, and availability of corporate data while keeping day-to-day operations stable.

Multi-Factor Authentication (MFA)

Multi-Factor Authentication (MFA) Rising global incidents of hacking and data leakage demand stronger account protection. HanmiGlobal has therefore implemented multi-factor authentication, replacing single-factor login with a more secure, step-by-step verification process that better shields our mission-critical resources.

Enhancing Security Awareness

Information Protection Pledge and Periodic Security Checks

At the start of every year, HanmiGlobal requires all employees, as well as on-site contractors and partner staff assigned to our projects, to sign an information protection pledge, reinforcing that every individual is personally responsible for safeguarding company data. The pledge underlines our commitment to preventing leaks and other security incidents. In addition, a company-wide security inspection is carried out twice a year to verify compliance and close any gaps that emerge.

Security Training and Guidelines

Security awareness programs are provided for new hires, promoted staff, and designated security officers, supplemented by detailed guidance documents. External partners working on HanmiGlobal sites also receive training on security and personal data handling. Through the corporate groupware system, the company continuously shares the latest threat information and runs interactive security campaigns, all of which help keep employees alert and informed about their protective responsibilities.

Category	Training Content	Audience
New Hire Security Orientation	Company security regulations and general information security training	All new university recruits and experienced hires
Personal Data Protection Training	Mandatory instruction required by the Personal Information Protection Act	All employees
Security Officer & Support Training	Roles and responsibilities of security officers, violation case studies, malware response guidelines, social media precautions, remote work security rules, and key points of the Personal Information Protection Act	Corporate and site security officers; headquarters and site staff
On-Site Contractor Security Training	Company security regulations and examples of contractor violations	Resident contractors and vendor staff
Semiannual Security Inspections	Company-wide awareness program that reinforces daily security discipline and prevents information leakage	All employees

Governance

Establishing an Advanced Corporate Governance Framework

HanmiGlobal strives to build an advanced corporate governance system that raises long-term shareholder value while safeguarding the balanced interests of all stakeholders. Centered on shareholders, the Board of Directors, and the audit body, the company is working to entrench a Board-led model of responsible management.

Shareholders	• An electronic voting system is in place • The Annual General Meeting is scheduled outside Korea's peak AGM period to encourage participation. • Steady dividend payments are made to protect shareholder rights and maximize shareholder value.
Board of Directors	• The Chair of the Board is separate from the CEO • An independent outside director serves as the Board Chair. • A majority of ESG Committee members are outside directors.
Audit Body	• A full-time statutory auditor with accounting or finance expertise is in post. • The auditor may meet external auditors without management present. • Formal procedures grant the auditor direct access to all material management information.

HanmiGlobal has enacted a Corporate Governance Charter that sets a clear standard for transparent decision-making and balanced value creation. Guided by this charter, we strive to enhance shareholder value while protecting the legitimate interests of employees, clients, and other stakeholders.

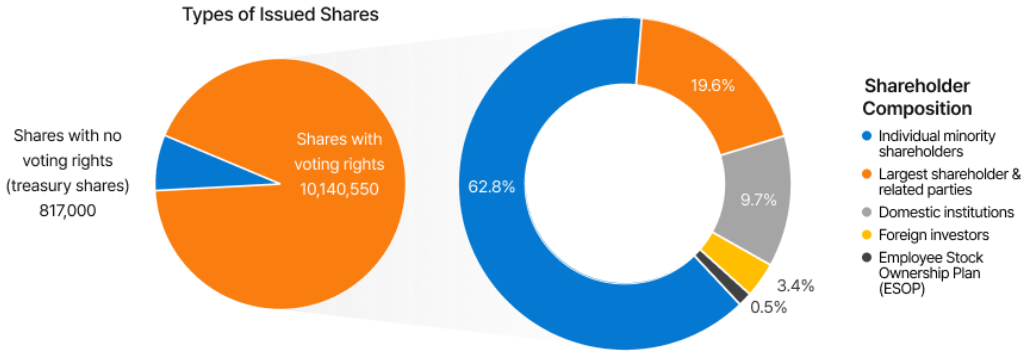
"Every employee is an owner of the company. Leveraging superior technical expertise, we deliver differentiated, best-in-class services, drive continuous innovation in the construction industry, and contribute to human progress. Sound governance and a transparent culture are the bedrock of becoming a globally respected enterprise. To that end, HanmiGlobal has adopted this charter to embed a professional management system that balances the authority of the Board and executive leadership."

- Excerpt from the HanmiGlobal Corporate Governance Charter

Shareholders

Shareholder Overview

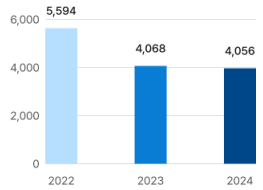
As of 31 December 2024, HanmiGlobal had 10,957,550 common shares issued, of which 10,140,550 carry voting rights. All shares are ordinary shares subject to a "one share, one vote" rule, ensuring equal rights for every shareholder. Holdings of the largest shareholder, related parties, and any owner of 5% or more are disclosed in detail in the company's annual report. In 2015, HanmiGlobal launched a company-wide Employee Stock Ownership Plan, which the Ministry of Labor has recognized as a best practice labor–management model; employees held 0.5% of outstanding shares at year-end 2024. Minority shareholders who each own less than 1% collectively account for 62.8% of the total shares outstanding.



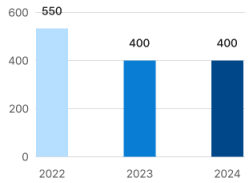
Shareholder Return Policy

HanmiGlobal pursues a stable dividend policy tied to operating results while prioritizing long-term corporate value that ultimately benefits shareholders. The Board targets a payout of at least 30% of the parent company's net profit, but the final amount is determined after reviewing the capital needed for future growth and overall performance. For fiscal 2024, the company distributed KRW 4,056 million in cash dividends, resulting in a 37.8% standalone payout ratio.

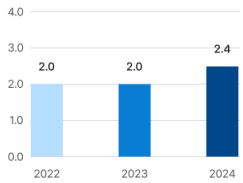
Total Cash Dividends (KRW million)



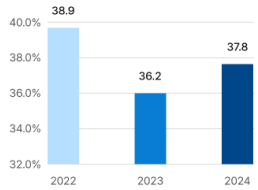
Cash Dividend per Share (KRW)



Cash Dividend Yield (%)



Dividend Payout Ratio (%)



Communicating with Shareholders

HanmiGlobal actively uses Korea's disclosure system to give all shareholders timely and equal access to information. Business reports and quarterly or semi-annual filings are released in March, May, August, and November so investors can follow full-year and interim results. Before each annual general meeting, the company files the agenda in advance on the electronic disclosure platform, allowing shareholders to review every item and exercise their voting rights with full knowledge of the issues. Both the business report and the external auditor's report are posted on the Financial Supervisory Service's DART system at least one week before the meeting, and the voting results are disclosed afterward. Beyond these scheduled reports, HanmiGlobal issues ad hoc filings whenever material decisions are made, keeping the market fully informed. The introduction of an electronic voting system has further improved convenience for minority shareholders, giving them a greater voice in corporate affairs and reinforcing the company's commitment to transparent governance.

Board of Directors

The Board of Directors is HanmiGlobal's highest decision-making body. Guided by the company's philosophy of board-centered, accountable management, all matters of material importance are resolved transparently through board resolutions. The Board supports and oversees management so that the executive team pursues sustainable growth while remaining true to the founder's vision and the firm's management principles. Even when an item does not legally require board approval, management must report significant business issues to the Board, enabling effective supervision.

Board Composition

As of 31 December 2024, the Board comprises ten directors—six inside directors and four outside directors. To reinforce independence, the positions of CEO and Chair are separated, and an outside director serves as Chair. Board Operating Rules have been adopted to prevent any dominant shareholder from making unilateral decisions that could harm minority shareholders. To strengthen the independence of all directors, including outside directors, the company discloses comprehensive information on each nominee before the general meeting: the recommending party, relationships with major shareholders, any transactions with the company, and other relevant details.

Name	Term	Gender	Key Experience	Current Position(s)	Rationale for Appointment
Jun Kwang Woo	Mar2022–Mar2026	Male	Chair, Institute for Global Economics Former Chair, Financial Services Commission Former CEO, National Pension Service	Chair of the Board	Contributes a broad perspective to company-wide business and strategic planning through senior roles at leading domestic and international institutions, and his current chairmanship of the Institute for Global Economics, fully satisfying the professionalism and independence criteria required of the Chair of the Board.
Kim Jong Hoon	Jun1996–Mar2027	Male	Former Samsung C&T, etc.	Chairman & Inside Director	Provides stable, long-term oversight of overall management
Yoon Yo Hyun	Sep1996–Mar2027	Male	Former SsangYong E&C; Samsung Heavy Industries	CEO & Inside Director	Ensures continuity in technical operations and external relations
Park Seo Young	Mar2017–Mar2026	Male	Former Sunjin Engineering; SsangYong E&C	CEO & Inside Director	Ensures continuity in technical operations and external relations
Han Chan Keon	Mar2020–Mar2026	Male	Former President & CEO, POSCOE&C	Vice Chairman; Inside Director; Head of Global Business	Provides stable, long-term oversight of overall management
Choi Sung Soo	Mar2023–Mar2026	Male	Former Samsung C&T, etc.	President; Inside Director; Head of Value Creation Projects	Provides stable, long-term oversight of overall management
Kim Yong-Sik	Mar2025–Mar2028	Male	Former Executive Vice President, Hyundai Engineering & Construction	Vice Chairman; Inside Director; Head of Operations	Provides stable, long-term oversight of overall management
Lim Il Soon	Mar2023–Feb2025	Female	Former CFO, Costco Korea Former CEO, Homeplus	Outside Director	Adds enterprise-wide operational, risk management, and strategic expertise gained from extensive executive experience at major corporations worldwide, fully satisfying the professionalism and independence criteria required of an outside director.
Hwang Gak-Gyu	Mar2025–Mar2028	Male	Former Vice Chairman & CEO, Lotte Holdings	Outside Director	Brings extensive experience as a professional executive, contributing to the company's overall operations and strategic planning as well as to its long-term planning initiatives, while fully satisfying the professionalism and independence criteria required of an outside director.
Kim Dong-Jae	Mar2025–Mar2028	Male	Ph.D. in Strategic Management, Wharton School, University of Pennsylvania Former Professor, University of Illinois at Urbana-Champaign	Outside Director	Provides extensive academic expertise and insights from his tenure at the University of Illinois at Urbana-Champaign and his current position at Yonsei University's Graduate School of International Studies, offering expert perspectives that enhance decision-making and strengthen corporate competitiveness, while fully satisfying the professionalism and independence criteria required of an outside director.

Name	Term	Gender	Key Experience	Current Position(s)	Rationale for Appointment
			Professor, Graduate School of International Studies, Yonsei University		

Board Level Committees

To maximize long-term shareholder value by embedding sustainability and reinforcing transparent governance, HanmiGlobal created an ESG Committee within the Board of Directors in 2021 and has since worked to refine the company's ESG management system. The committee is composed of three directors, two of whom are independent outside directors. It monitors the company's key environmental, social, and governance issues, reviews its sustainability strategies and objectives, and provides oversight to ensure that ESG management is strengthened in a systematic, board-driven manner.

Board Compensation

Director remuneration is paid in accordance with HanmiGlobal's executive personnel and compensation regulations, taking into account rank, position, and individual performance, and is kept within the aggregate limit approved by the General Meeting of Shareholders. Outside directors are also compensated within the same shareholder-approved ceiling. All payments to directors, including outside directors, are disclosed in the annual report; for any executive who receives KRW 500 million or more, the report specifies both the amount and the basis for its calculation.

Average Remuneration per Person (KRW million)	2022	2023	2024
Registered Directors	252	356	403
Outside Directors	35	42	48
Statutory Auditor	69	82	88

Audit Body

Appointment of a Full-Time Statutory Auditor

To strengthen oversight and safeguard independence, HanmiGlobal appoints a full-time statutory auditor with certified professional credentials. Reporting directly to this auditor, the Audit Office formulates and executes the annual audit plan, assesses the effectiveness of internal control systems, verifies corrective actions on issues raised by external auditors, and investigates as well as follows up on internal whistle blower reports concerning accounting irregularities.

Name	Position	Professional Qualification	Transactions with the Company / Controlling Shareholder
GoSeong Cheon	Full-time Statutory Auditor	Certified Public Accountant	None

Statutory Auditor Duties

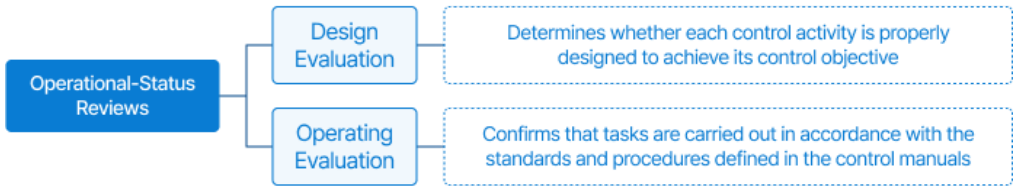
The full-time statutory auditor performs all responsibilities in accordance with HanmiGlobal's Audit Regulations, maintaining complete independence from both management and controlling shareholders. In close coordination with the Accounting Department and the external auditor, the statutory auditor reviews the fairness of the company's financial statements. By attending Board meetings and obtaining detailed reports from relevant divisions and subsidiaries, the auditor supervises major management decisions and verifies that internal control procedures are properly implemented.

External Auditor Engagement

To safeguard independence and professionalism, the statutory auditor appoints the external auditor only after securing approval from the Auditor Appointment Committee, following HanmiGlobal's auditor selection rules. After each audit, the statutory auditor also evaluates the external auditor's performance. From the planning stage through fieldwork to final reporting, the statutory auditor meets the external auditor face to face or in writing, without management present, to exchange information and monitor progress.

Internal Accounting Control System

HanmiGlobal operates its internal accounting control system in accordance with the Act on External Audit of Stock Companies, the Act's Enforcement Decree, and all related auditing and accounting regulations, thereby strengthening the reliability of the company's financial statements. Under Article 9 of the company's Internal Accounting Control Rules, the CEO evaluates the system's effectiveness every fiscal year and reports the findings to the full-time statutory auditor, the Board of Directors, and the General Meeting of Shareholders. Any shortcomings discovered during this review are discussed with the relevant control departments and are corrected without delay.



Compliance and Ethics Management

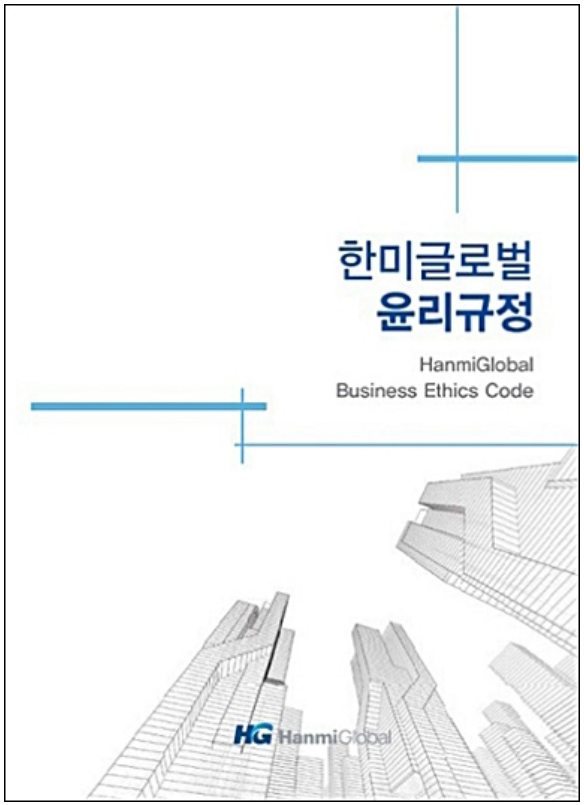
Compliance and Ethics Management System

Since its founding, HanmiGlobal has worked to eliminate corruption and unhealthy practices in the construction sector, creating customer value and enhancing industry value through honest and transparent business conduct. With "Integrity" as a core value, the company builds trust with stakeholders by adhering to strict ethical standards and fair trade principles. A formal Code of Ethics provides the policy foundation, while rigorous audits and continuous monitoring ensure that the guidelines are followed in practice. These efforts extend beyond HanmiGlobal's own employees to subsidiaries, suppliers/subcontractors, and business partners, reinforcing a culture of compliance and ethics across the entire value chain.

HanmiGlobal Business Ethics Code

HanmiGlobal adopted its Business Ethics Code in April 2002 and renews employees' written pledges of compliance every January, including all domestic and overseas subsidiaries. The Risk Management Office, which reports directly to the Chairman, operates independently to manage ethics and compliance. It develops and enforces proactive policies to prevent legal breaches, conducts continuous auditing and investigations into any misconduct reports, and delivers regular ethics training—all aimed at enhancing transparency and reinforcing ethical awareness across the workforce.

	Ethical Standards	Oversight	Awareness & Engagement
Strategic Direction	Build and maintain a comprehensive ethics framework, including a formal Code of Ethics	Establish, monitor, and audit supervisory structures and processes	Promote ethics through education and company-wide communications, including cascade-style training and other outreach initiatives
Key Activities	Continuously refine ethics-management policies and related systems	Guide and supervise employees to uphold sound professional ethics	Instill a "One-Strike-Out" culture that imposes strict consequences for any unethical behavior



Anti-Corruption and Fair Trade Policy

HanmiGlobal incorporates its anti-corruption and fair competition rules into the Business Ethics Code, revising the code as necessary with CEO approval.

6.9 Conflict of Interest

- All employees must avoid any situation in which their personal interests conflict with the company's interests. If a potential or actual conflict arises, they must immediately notify their department head, the Head of Risk Management, or the Internal Auditor and take the corrective measures provided.
- Situations that can present a conflict of interest include:
* receiving money, gifts, entertainment, or other financial benefits from suppliers, subcontractors, clients, competitors, affiliates, or agents;
* accepting excessive gifts, entertainment, or rebates from anyone connected with the company's business;
* holding a secondary job, directly or indirectly, with a competitor, distributor, supplier, or client of HanmiGlobal.

6.10 Gifts and Entertainment

- No employee may accept, directly or indirectly, any money, gift, or hospitality from an individual or organization that could influence, or appear to influence, a business decision.

6.11 Anti-Bribery in Global Markets

- HanmiGlobal complies with the anti-bribery laws of every country in which it operates, and employees must not offer, approve, or provide bribes to any stakeholder under any circumstances.

6.12 Dealings with Government Agencies and Government Contractors

- When bidding for or performing government work, employees must follow all procurement and tender rules and must not give gifts or gratuities to public officials.
- Substituting unauthorized contracts for approved ones is prohibited, as is making false statements or submitting false documents to officials or government entities at any stage of a tender.

Compliance and Ethics Initiatives

Internal Audits

HanmiGlobal conducts both continuous monitoring and ad hoc inspections that examine employee compliance and diagnose work processes. All domestic and overseas sites, subsidiaries, and affiliates fall within the audit scope. When violations are identified, disciplinary measures are imposed under internal rules, and policies and training programs are updated so that lessons learned are shared and recurrence is prevented.

Project Level Ethics Pledges

From the earliest project stage, HanmiGlobal encourages owners, contractors, and other participants to sign a Project Ethics Pledge. The pledge commits every party to legal and ethical compliance, transparent and fair work practices, and zero tolerance for bribery or corruption.

"One-Strike-Out" policy

For cases of corruption or sexual harassment, HanmiGlobal applies a strict "One-Strike-Out" principle. Violators are dismissed or otherwise sanctioned without exception, and the policy is continuously communicated across the organization so that all personnel understand its scope and consequences.

Anti-Corruption and Fair Trade Training

HanmiGlobal delivers ethics training through multiple channels, including three company-wide "Ethical Management Topic Training" sessions each year to raise ethical awareness. In addition, a "No Holiday Gifts, No Holiday Favors" campaign is run each festive season for all employees, vendors, and other stakeholders, providing continuous instruction designed to prevent corruption and promote fair competition.

Supply Chain Ethics Compliance

Strict ethical standards apply throughout the supply chain. Vendors are screened for performance and integrity from pre-qualification through evaluation, and each contract contains an Ethics Compliance Undertaking. Compliance is verified during execution, and firms that violate laws or company policies are not considered for future contracts. The same requirements bind joint venture and consortium partners, ensuring consistent ethical behavior across all collaborative projects.

Cyber Whistle Blower Hotline

To reinforce the company's self policing capability, HanmiGlobal provides several confidential reporting channels, including a cyber hotline, a telephone line, and a dedicated e mail address, backed by a formal whistle blower protection policy and an internal whistleblower reward scheme that grants incentives when reports are substantiated. If retaliation is anticipated or occurs, the responsible party is disciplined under internal regulations, and additional measures are taken to safeguard the reporter.

Category		Unit	2022	2023	2024	Remarks
Sensitive Function Training (Anti-Corruption / Fair Trade)	Total participants	Persons	213	1,054	326	
	New hires & newly promoted executives		128	62	50	
	Special sessions for sales, client relations, accounting, etc.		56	608	18	
	Overseas assignees		16	23	21	
	Site personnel		13	222	228	
	Affiliated companies		-	139	9	
Regular Ethics Sessions Led by Department Heads	Code of Conduct pledge signatures		1,360	1,469	1,671	
	Topic Training participants		2,055	3,425	2,287	
Project Level Ethics Pledges	Joint pledges (client & contractor)	건	16	11	8	
	Single party pledges (client or contractor)		8	9	5	

Strengthening Risk Management

Risk Management Framework

HanmiGlobal continually reinforces its risk management framework to identify, prevent, and respond to threats before they affect sustainable operations. The company has established an enterprise risk management (ERM) system that detects changes in the business environment, pinpoints key risks, and then plans, executes, monitors, and improves countermeasures across every business unit. Scenario-based monitoring and forecasting help prepare proactive responses to priority management risks. To reduce exposure, HanmiGlobal keeps overseas subsidiaries and branches under continuous review and closely supervises high-risk ventures such as development, investment, and project finance deals. The company also strengthens collaboration between business divisions and group affiliates so that unexpected risks can be managed swiftly, ensuring stable and sustainable growth.

Risk Management Process

external and internal issues and stakeholder	2. Define and assess risks	3. Select priority risks	4. Formulate mitigation measures	5. Conduct regular monitoring	6. Update and supplement countermeasures	7. Improve the risk management system
• Analyze past performance and key changes in the business environment • Capture stakeholder needs	• Specify each identified risk • Evaluate likelihood and potential impact	• Prioritize risks and choose those requiring focused management	• Review mitigation plans for errors and refine them • Develop and implement additional actions when new risks arise	• Track current risk status and emerging trends • Verify on-site execution of established countermeasures	• Identify and close gaps between plans and actual practice • Add controls for newly entered business areas	• Determine response strategies: accept, transfer, mitigate, or avoid • Set management targets, schedules, and responsible units

Risk Management Organization

Enterprise Level Risk Management

HanmiGlobal monitors the entire project life cycle, from bid stage through close out, by defining key processes for every phase and tracking the risks that could jeopardize target outcomes. Projects requiring heightened oversight (e.g., potential serious accidents or regulatory violations) are placed on a risk dashboard, allowing early detection and rapid cross-functional response. Core risk indicators are quantified so that management can judge whether the control procedures are working as intended.

Order-Intake / Contracts	• Backlog value • Canceled/terminated/reduced contracts • Contract management index
Safety / Compliance	• Technical personnel or serious accident cases • Regulatory violation score • External reputation damage incidents
Client	• Personnel replacement requests from owners
Collections	• Collection rate • Unbilled work in progress • Long outstanding receivables
Profitability / Finance	• Loss amount • Current ratio and debt to equity ratio
HR / Workforce Management	• Turnover rate • Idle staff ratio

Order Intake Risk Management

At each month end, HanmiGlobal verifies the exact size of its order backlog and checks that it remains above the minimum threshold set by management, thereby supporting stable operations. The company also tracks the annual backlog reduction ratio caused by project suspensions, contract terminations, or scope reductions and assesses whether the percentage stays within target limits. This discipline protects the company's financial resilience and bolsters long-term business sustainability.

Contract Risk Management

To reinforce consistency and efficiency in contract administration, HanmiGlobal uses a Contract Management Index. The index is calculated from the average score of a year-to-date contract management checklist and provides a quantitative gauge of how systematically each stage of the contracting process is being handled.

Safety Risk Management

HanmiGlobal designates the annual number of technical personnel accidents and serious industrial incidents as a critical safety metric and has set a zero-incident target. This goal underscores the company's determination to prevent any loss of life or major injury, to foster a safe working environment, and to safeguard the health and well-being of all employees.

Compliance Risk Management

To minimize legal exposure, HanmiGlobal manages its Regulatory Violation Score so that the yearly total remains zero. The score counts every administrative penalty, fine, surcharge, or demerit imposed for non-compliance. The company also tracks reputational incidents, aiming for no occurrences each year. These controls strengthen the culture of compliance and protect HanmiGlobal's external reputation.

Customer Risk Management

HanmiGlobal keeps the client-requested personnel replacement rate at a very low threshold relative to the total on-site staff, thereby preserving project stability and team continuity. The company also tracks new lawsuits and confirmed loss amounts, aiming to achieve zero cases and zero monetary losses each year. These measures help control customer-related risk and support long-term partnerships.

HR Risk Management

The annual voluntary turnover rate is closely monitored and managed to remain at or below 4.0 percent for regular employees. Centering on resignations that staff initiate themselves, this target helps stabilize the organization and improve the long-term efficiency of human resources management. By raising employee satisfaction and loyalty while preventing the loss of high-performing talent, the company strengthens its overall competitiveness.

Organization Level Risk Management

HanmiGlobal performs risk management at every operating tier, including project sites, business divisions, and corporate support functions. For each unit, priority risks are identified to reflect its specific characteristics and stakeholder relationships. The process covers a broad spectrum of risk factors, including environment, human rights and labor, health and safety, and ethics and compliance. After evaluating likelihood and impact, the company selects the key risks, devises mitigation plans, and monitors implementation on an ongoing basis.

Category	Detailed Risk Factors Identified	Key Risk Management Measures	Responsible Unit(s)
Environment	Air , water , and soil pollution incidents; improper waste disposal	Select eco-friendly construction methods and certified green vendors Issue site Environmental Management Plan (EMP) guidelines Circulate internal best practice case studies	Each project site and relevant HQ functions; Ecosian
HumanRights & Labor	Non-compliance with labor laws; overtime beyond statutory limits; delayed wage payments	Enforce electronic time report submission Promote use of the Cyber Whistleblower Hotline	Project sites; HR Team and other relevant departments
Health & Safety	Inadequate protective equipment; hazardous work conditions; weak emergency response capability	Strengthen safety training Mandate proper use of safety gear Remind employees of the right to stop unsafe work	Project sites; Business Support Office and other relevant departments
Ethics & Compliance	Breaches of environmental, labor, or building laws; bid rigging; data manipulation; improper solicitations	Require completion of the Anti-Solicitation Control Tool Conduct continuous monitoring and internal audits	Project sites; Risk Management Office and other relevant departments

ESG Data

Overview

Consolidated Financial Highlights

Line Item	Unit	2022	2023	2024
- Assets	KRW million			
Current assets		200,297	219,266	262,561
Non-current assets		172,763	179,605	208,322
Total assets		373,060	398,871	470,883
- Liabilities				
Current liabilities		133,280	108,140	211,299
Non-current liabilities		45,132	87,910	31,966
Total liabilities		178,412	196,050	243,265
- Equity				
Equity attributable to owners of the parent		177,126	184,254	205,482
1.Capital stock		5,479	5,479	5,479
2.Capital surplus		46,947	46,947	46,947
3.Other capital components		1,679	1,694	1,373
4.Accumulated other comprehensive income		2,252	2,945	10,494
5.Retained earnings		120,770	127,190	141,189
Non-controlling interests		17,521	18,566	22,136
Total equity		194,647	202,821	227,618

Consolidated Statement of Comprehensive Income

Line Item	Unit	2022	2023	2024
Revenue	KRW million	374,414	412,915	424,771
Cost of sales		250,505	278,614	272,966
Gross profit		123,909	134,301	151,805
Operating profit		30,651	29,631	33,916
Profit before income tax from continuing operations		32,694	21,534	30,931
Profit for the year		26,924	16,670	22,876
Other comprehensive income		2,589	-1,293	6,898
Total comprehensive income		29,513	15,377	29,774

Economic Value Distributed

Category		Unit	2022	2023	2024
Investors	Dividends	KRW million	5,594	4,068	4,056
Employees	Payroll		177,467	203,252	220,705
	Employee Benefits		25,240	32,077	36,961
Suppliers/Contractors/Partners	Outsourcing Expenses		35,195	29,713	8,678
	Service Fees		50,737	30,381	43,951
Government	Corporate Income Tax		5,770	4,864	8,055
Creditors	Interest Expense		2,390	3,736	2,726
Local communities	Community Contributions & Donations		1,455	1,430	2,308

- "Payroll" includes wages/salaries, retirement benefits, and travel & transportation expenses as reported in the consolidated statement of comprehensive income.
- Dividend and employee benefit figures for 2021–2022 were restated due to prior data entry errors.

Major Products and Services

Category			2022		2023		2024	
			CM for Fee	CM at Risk	CM for Fee	CM at Risk	CM for Fee	CM at Risk
Domestic	Public Sector	KRW million	1,652	-	2,084	-	1,370	-
	Private Sector		130,277	27,246	136,152	10,327	141,274	1,802
Overseas			15,222	-	22,078	-	27,541	-
Total			147,151	27,246	160,314	10,327	170,185	1,802

※ HanmiGlobal operates a single business segment (Construction Management). Figures are shown by client type and service model (CM for Fee, CM at Risk).

Consolidated Subsidiaries

Company	Country	Primary Business
HanmiGlobal Construction Consulting (Shanghai) Co., Ltd.	China	Construction Management (CM)
HanmiGlobal for Projct Management	Saudi Arabia	Construction Management (CM)
HanmiGlobal Hungary Ltd	Hungary	Construction Management (CM)
HanmiGlobal India Private Limited	India	Construction Management (CM)
HanmiGlobal Kazakhstan LLP	Kazakhstan	Construction Management (CM)
HanmiGlobal PL Sp. z.o.o.	Poland	Construction Management (CM)
HanmiGlobal SAUDI	Saudi Arabia	Construction Management (CM)
HanmiGlobal UK LIMITED	United Kingdom	Construction Management (CM)
HanmiGlobal USA, INC	United States	Construction Management (CM)
HanmiGlobal Vietnam Co.Ltd	Vietnam	Construction Management (CM)
Otak Japan	Japan	Construction Management (CM)
Otak, Inc.	United States	Urban Design & Civil Engineering
iArc Architects Co., Ltd.	Korea	Architectural Design & Supervision
Ecosian Co., Ltd.	Korea	Environmental Consulting
Inotone Co., Ltd.	Korea	E Commerce
HanmiGlobal D&I Co., Ltd.	Korea	Real Estate Development
HanmiGlobal E&C Co., Ltd.	Korea	Building Construction
HanmiGlobal Asset Management Co., Ltd.	Korea	REIT Asset Management
HanmiGlobal PMC Co., Ltd.	Korea	Construction Management (CM)

ESG Data

Environmental

GHG Emissions

GHG Emissions

Category	Unit	2022	2023	2024	2025 Target
Direct Emissions (Scope 1) [1]	tCO_2eq	235.0	222.9	253.8	-
Indirect Energy Emissions (Scope 2) [2]		39.8	45.1	50.3	-
Scope1+2 Total		274.9	268.0	304.1	261.3
Scope1+2 Intensity [3]	tCO_2eq/bn	157.6	157.1	174.4	150.1
Other Indirect Emissions (Scope 3)	tCO_2eq	1,990.7	2,280.2	2,403.8	-
Grand Total (Scope1+2+3)		2,265.6	2,548.2	2,707.9	

* The 2020and2021 disclosure figures were restated after HanmiGlobal revised the floor area criteria for domestic sites.
* Because the data are compiled for internal headquarters (HQ) management rather than for a company-wide inventory, only activities that the firm can track directly are included.

1 Direct emissions from natural gas consumption at HQ plus fuel burned by company vehicles operating at HQ and project sites
2 Indirect energy emissions from electricity used at HQ
3 Emission intensity is calculated by dividing total GHG emissions by revenue reported in the separate (non-consolidated) statement of profit and loss.

Energy Consumption

Category	Unit	2022	2023	2024
Gasoline	TJ	1.2	1.3	1.9
Diesel		1.4	1.0	1.1
LNG		1.1	1.2	1.0
Electricity		0.8	0.8	0.9
Total Energy Use [1]		4.5	4.5	5.0
Energy-Use Intensity2 [1]	TJ/KRW 100bn	2.6	2.6	2.9

1 Total energy use" combines HQ natural gas and electricity with fuel consumed by HQ and site vehicles; the latter is estimated from fuel invoices and mileage records for the company fleet.
2 Energy use intensity is total energy use divided by revenue in the separate (non-consolidated) statement of profit and loss
❄ No renewable energy consumed.

Violations of Environmental Laws and Regulations

Category	Unit	2022	2023	2024
Number of Violations of Environmental Laws and Regulations	Cases	0	0	0

Smart Green Solutions

Category		Unit	2022	2023	2024
Technology Development	Government R&D Projects Undertaken	Projects	14	6	10
	Patent Applications/Registrations	Patents	4	1	1
Solution Deployment	ES System Rollouts	Sites	35	10	8

Smart Green Solution Clients

Category	Unit	2022	2023	2024
Smart Green Solution Rollouts	Companies	350	350	355
Connections to Smart Green Integrated Platform		490	500	508

Participation in Renewable Energy and Environmental Plant Projects

Category		Unit	2022	2023	2024
Renewable Energy Projects	Annual Participation Capacity	MW	1,205	703	1,033
	Cumulative Capacity		2,950	3,653	4,686
WtE Projects	Annual Participation Capacity	ton	1,010	1,774	135
	Cumulative Capacity		7,295	9,069	9,204

Environmental Investment

Category	Unit	2022	2023	2024
Investment in Environmental Plant Participation Projects	KRW 100 million	27.5	0.0	0.0

* Amounts reflect EPC project participation costs and are summed at the time of expenditure.

Preconstruction Revenue

Category	Unit	2022	2023	2024
Preconstruction Revenue Share	%	22.1	20.7	23.8

Digital Solutions Deployed at Project Sites

Category		Unit	2022	2023	2024	Remarks
In-House Solutions	MPMS	Cases	7	1	13	
	RiskZero HG		12	29	29	
	Construction Cost Navigation				109	"Navigation" launched in 2024
Commercial Solutions	BIM		3	5	7	
	Smartsheet		5	14	17	
	Smart Device & Digital Twin		5	9	10	

Digital Transformation Training

Category	Unit	2022	2023	2024
Online Training	Sessions	6	4	10
	Persons	7	13	747
Offline Training	Sessions	33	7	40
	Persons	172	104	396

R&D Investment

Category	Unit	2022	2023	2024
R&D Investment	KRW million	2,169	2,624	2,974
R&D Investment As % of Revenue	%	1.24	1.54	1.73
Dedicated R&D Personnel	Persons	8	9	9

R&D and Publications

Category	Unit	2022	2023	2024
Construction Innovation Books Published	Titles	0	0	1
Research Projects Awarded	Projects	0	0	2
Research Projects Commissioned	Projects	2	1	0

ESG Data

Social

Proactive Safety Management

Category		Unit	2022	2023	2024
Site Safety Inspections		Times	171	191	246
Safety Training	Target participants	Persons	784	955	947
	Completions	Sessions	175	191	246
	Training hours per person	Hours	1	1	1
Safety Officer Training	Target participants	Persons	*	861	1029
	Completions	Sessions		609	930
	Training hours per person	Hours		1	1
	Completion rate	%		71	90

※ Training for safety officers began in 2023.

Employee Health Management

Category	Unit	2022	2023	2024
Health Check Coverage Rate	%	100	100	100
Smoke Free Pledge Participation		100	100	100

Employee Occupational Injury Rates

Category	Unit	2022	2023	2024
Serious Industrial Accident Rate	%	0	0.1	0
Fatality Rate per 10,000 Employees *	%	0	0	0

※ Rates are calculated under the Korea Occupational Safety and Health Agency (KOSHA) methodology

PM Site Incidents

Category	Unit	2022	2023	2024
PM Site Incidents – General	Cases	135	150	59
PM Site Incidents – Serious Industrial Accident		0	3	1
Sanctions and Penalties Related to Serious Accidents		0	0	0

NPS

Category	Unit	2022	2023	2024
Net Promoter Score (NPS)	Points	51.7	54.6	76.3

Workforce Profile

Category		Unit	2022	2023	2024
Total Headcount	Total Headcount	Persons	1,087	1,197	1,163
	Employees		1,077	1,186	1,153
	Registered Directors and Auditors		10	11	10
By Employment Type [1]	Regular	Persons	606	626	627
		%	55.7	52.3	54.4
	Non-Regular	Persons	471	560	526
		%	43.3	46.8	45.6
By Gender [2]	Male	Persons	954	1064	1017
		%	87.8	88.9	87.4
	Female	Persons	133	133	136
		%	12.2	11.1	11.7
By Age Group [2]	20s	Persons	87	80	82
		%	8.0	6.7	7.1
	30s	Persons	162	190	190
		%	14.9	15.9	16.3
	40s	Persons	252	283	272
		%	23.2	23.6	23.4
	50s	Persons	422	436	395
		%	38.8	36.4	34.0
	60+	Persons	164	208	224
		%	15.1	17.4	19.3
By location2 [2]	Korea (Domestic)	Persons	1,000	1,085	1,045
		%	92.0	90.6	89.9
	Overseas Assignment	Persons	87	112	118
		%	8.0	9.4	10.1

1 For "By Employment Type," the sum of people equals the number of employees (excludes registered directors and auditors).

2 For "By Gender," "By Age Group," and "By Location," the sums equal total headcount (includes registered directors and auditors).

Employee Diversity

Category			Unit	2022	2023	2024
Persons with Disabilities	Total Headcount		Persons	30	29	31
	Persons with Disabilities – Severe		Persons	9	9	10
	Disability Employment Rate [1]		%	3.74	3.26	2.76
Women	Headcount		Persons	134	134	137
	Share		%	12.3	11.2	11.8
Veterans	Headcount		Persons	11	8	10
	Share		%	1	0.7	0.9
Senior Employees2 [2]	Headcount		Persons	376	441	454
	Share		%	34.6	36.8	39.1
By Position Level	Executives and Position Holders [3]	Total	Persons	183	179	93
		Male	Persons	176	173	89
			%	96.2%	96.6%	95.6%
		Female	명	7	6	4
			%	3.8%	3.4%	4.3%
	Managers4 [4]	Total	Persons	730	834	878
		Male	Persons	685	782	822
			%	93.8%	93.8%	93.5%
		Female	Persons	45	52	57
			%	6.2%	6.2%	6.5%
	Non-Managers	Total	Persons	174	184	194
		Male	Persons	93	109	118
			%	53.4%	59.2%	60.8%
		Female	Persons	81	75	76
			%	46.6%	40.8%	39.2%

1 Year end disability employment rate; statutory requirement 3.1%. Calculated as recognized persons with disabilities ÷ regular employees. Severely disabled persons are counted twice; regular employees are those who worked at least 16 days in the month.

2 Senior employees are aged 55 and older. Excludes four outside directors

3 Includes registered directors and statutory auditors

4 Manager level and above, excluding executives

Employment Type

Category			Unit	2022	2023	2024
Employees on payroll	Total		Persons	1077	1186	1213
	Part-Time Workers, Total		Persons	0	0	0
	Employees with No Fixed Term (Indefinite Contracts)	Total	Persons	606	630	653
		of Which, Part-Time Workers	Persons	0	0	0
	Fixed Term Employees	Total	Persons	471	556	560
		of Which, Part-Time Workers	Persons	0	0	0
Non-employee workers	Total		Persons	12	10	12
	Primary Duties of Non-Employee Workers		-	Management / Administration / Clerical		

Hiring Status

Category			Unit	2022	2023	2024
New Hires	Headcount		Persons	408	441	338
	Hiring Rate[1]		%	37.6	36.8	27.9
	By Gender	Male	Persons	365	409	309
		Female		44	32	29
	By Age	20s		53	42	39
		30s		51	53	43
		40s		85	90	55
		50s		150	149	112
		60+		70	107	89
Fixed-Term Workers Converted to Regular Employees			Persons	29	8	7
Rehired After Retirement[2]	Headcount		Persons	12	7	17
	Rate		%	100%	100%	94%

1 Hiring Rate = new hires ÷ total employees

2 Excludes those who chose to retire upon reaching the mandatory retirement age; figures show only rehires after retirement.

Turnover

Category			Unit	2022	2023	2024
Leavers[1]	Headcount		Persons	38	28	36
	Turnover Rate[1]		%	5.8	4.1	5.2
	By Gender	Male	Persons	29	19	28
		Female		9	9	8
	By Age	20s		12	12	5
		30s		11	5	9
		40s		10	3	8
		50s		3	5	11
		60+		2	3	3
Voluntary Leavers	Headcount		Persons	34	22	32
	Turnover Rate[2]		%	5.2	3.2	4.6

1 Includes retirements

2 Turnover Rate = leavers ÷ average number of regular employees

3 Voluntary Turnover Rate = voluntary leavers ÷ average number of regular employees

Women's Pay Indicators

Category			Unit	2022	2023	2024
Average Pay per Employee			KRW million	81.5	79.8	90.3
Average Male Pay				85.4	81.9	93.3
Average Female Pay				73.2	76.8	67.7
Female Pay as % of Company Average			%	90.0	96.3	75.0
Female Pay as % of Male Pay				85.8	93.8	72.6
By Job Level	Executives and Position Holders [1]	Total	KRW million	155.1	148.2	148.9
		Male		155.4	148.5	147.9
		Female		143.5	138.0	130.7
		Female Pay as % of Male	%	92.3	92.9	87.3
	Managers [2]	Total	KRW million	93.8	106.3	82
		Male		95.7	108.1	82.3
		Female		73.1	91.4	77.6
		Female Pay as % of Male	%	76.4	84.5	94.3
	Non-Managers	Total	KRW million	56.0	66.2	52.5
		Male		58.8	66.9	54.5
		Female		52.3	64.8	49.3
		Female Pay as % of Male	%	89.0	96.8	90.5

※ "Average Pay per Employee" for men and women equals current period compensation (cumulative) divided by the number of employees on the reference date. Registered directors are excluded.

※ Pay is equal for men and women within the same grade and tenure; any overall gap reflects different male-female distributions within each grade band.

1 Includes registered directors and auditors

2 Managers are at the section chief level and above, excluding executives.

Employee Nationalities

Category		Unit	2022	2023	2024
Total Employees (Consolidated Basis)		Persons	2,026	2,184	2,074
Domestic Employees (Korean Nationals)			1,369	1,512	1,449
Share of Foreign Nationals			32.4%	30.8%	30.1%
Foreign Nationals [1]	HQ		1	1	0
	Overseas Subsidiaries		161	185	194
	Group Affiliates		495	486	431
	Subtotal		657	672	625
Foreign Nationals by Nationality [1]	United States		(*)	351	310
	United Kingdom			137	123
	Saudi Arabia			84	98
	Vietnam			35	30
	China			31	22
	Japan			12	12
	India			4	3
	Peru			4	3
	Egypt			3	7
	Libya			2	2
	Jordan			2	1
	Indonesia			2	2
	Spain			1	0
	Syria			1	1
	Pakistan			1	1
	Palestine			1	1
	Philippines			1	3

※ Consolidated basis

1 The figures for overseas subsidiaries and group affiliates represent local hires at those entities and are not included in the consolidated total employee count above.

* Nationality level disclosures began with fiscal year 2023.

Work–Life Balance Policies

Category		Unit	2022	2023	2024
Flexible Work Arrangements	Employees opting in	Persons	22	24	25
Sabbatical Leave	Executives who used	Persons	7	12	7
	Executives who used	Persons	22	28	22
Refresh Leave	Executives who used	Persons	2	0	0

Parental Leave

Category		Unit	2022	2023	2024
Eligible for Parental Leave	Men	Persons	87	104	73
	Women		21	24	20
	Total		108	128	93
Parental Leave Takers	Men		2	3	3
	Women		10	3	8
	Total		12	6	11
Due to the Return	Men		2	4	1
	Women		3	9	4
	Total		5	13	5
Returned to Work	Men		2	4	1
	Women		3	7	4
	Total		5	11	5
Return Rate[1]	Men	%	100.0	100.0	100.0
	Women		100.0	77.8	100
	Total		100.0	84.6	100.0
Retention After Return[2]	Men	%	100.0	100.0	100.0
	Women		100.0	100.0	100.0
	Total		100.0	100.0	100.0

1 Return rate = employees who returned to work after parental leave ÷ employees scheduled to return in the year

2 Retention After Return = employees who remained employed for at least 12 months after returning ÷ employees who returned

Labor Management Council

Category	Unit	2022	2023	2024
Number of Council Meetings Held	Times	4	4	4
Agenda Resolution Rate	%	67%	78%	83%

※ HanmiGlobal does not have a labor union with a collective bargaining agreement. Instead, we operate a Labor Management Council. All decisions made by the council apply equally to all employees, including contract and non-regular workers, without discrimination.

Employee Grievances

Category		Unit	2022	2023	2024
Grievances	Grievances Reported	Cases	0	2	1
	Grievances Addressed		0	2	1
	Disciplinary Actions Against Perpetrators		0	0	2

Performance Evaluation

Category		Unit	2022	2023	2024
Regular Performance Evaluation	Eligible Employees [1]	Persons	919	1009	1014
	Coverage Rate[2]	%	84.5	84.6	87
	Completion Rate Among Eligible Employees	%	100	100	100

1 Eligible Employees: regular staff employed for at least six months and professional staff scheduled for evaluation; employees on leave and new hires with less than one year of service are excluded

2 Coverage rate = eligible employees ÷ total headcount

Employee Training

Category		Unit	2022	2023	2024
Training Hours	Total	Hours	34,322	48,920	50,154
	Per Capita	Hours/Person	29.0	41.2	44.5
Training Expense	Total	KRW thousand	208,885	370,381	415,136
	Per Capita	KRW/Person	176,572	312,294	368,354
Courses Completed (Annual)		Cases	6,895	12,550	13,144

※ For training metrics, the headcount denominator uses a separate (non-consolidated) basis and excludes executive officers.

Mandatory Human Rights Training

Category		Unit	2022	2023	2024
Sexual Harassment Prevention	Training Time	Training Time	1	1	1
	Participants		1183	1159	1127[1]
	Completion Rate	%	100	100	100
Workplace Bullying Prevention	Training Time	Hours	1	1	1
	Participants	Persons	1183	1159	1127
	Completion Rate	%	100	100	100
Disability Awareness	Training Time	Hours	1	1	1
	Participants	Persons	1183	1159	1127
	Completion Rate	%	100	100	100
Human Rights Training Hours per Capita		Hours	3	3	3

1 In 2024, all 1,127 active employees as of November (excluding directors, statutory auditors, and dispatched personnel) completed the mandatory human rights courses, achieving a 100% completion rate.

Professional Development Support

Category	Unit	2022	2023	2024
Professional Certification Support-Recipients[1]	Persons	2	6	15
Cumulative Certified Employees		173	217	246
Share of Employees with Certifications	%	15.9%	18.1%	21.1%
Graduate School Tuition Support-Recipients	Persons	2	2	3

1 Includes PE (Professional Engineer, US) and PMP (Project Management Professional)

Organizational Effectiveness and Voluntary Engagement Assessment

Category		Unit	2022	2023	2024
HGTI Score		Points	71	69	72
Comparison	Global Average		68	71	73
	Korea Average		62	60	60

Global PM University

Category	Unit	2022	2023	2024
Training Programs	Cases	1,267	507	689
Courses Offered	Number	287	375	422
Subscribers	Persons	1,370	2,105	2,171
NCLA Graduates	Persons	1,019	1,062	1,110

HanmiGlobal – Support by Six Social Contribution Types

Category	Unit	2022	2023	2024
Space Welfare	KRW	452,583,516	515,304,181	567,135,253
Advanced Assistive Device		99,025,380	131,713,723	135,466,670
Disability Job Creation Grants		87,516,228	140,100,722	129,779,403
Volunteer Partnerships		144,655,654	257,759,178	321,390,596
North Korean Defector Assistance		54,275,148	75,469,340	66,624,200
International Development Cooperation		186,130,456	400,624,512	175,133,288

HanmiGlobal – Social Value Created

Category	Unit	2024	2024 Social Value Created [1]
Space Welfare	KRW	567,135,253	1,304,411,082
Advanced Assistive Device		135,466,670	243,840,006
Disability Job Creation Grants		129,779,403	376,360,269
Volunteer Partnerships		321,390,596	1,864,065,457
North Korean Defector Assistance		66,624,200	119,923,560
International Development Cooperation		175,133,288	1,628,739,578

1 The "Social Value Created" amounts are calculated with reference to Measuring Social Value (2022), a study by Impact Research Lab (lead researcher: Prof. Shin Hyun Sang, School of Business, Hanyang University).

HanmiGlobal – Volunteer Activity Outcomes

Category	Unit	2022	2023	2024
Volunteer Hours per Year	Hours	4,348	11,386	17,868
Total Volunteers per Year	Persons	439	451	669
Average Volunteer Hours per Employee	Hours	10	25	27

※ Figures for volunteers and hours are cumulative totals across all activities.

Social Contribution Funding

Category	Unit	2022	2023	2024
Employee 1% Fund	KRW	623,748,478	702,914,083	761,896,340
(Double) Matching Grant [1]		1,210,152,636	1,264,145,166	1,253,357,240
Group Affiliates (TTK, PMC, Ecosian, etc.)[2]		1,253,357,240	91,116,321	109,516,150

1 100% participation by HanmiGlobal business sites, including subsidiaries (13 sites)
2 Includes KRW 200 million from HG D&I

Walk Together – Key Program Outcomes

Category		Unit	2022	2023	2024
Income and Expenditure Settlement[1]		KRW million	9,004	10,934	15,048
Space Welfare			190	407	256
Advanced Assistive Device			85	159	129
Disability Job Creation Grants		Cases	4	6	25
Volunteer Partnerships	Volunteers	Persons	1,365	2,933	5,112
	Volunteer Service Hours	Hours	5,460	11,732	20,448
North Korean Defector Assistance	Art Therapy Sessions	Persons	61	74	59
	Mentoring Academy		16	16	14
International Development Cooperation	Türkiye[2]	Projects	5	9	6
	Ethiopia		5	5	4
	Vietnam		4	4	5
	Philippines			4	4
Disability Awareness	Trainer Development[3]	Persons	-	-	-
	No. of Awareness Training sessions	Sessions	-	-	-

1 Combined settlement of the Walk Together social welfare foundation and the Walk Together International association
2 New projects
3 Project closed

Information Security Violations

Category	Unit	2024
Data leak or breach	Cases	0
Exposure of Personally Identifiable Information (PII)	Cases	0
Users whose personal data were compromised due to a leak	Persons	0
Monetary loss during the reporting period from lawsuits related to user privacy	KRW	0
Information security policy violations	Cases	0

Information Security Training

Category		Unit	2024
Information Security Training	Training Hours	Hours	7
	Employees Completed	Persons	1,127
	Completion Rate	%	100

ESG Data

Governance

Board Composition

Name	Term	Gender	Key Experience	Current Position(s)	Rationale for Appointment
Jun Kwang Woo	Mar2022–Mar2026	Male	Chair, Institute for Global Economics Former Chair, Financial Services Commission Former CEO, National Pension Service	Chair of the Board	Contributes a broad perspective to company-wide business and strategic planning through senior roles at leading domestic and international institutions, and his current chairmanship of the Institute for Global Economics, fully satisfying the professionalism and independence criteria required of the Chair of the Board.
Kim Jong Hoon	Jun1996–Mar2027	Male	Former Samsung C&T, etc.	Chairman & Inside Director	Provides stable, long-term oversight of overall management
Yoon Yo Hyun	Sep1996–Mar2027	Male	Former SsangYong E&C; Samsung Heavy Industries	CEO & Inside Director	Ensures continuity in technical operations and external relations
Park Seo Young	Mar2017–Mar2026	Male	Former Sunjin Engineering; SsangYong E&C	CEO & Inside Director	Ensures continuity in technical operations and external relations
Han Chan Keon	Mar2020–Mar2026	Male	Former President & CEO, POSCO E&C	Vice Chairman; Inside Director; Head of Global Business	Provides stable, long-term oversight of overall management
Choi Sung Soo	Mar2023–Mar2026	Male	Former Samsung C&T, etc.	President; Inside Director; Head of Value Creation Projects	Provides stable, long-term oversight of overall management
Kim Yong-Sik	Mar2025–Mar2028	Male	Former Executive Vice President, Hyundai Engineering & Construction	Vice Chairman; Inside Director; Head of Operations	Provides stable, long-term oversight of overall management
Lim Il Soon	Mar2023–Feb2025	Female	Former CFO, Costco Korea Former CEO, Homeplus	Outside Director	Adds enterprise-wide operational, risk management, and strategic expertise gained from extensive executive experience at major corporations worldwide, fully satisfying the professionalism and independence criteria required of an outside director.
Hwang Gak-Gyu	Mar2025–Mar2028	Male	Former Vice Chairman & CEO, Lotte Holdings	Outside Director	Brings extensive experience as a professional executive, contributing to the company's overall operations and strategic planning as well as to its long-term planning initiatives, while fully satisfying the professionalism and independence criteria required of an outside director.
Kim Dong-Jae	Mar2025–Mar2028	Male	Ph.D. in Strategic Management, Wharton School, University of Pennsylvania Former Professor, University of Illinois at Urbana-Champaign Professor, Graduate School of International Studies, Yonsei University	Outside Director	Provides extensive academic expertise and insights from his tenure at the University of Illinois at Urbana-Champaign and his current position at Yonsei University's Graduate School of International Studies, offering expert perspectives that enhance decision-making and strengthen corporate competitiveness, while fully satisfying the professionalism and independence criteria required of an outside director.

Board Operations

Category		Unit	2022	2023	2024
Board Size (Number of Directors)		Persons	8	10	10
Outside Directors	Number	Persons	3	3	4
	Share	%	37.5	30.0	40.0
Independent Outside Directors or Statutory Auditors Recommended via Shareholder Proposals		Persons	0	0	0
Outside Directors with Conflicts of Interest	Number	Persons	0	0	0
	Share	%	0	0	0
Female Directors (Share of Board)		%	0.0	0.0	10.0
Average Attendance Rate at Board Meetings		%	84.4	89.1	96.7
Agenda Items Opposed or Amended by Outside Directors		Cases	0	0	0
Number of Board Meetings		Meetings	17	8	9

Outside Director Training Sessions

Date	Organizer	Attending Outside Director	Reason for Absence	Key Training Topics
Feb 22, 2024	Business Support Team and related departments	Kwon Do Yeop Kim Han Ul Lim Il Soon Jun Kwang Woo	-	- Domestic and overseas market environment and management outlook - Status of overseas subsidiaries and group affiliates; status of domestic group affiliates - Status of the internal accounting control system
Apr 18, 2024	Business Support Team and related departments	Kwon Do Yeop Kim Han Ul Lim Il Soon Jun Kwang Woo		- Domestic and overseas market environment and management outlook - Status of overseas subsidiaries and group affiliates; status of domestic group affiliates
Jun 22, 2024	Business Support Team and related departments	Kwon Do Yeop Kim Han Ul Lim Il Soon Jun Kwang Woo		- Domestic and overseas market environment and management outlook - Status of overseas subsidiaries and group affiliates; status of domestic group affiliates
Aug 22, 2024	Business Support Team and related departments	Kwon Do Yeop Kim Han Ul Lim Il Soon Jun Kwang Woo		- Domestic and overseas market environment and management outlook - Status of overseas subsidiaries and group affiliates; status of domestic group affiliates
Oct 24, 2024	Business Support Team and related departments	Kim Han Ul Lim Il Soon Jun Kwang Woo		- Domestic and overseas market environment and management outlook - Status of overseas subsidiaries and group affiliates; status of domestic group affiliates
Dec 17, 2024	Business Support Team and related departments	Kwon Do Yeop Kim Han Ul Jun Kwang Woo Lim Il Soon		- Domestic and overseas market environment and management outlook - Status of overseas subsidiaries and group affiliates; status of domestic group affiliates

Board Compensation

Per Capita Remuneration	Unit	2022	2023	2024	3-Year Average Increase
Executive Directors (Registered)	KRW million	252	356	403	16.94%
Outside Directors		35	42	48	11.10%
Statutory Auditor		69	82	88	8.45%

Annual Total Compensation Ratio

Category	Unit	2022	2023	2024
Highest Value (A) - CEO compensation	KRW million	682	1,123	1,248
Median Value (B)		90	104	108
Ratio (Highest ÷ Median)	Times	7.6	10.8	11.6

Share Classes and Ownership

Category	Unit	2022	2023	2024
Total Shares Issued	Shares	10,957,550	10,957,550	10,957,550
Shares with Voting Rights		9,471,550	10,171,550	10,140,550
Individuals (Minority Shareholders)	%	65.59	66.35	62.80
Largest Shareholder and Related Parties		19.13	19.10	19.60
Domestic Institutions		9.81	9.06	9.70
Foreign Investors		4.06	2.20	3.40
ESOP (Employee Stock Ownership)		0.67	0.55	0.50
Treasury Shares (No Voting Rights))	주	1,486,000	786,000	817,000

Dividends and Payout

Category		Unit	2022	2023	2024
Total Cash Dividends		KRW million	5,594	4,068	4,056
Cash Dividend per Share		KRW	550	400	400
Dividend Yield		%	2.0	2.0	2.4
Net Income	Separate (Non-Consolidated)	KRW million	14,379	11,233	10,726
	Consolidated		23,407	14,243	20,028
Payout Ratio	Separate (Non-Consolidated)	%	38.9%	36.2%	37.8%
	Consolidated		23.9%	28.6%	20.3%

※ Dividend and employee benefit figures for 2021 and 2022 were restated to correct input errors.

Ethics Training

Category		Unit	2022	2023	2024
Sensitive Function Training (Anti-Corruption & Fair Trade)	Total Participants	Persons	213	1,054	326
	New Hires / Newly Promoted Executives		128	62	50
	Special Courses (Sales / Client Reps / Accounting, etc.)		56	608	18
	Overseas Assignees		16	23	21
	Project Sites		13	222	228
	Group Affiliates		-	139	9
Regular Training Led by Department Heads	Ethics Code Compliance Pledge		1,360	1,469	1,671
	Topic Training (Ethical Management Topics)		2,055	3,425	2,287
Project Level Ethics Pledges	Client & Contractor (Joint)동	Cases	16	11	8
	Contractor or Client (Single Party)		8	9	5

Internal Audit and Monitoring

Category	Unit	2022	2023	2024
Internal Audits [1]	Times	24	27	22

1 Our broader oversight program also includes the Cyber Whistle Blower Hotline and the "One Strike Out" policy.

Anti-Competitive and Antitrust Conduct

Category	Unit	2022	2023	2024
Violations of Laws and Regulations	Cases	0	0	0

Cyber Whistle Blower Hotline – Intake

Category	Unit	2022	2023	2024
Reports Received	Cases	4	8	4
Cases Addressed		4	8	4

GRI INDEX

For the reporting period January 1–December 31, 2024, HanmiGlobal has prepared its sustainability disclosures in accordance with the GRI Standards (GRI 1: Foundation 2021).

General Disclosure

GRI Standards		Indicator	Disclosure Location(s) / Notes
GRI 2: General Dosclousre 2021	Organization and Reporting Practices	2-1 Organizational details	Global Network
		2-2 Entities included in the organization's sustainability reporting	Consolidated Subsidiaries
		2-3 Reporting period, frequency, and contact point	Report Profile
		2-4 Restatements of information	Report Profile
		2-5 External assurance	Independent Assurance Statement, GHG Verification Statement
	Activities and Workers	2-6 Activities, value chain, and other business relationships	Global Network, Business Segments , Business Report p.12~15
		2-7 Employees	Global Network, Workforce Profile
		2-8 Workers who are not employees	Employment Type
	Governance	2-9 Governance structure and composition	Board of Directors, Board Composition
		2-10 Nomination and selection of the highest governance body	Board of Directors, Board Composition, , Business Report p.227~229
		2-11 Chair of the highest governance body	Board of Directors, Board Composition
		2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors , ESG Strategy, Compliance and Ethics Management, , Strengthening Risk Management
		2-13 Delegation of responsibility for managing impacts	ESG Strategy, Board of Directors
		2-14 Role of the highest governance body in sustainability reporting	ESG Strategy, Board of Directors, Double Materiality Assessment
		2-15 Conflicts of interest	Board of Directors, Business Report p.227~229
		2-16 Communication of critical concerns	ESG Strategy, Board of Directors
		2-17 Collective knowledge of the highest governance body	Outside Director Training Sessions
		2-18 Evaluation of the performance of the highest governance body	Board Compensation, , Business Report p.241~244
		2-19 Remuneration policies	Board Compensation, , Business Report p.241~244
		2-20 Process to determine remuneration	Board Compensation, , Business Report p.241~244
		2-21 Annual total compensation ratio	Annual Total Compensation Ratio
	Strategy, Policies, and Practices	2-22 Statement on sustainable development strategy	CEO Message

GRI Standards		Indicator	Disclosure Location(s) / Notes
		2-23 Policy commitments	HanmiGlobal Human Rights Management Policy, Compliance and Ethics Management System, Risk Management Framework
		2-24 Embedding policy commitments	HanmiGlobal Human Rights Management Policy, Compliance and Ethics Management System, Risk Management Framework
		2-25 Processes to remediate negative impacts	Human Rights Risk Management , Strengthening Risk Management
		2-26 Mechanisms for seeking advice and raising concerns	Human Rights Risk Management, Strengthening Risk Management, Labor Management Council, Employee Grievances, Internal Audit and Monitoring, Cyber Whistle Blower Hotline – Intake
		2-27 Compliance with laws and regulations	Anti-Competitive and Antitrust Conduct, Violations of Environmental Laws and Regulations
		2-28 Membership associations	Key Memberships
	Stakeholder Engagement	2-29 Approach to stakeholder engagement	Stakeholder Engagement
		2-30 Collective bargaining agreements	Labor Management Council

Material Topics

GRI Standards		Indicators	Disclosure Location(s) / Notes
GRI 3: Material Topics 2021	Material Topics	3-1 Process to determine material topics	Double Materiality Assessment
		3-2 List of material topics	Double Materiality Assessment
		3-3 Management of material topics	Double Materiality Assessment
GRI 201: Economic Performance 2016	Economic Performance	201-1 Direct economic value generated and distributed	Financial Performance, Consolidated Financial Highlights, Consolidated Statement of Comprehensive Income, Economic Value Distributed, Business Report p.31~36
GRI 205: Anti-Corruption 2016	Anti-Corruption	205-2 Communication and training about anti-corruption policies and procedures	Compliance and Ethics Initiatives
GRI 206: Anti-Competitive Behavior2016	Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Competitive and Antitrust Conduct
GRI 302: Energy 2016	Energy	302-1 Energy consumption within the organization	Indicators and Reduction Targets
		302-3 302-3 Energy intensity	Indicators and Reduction Targets
GRI 304: Biodiversity 2016	Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Protection
		304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity Protection
		304-3 Habitats protected or restored	Biodiversity Protection
		304-4 IUCN IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity Protection
GRI 305: Emissions 2016	Emissions	305-1 Direct (Scope 1) GHG emissions	Indicators and Reduction Targets, GHG Verification Statement
		305-2 Indirect (Scope 2) GHG emissions	Indicators and Reduction Targets, GHG Verification Statement
		305-4 GHG emissions intensity	Indicators and Reduction Targets
GRI 401: Employment 2016	Employment	401-1 New employee hires and employee turnover	Hiring Status, Turnover
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	HanmiGlobal Life Cycle Welfare Programs
		401-3 Parental leave	Parental Leave
GRI 403: Occupational Health And Safety 2018	Occupational Health and Safety	403-1 Occupational health and safety management system	Fostering a Safety First Culture
		403-2 Hazard identification, risk assessment, and incident investigation	Fostering a Safety First Culture, Human Rights Risk Management, Strengthening Risk Management, Employee Occupational Injury Rates, PM Site Incidents
		403-3 Occupational health and safety services	Fostering a Safety First Culture, Proactive Safety Management, Employee Health Management

GRI Standards		Indicators	Disclosure Location(s) / Notes
		403-4 Worker participation, consultation, and communication on occupational health and safety	Fostering a Safety First Culture
		403-5 Worker training on occupational health and safety	Fostering a Safety First Culture, Proactive Safety Management
		403-6 Promotion of worker health	Employee Health Management
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Fostering a Safety First Culture, Safety Risk Management
		403-9 Work-related injuries	Employee Occupational Injury Rates
		403-10 Work-related ill health	* Not applicable
GRI 404: Training And Education 2016	Training and Education	404-1 Average hours of training per year per employee	Employee Training, , Mandatory Human Rights Training
		404-2 Programs for upgrading employee skills and transition assistance programs	Developing Excellent Talent, Rehired After Retirement, Professional Development Support
		404-3 Percentage of employees receiving regular performance and career development reviews	Performance Evaluation, Performance Evaluation
GRI 405: Diversity And Equal Opportunity 2016	Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Respect for Human Rights and Diversity, Employee Diversity, Employee Nationalities
		405-2 Ratio of basic salary and remuneration of women to men	Women's Pay Indicators
GRI 413: Local Communities 2016	Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Social Contribution, HanmiGlobal – Support by Six Social Contribution Types, HanmiGlobal – Social Value Created, HanmiGlobal – Volunteer Activity Outcomes

Scope of Reporting and Verification

Report Profile

Report Overview

HanmiGlobal publishes the 2024 Sustainability Report to transparently disclose our efforts and performance on environmental, social, and economic responsibilities. We will continue to use the report as a key channel for dialogue with diverse stakeholders.

Reporting Principles

This report follows the GRI Standards 2021. We selected report topics through a materiality assessment and incorporated ISO 26000, the international standard on social responsibility developed by the International Organization for Standardization (ISO), as well as the United Nations Sustainable Development Goals (SDGs).

Reporting Period

The reporting period is January 1 to December 31, 2024. To show trends, we provide three years of data where available. For timeliness and relevance, the report also includes selected data and results from the first half of 2025.

Reporting Scope and Boundary

Unless otherwise noted, the scope covers HanmiGlobal Co., Ltd. headquarters and all domestic and overseas operations. Financial data are prepared on a consolidated basis under K IFRS. Non-financial data are also presented on a consolidated basis. Where separate entity figures or different boundaries apply, we provide footnotes to clarify the scope and boundaries.

Restatements

Data that were changed from the previous report due to an expanded calculation scope are identified in footnotes.

External Assurance

Financial information in this report is based on materials audited by an independent accounting firm. To secure objectivity, fairness, and reliability, we obtained third-party assurance from Korea Management Registrar (KMR), an assurance provider independent of HanmiGlobal.

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Independent Assurance Statement

To the readers of the HanmiGlobal 2024 Sustainability Report

Introduction

Korea Management Registrar (KMR) was engaged to provide third-party assurance of the HanmiGlobal 2024 Sustainability Report for the fiscal year ended December 31, 2024. Responsibility for preparing the report, the underlying information, and related internal controls rests with HanmiGlobal's management. KMR's responsibility is to perform the agreed assurance procedures and to report an independent assurance conclusion to HanmiGlobal's management.

Subject Matter

The sustainability performance and activities are described in the HanmiGlobal 2024 Sustainability Report.

- • HanmiGlobal 2024 Sustainability Report

Reporting Criteria

- GRI Standards 2021 (GRI), as updated through 2023

Assurance Standards and Levels

The assurance team followed the processes in ISO 17029 and KMR EDV 01, applying the globally used AA1000AS v3 and KMR's SRV1000. Under AA1000AS v3, we evaluated adherence to the AA1000AP:2018 principles of Inclusivity, Materiality, Responsiveness, and Impact, and we assessed the reliability and quality of data and disclosures against the GRI indicators. Under SRV1000, we performed a multidimensional review aimed at zero data error, using professional judgment for materiality.

- ISO 17029:2019, ISO 14065:2020, AA1000AS v3:2020 (AccountAbility), AA1000AP:2018 (AccountAbility), SRV1000:2022 (KMR), KMR EDV 01:2024 (KMR).
- Assurance Level and Materiality Threshold: AA1000AS v3 Type 2 with Moderate level; limited assurance otherwise; materiality threshold not set.

Scope of Assurance

The engagement included checking conformance with the reporting requirements of the GRI Standards 2021 and confirming the detailed indicators derived from the company's materiality assessment, as follows:

- GRI Standards 2021 Reporting Principles;

- Universal Standards;
- Topic-specific Standard
  - GRI 403 Occupational Health and Safety.

Data and information relating to entities outside HanmiGlobal's organizational boundary, such as suppliers, contractors, or partners, were excluded from the scope of assurance.

Verification Procedures

The Korea Management Registrar (KMR) assurance team conducted the verification within the agreed scope and against the stated criteria as follows:

- Assessed the suitability of the reporting criteria used to prepare the sustainability information, and reviewed the reliability of the materiality assessment process and its results.
- Gained an understanding of the data management control environment, processes, and information systems through inquiries (the operating effectiveness of controls was not tested).
- Evaluated whether estimation methods were appropriate and applied consistently (the team did not test the underlying raw data nor develop its own estimates).
- Visited headquarters and selected sites chosen based on their contribution to the report, as well as the likelihood of unexpected changes since the prior period; performed data sampling and examined a limited number of source records at the visited sites.
- Interviewed personnel responsible for preparing the report.
- Considered whether the presentation and disclosure of sustainability information were accurate and clearly scoped.
- Identified possible errors by comparing, reconciling, recalculating, analyzing, and back-tracing underlying information.
- Evaluated the balance and reliability of disclosures using independent external sources and public databases, including press releases.

Limitations and Mitigation

Non-financial information lacks universally accepted reporting systems and well-established practices, and multiple metrics or methods are permitted. This can affect comparability across companies, and the assurance team exercised professional judgment accordingly. Within this engagement, and consistent with ISO 17029, the scope included verification of past fact information (result verification). Validation of forward-looking statements (plan verification) was not included, even if such statements appear in the report.

Under a limited assurance approach, the team evaluated the suitability of the criteria used by HanmiGlobal, assessed the risk of material misstatement due to fraud or error, considered disclosure adequacy, and performed risk assessment procedures that included gaining an understanding of internal control. The nature, timing, and extent of procedures performed are more limited than for reasonable assurance.

The team relied on the premise that the data and information provided by HanmiGlobal were complete and sufficient, and performed inquiries and analyses, together with limited sampling, on the data collected by the company. To mitigate inherent limitations, the team corroborated information quality and reliability using independent external sources and public databases, such as Korea's electronic disclosure system and the National Greenhouse Gas Management System.

Findings and Opinion

Based on document reviews and interviews, the assurance team held multiple rounds of discussion with HanmiGlobal regarding report revisions and reviewed the final version to confirm that recommended corrections and improvements had been reflected. As a result, the team concludes that HanmiGlobal's report has been prepared in accordance with the GRI Standards 2021. With respect to the AA1000AP:2018 principles (Inclusivity, Materiality, Responsiveness, and Impact), the team found no instances of non-conformance. Our views on these principles are as follows.

Inclusivity

HanmiGlobal has committed to accountability to its stakeholders and operates multiple communication channels at different levels to put this commitment into practice. The assurance team found no stakeholder groups omitted from this process and confirmed that stakeholders' views and expectations are considered and reflected in the company's strategy.

Materiality

HanmiGlobal determines the significance of issues that affect its sustainability performance through its own assessment process. The assurance team found no evidence that any material issues were excluded from this process.

Responsiveness

HanmiGlobal prioritizes the key issues identified and reports its actions, responses, and future plans in a comprehensive and, to the extent possible, balanced manner. The assurance team found no evidence that the company's responses were inappropriately presented in the report.

Impact

HanmiGlobal identifies and monitors the direct and indirect impacts of the material topics derived from the materiality assessment, and quantifies those impacts where feasible. The assurance team confirmed that such impacts are reported accordingly.

Reliability and Quality of Selected Sustainability Performance Information

In addition to assessing conformance with the AA1000AP (2018) principles, the assurance team tested the reliability of sustainability performance data for greenhouse gas (GHG) emissions and energy consumption. To verify these metrics, we interviewed the responsible personnel, conducted data sampling and document checks, and compared the figures with credible third-party sources and public databases. We concluded that the information is reliable and found no evidence of intentional error or misstatement in the sustainability performance disclosures.

Assurer Competence, Independence, and Quality Control System

Korea Management Registrar (KMR) is accredited by the Korea Laboratory Accreditation Scheme (KOLAS) under ISO/IEC 17029:2019 (Conformity assessment — General principles and requirements for validation and verification bodies), with additional accreditation criteria covering ISO 14067 and ISO 14065. KMR is also accredited by the Korea Accreditation Board (KAB) under ISO/IEC 17021 1:2015 (Requirements for bodies providing audit and certification of management systems), and is designated by the National Institute of Environmental Research as a verifier under Korea's Emissions Trading Scheme (ETS). KMR maintains a comprehensive quality management system that complies with IAASB ISQM 1:2022 and the documented policies and procedures of KMR EDV 01:2024 (ESG Disclosure Assurance System), developed in accordance with ISO/IEC 17029

requirements. KMR also adheres to the ethical requirements of the IESBA Code (2023)—integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. The assurance team is composed of sustainability specialists and remains independent, having no commercial interests in HanmiGlobal other than providing this third-party assurance service.

Limitations of Use and Notice

This assurance statement was prepared for HanmiGlobal's management to help them understand the company's sustainability performance and activities. The firm accepts no responsibility for any use of this statement by third parties other than HanmiGlobal's management. This assurance statement is valid as of the assurance date shown below. If events occur after that date that could materially affect the report, this assurance statement may be revised. We therefore recommend confirming on HanmiGlobal's website that you are viewing the most recent version of the report.

2025. 06. 20

KMR 한국경영인증원 Korea Management Registrar

SRV1000 Sustainability Committee Assurance

AA1000 Licensed Report 000-129/V3-WBFDE

Hwang Eun Ju, Chief Executive Officer

Greenhouse Gas (GHG) Verification Statement

KMR-VCV-25-016

Verification Opinion Statement

HanmiGlobal Co., Ltd.

ISO 14064-1:2018

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas (hereinafter "GHG") emission of HanmiGlobal Co., Ltd.

SCOPE

Verification of places of business and emission facilities under the control of HanmiGlobal Co., Ltd.

STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Operational guidelines for reporting and certification of the Greenhouse Gas emissions trading scheme (Ministry of Environment, 2024-155)
- WRI/WBCSD GHG Protocol (2013)

GHG emissions & Energy consumption

Direct emissions(Scope 1)	Indirect emission(Scope 2)	Other indirect emissions(Scope 3)	**Total (tCO_2 eq)**
253.793	50.301	2,403.802	2,707.896

Fuel	Electricity	**Total (TJ)**
3.968	1.051	5.019

※ Note : There are a differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

May 14th, 2025

Authorized By E J Hwang

CEO Eun Ju, Hwang

KMR ISO 14064-1 | IAF | National Institute of Environmental Research

KMR has been recognized as a greenhouse gas verification period by the National Institute of Environmental Research (NIER) (Accreditation number: 2023-EV-05).
The IAF mark is a mark that indicates recognition by an accreditation body that has joined the Multi-lateral Recognition Agreement of the International Accreditation Forum.

Korea Management Registrar
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KMR-VCV-25-016

HanmiGlobal Co., Ltd.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas (hereinafter "GHG") emission in 2024 of HanmiGlobal Co., Ltd.

SCOPE

Verification of places of business and emission facilities under the control of HanmiGlobal Co., Ltd.

STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
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- WRI/WBCSD GHG Protocol (2013)

PROCEDURE

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

INDEPENDENT

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

LIMITATION

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

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results
- According to KMR's approach, nothing was found that would lead to a finding that HanmiGlobal Co., Ltd. failed to disclose data and information that was accurate and reliable in all material respects.

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GHG emissions & Energy Consumption

Direct emissions(Scope 1)	Indirect emissions(Scope 2)	Other indirect emissions(Scope 3)	**Total (tCO_2 eq)**
253.793	50.301	2,403.802	2,707.896

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Category	Scope 3	2022	2023	2024
1	Purchased goods and service	64.541	71.710	64.551
2	Capital goods	224.192	289.201	399.816
3	Fuel- and energy-relate activities	15.938	17.037	17.849
5	Waste generated and distribution	5.067	4.717	4.991
6	Business travel	425.827	524.123	535.011
7	Employee commuting	848.801	945.740	937.310
8	Upstream leased assets	110.458	93.392	117.341
15	Investments	295.886	334.246	326.930
Total		**1,990.709**	**2,280.166**	**2,403.802**

※ Note : There are a differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

※ The abovementioned company is responsible for preparing verification data in accordance with the "Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2021-278)", and KMR's responsibility is limited to the party in the verification contract according to the agreed contract terms. and is not responsible for other decisions, including investment decisions based on this verification statement.

※ The abovementioned company must comply with the use of the certification and logo marks under the contract entered into with KMR.

May 14th, 2025

Authorized By E J Hwang

CEO Eun Ju, Hwang

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ISO 14064-1

National Institute of Environmental Research

Awards and Memberships

HanmiGlobal — Awards and Recognitions

Date	Award / Recognition	Organizer
Oct. 2024	Mayor's Award — "Best Company for Raising Children"	Seoul Metropolitan Government; Korea Peninsula Population Institute for Future
Oct. 2024	9th Asia Gender Equality Index Awards — Grand Prize (Special Award)	The Asia Business Daily
Sep. 2024	Ranked No. 8 worldwide (non U.S.) in total global PM/CM fees	Engineering News Records (ENR)
Jul. 2024	Social i Awards 2024 — Facebook Grand Prize (Construction sector)	Korea Internet Professionals Association
Jul. 2024	The 13th "Population Day" — Presidential Citation	Ministry of Health and Welfare (MOHW)
Jun. 2024	CCEJ "Good Company Award" — Grand Prize (Non-manufacturing/Service sector)	Citizens' Coalition for Economic Justice (CCEJ)
Apr. 2024	Named one of Korea's Top 100 CEOs for the 18th time	Maekyung Economy
Dec. 2023	Herald Job Awards (2023) — Minister of Employment & Labor Award	Herald Business
Dec. 2023	2023 Best Family friendly Company (Top tier)	Ministry of Gender Equality and Family (MOGEF)
Dec. 2023	The 60th Trade Day — "Ten Million Dollar Export Tower"	Korea International Trade Association (KITA)
Nov. 2023	2023 Good Job Company Awards — Minister of Gender Equality & Family Award (Women-friendly Workplace)	Edaily News
Oct. 2023	13th Korea Social Media Awards — Grand Prize (Construction industry)	Korea Association for Social Contents' Development
Sep. 2023	Seoul Gender Equality Awards — Merit Award (Low birthrate countermeasures)	Seoul Metropolitan Government
Jul. 2023	Smart CM Awards 2023 — Winner	The Construction Economic Daily
Jun. 2023	The 25th "Best Luxury Brand Awards Chosen by Women" — Special Award (Minister of Gender Equality & Family)	Women's News, W Economic Research Institute, Woman Story News
May 2023	Korea's 150 Most Sustainable Companies (2023)	Hankook Ilbo, Statista, The Korea Times
Apr. 2023	Named one of Korea's Top 100 CEOs for the 17th time	Maekyung Economy
Sep. 2022	2022 Best HRD (Excellent Institution for Human Resources Development)	Ministry of Employment and Labor (MOEL)
Aug. 2022	Korea's Best Job Creator (Excellent Job Creation Company)	Ministry of Employment and Labor (MOEL)
Aug. 2022	Ranked No. 8 worldwide (non U.S.) in total global PM/CM fees	ENR (Engineering News Records)

Key Memberships

US Green Building Council	Construction Vision Forum	Construction Association of Korea - Seoul Chapter	Korea ESG Forum (The Korea Economic Daily)
Korea Electrical Engineers Association	Korean Institute of Construction Engineering and Management	Korea Construction Engineers Association	Korea Institute of Construction Safety
Korea Management Association (KMA)	Korea Price Information	Korea Price Research Center	Korea Developer Association
Korea Fire Facility Association	Korea Fire Safety Association	Korea Engineering & Consulting Association	Korea Electrical Engineers Association
Korean Peninsula Population Institute for Future	International Contractors Association of Korea		

Report Archive

Report Archive

Policies and Certifications

ESG Committee Operating Regulations	Climate Change Center – RE100 Korea Private Sector Partnership	QEHS Policy (Korean)
QEHS Policy (English)	HG 10 Safety Rules	HanmiGlobal Human Rights Management Policy
HanmiGlobal Personal Information Protection – Internal Management Plan	HanmiGlobal Corporate Governance Charter	HanmiGlobal Code of Ethics