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Launched in New York, USA, in 2000, the United Nations Global Compact (UNGC) is the world's largest corporate sustainability initiative supported by 19,000 member companies from 165 countries worldwide. Korea Environment Corporation (K-eco) has been a UNGC member since 2010, and has implemented its principles in areas such as human rights, labor, environment, and anti-corruption.

K-eco, a Global Leader for Sustainable Environment



K-eco Overview

K-eco, a Global Leader for Sustainable Environment



CEO Message

K-eco promises to guide you through the journey of trust and innovation toward a sustainable future.



Dear esteemed citizens and stakeholders,

Today, the climate crisis and environmental challenges are among the most pressing issues facing humanity. The World Economic Forum has also identified extreme weather, biodiversity loss, and ecosystem change as major global risks. These threats are fundamentally reshaping our social and economic paradigms, making carbon neutrality and the circular economy not a choice, but an imperative.

K-eco is committed to advancing environmental welfare by leading the transition to carbon neutrality and a circular economy—key global priorities of our time.

Over the past four decades, the Korea Environment Corporation (K-eco) has cultivated expertise in core environmental sectors such as air and water quality management and resource circulation. With public safety as our highest priority, we are at the forefront of efforts to address the climate crisis. We operate major national greenhouse gas reduction systems such as the Climate Response Fund, the GHG Reduction-Conscious Budgeting System, and the Emissions Trading System. In addition, we actively support carbon neutrality initiatives across all sectors of society, including green technology transitions for small and medium-sized enterprises and carbon neutrality master plans for local governments.

Amid the growing momentum of circular economy built on the principles of “reduce, reuse, and recycle,” we are also strengthening efforts to recover value from waste. At the same time, we are expanding air quality monitoring networks, reinforcing fine dust surveillance systems, and building basin-based water quality management systems to ensure a clean and safe environment for all.

We will open a sustainable future through enhanced trust and transparent governance.

Through digital transformation, K-eco is leading data-driven public administration and expanding access to environmental information. We have also enhanced management transparency by introducing an employee-elected director system and fostering citizen participation through the Civic Innovation Group and an open suggestion platform. In addition, we are investing in the future by supporting youth entrepreneurship in the environmental sector and cultivating global environmental talent.

We aim to reaffirm our role as a leading global environmental institution.

K-eco has obtained major international certifications across all ESG domains and established a performance-based ESG management framework grounded in the PDCA (plan, do, check, act) cycle. As a result, we received several government commendations and global awards last year in areas such as sustainable management, safety, knowledge management, and innovation procurement. Building on these achievements, we will drive the global expansion of Korea's environmental industry and strengthen ESG management support for developing countries.

K-eco has grown together with the public, dedicated to solving environmental challenges and advancing sustainable development. With an unyielding spirit of innovation and resolve, we will continue striving to become a world-class environmental institution. I kindly ask for your continued interest and support. Thank you.

July 2025

Lim Sang-jun Chairman of K-eco

임상준

ESG Management

K-eco, Creating a Sustainable Future Together



K-eco Overview

K-eco is a public institution under the Ministry of Environment, established in January 2010 through the integration of the Korea Environment & Resources Corporation and the Environmental Management Corporation. In accordance with the Korea Environment Corporation Act, K-eco is dedicated to preventing environmental pollution, improving environmental quality, promoting resource circulation, and advancing greenhouse gas reduction initiatives in response to the climate crisis, thereby effectively implementing a transition to a carbon-neutral society and contributing to national development

General Status

(As of Mar 2025)

| | |
|--------------------------|--|
| Institution name | Korea Environment Corporation (K-eco) |
| Date of establishment | Jan 1, 2010 |
| Competent authority | Ministry of Environment |
| Head of the institution | Im Sang-jun |
| Institution type | Quasi-governmental agency/public corporation (outsourcing type) |
| Ground for establishment | Article 1 of the Korea Environment Corporation Act (Law No. 20172) |
| Head office location | Comprehensive Environmental Research Complex, 42, Hwangyeong-ro, Seo-gu, Incheon |
| Employees | 3,372 members (executive staff + regular employees + fixed-term employees) |

K-eco 2025 Sustainability Report



Website
www.keco.or.kr

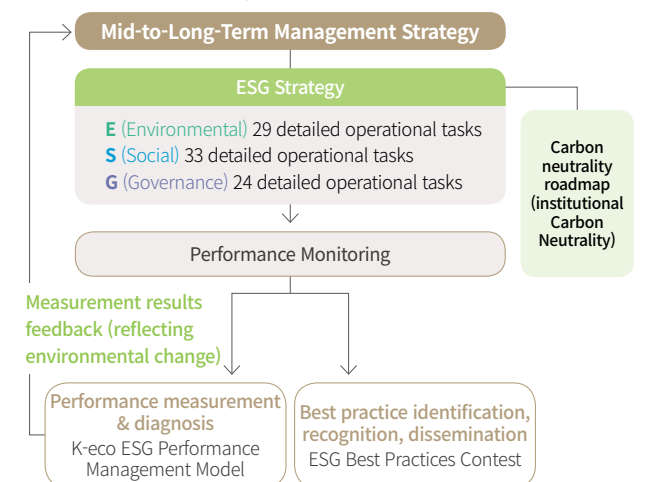
K-eco, a Global Leader for Sustainable Environment

K-eco is committed to creating a sustainable future founded on the core values of ESG, promoting the harmonious development of the environment and society.

Mid-to-Long-Term ESG Strategy (2024-2028)

| | E Environmental | S Social | G Governance |
|------------------------|---|---|--|
| Key Goals | Achieve net-zero emissions at the institutional level & national resource circulation target of 84% by 2040 | Achieve top ratings in shared growth evaluation and safety management | Achieve top grades in the comprehensive integrity assessment and information disclosure assessment |
| Strategic Objectives | Lead the transition to carbon neutrality | Fulfill social responsibilities through professional environmental services | Strengthen trust-based, transparent governance |
| 10 Key Issues | Carbon neutrality, circular economy, environmental management | Human rights, labor (jobs), customer satisfaction, mutual cooperation | Board of directors, anti-corruption and ethical management, communication |
| 12 Key Strategic Tasks | 1. Achieving net-zero emissions at the institutional level by 2040 2. Supporting national transition to carbon neutrality 3. Prompting circular economy & waste-to-energy 4. Leading climate crisis response through advanced environmental services | 5. Strengthening human rights management system 6. Ensuring fair recruitment and happy workplace 7. Advancing safety management and information security 8. Providing customer satisfaction & support for SMEs and local communities | 9. Reinforcing board governance 10. Promoting ethics, legal compliance, anti-corruption 11. Expanding information disclosure and stakeholder communication 12. Improving management efficiency & sustainability |

PDCA-Based ESG Management & Performance Evaluation Process



★ Minister of Trade, Industry and Energy Award
for Excellence in Sustainable Management



★ ESG Innovation Award Grand Prize
by the Korean Association for Policy Studies
Project name: Improving Environmental Services (E) and Realizing Social Responsibility (S) through Transparent Governance (G)



★ Platinum Award (highest achievement)
by the LACP* Vision Awards in the U.S.




* LACP (League of American Communications Professionals)

Core Operations

K-eco leads efforts to improve the environment and promote resource circulation, thereby safeguarding a clean and safe living environment for the public. The corporation undertakes the development of environmental infrastructures and research and development, centering on climate and air (greenhouse gas reduction, air quality improvement), water environment (management of water, soil, and groundwater pollution, support for the water industry), and resource circulation (waste reduction, promotion of recycling). It also contributes to enhancing environmental welfare by implementing environmental impact assessments, enforcing integrated environmental management systems, providing everyday environmental services, managing chemical substances, and inspecting environmental pollutants. Under the slogan "Closer to People, Closer to Nature", K-eco actively supports diverse environmental policies aimed at realizing carbon neutrality and transitioning to a circular economy and society.

Climate & Air

GHG Reduction Policy Support

- Refrigerant Information Management System** 
- Operation of target management systems for GHG emissions
 - Refrigerant management and disposal infrastructure development

Climate Change Adaptation Capacity Building

- Training programs for GHG specialists

Air Quality & Environment Management

Operation of the national air quality monitoring network

- Real-time nationwide and local air quality information and forecast (PM2.5, PM10, ozone)
- Real-time ambient air quality monitoring system
- Total emissions management for workplace air pollutants

Stack Tele-Monitoring System

Promotion of Vehicle Environment Business

Vehicle Emission Integrated Management System

- Vehicle emission grade management
- Operation restrictions (old diesel vehicles, seasonal management system, green transport zones)
- Emission reduction programs (early scrappage, installation of emission reducer devices, etc.)

Road dust management system

- Remote sensing device
- Road dust mapping

EV vehicles website

- EV and hydrogen vehicle purchase support and management
- Hydrogen charging station suitability assessments and procedural guidance

Water Pollution Management & Control

Water Pollution Control Information System

- Surveillance of water pollution incidents
- Installation and operation of the National Auto Water Quality Monitoring System
- Establishment and operation of the Wastewater Tele-Monitoring System

Sewerage Policy Support

- Policy support for private sewerage systems
- Technical review of master plans for sewerage maintenance
- Technical review for installation projects of public sewerage facilities
- Technical review for sewerage maintenance plans to prevent urban flooding
- The Public Sewerage Information System and statistical data
- Support for water reuse policy
- Operation of the Basin Sewerage Support Center

Soil & Groundwater Management

- Policy support for soil and groundwater management
- Soil survey and management
- Soil remediation business
- Groundwater environment management

Environmental Health

Life-Based Environmental Services

Operation of Environment Love Exhibition & Education Hall

Operation of Among Neighbors Center for Floor Noise

- Operation and management of noise and vibration monitoring networks
- Operation and management of automatic indoor air quality monitoring networks
- Light pollution surveys and infrastructure development

Environmental Public Health Services

- Asbestos safety management
- Asbestos survey and analysis
- Free radon measurement and consulting service

Hazardous Materials

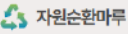
- Operation of the chemical hazard information notification and confirmation systems
- Support for joint registration and exemption verification for chemical substances
- Inspection, safety diagnostics, and reduction consulting for hazardous chemical facilities and chemical safety management support for SMEs
- Measurement and analysis of POPs
- Toxicity testing of chemical substances (GLP-certified)

Prevention & Reduction of Pollutant Discharge

- Inspection of vapor collection facilities
- Inspection for low-NOx burner installation support program
- Inspection of environmental monitoring devices
- Inspection and diagnostics of waste treatment facilities
- Regular inspection of HAPs fugitive emission facilities and technical support
- Operation of measurement agency contract management system

Resource Recirculation

Resource Recirculation Programs

- Environmental statistics and information 
- Inspection of excessive packaging and dedicated containers for medical waste





Environmental Energy Facilities Installation Support

- Eco-energy towns and overseas environmental energy projects
- Optimization of waste treatment facilities



Waste Resource Project Management

- Reporting and inspection system for Solid Refuse Fuel (SRF) products
- Operation of the integrated information management system for waste-to-energy resources
- Collection and disposal of agricultural waste

Resource Circulation System Operation & Management

- Extended Producer Responsibility (EPR) system 
- Waste charges system 
- Eco-assurance system 
- Packaging material and structure evaluation system
- Waste Charge System 

Waste Management

- Operation of the Allbaro system 
- Establishment and operation of RFID-based food waste management system 
- Management of imported and exported waste

Odor Management

- Odor diagnostics for public environmental facilities
- Technical support for odor-emitting workplaces
- Measurement and analysis of odor-causing substances (23 designated and complex types)

Technical Support for Ecotoxicity & Wastewater from Secondary Battery Industry

Water & Soil

Integrated Water Management Support

Integrated Water Management System

Environmental Infrastructure

International Projects & Cooperation

- Operation of the International Environmental Cooperation Center
- Fostering international environmental experts

Installation & Operation of Water Supply and Sewage Facilities

Aquatic Ecology Restoration & Water Treatment Facility Program

K-eco ESG Highlight

ESG International Certification Grand Slam

with the acquisition of Environmental Management System (ISO 14001) Certification

- ✓ **ISO 14001 Certification**
Environmental Management System (from Mar 2025)
- ✓ **ISO 45001 Certification**
Occupational Health & Safety Management System (from Nov 2022)
- ✓ **ISO 37001-37301 Dual Certification**
Anti-Corruption & Compliance Management System (from Sep 2023)

E Environmental

K-eco, Steps Toward Protecting the Earth

Carbon Neutrality
Expansion of scope 3 disclosure and establishment of a foundation for all-category emissions calculation and management
2022: 2 categories (492 tCO₂eq; 2023 calculation)
2023: 23 categories (954 tCO₂eq; 2024 calculation)
Disclosed emissions **increased by 462 t (94%)** year over year

Improved GHG reduction effects based on the enhanced efficiency of the Climate Response Fund
2024: 1.52 million tCO₂eq 2025: 1.73 million tCO₂eq (estimate)

Operation of the GHG Reduction-Conscious Budgeting System
Reduction effect based on 2023 settlement: 3.44 million tCO₂eq
Estimated reduction effect for 2025: **4.33 million tCO₂eq**

Carbon neutrality master plans completed by all 17 metropolitan governments (as of Apr 2024)

Future Mobility
Expansion of EV and hydrogen vehicle charging infrastructure

- Electric (fast) + 8,321 units
 - Electric (slow) +190,727 units
 - Electric (fast, subsidized) +1,483 units
 - Smart-controlled slow chargers +45,868 units
 - Hydrogen + 232 units
- ※ All figures are cumulative totals

S Social

K-eco, Growing with People

Safety Management
“Excellent” safety rating for 2 consecutive years
Ministry of Land, Infrastructure, and Transport
Safety management system advancement throughout entire construction process and reinforced on-site implementation

Prime Minister’s Award at the 2024 Korea Safety Technology Awards
Ministry of the Interior and Safety
Establishment of a flood preparedness system through development, improvement, and dissemination of the “manhole Keeper”

Improved safety management rating
Ministry of Economy and Finance
Grade 3 → Grade 2

Zero serious accidents for 2 consecutive years

Outstanding institution in Safety Activity Level Assessment (Grade A)
Ministry of Employment and Labor

System effectiveness enhancement through integration of regional branches’ KOSHA-MS Certifications

Equitable Recruitment
Selected as Reliable Employer for Persons with Disabilities for 2 consecutive years
Ministry of Employment and Labor
• 4.8% employment rate of persons with disabilities
• Development of suitable positions and continued expansion of employment

Facility Access
Recognition as an “Outstanding Institution” & Deputy Prime Minister’s Commendation for public facility and equipment access
Ministry of Economy and Finance
Expanded public access to facilities in support of Neulbom School operations and local cultural events

Work-Life Balance Culture
Certified as family-friendly institution for 12 consecutive years
Ministry of Gender Equality and Family (2013–2024)

Human Rights Management
Certified human rights management system for 5 consecutive years
• Human rights promotion activities in environmentally vulnerable areas
• First public institution to introduce AI Human Rights Impact Assessment

Information Security
Top rating in NIS information security management assessment for 3 consecutive years
Ranked No.1 among all public institutions
“Grade A” in cyberattack response training National Intelligence Service
2023: 84.48 points 2024: 91.99 points

“S Rating” in personal information protection level assessment
Personal Information Protection Commission (Apr 2024)
• Top 1.9% among assessed public institutions
• Strengthened life-cycle management of personal information

Shared Growth
2024 Korea SME Regulatory Innovation Awards
Ministry of SMEs and Startups
Alleviation of burdens on SMEs and private-sector growth support through regulatory reforms (e.g. relaxed chemical registration standards)

CBAM Help Desk Operation
235 technical consultations / Publication of guidebooks (steel (revised), aluminum, cement, fertilizer, hydrogen)

Smart eco-factory construction project
GHG reduction and environmental facility improvement support (98 companies)

Win-Win Cooperation Demonstration Program
Environmental technology demonstration support (KRW 13.9 billion for 19 SMEs)

GHG reduction
2023: 73,000 tCO₂eq
2024: Approx. 90,000 tCO₂eq

G Governance

K-eco, Reliable Governance

Governance
Expanded board management recommendations and 100% implementation
2023: 34 recommendations 2024: 36 recommendations

Enhanced application of ethical management standard model and improved implementation rate Ministry of Economy and Finance
2023: 82.5% 2024: 85.3%

Full implementation of employee-elected director system
from Jul 2024

Data Disclosure
Top rating (Excellent) in public data provision and operation assessment for 5 consecutive years
Ministry of the Interior and Safety
• Open API share of public data (2023: 11% 2024: 22%)
• Public data quality management score (2023: 94 points 2024: 99 points)

Zero errors in management disclosure for 2 consecutive years

Designated National Priority Data for 2 consecutive years Ministry of the Interior and Safety
Full-cycle information disclosure on waste recycling

Top rating in data-based administration assessment for 3 consecutive years
Ministry of the Interior and Safety

K-eco, Going Global

Global Green K-eco

Strengthened global environmental communication and cooperation
• Launching of “Green Talk,” a dedicated communication platform for developing countries
• 2.7x increase in foreign delegation visits (2023: 50 visitors 2024: 135 visitors)
• Hosting of INC-5 international conference
• 75% increase in number of companies advancing overseas via international cooperation platform (2023: 4 companies 2024: 7 companies)
• 111% growth in overseas environmental project expansion (2023: KRW 3.3 billion 2024: KRW 7.0 billion)

Fostering of Global Water Companies and Advancements in the Water Industry
• 66% increase in budget (2023: KRW 7.4 billion 2024: KRW 12.3 billion)
• 130% increase in participating companies (2023: 63 companies 2024: 145 companies)
• 27% increase in revenue of supported companies (2023: KRW 328.4 billion 2024: KRW 416.8 billion)

Establishment of an international standard on eco-driving
First international standard in the environmental sector: ISO 23795-2:2024
Based on estimation of GHG emissions based on driving habits

Global expansion of the K-circular resource system
• Development of global-level certification system for use of K-recycled materials
• Strengthened support for exports in the recycling industry
• 35.6% increase in exports of recycled materials to developing countries

Environmental

K-eco, Steps Toward Protecting the Earth

As a key agent in the national environmental management system, K-eco operates the Emissions Trading System (ETS) to achieve national greenhouse gas reduction targets, supports low-carbon technological innovation, promotes a circular economy for waste resources, and creates sustainable environmental value by advancing eco-friendly water treatment technologies. It preemptively prevents environmental accidents through its digital environmental monitoring and pollution source management systems, while promoting coexistence between nature and humanity through biodiversity conservation and ecosystem restoration projects. The corporation is also strengthening global environmental leadership by expanding its international environmental cooperation networks and facilitating the transfer of environmental technologies to developing countries and spreading a culture of green living nationwide through environmental education and citizen participation programs.

Environmental Management System(ISO 14001) Certification



Environmental Management System

K-eco's Environmental Management Framework

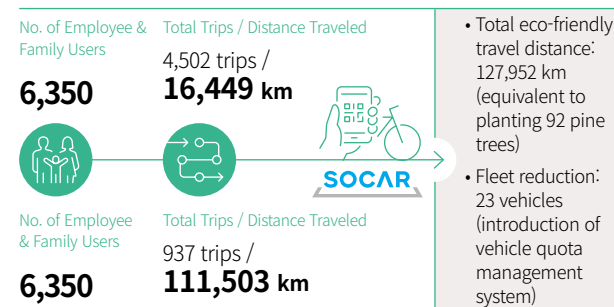


Carbon Neutrality by 2040

Leading the Way to Carbon Neutrality through Eco-Friendly Shared Mobility Solutions

- The first public institution to introduce eco-friendly shared mobility solutions
- Expansion of shared vehicle and bicycle usage
- Adoption of the case by the National Institute of Environmental Research

Achievements in Eco-Friendly Shared Mobility



Limiting Carbon Emissions through Fleet Management

- Reduction of 25 fleet vehicles over four years
- Replacement of 39 internal combustion engine vehicles
- Expansion of eco-friendly vehicle introduction and conversion to shared vehicles

Achievements in Eco-Friendly Vehicle Introduction

A total of **980,000 km** in vehicle mileage reduced, annual emissions reduced by **534 tCO₂e**

Expansion of Scope 3 disclosure & Establishment of Management Measures

- Full survey of Scope 3 emission management targets
- Stepwise expansion of disclosure to all categories

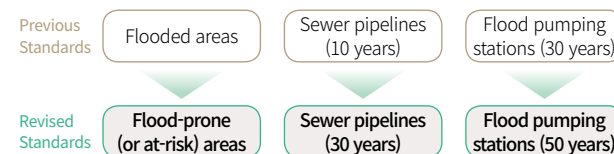
| Previous ('23) | Improved ('24) | Additional calculation of 210 tons |
|---|--|------------------------------------|
| 2 categories (business travel, commuting) | 4 categories (business travel, commuting, upstream transportation/distribution, waste) | |

Climate Crisis Response

Zero Urban Flood Damage

- Implementation of customized countermeasures to prevent urban flooding caused by extreme rainfall
- Expansion of the designation of priority management zones for sewer maintenance
- Development of flood risk maps based on rainfall simulation models and enhancement of their practical utility

Regulatory Reforms



Minister of Environment Award (Grand Prize) for developing a predictive model for ground subsidence in aging sewer pipelines

2024 Environmental Data Analysis & Application Contest



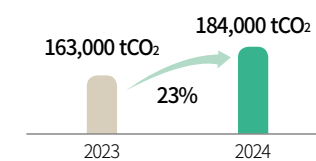
In the face of the climate crisis, K-eco is taking proactive steps to safeguard the global environment and lead the transition to a carbon-neutral society.

Saying Goodbye to Carbon

Leading Carbon Neutrality in the Public Sector & Expanding Local Implementation

- Pilot implementation and operation of the "Smart Energy Control Office" model
- Scale-up of the "Smart ECO" carbon neutrality model as a public-sector implementation model
- Organization of carbon neutrality implementation councils for 243 local governments

GHG Reduction through Public Sector Target Management



Presidential commendation for carbon neutrality and green growth('24. Dec)

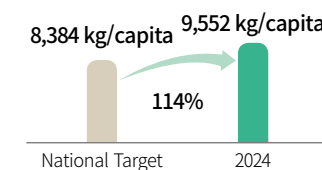


Sustainable Resource Circulation

Record-High Recycling through Enhanced Collection System

- Signing of a business agreement with a private-sector apartment management app to build a waste electronics collection system
- Operation of a real-time waste electronics collection and recycling system in connection with Onbid
- Achievement of 114% of the national per capita recycling target

No. of Elevator Waste Batteries Collected & Recycled



Minister of the Interior & Safety Award

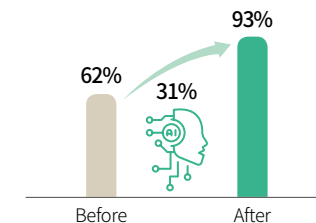
2024 Government Innovation Grand Prix (Selected Best Public Service of Feb 2025)



Stabilizing the Recycling Market Using AI Technology

- Proactive management of structural uncertainties in the recycling market using AI-based data analytics
- Expansion of management scope to five categories, including waste plastics
- Support for export of 20,000 tons of PET through public-private collaboration

Accuracy of Diagnostics Before & After AI Model Training



Public Sector Policy Innovation Award

13th Korea Policy Awards (2024) organized by the Korean Association for Policy Studies



Integrated Water Management

National Statistics Approval for Reliable Water TMS Data

- Official approval of water Tele-Monitoring System (TMS) data as national statistics
- Zero intentional data tampering at business sites for five consecutive years through comprehensive quality management
- Discovery of 24 exemplary application cases



Outstanding Application of Monitoring Data

Grand Prize

for developing optimal management strategies for a wastewater treatment facility, achieving a 42% reduction in total nitrogen discharge concentration

Top Prize

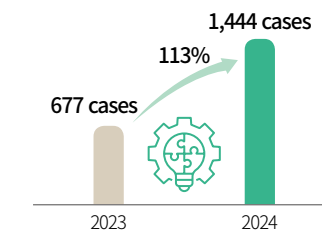
for analyzing pollution loads by production line to optimize treatment per facility, ensuring compliance with legal and regulatory standards while increasing production by 250 tons/day



Expanding Open APIs for Recycling & Increasing Private Sector Utilization

- Expansion of recycling full-cycle information to five categories
- Full open access with newly added datasets, including collection center data under the high-quality recyclables guarantee system
- Enhanced utility facilitating new business creation in the private sector

Open API Utilization Performance



Selected as National Priority Data for two consecutive years (2023-2024)

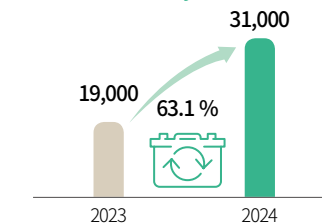
by the Ministry of the Interior & Safety (Only selection in the environmental sector)



Effective Recycling & Management of Elevator Waste Batteries

- Formation of a public-private partnership
- Utilization of local government recycling centers as collection hubs
- Expansion of recycling firms (8 → 10) and development of selection guidelines

No. of Elevator Waste Batteries Collected & Recycled



2024 5th Public Institution Policy Awards - Excellence Award

Korean Society of Public Enterprise



K-eco, Growing with People

Prioritizing the safety and health of employees as its highest value, K-eco has established a systematic occupational health and safety management system to foster a safe and pleasant working environment. By promoting fair recruitment, human rights management, and family-friendly policies, K-eco is cultivating an organizational culture of mutual respect while creating an inclusive workplace where youth, women, and persons with disabilities can grow together. Cooperation with small and medium-sized enterprises, support for the commercialization of innovative technologies, and job creation for marginalized groups are expanding the environmental industry ecosystem. At the same time, efforts to enhance the quality of environmental services that directly impact daily life and to collaborate with local communities contribute to disaster response and address gaps in environmental welfare. Through communication and collaboration with diverse stakeholders, K-eco supports the realization of a sustainable society in which people and the environment coexist in harmony.

Occupational Health & Safety Management Policy

K-eco's New Occupational Health & Safety Management Policy



K-eco's New Occupational Health and Safety Policy Declaration Ceremony, 2025



Establishment of an Occupational Health & Safety Management System



KOSHA-MS Certification (occupational health and safety management system)

ISO 45001 Certification (occupational health and safety management system)

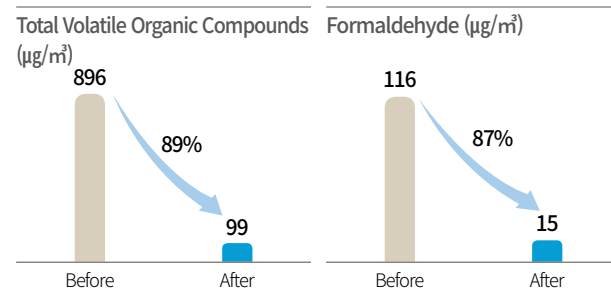
2024 Prime Minister's Award at the Korea Safety Technology Awards hosted by the Ministry of the Interior and Safety

Public Safety

Reducing Environmental Risk Factors in Daily Life

- Strengthening public information provision through the integrated indoor air quality information system “**InAir**”
- Expansion of support services for major facilities used by vulnerable populations
- Achievement of zero facilities exceeding legally mandated indoor air quality standards

Reduction in Major Pollutants



Selected as an “Excellent Case of Public-Facing Service Innovation” among public institutions in 2024
Ministry of Economy and Finance

Diversified, Streamlined, & Advanced Noise Management Services

- Expansion of inter-floor noise mediation service
- Increased public disclosure through the National Noise Information System
- Development of an AI-based aircraft noise automatic classification system through the SME performance sharing program



Environmental Noise

- Real-time data collection through IoT-based monitoring networks**
- Data publicized via the national noise information system
 - Utilized for noise reduction consulting in Daejeon
- Aircraft Noise**
- Development of an AI-based aircraft noise automatic classification system (SME performance sharing program)**
- Achieved 97.4% classification accuracy
 - Deployment at 10 monitoring stations (Dec 2024) → Phased expansion to all 88 sites
 - 90% cost reduction in outsourcing services upon system deployment

Minister of Environment Award for policy application
2024 Environmental Data Analysis & Application Contest



Establishing a Flawless Cybersecurity System

- Strengthening information security cooperation framework and establishing preventive and responsive management systems to minimize cyber risks
→ Achieved Grade A in the National Intelligence Service cyberattack response training
- Ensuring 24/7, year-round business continuity

Ranked No. 1 among all public institutions (top rating for 3 consecutive years)

NIS evaluation of information security management: 91.99 points (Excellent)



Fair & Transparent Recruitment

Empathetic Recruitment Based on Job Competency

- Fair recruitment certification assessment
- Provision of detailed job descriptions centered on job seekers, AI interview training, and expansion of interview stages
- Three consecutive years of increased recruitment satisfaction at K-eco
- Reduction of six-month turnover rate to the 4% range through effective onboarding processes

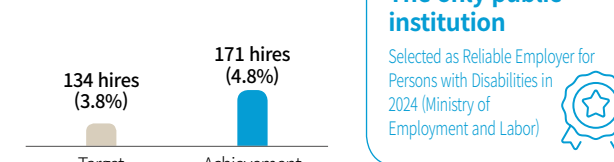
Certified as an “Excellent Institution in Fair Recruitment” in 2024



Expansion of Equitable Recruitment for Underrepresented Groups

- Doubling of limited-competition recruitment for individuals with disabilities, national merit recipients, and high school graduates compared to the previous year
- Setting disability employment as a top strategic initiative in 2024
- Exceeding the statutory disability employment quota for five consecutive years
- Supporting stable organizational integration of newly hired employees with disabilities to minimize turnover

Exceeded hiring target for persons with disabilities by 27.6%



Enhanced Full-Cycle Management of Personal Information

- Strengthening management activities at each lifecycle stage of personal information, from collection to disposal
- Personal information protection council chaired by the institution's Chairman

Received “S” (highest rating) in the Personal Information Protection Commission's personal information protection level assessment

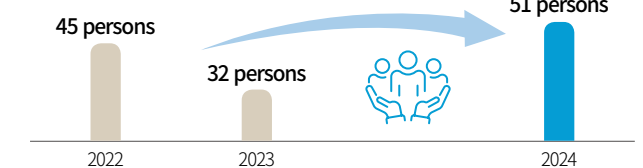
No issues found during on-site inspection



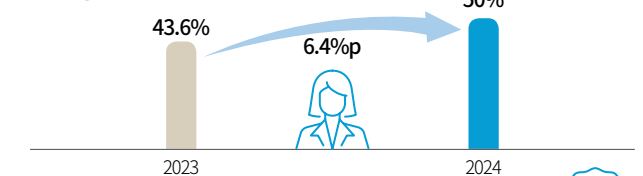
Intergenerational Cohesion & Gender-Balanced Recruitment

- Design and efficient operation of the K-eco type wage-peak system
- Achieving 100% of new recruitment targets for wage-peak eligible employees for three consecutive years
- Active operation of targeted hiring program for women with career interruptions, exceeding the female recruitment ratio target

New Hires Under Separate Quota for Wage-Peak System Positions



Strengthened Female Recruitment



Winner of the “Best Fair Recruitment Practice” Award ESG Innovation Best Practice Competition



Organizational Culture

Intensive operation of the K-eco Work-Life Balance Task Force

- Active support for work-life balance through substantive improvements in childbirth and childcare-related policies
- 7.1% increase in female employees taking parental leave and 30.8% increase in female employees using reduced working hours for childcare
- Expansion of childbirth and childcare support programs

Certified as family-friendly institution for 12 consecutive years (2013–2024)

by the Ministry of Gender Equality and Family

Recipient of the Equality Award commemorating the 116th International Women's Day

hosted by the Federation of Korean Trade Unions



Human Rights Management

First Public Institution to Introduce AI Human Rights Impact Assessment*

* AI Human Rights Impact Assessment: A tool to identify potential human rights violations such as

Certified human rights management system (5 consecutive years)

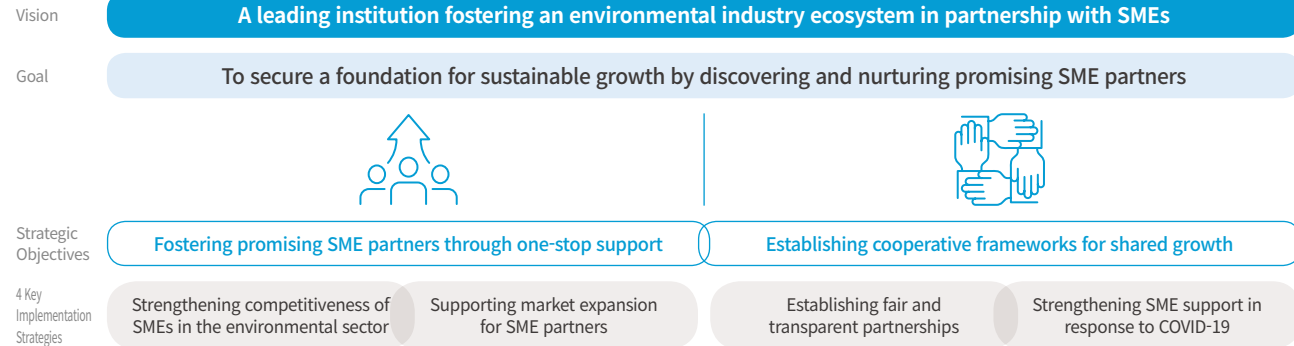


Social

With people at its core, K-eco is striding down the path of shared-growth toward a sustainable future.

A Sustainable Supply Chain Built through Shared Growth

Shared Growth Strategy



Implementation of the K-eco Win-Win Cooperation Program

- Operation of three types of Win-Win Cooperation programs—technology development, performance sharing, and cooperative profit-sharing—under common goals for environmental improvement
- Support for SME participation in domestic and international exhibitions



Supporting Market Access for Certified Innovative Products

- On-site consulting and system training for employees to promote innovative procurement
- Matching SMEs with public procurement needs, such as sewage and wastewater treatment facility materials, and supporting pilot use of solar power systems
- Recommendations for innovation designation, hosting procurement consultations, and operating an incentive system for departments with strong innovation procurement performance

Prospering with Local Communities

Opening of the HR Development Center to the Public

- Expansion of support for the “Neulbom School” policy to 43 schools across nine regions nationwide
- Operation of specialized educational programs such as the Jecheon International Music & Film Festival, global camps for rural children, and the university AI hackathon
- Creation of an ecological exploration trail near the Jecheon HR Development Center

Environmental Expertise-Based Social Enterprise Support

- Improved collection system for discarded fire extinguishers
- Recycling/upcycling of discarded fire extinguishers
- Development of new business models utilizing recycled products
- Expansion of sales channels and promotional support

Minister of Environment Award 3 consecutive years
2024 Social Economy Best Practice Contest by the Ministry of Environment

Public-Private Collaboration on the Development of the “Manhole Keeper”

- Joint development of the foldable manhole fall-prevention safety handle “Manhole Keeper” with private company Perfect Co., Ltd. since 2021
- SOC Techmarket certification obtained in 2023
- Successful public procurement market entry in 2024 after passing various public sector reviews and being designated as an innovative product



Presidential Citation for Excellence in Public Procurement of Innovative Products

Selected as top-performing institution in the public sector (including government, local governments, and public agencies) / Total innovative product purchases: KRW 13,359 million

Recognition as an “Outstanding Institution” & Deputy Prime Minister’s Commendation for public facility and equipment access

Ministry of Economy & Finance

Multifaceted Response to Regional Disaster Damage

- Employee donations and indoor air quality measurement and consultation for households affected by the EV fire at Cheongna Apartment Complex in Incheon
- Emergency waste collection support and sorting of recyclable materials in areas affected by heavy rain flood waste crises

Designated as the “Best Institution” for social contribution
by Incheon Metropolitan City for 2 consecutive years

Global Green K-eco

K-eco, Going Global with Sustainability

As a global environmental institute, K-eco is taking the lead in addressing worldwide environmental challenges and expanding cooperation with the international community.

By sharing Korea’s advanced environmental policies and technologies with developing countries and actively participating in the UN climate regime, K-eco is enhancing its standing within global environmental governance. Through efforts such as setting international standards, implementing green ODA projects, and exporting Korea’s circular economy model, K-eco contributes to narrowing global environmental disparities. In addition, the corporation supports the overseas expansion of small and medium-sized environmental enterprises, advancing the globalization of Korea’s environmental industry. K-eco will continue to strengthen global partnerships and lead international cooperation in the environmental sector to address the climate crisis and promote sustainable development.

K-eco’s Heightened Global Presence

K-eco’s Global & Convergence Promotion Plan



Two consecutive years of winning the Energy Globe Award
2024 Oslof Energy Global Net Zero Award Winner

Minister of Personnel Management Prize

Honored for contributions to the expansion of global talent networks in the Asia-Pacific region

EU CBAM Response Support Plan



Domestic and International Cooperation Systems for Introducing a Global-Level Certification System



Pioneering Overseas Markets for K-Water Products & Technologies

Water Technology Development Support

- 56 patents filed and registered
- 10 domestic certifications acquired (including CS, GS)
- KRW 282.386 billion in domestic sales
- KRW 6.147 billion in export to Vietnam and other countries

Support for Domestic Demonstration of Water Technologies

- Designated as government innovation products (2 items, e.g., by PPS)
- 2 overseas certifications acquired (e.g., CE)
- KRW 128.282 billion in domestic sales
- KRW 3.949 billion in export to Oman and other countries

Presidential Commendation
2024 Venture Startup Promotion

Governance

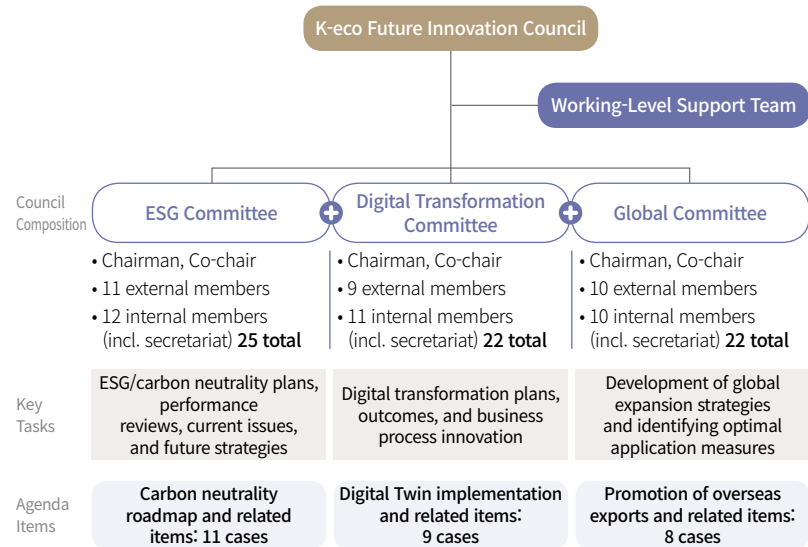
K-eco, Reliable Governance

By enhancing the operational stability of the Board of Directors and expanding the role of non-executive directors, K-eco has reinforced managerial accountability. The corporation has laid the foundation for innovative growth by securing expertise and diversity through the Future Innovation Council, which addresses ESG and carbon neutrality, digital transformation, and global convergence. It has fostered a culture of integrity by internalizing ethical management practices based on a standardized model, systematically managing conflicts of interest, and acquiring integrated certifications for ISO 37001 and ISO 37301. K-eco has solidified its position as a trusted public environmental institution leading the creation of social value through the establishment of citizen-participatory auditing systems, securing financial soundness, and driving digital innovation.

Board of Directors in Charge of Sustainable Management

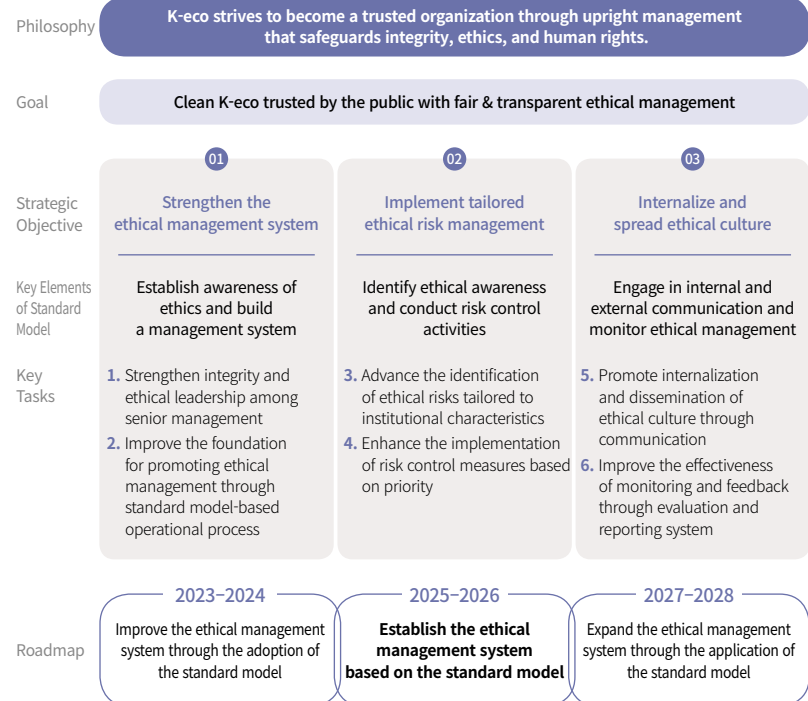
K-eco Future Innovation Council

(As of July 2025)



Ethical Management

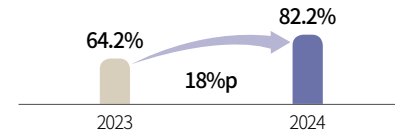
Ethical Management Strategy & Framework



Key Agenda Items of the Future Innovation Council (2024)

| Meeting | Agenda Items |
|-----------------|---|
| 1st Integration | <ul style="list-style-type: none">(Special lecture) Opening of public data in the era of data economy(Special lecture) Key issues in the INC-5 international plastics pollution agreementStatus and implementation plan for ESG management and committee recommendationsK-eco DX 2.0 Plan (2023-2027)2024 K-eco Global and Convergence Promotion Plan |
| 2nd Integration | <ul style="list-style-type: none">(Special lecture) Global crisis and the new social contractKey achievements in ESG management and implementation of committee recommendations2024 key achievements in digital transformationStatus of Global Committee recommendations and key achievements in 2024 |

Future Innovation Council Attendance Rate



Maintenance of ISO 37001:37301 dual certifications (2023-)



ISO 37001 (anti-corruption) and ISO 37301 (compliance management system) certifications

Grad 3 in the 2024 Comprehensive Integrity Assessment

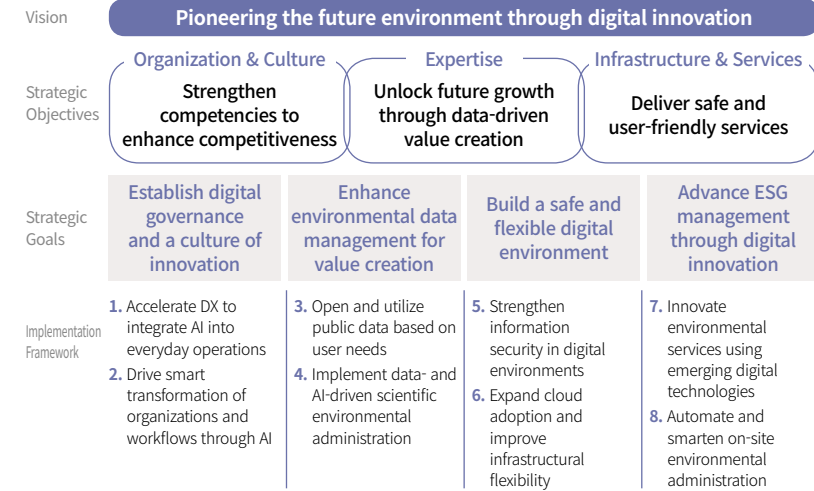
1 grade ↑ from the previous year
Reached an 85.3% implementation rate of ethical standard model (2.8%p ↑ from previous year)



K-eco is building a sustainable governance system grounded in accountability and transparency.

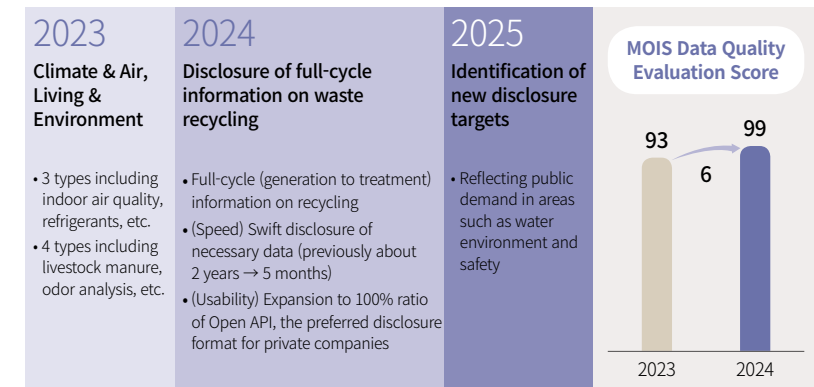
Digital Innovation for Smarter Operations

K-eco DX 2.0



Expanding the Availability & Utilization of K-eco's High-Quality Data

2023-2024 Ministry of the Interior & Safety National (MOIS) Priority Data Designation



Realizing ESG through Digital Innovation & Public-Private Collaboration

K-eco AI Prompt-thon



★ **Top rating in the 2024 Data-Based Administration Assessment by Ministry of the Interior & Safety**
3 consecutive years



★ **Leading organization in opening data based on private-sector demand**
★ **Establishment of the digital executive office "Smart K-eco" to institutionalize a data-driven scientific administrative culture**

★ **Designated as National Priority Data in 2024 by Ministry of the Interior & Safety**

Only institution in the environmental sector, 2 consecutive years



★ **Highest rating in the 2024 Public Data Provision & Operation Evaluation**

5 consecutive years



2024 Environmental Data Utilization and Analysis Contest



2024 Environmental Data Analysis and Utilization Performance Sharing Conference