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LX Pantos Sustainability Report **2025**



LX Pantos

ABOUT THIS REPORT

Overview

LX Pantos publishes an annual Sustainability Report. In our third edition of this report, we aim to transparently disclose our ESG management initiatives and performance to all stakeholders. Moving forward, LX Pantos will actively gather stakeholder feedback to incorporate into our management practices and reliably communicate our corporate sustainability, consequently strengthening engagement and dialog with all.

Reporting Period and Scope

This report is based on performance data from January 1 to December 31, 2024. For stakeholder convenience, certain information from the first half of 2025 has also been included.

The scope of this report focuses on the economic, social, and environmental performance of LX Pantos's domestic headquarters. Some data also includes the performance of subsidiaries. The specific scope of each dataset is indicated through footnotes or additional descriptions.

Reporting Principles and Framework

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, the international framework for sustainability reporting. The financial information in this report is based on the consolidated financial statements prepared in accordance with K-IFRS (Korean International Financial Reporting Standards). To effectively reflect industry-specific characteristics, the report applies the SASB (Sustainability Accounting Standards Board) framework and incorporates reporting elements from the UN SDGs (United Nations Sustainable Development Goals) and the UNGC (United Nations Global Compact). Additionally, this report reflects disclosure guidelines from the ESRS (European Sustainability Reporting Standards). Furthermore, this report fully complies with the four principles—Inclusivity, Materiality, Responsiveness, and Impact—outlined in the AA1000 Assurance Standard v3, the global verification standard for sustainability reporting.

Data Assurance

This report has been verified by an independent assurance provider, BSI, to ensure the accuracy and reliability of the information disclosed. Details regarding the assurance process and the verification statement can be found in the Independent Assurance Statement included in this report.

Inquiries

For any questions or additional information about this report, please refer to the contact information below.

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Publication Date June 2025



Interactive PDF User Guide

The 2025 Sustainability Report has been published as an interactive PDF, with links to relevant pages and associated webpages for enhanced accessibility.

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CEO Message

Dear esteemed stakeholders,

I am Lee Yong-ho, CEO of LX Pantos.

2024 was a year of overcoming numerous challenges through the united efforts of all LX Pantos members, laying a solid foundation for growth. While maintaining our position as the world's 7th largest sea freight forwarder and the leading domestic air freight provider, we achieved significant success in expanding our global customer base and securing logistics infrastructure. Thus, we extend our heartfelt gratitude to all employees, customers, and stakeholders who have been part of this journey.

As we enter 2025, we are witnessing a fundamental restructuring of international supply chains and a transformation of the global logistics environment at an unprecedented scale and pace. LX Pantos will proactively address and respond to these changes while continuously advancing ESG management across all areas to realize the company's vision as the "Value Deliverer for People and the Planet."

First, in the Environmental (E) area, LX Pantos prioritizes climate action by identifying and managing related risks and opportunities, while continuously implementing strategies to transition toward eco-friendly logistics services. In 2024, we have proactively secured green fuels, laying the foundation to minimize carbon emissions across all transportation modes—including sea, air, and land. In 2025, LX Pantos will build technologies and infrastructure that realize carbon neutrality to further expand these efforts.

Second, in the Social (S) area, LX Pantos places great importance on mutual growth with partners and local communities, actively working to build a sustainable logistics ecosystem. We not only enhance supply chain sustainability by supporting our partners' ESG management but also strengthen relationships with local communities through various community engagement activities, thereby fostering a corporate culture committed to social responsibility.

Finally, in the Governance (G) area, LX Pantos upholds Jeong-Do (ethical) management and transparency as core corporate principles. To ensure sustainable growth, we aim to enhance ethical governance and transparent decision-making processes while striving to embed ESG management within the entire organization. Building on these efforts, we propose an ambitious plan to establish ourselves as a company trusted by both customers and society.

With the support of our employees, customers, and partners, we will continue to boldly face change and embrace challenges. We will turn crises into opportunities and build a strong foundation for sustainable growth even amid global market uncertainties. We are committed to delivering enhanced value to our customers while upholding our broader responsibilities to society. Through these efforts, we pledge to grow into "a truly global logistics company headquartered in Korea."

We look forward to your continued interest and support as we pursue further challenges and growth opportunities.

Thank you.



Chief Executive Officer (CEO)
Lee Yong-ho

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Company Overview

LX Pantos at a Glance

Overview

LX Pantos Co., Ltd. (hereinafter referred to as "LX Pantos") began its journey in 1977 as Bumhan Huengsan Corporation, later evolving into PanKorea Express and then Pantos, before rebranding as LX Pantos in July 2021. Since its inception, the company has continuously pursued innovation to deliver greater value to customers. Today, LX Pantos operates a global logistics network spanning over 380 locations worldwide, providing comprehensive logistics services to both domestic and international clients across various industries. In 2024, the company secured the top position in Korea for both annual ocean and air freight volumes, solidifying its status as a leading global logistics provider. Leveraging logistics expertise and cutting-edge technologies, LX Pantos drives smart logistics innovation and establishes efficient logistics systems. Through these continuous efforts, the company can remain agile in a rapidly changing market, delivering tailored solutions that support clients' business growth while enhancing overall competitiveness.

Company name	LX Pantos Co., Ltd.
Date of establishment	February 1977
CEO	Lee Yong-ho

No. of employees	1,981 (HQ only)
HQ location	58 Saemunan-ro, Jongno-gu, Seoul, Republic of Korea
Key business	Comprehensive logistics

(As of the end of December, 2024)

Key Business Areas

- **Sea freight**
- **Air freight**
- **Rail freight**
- **Contract logistics (CL)**
- **e-Commerce logistics**
- **Healthcare logistics**
- **Digital solution**
- **Home appliance logistics**

Total assets
KRW **3.3** trillion

Sales
KRW **8.0** trillion

Operating income
KRW **2,219** billion

(As of the end of December, 2024)

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Global Network

(As of June 2025)



1 South America	2 North America	3 Europe	4 Commonwealth of Independent States (CIS)	5 India / Central Asia	6 Asia	7 China
• Brazil FF[1]/CL[2] • Colombia • Chile • Panama • Argentina	• Mexico • USA • LPIC TN • StarLinks • BoxLinks	• Poland • Spain • Turkey • Germany • Hungary • UK • Netherlands • France • Sweden	• Russia • Kazakhstan	• India FF/CL • Dubai • Saudi Arabia • Egypt • South America	• Indonesia International/ Domestic/PLM • Vietnam • Singapore • Philippines • Thailand/ Holdings • Malaysia • Cambodia • Australia • Japan	• Qingdao / Shanghai / Ningbo / Shenzhen / Beijing • Hong Kong • Taiwan • SSC Tianjin

1) FF (Freight Forwarding): Refers to comprehensive cargo transportation services including cargo collection, shipment, and customs clearance.
2) CL (Contract Logistics): Refers to contract-based logistics services involving warehouse operations, inventory management, delivery, and overall logistics according to client agreements.

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Our History

1970

Feb. 1977 Established Bumhan Huengsan Corporation (air freight forwarder)

1990

Oct. 1992 Registered as a multimodal transportation business
Oct. Changed the company name to PanKorea Express
Dec. 1997 Established a bonded shed and commenced bonded transportation services
Jul. 1999 Commenced customs clearance business

2000

Sep. 2000 Established Ansan bonded shed for sales purpose and Pyeongtaek Hub Warehouse
Apr. 2001 Established Gimpo bonded shed for sales purpose
Dec. 2002 Obtained ISO 9001:2000 certification
Oct. 2003 Received the 11th Korea Logistics Grand Prize
Oct. 2005 Named the "Business of the Year" by the Economic Review
Nov. Completed construction of the Incheon Airport Logistics Center
Mar. 2006 Recognized as an exemplary foreign-invested enterprise in Shanghai
Mar. Received the Korea Logistics Society Grand Prize
Jul. Changed the company name to Pantos Logistics
Nov. 2007 Certified as a Certified Integrated-Logistics Company by the Ministry of Construction and Transportation
Feb. 2008 Developed Korea's first paperless air shipment electronic system
Jul. Awarded the Excellent Innovation Company Grand Prize by The Korea Economic Daily
Nov. Obtained the bonded shed license in Russia
Feb. 2009 Awarded the Conspicuous Trading Business Prize by the Korea Trade Research Organization
Aug. Listed in the Guinness World Records for transporting the world's heaviest cargo by air
Sep. Recognized as the world's first Outstanding e-Freight (air freight electronic documentation) Company by the IATA

2010

Apr. 2010 Established the subsidiary company Helistar Air
Jun. Won the Grand Prize at Korea Logistics Awards
Sep. Established Busan Newport Logistics Center
Oct. Acquired ISO 28000 certification
Apr. 2011 Launched international rail freight services
Aug. Acquired ISO 14001 certification
Received the IATA Korea Excellent Partner Award
Nov.
Sep. Certified as an Certified Integrated-Logistics Company by the Ministry of Oceans and Fisheries
Jan. 2012 Established the Incheon Airport Logistics Center 2
Apr. Became the first domestic logistics company to open an Integrated Logistics Control Center
Jun. Selected by the Ministry of Land, Transport and Maritime Affairs as a global logistics company to be cultivated nationally
Nov. Certified as a Green Logistics Company by the Ministry of Land, Transport and Maritime Affairs
Jan. 2013 Achieved the TAPA A-grade certification for Incheon Airport Logistics Center
Feb. Launched the global integrated logistics system 'Pantos GSI' for the first time in the logistics industry in Korea
Mar. Pantos HQ acquired AEO certification (freight forwarder)
Oct. Opened Pyeongtaek Logistics Center
Apr. 2015 Received a letter of commendation for communication relating to international mail flight operation
Aug. Obtained OHSAS 18001 certification
Nov. Acquired Hi Logistics
Nov. Selected as a "Global Procurement Leading Company' by the Korea International Trade Association.
Dec. Appointed Choi Won-hyok as CEO
Mar. 2016 Started air charter operation between Korea and China
Aug. Merged Pantos Logistics and HiLogistics
Acquired AEO certification in Hong
Feb. 2017 Kong and Thailand
Apr. Changed the company name to Pantos Logistics
Jan. 2018 Established 'Hanultari Co., Ltd.,' a work place for persons with disabilities
Oct. Established Sihwa MTV Center
Jan. 2019 Opened West Icheon Center
Jan. Acquired AEO Certification as a bonded area operator
Jan. Certified as a Green-Logistics Company
Jul. Obtained Korean Good Supply Practice (KGSP) certification as a qualified business
Oct. Obtained integrated information protection ISMS-P (Information Security & Personal Information Security Management System) certification for the first in the logistics industry

2020

Apr. 2020 Acquired ISO 13485 certification
Won the Grand Prize in the large company category at the 23rd
May. Korean Logistics Awards, hosted by the Korea Logistics Society
Jun. Obtained CEIV Pharma certification (IATA) for the first time as the
Jun. 2021 domestic logistics company
Achieved certification as a
Jul. first-class shipper
Changed the company name to LX Pantos
Jun. 2022 Obtained GDP (Goods Distribution Practices) certification for pharmaceuticals from Incheon Airport Distribution Center
Jul. Awarded the Bronze Medal from EcoVadis, a global ESG & sustainable governance rating platform
Nov. Acquired CEIV-Fresh certification (Center of Excellence for Independent Validators in Perishable Logistics)
Mar. 2023 Published its inaugural sustainability report
Apr. Published its climate action report
Nov. Inaugurated Lee Yong-ho as CEO
Nov. Joined UNGC (UN Global Compact)
Dec. Received the Prime Minister's Prize at the Business Innovation Grand Awards
Became the first in the Korean
Mar. 2024 logistics industry to obtain global information security certification TISAX
Opened Hungary Rail Terminal
Apr.

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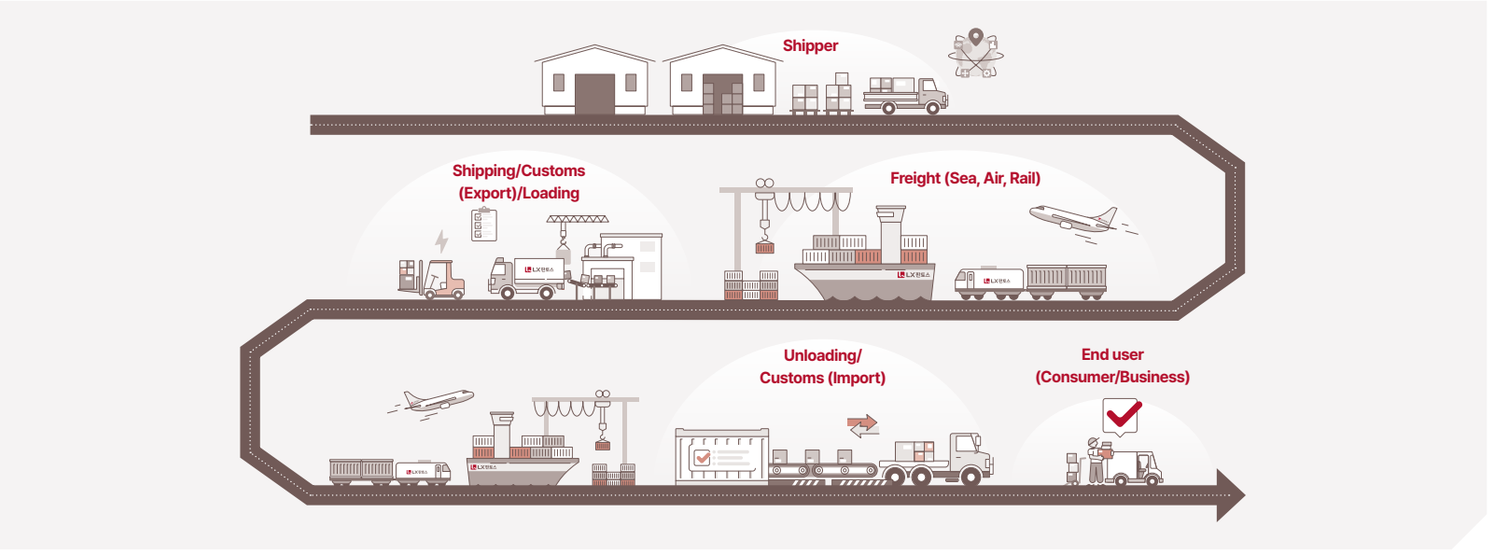
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Business Portfolio

LX Pantos, Your Global Top-tier Logistics Partner

LX Pantos optimizes shipment schedules and freight costs based on the unique attributes of customers' products by capitalizing on routes that are systemically combined with a diverse array of transportation modes, including ocean, air, and ground transport. This optimized systematization allows us to provide top-notch, one-stop global services. As a leading partner in the logistics industry, we continuously create new value for our customers' businesses, leveraging our extensive global logistics networks and deep expertise developed through years of experience across a diverse range of industries.

Business Value Creation



LX Pantos Digital Service

PantosNow
Instant quotes, easy booking, real-time shipment tracking, and logistics cost management

PantosView
Risk Management – Identifying and managing risks related to weather conditions such as typhoons and information regarding port terminal operations, through proactive response measures

Value Creation

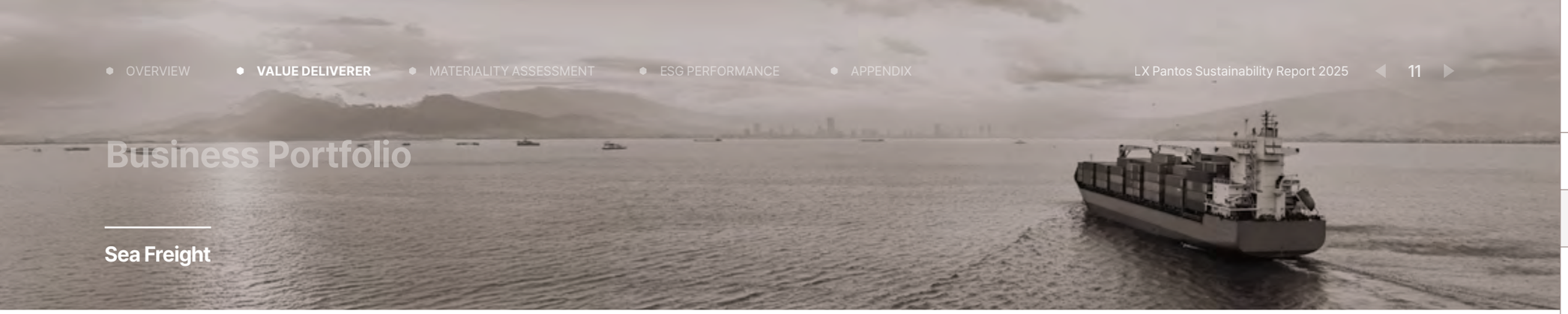
For Customer
- Providing logistics services through a network of 380 sites, including over 290 warehouses in more than 40 countries
- Helping customers reduce Scope 3 emissions from logistics
- Enhancing customer convenience and minimizing various risks, including transportation-related risks, through end-to-end visibility

For Planet
- Expanding the introduction of eco-friendly transportation and use of packaging materials as part of our efforts to transition to green logistics services
- Promoting greenhouse gas reduction and energy-saving initiatives across the entire supply chain to achieve the 2050 Net Zero target
- Striving to minimize environmental impact

For Society
- Pursuing mutual growth through active and continuous communication with local communities
- Spreading value through innovation in logistics, including smart logistics services
- Providing emergency delivery services and relief supplies, including medical items, during international disasters and crises

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Business Portfolio

Sea Freight

LX Pantos Connects the World as a Leading Sea Freight Forwarder

LX Pantos optimizes shipment schedules and freight costs based on the unique attributes of customers' goods by capitalizing on routes that are systemically combined with a diverse array of transportation modes, including ocean, air, and ground transport. This optimized systematization allows us to provide top-notch, one-stop global services. As a leading partner in the logistics industry, we continuously create new value for our customers' businesses, leveraging our extensive global logistics networks and deep expertise developed through years of experience across a diverse range of industries.

Global sea freight volume

1,620,000 TEU per year
(As of 2024)

Global sea freight operation capabilities

Providing optimized sea freight services tailored to the needs of over
13,000 customers across diverse industries

No. 1 in the number of sea freight specialists in Korea

900 in-house professionals

No.1 global logistics network in Korea

Over **380** networks across **36** countries

Main Services

Container service	• Providing customized services such as FCL[1], LCL[2], and specialized transportation[3] based on the different characteristics and quantity of customers' cargo. • Managing end-to-end quality control through a systematic approach covering packaging, transportation, stevedoring, storage, customs clearance, and documentation. • Operating customer-centric services, including real-time tracking management through a visibility system.
Bulk service	• Enhancing service quality by providing optimal transportation solutions tailored to the type and volume of bulk cargo, varying from steel, grain, coal, and liquid. • Enhancing reliability and ensuring stable delivery schedules through the use of our fleet[4]. • Providing specialized transportation for high-value-added equipment using special vehicles[5].

1) FCL (Full Container Load): A shipping service in which a single customer's cargo exclusively occupies an entire container.
2) LCL (Less than Container Load): A shipping service in which small-volume & multi-product cargo from multiple customers is consolidated into one container.
3) Specialized transportation services such as temperature-controlled shipping, ultra-large/heavy cargo transport, liquid cargo transport, and hazardous material transport.
4) Owned vessels (INWANG-ho): A liquid bulk carrier dedicated to transporting ethylene between Korea and China. (DK IMAN-ho): A general bulk carrier under a long-term charter agreement.
5) Special-purpose vehicles: Vehicles equipped with temperature and humidity control technology and vibration-free chassis, specialized for transporting high-value-added equipment. Maritime transport is conducted via Ro-Ro/Ferry vessels.

Key Achievements

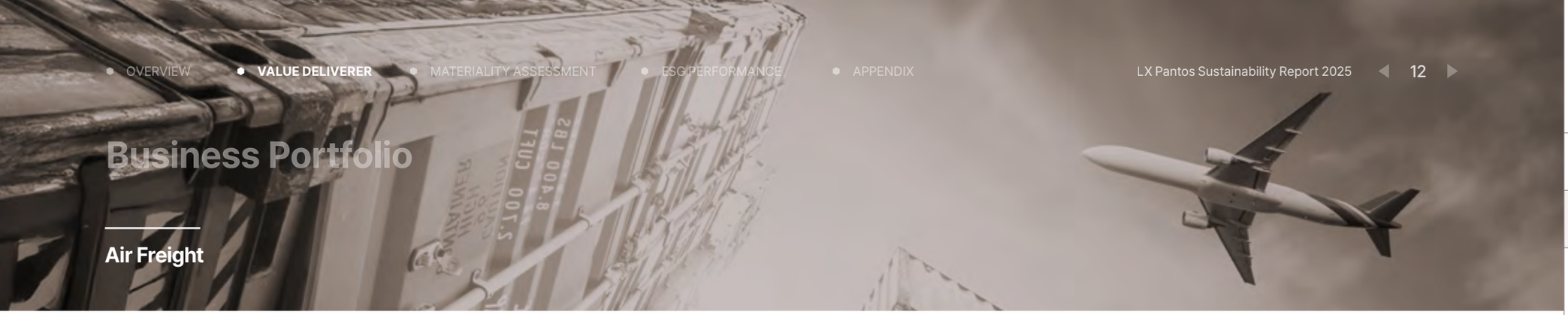
Promoting and achieving results in carbon emission reduction through eco-friendly ocean freight services.

LX Pantos is actively promoting the adoption of ocean freight services to reduce carbon emissions, leading the expansion of sustainable logistics operations while collaborating with global shipping lines. In the second half of 2023, we signed an MOU with Maersk to use the Eco-Delivery 2.0 program and carried out carbon reduction initiatives through the program. Additionally, in cooperation with CMA CGM, we negotiated freight rates for oversized cargo (OOG, Out of Gauge) that included the use of blended biofuels, even amid the sharp rise in shipping rates caused by rerouting around the Cape of Good Hope, successfully securing shipping space and reducing freight costs.



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Business Portfolio

Air Freight

LX Pantos Bridges Time, Space, and Potential

As the leading company in Korea for air freight volume, LX Pantos has the capacity to handle air freight equivalent to 1,200 freighter flights annually. Leveraging this capacity, we formed strategic partnerships with major global airlines and operates chartered flights, expanding our global air cargo services. Centered around our hub in Incheon, we offer various multimodal transport solutions such as SEA&AIR to maximize customers' logistics efficiency. In addition, we operate the largest air cargo center at Incheon International Airport, certified by TAPA[1], ensuring high standards of security and operational excellence. We also obtained independent cargo security screening certification for passenger aircraft and have commenced operations of our commercial cargo terminal. By continuously expanding BSA[2] contracts with airlines, we are able to provide customers with competitive rates and stable air freight services all year round. Furthermore, we are taking the lead in decarbonizing air logistics by expanding the adoption of Sustainable Aviation Fuel (SAF), thereby contributing to the reduction of greenhouse gas emissions from air transport.

No. 1 in air freight volume handled in Korea

120,000 ton per year
(As of 2024)

South Korea's export air cargo handling performance:

No. **1** for **17** consecutive years
(2008 – 2024)

Air BSA (Block Space Agreement)

40,000 ton per year
(As of 2025)

Charter flight

Operating weekly scheduled charter flight from Incheon to the Americas.
(As of 2025)

Obtained in-house security screening certification for passenger aircraft cargo

Opened commercial cargo terminal at Incheon Airport
(January 2025)

Main Services

Regular and ad-hoc air services	• Providing optimal solutions tailored to customers' needs by taking cargo characteristics, lead time, and transportation cost into account • Enhancing customer convenience through cargo tracking & monitoring, flexible scheduling, and selection of the fastest flights and routes
Air charter service	• Offering differentiated services such as pre-secured air space transportation (block charter), and regular and ad-hoc charter flights • Strengthening freight rate competitiveness based on high cargo volume through various types of contracts, including charter and BSA
Specialized services	• Providing specialized cargo transportation services for high-tech goods, oversized cargo, batteries, hazardous materials, and cold chain cargo (e.g., pharmaceuticals and perishables) • Offering logistics services for numerous exhibitions (e.g., IFA Berlin, KBIS Las Vegas, and the world's top three design fairs) • Providing re-forwarding services via Incheon HUB for cargo originating from overseas

Key Achievements

Achieving carbon reduction through SAF (Sustainable Aviation Fuel) collaboration with global airlines.

LX Pantos actively contributes to the reduction of carbon emissions in air freight transportation by partnering with global airlines to expand the use of sustainable aviation fuel (SAF).
In 2022, through a SAF partnership with Air France KLM, we achieved a 91.6% reduction in carbon emissions compared to conventional fossil fuel (kerosene).
In 2023, we became the first Korean logistics firm to collaborate with Korean Air in utilizing SAF for freight transport on the ICN–LAX route, securing verified carbon reduction performance (SAF Report). We further enhanced the commitment to sustainable logistics by directly purchasing SAF.
In 2024, we signed a business agreement with DHL to use the GoGreen Plus (GGP) service, with 1% of purchases made from March to December recognized as GGP performance. We renewed this agreement in March 2025 and plan to expand verified carbon reduction achievements through ongoing SAF utilization.



1) TAPA (Transported Asset Protection Association): An international security association
2) BSA (Block Space Agreement): A sales contract in which a large shipper with consistent cargo volume secures a designated space on scheduled flights for a specific route by entering into a regular-use agreement.

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Business Portfolio

Rail Freight

LX Pantos Bridges Asia and Europe by Rail

Rail freight is not only capable of handling large volumes of freight, but also offers significantly shorter transit times compared to ocean freight, making it an efficient logistics solution. Additionally, rail emits approximately 65% less carbon than road freight, helping to alleviate road congestion and improve fuel efficiency, making it an increasingly preferred eco-friendly transportation mode. We provide top-tier rail logistics services in Korea and operate a wide range of routes including the Trans-Siberian Railway (TSR), Trans-China Railway (TCR), Trans-Mongolian Railway (TMR), and Trans-Mongolia-Gobi Railway (TMGR), connecting Europe and the CIS region. In particular, we run our own regular block train (B/T) services to ensure more stable and reliable rail freight. In 2024, we proactively developed the Trans-Caspian International Transport Route (TITR) as a new corridor via the Caspian Sea to address potential risks such as shipment delays. To support this, we signed a Memorandum of Understanding (MOU) with Kazakhstan's largest logistics company, continuously expanding cargo volume along this route. Building on this foundation, we further enhanced our risk management capabilities in logistics by stabilizing services and improving profitability. We have a team of over 300 rail logistics specialists capable of providing end-to-end consulting services. Leveraging more than 20 years of accumulated expertise and a robust global infrastructure, we will continue to expand the efficient and eco-friendly rail freight network.

No. 1 in rail freight volume handled in Korea

56,000 TEU per year
(As of 2024)

Top-ranked in-house SOC in Korea

In-house SOC[1] equipment: **12,582** TEU
(As of 2024)

Korea's No. 1 global logistics network

13 rail networks across **7** countries

New container acquisition

2,000 FEU newly purchased
(As of 2024)

1) SOC (Shipper's Own Container): A container owned or leased by a shipper (either the cargo owner or a freight forwarder), rather than provided by a carrier.

Main Services

Rail freight	• Providing fast transportation services connecting the entire CIS region, including Central Asia and Russia, and Europe via the TSR (Trans Siberian Railway), TCR (Trans China Railway), and others. • Holding and maintaining sub-routes such as TMR (Trans Manchurian Railway), TMGR (Trans Mongolian Railway), and TITR (Trans-Caspian International Transport Route) to effectively respond to risks, including transport congestion. • Block Train: Delivering punctual rail services connecting all across Europe (secured exclusive Block Train service by LX Pantos in 2024). • One-stop rail service: Providing comprehensive logistics centered around rail freight in a single solution.
Operation of Key Logistics Hubs (Terminals)	• Kazakhstan Terminal Complex: Located near Almaty, Kazakhstan, this complex offers end-to-end services including rail export/import, customs clearance, and last-mile delivery. • Russia Terminal Complex: This complex provides rail logistics services across the Far East region, including operations in Moscow, Russia—the departure point for the Trans-Siberian Railway (TSR).

Key Achievements

Reducing carbon emissions and strengthening eco-friendly supply chains in Europe through rail logistics infrastructure

LX Pantos operates a dedicated rail terminal near Budapest, Hungary, covering an area of 36,000 m² and capable of simultaneously storing up to 1,500 TEUs of cargo. Located next to Europe's largest battery production hub, this terminal boasts strategic locational advantages and actively responds to the growing demand for eco-friendly logistics.
Through the rail-based transport system, we are able to effectively reduce carbon emissions compared to traditional inland transportation methods and will continue to serve as a key hub for expanding low-carbon logistics networks across Europe.



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Contract Logistics (CL)

LX Pantos Connects Global Businesses With Optimal Logistics Solution

LX Pantos operates approximately 290 global logistics centers totaling 3.9 million m². By combining meticulous management from our dedicated professional workforce with unparalleled logistics know-how and strategic location advantages, we deliver differentiated logistics services. Going further, we offer SCM consulting tailored to customer needs and characteristics, proposing optimal logistics solutions. Through point-to-point transportation and installation logistics services, we provide faster and more efficient support. Moreover, the SC Cheongna Center received the Smart Logistics Center certification from the Ministry of Land, Infrastructure and Transport in 2023. The center was recognized for its efficiency, safety, and eco-friendliness through the implementation of advanced logistics processes using smart shuttles and autonomous mobile robots. Moving forward, we will continue to lead the global logistics market by delivering optimal logistics solutions that prioritize customer value.

Total logistics center area worldwide

Approximately **290** global logistics centers with a total area of **3,900,000** m²

Installed a 2.5MW solar power generation facility at the Siwha MTV Center

Anticipated annual GHG reduction of approx. **500** tons

Main Services

Proposal of Customized Services for Customers	• Integrated services combining freight forwarding and inland contract logistics leveraging our global network • Customer-tailored & optimized solutions for procurement, sales, and factory logistics worldwide • Enhanced customer convenience through real-time inventory and shipment tracking by integrating global warehouse networks via WMS[1] and TMS[2]
Smart Logistics	• Mini Loader for rapid handling of small, diverse shipments • Established one-Way process using GTP[3] smart shuttle technology • Real-time work monitoring via Digital Twin functionality • Enhanced operational efficiency with Voice Picking System • Increased productivity through AMR[4] (Autonomous Mobile Robot) utilization • Established risk detection and response system via control room operations • Data processing by area through Warehouse Visibility (Pantos View) system • Streamlined operations and real-time risk management with end-to-end tracking system

1) WMS (Warehouse Management System)
2) TMS (Transportation Management System)
3) GTP (Goods-to-Person): A picking method in which products are automatically delivered to the worker, eliminating the need for the worker to move around the warehouse
4) AMR (Autonomous Mobile Robot): A self-navigating robot that performs logistics tasks by autonomously moving within the workspace

Key Achievements

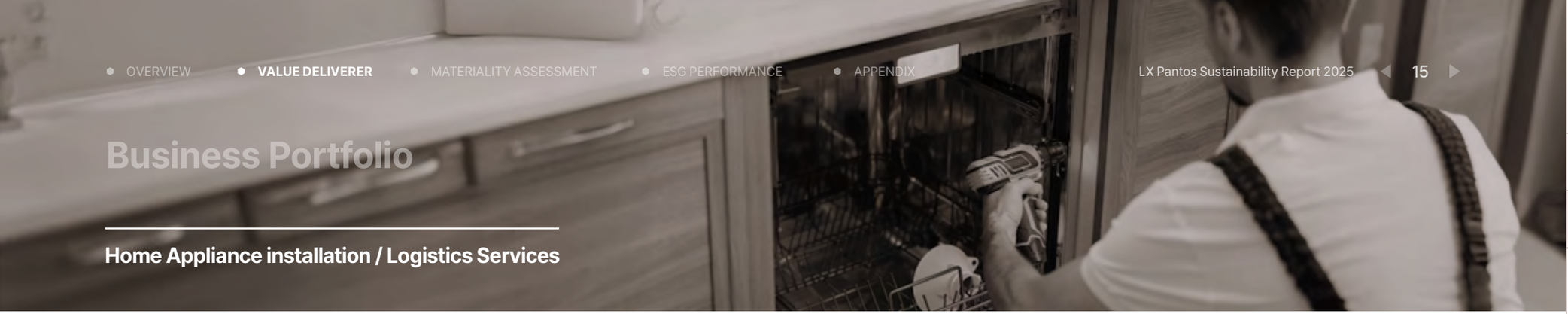
Formalizing investment agreements and commencing construction for the Busan New Port Eco Logistics Center.

In 2024, LX Pantos, in consortium with LG Electronics, organized an investment corporation to build a large-scale logistics center within Busan New Port. In June 2025, a groundbreaking ceremony was held for the New Port Eco Logistics Center, and construction of the LX Pantos New Port Eco Logistics Center is projected to be completed by 2026. Expecting to grow as a future key hub for Northeast Asia's logistics business in connection with Busan Port, we will work to help the center reach new heights. Once operational, the center will not only significantly increase cargo handling capacity but also contribute positively to fulfilling social responsibilities, such as creating local employment opportunities.



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Business Portfolio

Home Appliance installation / Logistics Services

LX Pantos Delivers High-Quality and Optimal Installation Solutions

LX Pantos, backed by a meticulous inventory management system, ensures the prompt delivery and safe installation of home appliances sold at LG Electronics Best Shops and discount retailers nationwide. In particular, for customers requesting appliance relocation and reinstallation, we provide customized, nationwide installation logistics services to improve customer convenience. As installation logistics services are among the most customer-facing operations, we ensure high-quality services through certified professionals with extensive technical experience. To further enhance customer convenience, we collect waste generated during the installation process and unwanted used appliances, and deliver them to certified disposal companies. As part of this effort, we actively work to expand premium services including non-drilling TV link installations in response to the growing market interest in home appliances and interior design, thereby enhancing customer experience across multiple touchpoints.

Electric forklift usage rate within logistics centers

100%
(heavy duty forklifts excluded)

Supporting installation technicians

- Operating mutual growth programs in partnership with financial institutions for loan support
- Providing full support for group accident insurance premiums
- Providing partnership benefits with affiliated companies and support for family events

Main Services

New and Relocation Installation of Home Appliances	• Hiring professional installation technicians certified in LG Electronics home appliance installation to provide high-quality service by supporting the delivery and new installation of appliances • Safely uninstalling and reinstalling (relocating) LG Electronics home appliances at customer-designated locations • Enhancing customer satisfaction by offering courteous and precise installation services and sharing best practices monthly to address customer pain points • Operating a win-win partnership program for installation technicians, as well as providing both financial and non-financial support
Delivery	• Delivering stored products and service parts from logistics centers to LG Electronics stores and service centers nationwide
Logistics centers	• Real-time inventory management at 23 logistics centers • Implementing systematic management to ensure safe product storage, preventing risks from accidents or disasters. • Operating eco-friendly logistics by using electric forklifts for all but heavy-duty lifting.

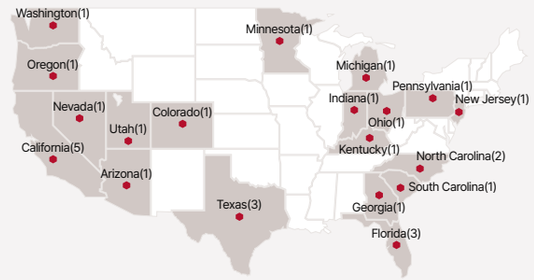
Key Achievements

Enhanced Support for Installation Technicians and Partner Personnel

LX Pantos is committed to practicing shared growth management by operating various support programs for installation technicians and partner personnel. To ease their financial burden, we provide a linked loan program in collaboration with Hyundai Commercial. Additionally, we offer funeral supplies for lead technicians, covering not only themselves but also their spouses, children, and both parents and in-laws. We also enhance support for technician training programs by providing congratulatory gifts to those who complete the certification process, and starting in 2025, this will include a set of safety helmets.

Establishing LMD/Installation Hubs in North America[1)]

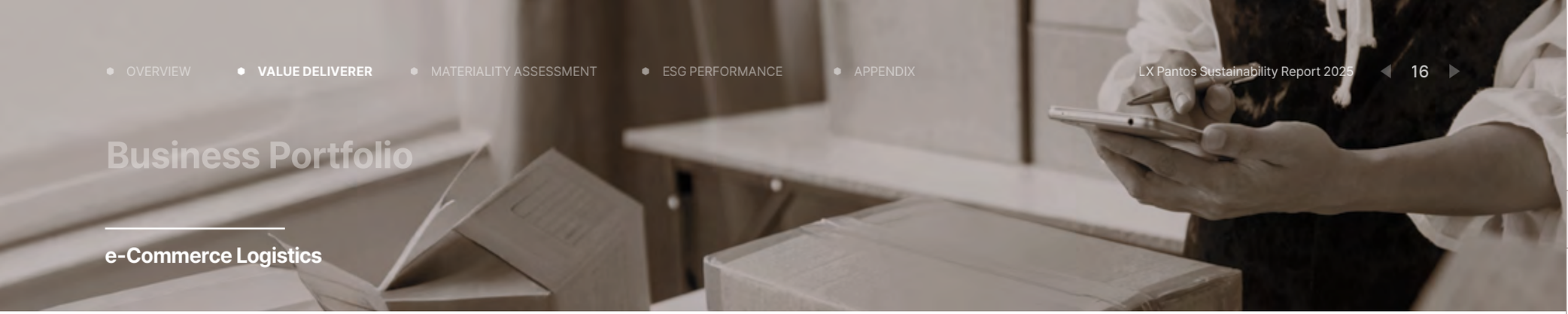
To enhance home appliance installation solutions, LX Pantos has laid out a plan to establish Last Mile Delivery (LMD) and installation hubs across North America and is expanding all investments and operations. To date, a total of 28 hubs[2)] have been established and are in operation.



1) LMD (Last Mile Delivery): A logistics service that delivers goods to the end customer
2) As of June 2025

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Business Portfolio

e-Commerce Logistics

LX Pantos Connects the World of e-Commerce With Customers

Consolidating the position as Korea's leading in e-commerce logistics volume, LX Pantos confidently offers comprehensive domestic and international logistics services through integrated e-commerce platform, e-Pantos. This platform covers services of every stage from order placement, inbound logistics, storage, and pick-up to domestic delivery, customs clearance, international shipping, fulfillment[1], and returns. With a Door-to-Door network spanning 220 countries and more than 380 global networks across 36 countries, we have formed strong partnerships with leading players in global online retail, including package forwarding and purchasing agency services for both inbound and outbound cross-border e-commerce. In particular, we established a dedicated IT system for e-commerce and an integrated SCM management framework, supporting customers for real-time services varying from shipment booking, schedule tracking, and delivery status monitoring through the e-Pantos platform.

End-to-End Logistics Service



No. 1 in e-commerce export / import volume in Korea

30,168,755 orders per year
(As of 2024)

Global fulfillment center

71 overseas **31** domestic logistics sites

Annual handling amount

2,100illion boxes annually
9.1 million global e-commerce forwarding shipments annually

Acquisition of Incheon Cheongna mega logistics center (MegaWise Namcheongna Center)

Designated as **K-Culture flagship center**
K-Culture[2], K-Fashion, K-Beauty, K-Entertainment, etc. (2025)

1) A service that manages the entire logistics process (storage, packaging, delivery, returns, etc.)
2) Textbook orders for promoting the Korean language

Main Services

International express	• Providing specialized e-commerce products, including international shipping and import/export customs clearance services • Entering into shipping partnerships with fashion-related companies as part of the K-Fashion business • Easy tracking and booking via system API integration
e-Pantos[3]	• Improving customer accessibility and convenience through real-time and end-to-end visibility via the ePantos integrated logistics system • Holding and managing OMS[4] compatible with multi-channel shopping malls and specialized express delivery solutions
Fulfillment center & Last-mile service	• Supporting for dedicated domestic e-commerce warehousing and delivery services • Operating 102 warehouses worldwide (71 overseas, 31 domestic), with integrated logistics system-based management and inventory efficiency • Industry- and item-specific fulfillment operations, offering customized Value Added Services (VAS) such as dedicated equipment, packaging, inspection, and quality control • Providing diverse last-mile partner-linked services across various operational models

3) e-Pantos: Dedicated IT system for e-Commerce
4) OMS(Order Management System): OMS

Key Achievements

Mega logistics center: MegaWise Namcheongna Center

LX Pantos has secured a strategic hub to strengthen e-commerce business competitiveness by acquiring a mega logistics center located in the Cheongna district in Incheon. The new logistics center boasts a prime location near Incheon International Airport and Incheon Ports (North Port, Inner Port, and New Port), providing strong logistical advantages for both air and ocean freight. We plan to utilize this center as a K-Culture flagship hub by establishing a large-scale in-house fulfillment center, and deliver optimal logistics services to customers through stable and efficient operations. Additionally, we secured logistics capabilities to support a "delivery within 5 days" guarantee service for shipments bound for Japan, further enhancing our responsiveness to the global market. At LX Pantos, we are committed to actively implementing eco-friendly logistics in practice by expanding the use of environmentally certified packaging materials within our warehouses.

Expansion of CBT[5] and Last Mile Delivery business based on the fulfillment center

LX Pantos is actively shifting the company business model from traditional warehouse-centered distribution, fulfillment, and freight transportation to encompass the entire value chain of the e-commerce business. To stabilize this transformation, we have internalized our fulfillment centers and secured a new logistics hub in the western region dedicated exclusively to K-Beauty products. Additionally, we established new overseas business support functions and operate fulfillment centers abroad to implement a global logistics network that efficiently connects shipments departing from domestic centers through intermediate hubs to their final destinations. Focusing on fulfillment centers, we developed a business system linking cross-border trade with last mile delivery, continuously strengthening our competitiveness in global e-commerce logistics. Currently, we operate a total of nine fulfillment hubs, including Sihwa MTV Center, SC Yeoju, SC Cheongna, Sub One Pyeongtaek/Ochang, SC Yeongjong, SC Incheon Wonchang, MegaWise Cheongna Center, and Busan Newport, establishing efficient and systematic logistics infrastructure across diverse regions.

5) CBT(Cross Border Trade): supporting overseas exports

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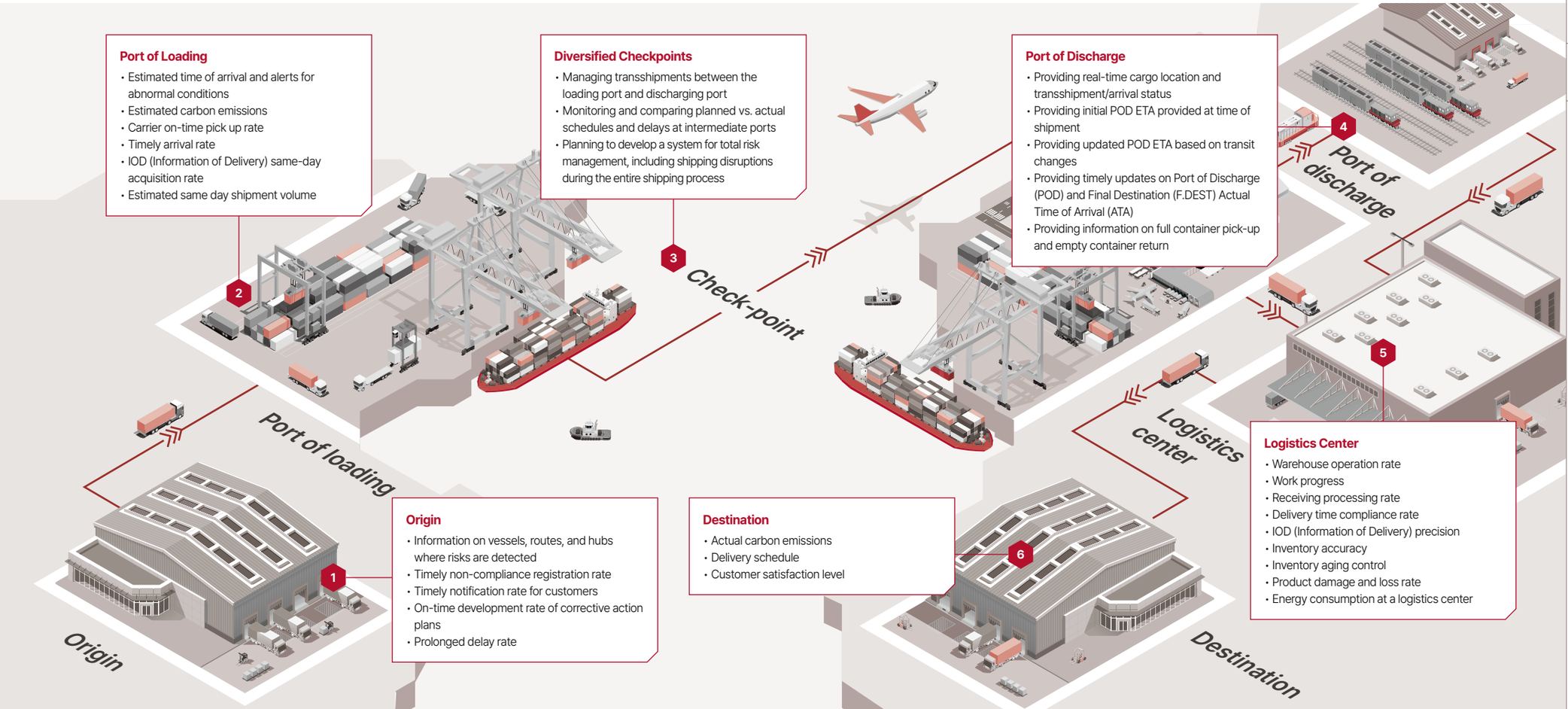
Business Solution

LX Pantos, Leading the Future of Logistics with End-to-end Solutions

LX Pantos offers fully integrated, customer-centric end-to-end solutions that cover every stage of the logistics process—from order placement and transportation to customs clearance and returns. In particular, we deliver faster and more efficient logistics services to our customers by leveraging digital platforms such as Pantos Now and Pantos View. Through real-time shipment tracking, proactive risk management, and a sustainable logistics framework, we maximize customer satisfaction. Furthermore, by adopting cutting-edge technologies such as generative AI, we are actively driving digital transformation and automation within the logistics industry.

Building on this foundation, we will continue to provide smarter, safer, and more efficient logistics solutions.

Information Provided by Each Step of the End-to-end Solution Process



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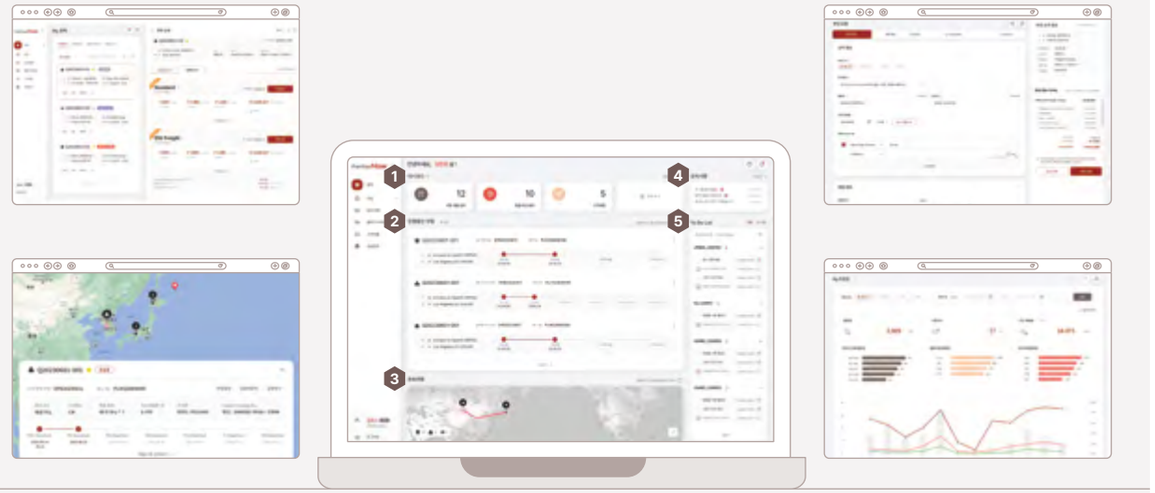
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Business Solution

PantosNow

Go to Pantos Now

LX Pantos supports customers in managing their international shipping tasks more conveniently through a digital forwarding platform, Pantos Now. The platform offers a range of features, including instant quotes, easy booking, real-time shipment tracking, and freight cost management. For customers that deal with special cargo such as hazardous materials or large-scale and regular shipments, it also provides customized quotes and professional logistics consulting. Additionally, By operating a customer service center, actively listening to customer feedback (VOC), and analyzing customer behavior, we continuously strive to improve the platform's UX/UI and services to increase customer satisfaction.



1 Dashboard
- Customizable widgets composed of selected indicators

2 Booking in progress
- Overview of overall booking progress at a glance
- Viewing the entire shipment status and downloading as Excel

3 Shipment Status
- Real-time location tracking and progress monitoring
- Automatic email alerts for exceptions during transport

4 Real-time Notifications
- Real-time integrated notifications for bookings, shipments, and freight

5 To-do list
- Personalized reminders for tasks and schedules after booking

Instant quotes without waiting
- Real-time rate estimates for general cargo across various transport modes, including sea, air, and rail
- Customized quotes for special cargo and additional services
- Detailed breakdown table of estimated logistics costs and freight rate tables by category
- Estimated carbon emissions information at the quote stage

Easy booking with one-click
- Easy booking application by copying previous history
- Convenient file sharing and downloading all in one place
- Managing bookings easily with your unique reference number (e.g., Invoice No., PO No., etc.)

Easy logistics cost settlement
- Receiving instant notification upon invoice issuance and download related lists
- Checking settled and pending payment amounts

Customer-tailored Services
- Personalized support through a dedicated 1:1 inquiry channel with your account manager
- UX improvements based on customer behavior analysis and regular collection of VOC (Voice of Customer) feedback
- Schedule reminders and real-time notifications of key progress after booking

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Business Solution

Pantos View

Go to Pantos view

LX Pantos provides customers with real-time location information for inland transportation (domestic and international trucking) and international transportation (ocean, air, and rail), transshipment and arrival status, and optimized transportation routes through a visibility system, Pantos View. Within the logistics centers, an IoT-based integrated monitoring system was established to manage all operational processes in real time, from inbound to storage and outbound. With the support of its dashboard, the system offers rapid responses to any abnormalities. Additionally, we continuously monitor various potential risks that may arise during business operations to proactively identify and manage them. We also provide information on carbon emissions, weather conditions such as typhoons, and vessel navigation data.



Carbon Emissions
- Calculating and managing carbon emissions to monitor the environmental impact of business operations
- Providing carbon emissions data per container and per Bill of Lading (B/L)
- Providing customized widgets offering emission calculations by transport mode and segment



Typhoon Information (Transport Risk Management)
- Managing transport risks related to climate hazards, including typhoon location and predicted path



Vessel AIS[1] System
- Providing detailed categorization and monitoring of risk factors including vessels' current location, draft status, navigation status (speed and direction), and other abnormalities (grounding or stoppage)
- Planning service expansion to include anomaly alerts sent to customers via email (2025)

Risk Management

End-to-End Visibility

Inland Transportation (Domestic/Overseas Truck Transport Segments)
- Real-time location tracking through vehicle GPS data collection
- Optimization of transportation routes

International Transportation (Sea/Air/Rail International Transport Segments)
- Providing real-time cargo location and transshipment/arrival information by integrating automated technologies[2]



Warehouse Visibility

Logistics Center (Inbound/Storage/Outbound)
- Supporting integrated management of operations, including inbound, storage, and outbound
- Providing IoT-based monitoring (shock, temperature/humidity)
- Providing trend data and anomaly alerts by indicators (dashboard provided)

1) AIS (Automatic Identification System): A maritime traffic information system that automatically transmits and receives information such as a ship's location, speed, and course
2) Technologies such as shipping line/airline EDI (Electronic Data Interchange), ship AIS (Automatic Identification System), and RPA (Robotic Process Automation)

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Automation (Digital Transformation & Transport Automation)

Digital Transformation

LX Pantos is driving digital transformation at the front line by adopting advanced technologies such as generative AI to enhance competitiveness, applying them to areas such as logistics center shipment volume forecasting and contract review. Additionally, we strive to enhance operational efficiency by automating document processing and cargo manifest submissions.

Improving legal contract review with generative AI

- Enhancing the efficiency of legal support tasks thereby reinforcing the prevention of potential risks
  - Contract summarization: Automatically extracting and summarizing key terms and conditions
  - Toxic clause detection: Identifying and flagging pre-learned high-risk clauses
  - Change Tracking: Automatically detecting revisions within contract documents
- Reducing review time and standardizing quality through continuous AI learning

Order and shipment forecast for Company B at Center A

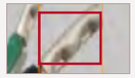
- Next-day total shipment forecast
  - Improving forecast accuracy using AI-based predictions
  - Enabling optimal resource allocation at the center based on next-day volume
- Two-week product-level shipment forecast
  - Predicting stockout timing using inventory and order data
  - Helping prevent missed shipments by identifying potential inventory shortages in advance

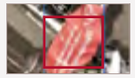


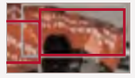


Installation logistics photo verification with vision AI (Air conditioners & Undersink products)

- Preventing risks in advance through AI-based image validation
  - Air conditioner: Verifying wire termination photos to prevent fire hazards
  - Undersink products: Verifying seal stickers and tissue placement to prevent leakage
- Replacing manual verification and enhancing quality with AI automation
  - Verification coverage: From 10% manual sampling → 100% full-scale AI validation
  - Frequency: quarterly → daily







Sleeve front

Automation of cargo manifest filing by overseas subsidiaries

- Preventing penalties caused by filing errors
- Prioritizing high-risk, high-volume countries for automated selection
- Applying automated cargo manifest system (RPA)
  - Common for Brazil, Vietnam, and Indonesia: Building automatic data extraction
  - Brazil-specific: Enhancing automation via direct input to customs portal
- Expected outcomes include prevention of filing error penalties from human errors, avoidance of filing omissions, and enhanced operational efficiency through automation.

Storage/Picking Automation

LX Pantos has adopted the GTP (Goods to Person) workflow in logistics centers to automate storage and picking operations. This approach has led to continuous improvements in work efficiency and productivity within the logistics centers.

Goods to Person (GTP)

- Improving picking productivity, accuracy, and overall work efficiency with the adoption of the GTP process
- Optimizing operation of forklifts due to the reduced reliance on the picking cart
- Creating operational synergy with existing automated equipment

Introduction of Smart Shuttle at SC Cheongna Center

- Aiming at boosting productivity through the implementation of the GTP (Goods to Person) system
- Establishing a one-way process: Replenishment-Picking (GTP)-Inspection-Packing-Sorting by destination
- Implementing WCS (Warehouse Control System)[1], dashboards, and visibility tools to enhance the operational efficiency of heterogeneous equipment
- Introducing Smart Shuttle at SC Cheongna Center in 2023, currently in stable operation as of 2024





1) WCS (Warehouse Control System): A system that integrally manages and controls various types of automated equipment within a warehouse.

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Business Solution

NEW BUSINESS CASE

Securing New Growth Drivers & Business Diversification – New North American Business

Penetrating the U.S. inland transportation market through BoxLinks.

LX Pantos has officially entered the U.S. intermodal logistics market by establishing a joint venture called BoxLinks with ONE (Ocean Network Express), the world's 6th largest shipping company. Intermodal transportation combines rail and truck services, where cargo is transported from the port to inland U.S. destinations, and BoxLinks has exclusive access to ONE's empty containers to reposition them back to the port via intermodal transportation. Through this, the shipping company can efficiently recover empty containers, while BoxLinks has established a business model that generates additional revenue by utilizing rail and truck transportation. This strategy provides economic benefits to both LX Pantos and ONE by optimizing container recovery and maximizing transportation revenue. At the same time, both companies can achieve environmental advantages such as cost reduction, carbon emission reduction, and the creation of a sustainable supply chain. Building on this collaboration, we plan to enhance end-to-end service capabilities, connecting international transport and inland rail, further strengthening our market presence in the United States.

Accelerating expansion into the North American market.

In March 2025, LX Pantos signed a contract to acquire a large logistics center located in Georgia, USA. This acquisition is a joint investment project between LX Pantos and the Korea Ocean Business Corporation, undertaken as part of the government's Global Hub Port Development Strategy, which supports domestic logistics companies in directly operating logistics centers at key overseas locations. With the acquisition of this logistics center, we aim to expand logistics infrastructure and strengthen supply chain competitiveness in the Southeastern United States, a vital logistics hub and a core region where many Korean manufacturers operate, thereby solidifying our presence in the U.S. market. Additionally, we have established plans to build installation hubs to expand the global logistics network and continue to increase investment and operations. To date, we operate a total of 28 overseas hubs[1].

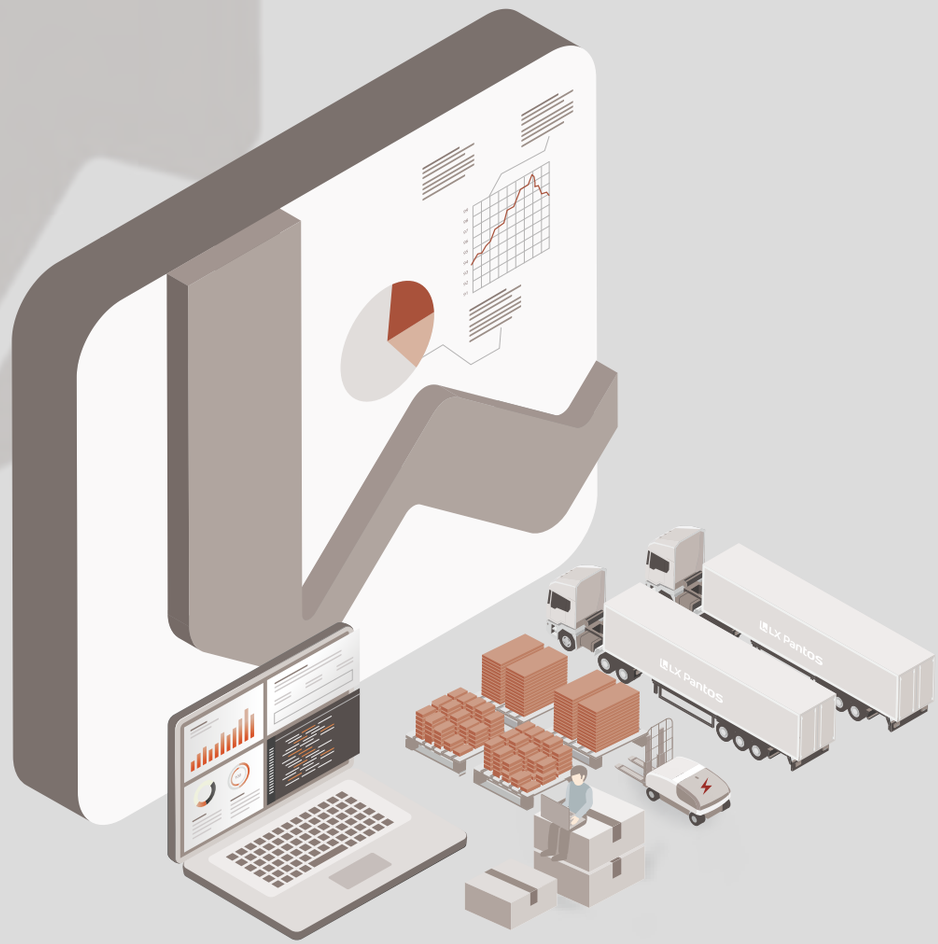




1) As of June 2025

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Materiality Assessment

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Materiality Assessment

Stakeholder Communication

At LX Pantos, we define our key stakeholders as domestic and international employees, customers, business partners, external experts and institutions, and local communities— each directly or indirectly connected across our business value chain. Based on this, we actively operate communication channels tailored to each stakeholder group with the goal of gathering feedback and promoting effective, transparent communication. Particularly concerning human and labor rights, we prioritize fostering trust with stakeholders who face heightened exposure to risks, including socially and economically marginalized workers and local community members. In line with this, we strive to maintain a direct and accessible communication structure by providing translated materials in plain language, using local languages, and assigning dedicated personnel. We also communicate key policies, safety guidelines, and human rights-related information to all employees in a clear and understandable manner through various in-house channels such as the intranet, regular newsletters, message boards, email, and open forums. To support this, we have built systems that can be accessed via mobile devices and external networks while continuously enhancing information accessibility.

Our Stakeholder Group



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Materiality Assessment

Double Materiality Assessment Process

LX Pantos conducts an annual materiality assessment by adhering to the ESRS[1] Materiality Assessment Guidelines to identify key sustainability issues and ensure transparent communication with stakeholders. This year's assessment quantitatively analyzed the material impact of each issue by comprehensively considering both the severity and likelihood of occurrence. Accordingly, the final material issues that have been identified so far encompass not only internal corporate matters but also business issues spanning the entire value chain, from upstream to downstream. The identified material issues shall be reported to and reviewed by the ESG management team and executive leadership, and they will be integrated into our business operations. We will continue to transparently disclose relevant information to our stakeholders.

STEP 01

Development of a Comprehensive Issue Pool (Long-List) and Derivation of the Short-List

A total of 20 baseline issues (long list) have been identified through a comprehensive analysis of global ESG disclosure and evaluation standards (GRI Standards 2021, ESRS, TCFD, SASB, DJSI, MSCI, KCGS), major global initiatives (UNGC, UN SDGs, WEF-IBC, etc.), and ESG evaluation indicators used by domestic and international pension funds. In this process, the indicators were analyzed and the issues refined in consideration of the topic titles defined by the ESRS, resulting in the selection of a total of 16 issues (Short-list).

STEP 02

Identification of Impacts, Risks, and Opportunities (IRO)

For each of the 16 short-listed issues, the corresponding impacts, risks, and opportunities (IRO) were identified. Subsequently, a preliminary assessment was conducted on the nature and extent of each issue's impact through a cross-analysis of the business status, in-house data, relevance within the distribution industry, and ESG management activities of industry peers. The analysis criteria were established based on the factors of "positive/negative," "actual/potential," "period (short-term/medium-to-long-term)," and "risks/opportunities." The detailed characteristics of each issue have been further identified through interviews, based on the initial analysis of the ESG management-related issue pool (Short-list).

Impact types				
	Impact (Impact Materiality)	Positive	Actual	Short-term
		Negative	Potential	Mid-to-long-term
	Risk/Opportunity (Financial Materiality)	Risk	Short-term	
		Opportunity	Mid-to-long-term	

Positive/Negative	Actual/Potential	Period	Risks/Opportunities
• Definition: Identification of positive or negative status based on the previous year's response	• Definition: Actual (already confirmed impact) / Potential (expected to occur in the future)	• Definition: The expected timing of future impact occurrence or the duration of response to actual impact (Short-term: 1–3 years / Mid-term: 1–5 years / Long-term: over 5 years)	• Definition: Risk and opportunity factors for each issue

STEP 03

Conducting Materiality Assessment

An impact assessment based on IRO (Impact/Risk/Opportunity) was conducted for each related issue. The assessment method involved selecting internal and external stakeholders who possess expertise and an understanding of LX Pantos's business and ESG issues. These stakeholders conducted both qualitative and quantitative assessments of each issue based on the identified IRO.

Financial Materiality + Impact Materiality

STEP 04

Material Issue Identification

Based on the quantified assessment results and established thresholds, priorities were first identified, followed by reviewer assessments and consultations with the ESG department. As a result, a total of 10 material issues were proposed for 2025. These selected material issues, along with their associated impacts (Impact/Risk/Opportunity) and management measures, are disclosed in the Sustainability Report.

1) ESRS (European Sustainability Reporting Standards): Sustainability reporting standards established under the European CSRD (Corporate Sustainability Reporting Directive).

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Materiality Assessment

Double Materiality Assessment Process

Based on the double materiality assessment results, LX Pantos has selected a total of 10 material issues that exceeded a defined threshold. Our Customer Value Assistance Team, which is in charge of ESG work for various identified issues and results derived during the materiality assessment process, establishes proactive response plans and detailed action items in collaboration with the company-wide ESG task force team(TFT). We will continue to enhance our double materiality assessment methodology to identify more objective and reliable material issues, while further strengthening communication with stakeholders.

Our material issues		Impact type					Impact level			Priority	
Topic	Sub-topic	Positive/ Negative	Actual/Potential	Time horizon[1]	Risks/ Opportunities	Time horizon[2]	Impact materiality	Financial materiality	Overall impact	This year's ranking	Changes compared to last year's material issues
Environment	Climate change mitigation	Negative	Actual	Long-term	Risk	Medium-term	●	●	●	1	-
Environment	Climate change adaptation	Negative	Actual	Medium-term	Risk	Long-term	●	●	●	2	-
Society	Value chain sustainability	Positive	Actual	Medium-term	Risk	Medium-term	●	●	●	3	▲8
Society	Human rights (Gender equality, DE&I[3], harassment prevention)	Negative	Potential	Medium-term	Risk	Medium-term	●	●	●	4	▲1
Society	Employee management	Positive	Potential	Short-term	Opportunity	Short-term	●	●	●	5	▲2
Economy	New growth driver and business diversification	Positive	Actual	Short-term	Opportunity	Short-term	●	●	●	6	▲4
Governance	Business Conduct	Negative	Actual	Long-term	Risk	Medium-term	●	●	●	7	▼3
Environment	Green logistics service	Positive	Actual	Medium-term	Opportunity	Medium-term	●	●	●	8	▼6
Society	Customer value management	Positive	Actual	Short-term	Risk	Short-term	●	●	●	9	▼3
Society	Safety and health	Negative	Potential	Medium-term	Risk	Short-term	●	●	●	10	▼7

1) Impact time horizon based on positive/negative and actual/potential status
2) Impact time horizon based on risk/opportunity identification
3) DE&I (Diversity, Equity, and Inclusion): Organizational value system for diversity and inclusion

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Management Plan for Material Issues

Identification and Management Plan for Material Issues

Material issues	Issue impact (Impact/Risk/Opportunity)	Issue management	UN SDGs
1 Climate change mitigation	• LX Pantos is subject to social responsibility and regulatory pressures related to greenhouse gas emissions generated during the operation of the global transportation network. • Due to domestic and international greenhouse gas regulations (such as purchasing carbon credits and the Carbon Border Adjustment Mechanism [CBAM]), an increase in international transportation costs is expected. This may consequently lead to higher shipping expenses and put pressure on profitability. By proactively responding to these challenges and securing eco-friendly transportation competitiveness, there are chances to create new business opportunities, such as attracting new customers and securing long-term contracts.	• LX Pantos will strengthen carbon emission management for outsourced transportation providers and develop policies to comply with global regulations. • In addition, we plan to expand low-carbon transportation methods and enhance digital platform capabilities to provide customized, eco-friendly solutions for our customers. • Furthermore, by systematically disclosing and managing data-driven quantitative ESG performance with our customers, we plan to enhance external credibility and secure a superior competitive edge.	
2 Climate change adaptation	• LX Pantos is directly exposed to risks such as increased transportation and recovery costs, logistics delays, and operational disruptions due to abnormal weather, natural disasters, sea-level rise, and reduced port accessibility caused by climate change. • For temperature-sensitive items, quality degradation may occur due to temperature fluctuations within logistics centers. • The capability to effectively adapt to climate change serves as a key factor in securing a competitive advantage during ESG-integrated bidding processes. Securing and diversifying resilient alternative transportation methods, along with establishing emergency response strategies, strengthens this adaptive capacity and contributes to building trust with customers.	• LX Pantos plans to assess climate risks at logistics hubs and establish disaster response manuals as preventive measures. Going further, we also aim to develop response strategies for rising carbon costs, efficiently managing temperature-sensitive goods and addressing port accessibility challenges. • In addition, we aim to enhance the resilience of supply chains for local communities and client companies and build systems that enable flexible, long-term responses.	
3 Value chain sustainability	• LX Pantos's logistics operations, built on a global logistics network, can influence the entire value chain through supply chain activities. • If our partners lack ESG capabilities and fail to comply with environmental regulations or labor and human rights standards, it would lead to negative consequences such as reputational damage, contract losses, or legal disputes, ultimately resulting in business losses.	• LX Pantos plans to strengthen long-term partnerships by regularly assessing the ESG performance of partners and clearly defining sustainability standards. • In addition, we will enhance our ESG risk monitoring system in response to tightening supply chain regulations (e.g., CSDDD[1]), and will gradually pursue global certifications and the development of related systems.	
4 Human rights (Gender equality, DE&I, harassment prevention)	• As a global company with a multicultural workforce and diverse labor environments across 32 overseas subsidiaries, LX Pantos faces increasing social expectations and regulatory requirements concerning cultural diversity and human rights issues. • Human rights violations—such as workplace discrimination, harassment, or inadequate safety standards—can lead to legal penalties, erosion of trust from both customers and investors, and lost business opportunities. Insufficient responses to human rights risks across the global supply chain, particularly at overseas subsidiaries and subcontractors, can negatively affect the entire value chain.	• LX Pantos plans to further enhance company HR policies by incorporating Diversity, Equity, and Inclusion (DE&I) principles. We will also actively expand the recruitment of marginalized groups and foster a fair and inclusive work environment. • Additionally, we will establish human rights management policies aligned with global standards and implement human rights monitoring and training systems across both headquarters and overseas subsidiaries. Through such efforts, we will do our utmost to manage human rights risks throughout the entire supply chain in an integrated manner.	
5 Employee management	• LX Pantos's work environment, welfare benefits, and work-life balance have a tangible impact on employees' quality of life and, in the long term, affect organizational productivity, safety, and sustainability. • Poor working conditions or lack of employee voice can expose the organization to multiple human-related risks, including increased turnover, labor-management conflicts, and reputational damage. Conversely, investing in education, career development, and improving job satisfaction can attract and retain top talent, thereby strengthening human capital. Such efforts have the potential to enhance ESG performance and bolster our sustainable management reputation.	• LX Pantos implements programs for employee training, career development, and job satisfaction enhancement, while continuously striving to foster a healthy work environment. • Additionally, we plan on fostering two-way communication and a feedback culture to increase employee engagement, proactively prevent internal conflicts, and strengthen employment stability.	

1) CSDDD (Corporate Sustainability Due Diligence Directive): The EU's Corporate Sustainability Due Diligence Directive.

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Management Plan for Material Issues

Identification and Management Plan for Material Issues

Material issues	Issue impact (Impact/Risk/Opportunity)	Issue management	UN SDGs
6 New growth drivers and business diversification	• LX Pantos is currently facing a rapidly changing external environment, including the expansion of high-growth industries such as electric vehicles, biotechnology, and cold chain, the restructuring of global value chains, and the acceleration of digital transformation. • In pursuing new market entry and business diversification, large-scale capital investment is required in the early stages. Failure to achieve ROI (return on investment), inaccurate demand forecasting, or internal resistance to organizational change may negatively impact profitability and strategic credibility.	• LX Pantos actively aims to proactively engage in technological innovation by advancing digital platforms and establishing smart logistics centers, while further strengthening connections with emerging industries. • As we expand into emerging markets, we will continuously strengthen the organization's new growth drivers and capabilities through thorough demand analysis and risk management to enable flexible internal adaptation.	
7 Business conduct	• LX Pantos faces direct demands from a diverse range of stakeholders in line with international anti-corruption standards and global expectations for ethical management. Any internal misconduct or governance issues could significantly damage our credibility and ESG reputation. • Corruption or failures in internal controls may result not only in legal penalties but also in the deterioration of our relationships with customers and investors, potentially leading to lost business opportunities.	• LX Pantos works to enhance the existing ethical management system based on the UNGC's Ten Principles and proactively prevents unethical risks through prior assessments of corruption risks and the operation of an internal whistleblowing system. • Additionally, we plan to enhance our ESG evaluation capabilities and build trust with external stakeholders by establishing a transparent decision-making system and promoting diversity within the Board of Directors.	
8 Green logistics service	• Driven by increasingly stringent carbon neutrality requirements and eco-friendly certification standards across the global supply chain, LX Pantos inevitably faces growing expectations from customers and the market regarding environmental performance in logistics. • Lack of green infrastructure or delayed technology adoption may lead to relative disadvantages in ESG evaluations and bidding competitiveness. Furthermore, a slower transition than competitors could erode brand trust and lead to customer attrition.	• LX Pantos is progressively enhancing green logistics competitiveness through the adoption of eco-friendly transportation, low-carbon logistics design, and the establishment of logistics hubs powered by renewable energy. • In addition, LX Pantos prioritizes building strategic trust with customers and proactively seeks market expansion opportunities by calculating Scope 3 emissions, obtaining eco-friendly certifications, and promoting joint ESG campaigns.	
9 Customer value management	• LX Pantos is positioned amid rising logistics demand from high-value-added industries and increasing market expectations for service accuracy and digital accessibility. • Transportation delays or declines in service quality may lead to reduced customer trust, contract cancellations, and legal risks. Failure to advance and differentiate technology could weaken market competitiveness. • Conversely, by digitalizing logistics platforms to provide high-quality, flexible services to customers across diverse industries and countries, we can leverage technology-driven competitiveness to capture new markets.	• LX Pantos will continuously enhance service quality and maintain competitiveness by advancing digital logistics platforms, delivering customized services, and strengthening customer communication. • By pursuing differentiated technology-based services tailored to the specific needs of each industry, LX Pantos aims to lead the market while securing long-term customer trust.	
10 Safety and health	• Given the operation in high-risk work environments such as logistics centers and ports, LX Pantos has the responsibility to directly address increasingly stringent legal requirements and social scrutiny, including those under the Occupational Safety and Health Act and the Serious Accident Punishment Act. • In the event of safety incidents, legal sanctions, fines, and criminal penalties may be imposed, along with reputational damage and loss of trust from customers. Additionally, poor working conditions can lead to increased turnover and reduced productivity, ultimately undermining operational efficiency. • Conversely, obtaining international certifications such as ISO 45001 (Occupational Health and Safety Management System) enables us to meet the requirements of global customers and secure competitive advantages for new market entry, including in bidding processes.	• LX Pantos is strengthening safety standards and establishing a prevention-focused safety culture, while expanding certifications such as ISO 45001 across business sites to enhance regulatory compliance and safety risk management capabilities throughout the supply chain. • Additionally, by ensuring employees' physical and mental health and establishing disaster response systems, we will improve not only operational stability, but also work productivity at the same time.	

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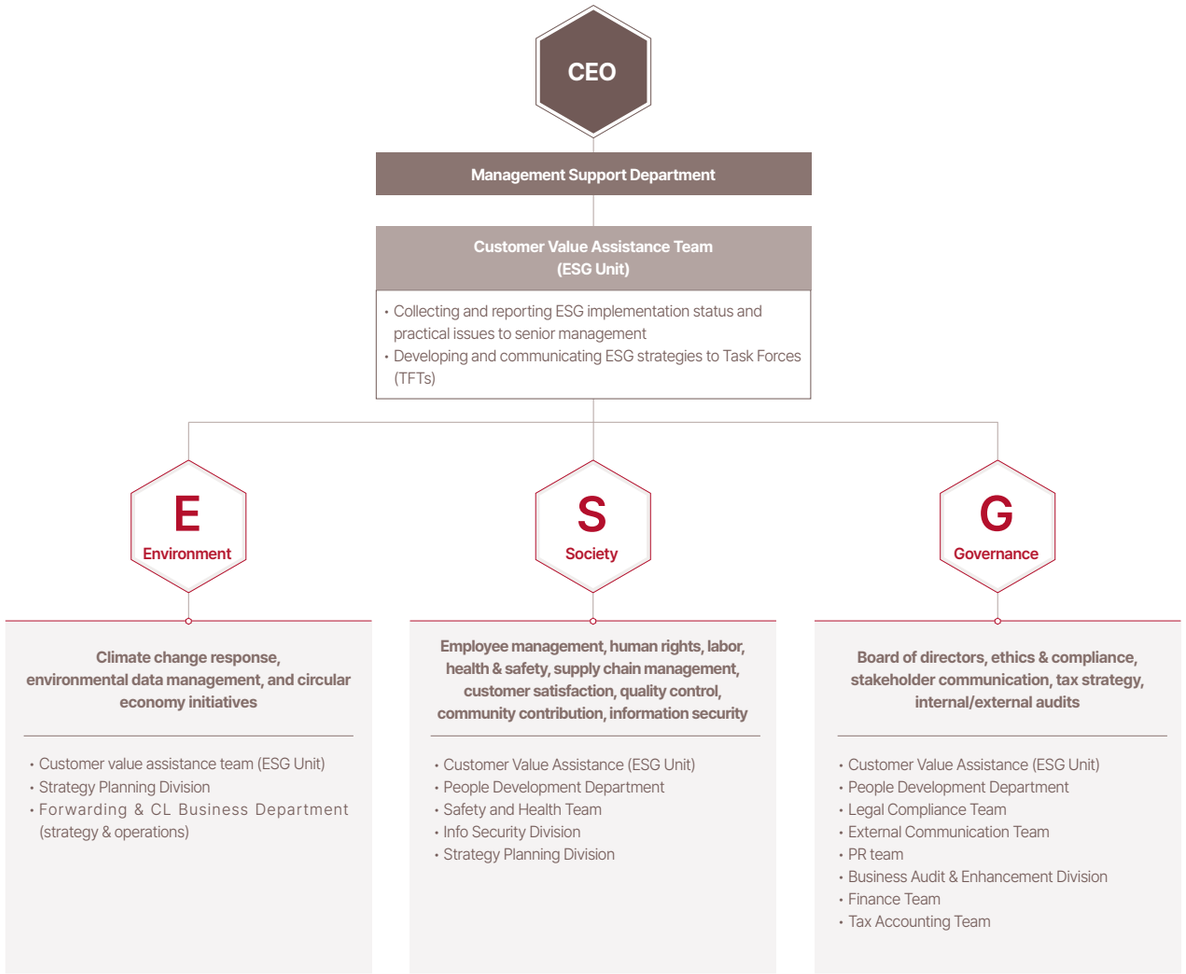
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ESG Strategy

ESG Governance

With an aim to enhance ESG management's execution capabilities in line with global standards, LX Pantos operates the ESG Unit (Customer Value Assistance Team) to strengthen ESG management in alignment with global standards. The Customer Value Assistance Team proactively identifies and systematically manages ESG risks across domestic and global operations. The ESG Unit, composed of ESG specialists, continuously develops response measures for potential risks, pursuing strategic approaches to minimize negative impacts. The CEO receives frequent updates from the Customer Value Assistance Team on the progress and key issues related to ESG initiatives, approves relevant agendas, and makes key decisions on critical issues. In addition, ESG-related information is transparently shared with all employees through various communication channels. We actively utilize our in-house portal and digital signage to provide ESG education, aiming to raise awareness and internalize ESG values across all levels of the organization, including the management. We also collect ESG-related inquiries and feedback, encouraging employees to internalize ESG values in their day-to-day practices.

ESG Governance Structure



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ESG Strategy

2024 ESG Management Highlights

LX Pantos actively advances ESG and Jeong-Do (ethical) management under the vision "Value Deliverer for People and the Planet." As a result, we received recognition both domestically and internationally, earning the EcoVadis Committed Badge, receiving a CDP (Carbon Disclosure Project) score, and maintaining the Certified Excellent Shipping Company(CESS) certification administered by the Korea Ocean Business Corporation. In addition, LX Pantos became a signatory to the UN Global Compact, embedding 10 principles, including human rights, labor, environment, and anti-corruption, into the company management strategy. We also declared our support for and commitment to the UN Sustainable Development Goals (SDGs), integrating them throughout our business operations.

Securing the Supply Chain for Eco-friendly Transportation

Signed MOUs/operating programs for transition to eco-friendly fuels (SAF/SMF) with global carriers

Busan Newport Eco Logistics Center's Signed Investment Agreements & Broke Ground

Promoting Northeast Asia as a green & automated logistics business hub

Carbon Reduction Targeting Net Zero by 2050

- Targeting a 25% reduction from BAU by 2030
- Aiming for achieving carbon neutrality by 2050

Renewed Certification as an Excellent Green Logistics Practice Company (13 Years)

Recognized by the Ministry of Land, Infrastructure and Transport for energy savings and greenhouse gas reduction achievements

Shihwa MTV Center Installed 2.5MW-class Solar Power Generation System

Installed a 2.5MW solar facility on unused rooftop space at logistics centers, with operations scheduled for 2025

Number of Corruption Cases and Fair Trade Violations: 0 Jeong-Do (ethical) Management Training Completion Rate: 100%

- Conducting Jeong-Do (ethical) management training for all domestic employees through newsletters
- Operating reporting and anti-corruption monitoring systems, such as a cyber whistleblower platform

Acquired TISAX for Automotive Logistics Security

Strengthening management systems by acquiring and expanding global security certifications

Maintaining Certifications (20 domestic, 26 overseas)

Acquiring and maintaining domestic and international logistics and ESG-related certifications

Receiving the Companionship Award from the National Integration Committee

Operating the subsidiary Hanultari Co. LTD., a certified standard workplace for people with disabilities
Recognized for exceeding the mandatory employment rate of persons with disabilities by more than 100%

Being designated as a Community Contribution Enterprise by the Ministry of Health and Welfare

Acknowledged for continuous contributions to the local community through collaboration with nonprofit organizations

Planning and Operating V-Day (Volunteer Day) Initiatives

Designating November 22nd as an annual Volunteer Day (V-Day) and encouraging participation of employees
Engaging in social contribution programs such as briquette volunteering, accompanying seniors, and plogging

Being Selected by the Ministry of Employment and Labor as an Operating Institution for the "Win-Win Academy for Large and Small Enterprises"

Providing high-quality training to workers of small and medium-sized contracted companies
Training more than 7,000 installation specialists annually

Zero Domestic and International Information Security Accidents

Zero information security accidents and legal violations & zero fines

Obtaining the EcoVadis Committed Badge and Participating in the CDP (Carbon Disclosure Project)

Enhancing ESG credibility, strengthening sustainability within the supply chain, and establishing a foundation for transparent communication with global stakeholders

Forming a Task Force to Respond to the EU CSRD[1] Establishing a Regulatory Response Task Force and Disclosure System

Preparing to publish the Poland CSRD pilot report for overseas subsidiaries subject to regulations
1) CSRD: Corporate Sustainability Reporting Directive

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ESG Strategy

ESG Strategy

Guided by the company's vision, "Value Deliverer for People and the Planet," LX Pantos actively promotes ESG and Jeong-Do (ethical) management, as demonstrated through a variety of initiatives. Through these efforts, we received recognition for our ESG performance both domestically and internationally, earning the EcoVadis Committed Badge, receiving a CDP (Carbon Disclosure Project) score, and maintaining the Certified Excellent Shipping Company (CESS) certification administered by the Korea Ocean Business Corporation. By enhancing our ESG capabilities, we will continue to fulfill our social responsibilities as a global logistics company and further build trust with our stakeholders.

ESG Strategy System Diagram



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ESG Strategy

Enhancing ESG Disclosure Capabilities

As a global company, LX Pantos continuously strengthens ESG disclosure capabilities. We previously aligned our disclosures with GRI[1] and IFRS S1/S2[2] standards, and this year, we conducted a materiality assessment based on the ESRS framework.

Purpose of the ESRS diagnostic

Assessing LX Pantos's disclosure capabilities in preparation for EU CSRD disclosure and identifying areas for short-term improvement and implementation feasibility

Diagnostic Process



1. Creating ESRS checklist

- Categorizing ESRS common and topic-specific standards
- Distinguishing quantitative and qualitative factors
- Identifying mandatory implementation indicators
- Mapping connections between ESRS indicators and GRI standards

2. Preliminary diagnosis of ESRS indicators

- Conducting an initial analysis of the ESRS indicators already implemented based on this year's sustainability report content (including data availability)

3. Checking ESRS quantitative data

- Identifying additional and necessary items among ESRS quantitative indicators, followed by reorganizing indicators within the in-house quantitative data management documentation
- Reflecting collected data values from quantitative data templates in the report

4. Checking ESRS qualitative data

- Filtering items that require management among ESRS indicators
- Inquiring about management-target indicators and taking actions based on responses

Diagnosis Results and Utilization Plan



Basic assessment of CSRD disclosure level

Based on the ESRS diagnostic results, the quantitative and qualitative data held by LX Pantos were reviewed to identify the current status of available information and determine which indicators need to be applied or supplemented within the business. Among these, areas that can be addressed in the short term were quantified as the "Indicator reading level," and the diagnostic results showed that the current ESRS indicator fulfillment rate stands at 21.5%.



Mapping ESRS indicators and utilizing them for disclosure integration

Among the quantitative and qualitative data held by LX Pantos, items aligned with ESRS indicators were compiled and mapped into an ESRS Index. This index was included in the appendix of the sustainability report to ensure flexibility in responding to CSRD disclosures.



Advancing CSRD disclosure

To further advance CSRD disclosure, insufficient indicators were reviewed and categorized into short-, medium-, and long-term actions.

1) GRI: Global Reporting Initiative, an international sustainability reporting standard that comprehensively discloses an organization's economic, environmental, and social impacts.
2) IFRS S1/S2: Sustainability-related financial disclosure standards established by the International Sustainability Standards Board (ISSB), where S1 covers general requirements while S2 includes climate-related disclosure standards.

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ESG Strategy

ESG Implementation Tasks

Goals and Performance Management by 8 Key Strategies

LX Pantos has established tasks for each of the eight key ESG management strategies, setting short-, medium-, and long-term goals, constituting execution and management organizations, timelines, and establishing detailed implementation plans. These are reported to and agreed upon by management, with progress and performance being actively monitored.

8 Key Focus Strategies	Initiatives	Mid- to Long-term Goals	Key Achievements in 2024
Realizing green logistics through climate action	• Managing energy consumption and GHG emissions • Expanding participation in environmental initiatives	• Reducing GHG emissions by 25% by 2030 compared to BAU • Disclosing environmental data (carbon) through CDP reporting	• Scaled up the use of green fuels (SAF/SMF) and securing supply chains • Disclosed performance to global ESG scoring agencies such as CDP and EcoVadis
Implementing and internalizing environmental management	• Putting in place an environmental management system • Establishing environmental management goals and execution plans	• Complying with environmental laws and the requirements and procedures of the environmental management system certification (ISO 14001) • Building waste and recycling control system	• Received environmental management system (ISO 14001) certification • Renewed certification as an excellent green logistics practice company • Managed waste data via the Allbaro system operated by the Ministry of Environment
Spreading ESG to suppliers and creating a collaborative environment	• Introducing supplier ESG evaluation • Supporting ESG within suppliers and carrying out shared growth programs • Adopting fair trade compliance programs	• Collecting ESG compliance agreement 100% from all suppliers • Ensuring that ESG criteria account for 30% of total bid evaluation scoring	• Established supplier ESG evaluation system • Provided incentives to the top 10 outstanding suppliers
Creating social value through social contribution activities	• Strengthening the system for social contribution activities	• Measuring social value for each social responsibility activity in line with sustainable management	• Planned Pantos Volunteer Day (V-Day) and encouraging employees' participation • Recognized as a certified company in the Ministry of Health and Welfare's Community Contribution Recognition Program
Promoting a culture of respect for human rights	• Improving the working environment for employees and enhance safety and health • Expanding and facilitating communication channels between labor and management • Expanding employee evaluation and training • Internalizing ethical management	• Maintaining zero number of serious accidents (number of deaths) and expanding support for employee health • Labor-Management Council meetings and handling rates • Reinforcing training hours for employees (diversity, self-development, ethics, etc.) • Conducting human rights impact assessment	• Maintained ISO 45001 (management systems of occupational health and safety) • Completed risk assessments at 87 sites related to occupational health and safety and resolving 286 identified hazards • Improved systems to support pregnancy, childbirth, childcare, and medical leave • Increased domestic business travel per diem • Promoted an in-house communication culture, such as Junior Board
Spreading a culture that focuses on stakeholders' happiness	• Elevating employee satisfaction • Enhancing customer satisfaction and communication	• Improving organizational culture satisfaction score • Improving customer satisfaction score	• Operated team relationship enhancement programs, resulting in improved customer satisfaction scores • Conducted regular customer satisfaction surveys conducted by a professional research firm, accompanied by ongoing collection and analysis of customer pain points
Managing non-financial risks in a systematic manner	• Establishing an integrated ESG risk management process • Enhancing capabilities to respond to customers' ESG needs • Promoting fair trade and preventing corruption • Reinforcing data security management	• Advancing its response to customer ESG needs • Spreading a fair trade culture • Maintaining zero information security accidents • Conducting corruption risk assessment	• Documented regulations related to order review, internal transaction review, and investment review, and conducting company-wide order intake training • Interconnected C-level executives' KPIs to key risk indicators for performance-based compensation • Acquired TISAX
Establishing and pursuing an ESG management system	• Establishing and internalizing an ESG management system • Developing an ESG performance management system	• Establishing and operating an ESG Committee	• Operates the ESG Unit (Customer Value Assistance Team), which reports directly to the CEO • Operated the Climate Change Response TFT and reflected results in performance evaluations

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Environmental



LX PANTOS APPROACH

LX Pantos is committed to reducing GHG emissions across the supply chain and minimizing environmental impact in pursuit of the 2050 Net Zero target. We address climate risks systematically by categorizing them as transition risks and physical risks. Potential disruptions in transportation and natural disasters caused by climate change are monitored in real time through the visibility system, Pantos View, which also provides relevant updates to our customers. We also actively pursue energy efficiency improvements across domestic and overseas sites and throughout our maritime, air, and land transportation operations. In addition, we have been steadily expanding our transition to green logistics services through eco-friendly investments, fuel conversion, and improvements in logistics packaging materials. We are committed to continuously providing eco-friendly logistics services to our customers while implementing systematic resource circulation management by actively reducing waste generated from our operations.

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Climate Action

Climate Action Team

LX Pantos established a clear governance structure and comprehensive strategy for responding to climate change, in accordance with the requirements of ESRS E1[1].

The climate change response activities and performance monitoring are overseen by the ESG Unit (Customer Value Assistance Team) directly under the CEO. At the same time, management actively participates in climate-related decision-making to drive company-wide implementation. As the top decision-maker, the CEO holds final approval authority for climate action strategies and goal setting, regularly reviews reports, and makes prompt decisions.

The climate action officer within the Customer Value Assistance Team is responsible for climate risk assessment, opportunity analysis, and identifying ESG-related tasks. To support these efforts, a Climate Action and Environmental Management Task Force has been established to develop tailored response strategies for each business division. Furthermore, climate action officers are appointed across all business units and key departments to further strengthen collaboration.

1) ESRS E1 Requirement: Mandatory disclosure items when climate-related issues are identified as material (see Appendix – ESRS INDEX).

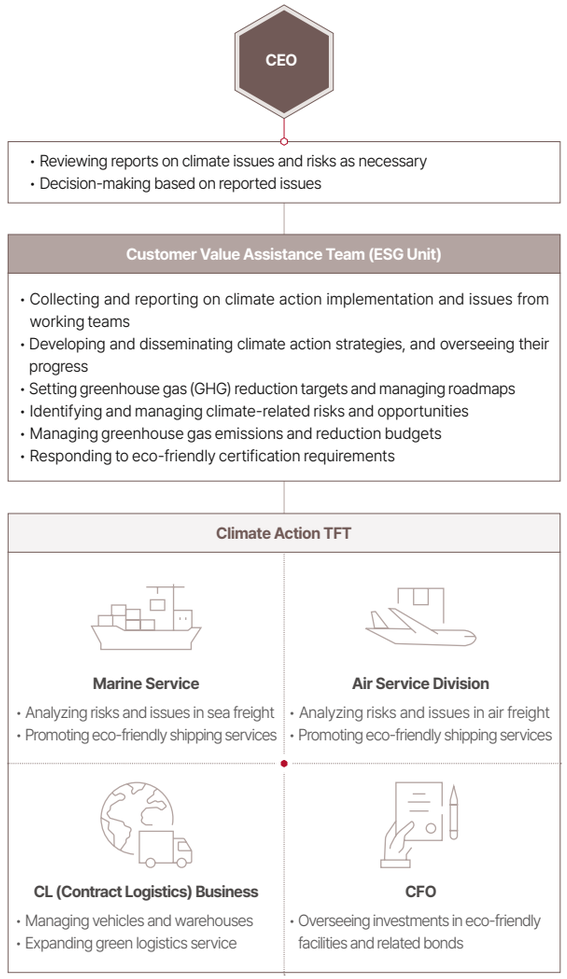
Climate Action Team Compensation Integration System

LX Pantos has established a Climate Action TFT to identify climate change risks for each business unit and build an organizational system capable of responding swiftly to the rapidly changing environment.

LX Pantos currently operates in a way that ensures efforts to reduce greenhouse gas emissions, along with the results of related activities, are reflected indirectly in individual and organizational performance evaluations. The achievement of climate action goals is included in employee performance evaluations and ultimately influences decisions on compensation and incentives. Departmental greenhouse gas reduction target achievement rates and energy efficiency improvement project results are used as part of organizational and individual performance indicators.

We recognize the growing importance of addressing climate-related risks and opportunities. In line with this, we are actively considering the long-term integration of more direct and explicit climate-related performance indicators into our compensation policies.

Climate Action Team Structure



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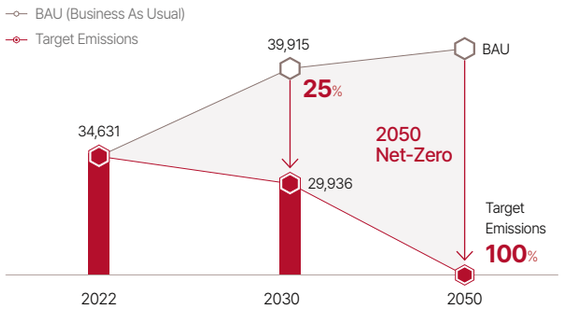
Climate Action

Setting GHG Emissions Reduction Targets

LX Pantos has set a 2050 Net Zero target based on projected emissions and achievable reduction measures. As a mid-term goal, we aim to reduce emissions by 25% compared to business as usual (BAU)[1] by 2030. Additionally, specific environmental policies aimed at achieving carbon neutrality by 2050 have been developed, supported by dedicated organizational and management systems to implement them. Currently, we are working to disclose specific greenhouse gas reduction targets aligned with science-based climate scenario analyses and the Science Based Targets initiative (SBTi). To this end, we are systematically collecting greenhouse gas emission data across the entire organization, including overseas operations. Also, we continually seek optimal approaches by strengthening the expertise of dedicated climate action personnel and benchmarking best practices both at home and abroad. Going forward, we expect to establish phased reduction pathways and detailed execution plans to achieve the mid-term goal for 2030 and the long-term goal for 2050. During the goal-setting process, we plan to actively gather and incorporate feedback from key stakeholders. We remain committed to transparently communicating finalized targets and strategies, and to regularly reporting on their progress to ensure responsible implementation.

1) BAU: Business As Usual. Emissions projected without any mitigation efforts.

GHG Reduction Targets (Unit: tCO_2-eq)



*BAU (Business As Usual) has been recalculated in 2024 to reflect changes in the business environment.

Climate Action Roadmap

Reduction Targets and Mitigation Plans by Scope and Target Year

Scope 1

Category	2030 Target	2040 Target	2050 Target
Transitioning to eco-friendly vehicles	• Introduce 1-ton and 2.5-ton electric vehicles (EVs) • Establish and implement plans for EV charging infrastructure	• Expand eco-friendly vehicle adoption to medium and large freight trucks • Operate EV charging stations at logistics centers and key hubs	• Convert all freight vehicles to green alternatives • Ensure sustainable operation of charging infrastructure
Making improvements to transport efficiency	• Introduce AI- and big data-based dispatch management system • Set optimized routes and improve operational efficiency	• Upgrade Smart Logistics Center • Minimize carbon emissions through real-time data analysis	• Fully prepare carbon-neutral transportation solutions • Fully replace with greener modes of transportation

Scope 2

Category	2030 Target	2040 Target	2050 Target
Renewable energy transition	• Expand solar power generation facilities at logistics centers (2.5MW installed) • Implement the PPA method[1] • Procure RECs[2]	• Increase the percentage of renewable energy used at logistics centers • Expand PPA and REC purchases	• Achieve 100% renewable energy conversion at all logistics centers • Further expand PPA adoption and additional renewable energy procurement
Enhancing facility energy efficiency	• Improve energy efficiency in buildings (using LED lighting and smart energy systems) • Pursue green building certifications (e.g., LEED) for logistics centers	• Adopt AI- and big data-based smart buildings	• Transition to AI- and big data-based smart structures

Scope 3

Category	2030 Target	2040 Target	2050 Target
Scope 3 Supporting Reduction	• Enhance transport efficiency in line with clients' carbon reduction needs	• Expand the percentage of eco-friendly transportation and apply carbon reduction solutions	• Provide tailored reduction solutions for customers • Establish Net Zero-based transport services

1) PPA (Power Purchase Agreement): A contract that outlines the terms for the purchase and sale of electricity at mutually agreed-upon prices and intervals
2) REC (Renewable Energy Certificate): A certificate that electricity users can purchase to verify their use of renewable energy

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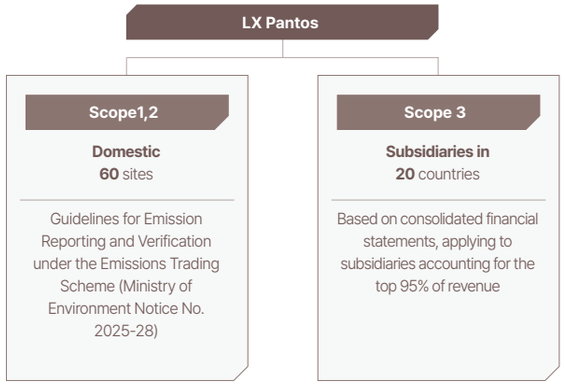
Climate Action

GHG Emissions Calculation

Defining GHG emissions boundaries at domestic and overseas sites

LX Pantos has established organizational boundaries based on operational control. Within these boundaries, emissions have been calculated for subsidiaries, joint ventures, associates, and the parent company. Additionally, calculation boundaries were defined by considering the connectivity and materiality of the business.

Setting Organizational Boundaries for GHG Emissions Calculation



Approach for measuring GHG emissions

LX Pantos applies the operational control method under the control approach to measure greenhouse gas emissions. Using the latest available 100-year Global Warming Potential (GWP) values from the IPCC (Intergovernmental Panel on Climate Change) assessment reports, six major greenhouse gases—carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF6)—are converted into carbon dioxide equivalent amounts for evaluation purposes.

GHG Emissions Results (Scope 1, 2)

Category	Unit	2022	2023	2024
Scope 1	tCO_2-eq	25,181	22,471	23,050
Scope 2	tCO_2-eq	9,450	10,067	10,938
Total emissions	**tCO_2-eq**	**34,631**	**32,538**	**33,988**

Verification and disclosure of GHG emissions

LX Pantos established a greenhouse gas inventory based on domestic and international emission calculation standards, through which emissions are measured and verified by an independent third party. The verified greenhouse gas emissions are then disclosed to internal and external stakeholders via channels such as the Ministry of Environment's National Greenhouse Gas Management System, internal notice boards, and the company website. We also volunteer for initiatives such as the CDP (Carbon Disclosure Project) and EcoVadis, transparently disclosing not only emission data but also climate action strategies.

Scope 1,2

- GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- GHG Protocol: Scope 2 Guidance Guidelines for Emission Reporting and Verification under the Emissions Trading Scheme (Ministry of Environment Notice No. 2025-28)
- IPCC Guidelines for National Greenhouse Gas Inventories
- Greenhouse gas emission calculation standards required by other relevant authorities and listed stock exchanges

Scope 3

- GHG Protocol Corporate Value Chain(Scope 3) Accounting and Reporting Standard(2011)

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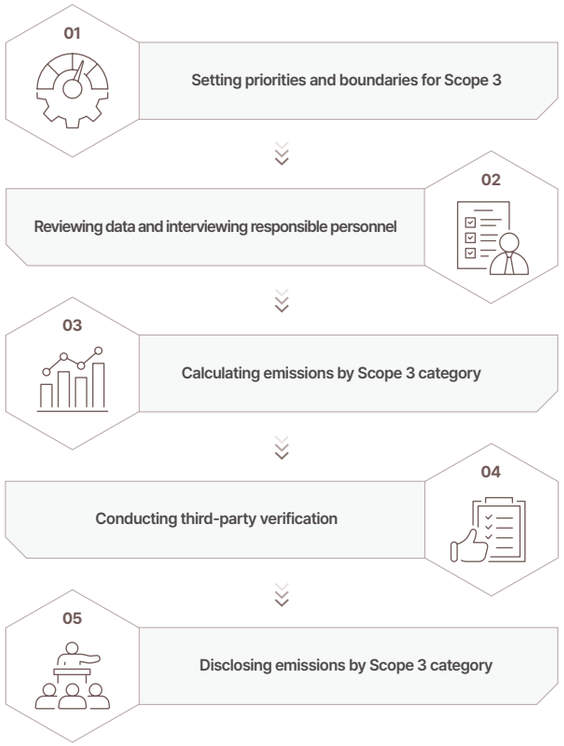
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Scope 3 Emissions Calculation

Greenhouse gas emissions from LX Pantos are classified according to the GHG Protocol into Scope 1 (direct emissions) and Scope 2 (indirect emissions) within the organization's boundaries, and Scope 3 (other indirect emissions), which occur outside those boundaries. Scope 3 emissions play a key role in identifying and managing GHGs across the value chain. Since 2023, we have been calculating Scope 3 emissions to comprehensively manage and reduce greenhouse gases generated throughout business activities. Going forward, we will closely analyze the environmental impact of operations in a comprehensive manner, establish reduction targets for Scope 3 emissions, and implement reduction measures to develop climate action strategies, fulfilling our corporate social responsibilities in addressing climate change.

Scope 3 Emissions Calculation Process

LX Pantos established calculation priorities for each Scope 3 category by considering business connectivity and importance, ensuring objectivity through third-party verification of the calculated emissions.



Emissions by Scope 3 category[1)]

As of 2024, LX Pantos has calculated Scope 3 emissions for Category 1 (Purchased Goods and Services), Category 3 (Fuel- and Energy-Related Emissions), Category 5 (Waste Generated in Operations), Category 6 (Business Travel), and Category 15 (Investments), with plans to gradually expand the scope.

	2023	2024
Scope 3 Total	5,508	22,490
Category 1	2,587	2,315
Category 3	1,747	2,200
Category 5	-	1,502
Category 6	1,174	1,274
Category 15	-	15,197[2)]

C1: Based on 2024 purchase data, applying emission factors for 80% cumulative contribution and annual changes
C3: Based on the amount of fuel and power consumption stated in the 2024 GHG emissions statement
C5: Waste generated at business sites (newly added for 2024)
C6: Based on the overseas business trips taken by domestic employees in 2024 (by air)
C15: Subsidiaries covering 95% of cumulative sales revenue (newly added for 2024)
*(Unit: tCO_2-eq)

1) Figures are reported as whole numbers; rounding may cause minor discrepancies.
2) Scope 1: 7,067.52 tCO_2-eq
Scope 2: 8,129.87 tCO_2-eq

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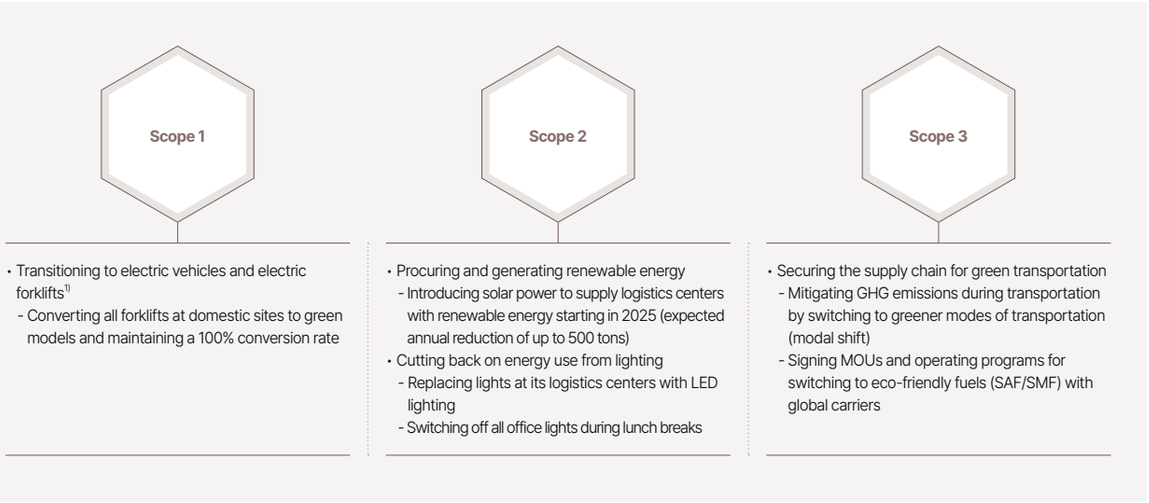
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Climate Action

GHG Emissions Reduction Activities

LX Pantos actively pursues specific initiatives to reduce greenhouse gas emissions. We also transparently manage and disclose related performances.

GHG Emissions Reduction Activities by Scope



1) Excluding some diesel forklifts for heavy cargo lifting

GHG Emissions Reduction Performance

Category	Unit	2022	2023	2024
Scope 1 Reduction	tCO_2-eq	-	27	**47**
Scope 2 Reduction	tCO_2-eq	315	315	**312**
Scope 3 Reduction	tCO_2-eq	27,168	11,061	**12,775**

Response to the Carbon Disclosure Project (CDP)

In July 2022, LX Pantos voluntarily began disclosing to CDP, a leading global ESG scoring agency, and established climate change response goals while actively advancing detailed initiatives.

We look forward to continuing our efforts to promote the transition to eco-friendly logistics by identifying and implementing climate change response tasks and transparently disclosing related achievements.

CDP
DISCLOSURE INSIGHT ACTION

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Managing Climate-related Corporate Liability

The impact of climate change on corporate management is increasingly reflected not only in ESG disclosures but also in the financial statements, which serve as a key basis for corporate financial performance. We proactively respond to these changes by transparently disclosing climate-related information in the financial statements, ensuring objectivity and reliability through audit procedures.

Although current IFRS accounting standards do not mandate the separate disclosure of climate-related risks in the financial statements, we apply, mutatis mutandis, the draft guidance issued by the International Accounting Standards Board (IASB) under IFRS, titled "Climate-related and Other Uncertainties in the Financial Statements," as well as Chapter 33 of Korea's Generally Accepted Accounting Principles (K-GAAP), "Greenhouse Gas Emission Rights and Emission Liabilities." Thus, related information in financial reports is disclosed accordingly.

Accounting of GHG Emission Allowances and Liabilities

LX Pantos is designated as a greenhouse gas emissions trading company under the "Act on Allocation and Trading of Greenhouse Gas Emission Permits." We account for GHG emission allowances—whether granted free of charge by the government or acquired through purchase—and recognize them as "greenhouse gas emission allowances" and "emission liabilities."

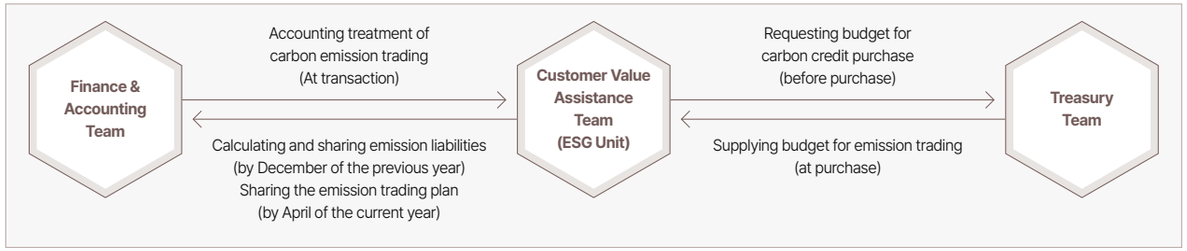
Category	GHG Emission Allowances	Emission Liabilities
Recognition & Measurement	• Free allowances: Recognized at KRW 0 • Purchased allowances: Recognized at acquisition cost (purchase price + directly attributable expenses)	• Recognition: Present obligation to surrender allowances to the government • Measurement: Book value of held allowances + estimated expenditure for excess emissions
Classification	• Classified as intangible assets if held for compliance • Classified as current assets if expected to be surrendered within one year from the reporting period end	• Recognized as the sum of the book value of held allowances + expected costs to cover excess emissions
Timing of derecognition	• Upon submission to government or sale • When no future economic benefit is expected	• When allowances are submitted to the government

Responsible Use of Emission Allowances Aligned with Core GHG Reduction Objectives

LX Pantos utilizes the entire holding of greenhouse gas (GHG) emission allowances exclusively to meet compliance obligations under the Ministry of Environment's Emissions Trading Scheme. These allowances are neither used as collateral nor held for short-term trading gains. This policy reflects our firm commitment to upholding the original intent of the emission trading system, supporting genuine reductions in greenhouse gas emissions and avoiding the use of allowances as speculative instruments.

GHG Emission Allowance Trading Process

In 2024, LX Pantos established and began implementing a GHG emission allowance trading process.



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Identification and Assessment of Climate Risks and Opportunities

LX Pantos established and implemented processes to identify and assess risks posed by climate change. We analyze climate-related policies, trends in the same industry, internal management issues, financial impacts, and other factors to identify risks that could directly affect our business. For each identified risk, we conduct a double materiality assessment that considers both financial significance to the company and social/environmental importance, in order to determine risk prioritization. We assess the severity of each risk by considering both external factors that affect financial health and the impact of business activities on climate change. The assessment results are then reported directly to the CEO.

Scenario Selection

In line with the TCFD recommendations, LX Pantos identified the potential impacts of climate-related risks and opportunities for each period and analyzed their financial implications through scenario analysis.

Physical Scenario

The IPCC's Sixth Assessment Report (AR6) analyzes global surface temperature changes from 2021 to 2100 based on the Shared Socioeconomic Pathways (SSP) scenarios. These scenarios are designed to assess future socio-economic structures under varying degrees of greenhouse gas reduction efforts and climate adaptation measures. For physical risk analysis, we adopted SSP1-2.6 (low-carbon scenario) and SSP5-8.5 (high-carbon scenario), both widely used and internationally comparable. These scenarios enabled us to conduct a comprehensive assessment of risk scopes across various climate change pathways and helped us evaluate the resilience and effectiveness of our response strategies.

Category	Scenario Overview	Projected Global Average Temperature Increase by 2100
SSP1-2.6	A scenario with sustained global cooperation and adoption of eco-friendly technologies, leading to gradual decarbonization	1.8°C
SSP2-4.5	A middle-ground scenario where current policies continue, with uneven development and gradual technological progress	2.7°C
SSP3-7.0	A scenario with weak international cooperation, regionalized development, and continuously rising emissions.	3.6°C
SSP5-8.5	An economic growth-driven scenario with ongoing fossil fuel use and technological advances, but still falling short of climate action	4.4°C

Transition Scenarios

Following the TCFD recommendations, LX Pantos applied the NZE (Net Zero Emissions by 2050) and STEPS (Stated Policies Scenario) frameworks developed by the International Energy Agency (IEA) to assess potential transition risks associated with the shift to a low-carbon economy. These risks were analyzed across key areas, including policy and regulation, market dynamics, reputation, and changes in technology. The NZE scenario, which assumes the implementation of aggressive decarbonization policies, served as a basis for evaluating long-term resilience under high-risk conditions. In contrast, the STEPS scenario, grounded in current policies and officially announced targets, was used as a practical reference for mid- to short-term strategic planning. Through this dual-scenario approach, we conducted a comprehensive assessment of potential transition risks and our organizational capacity to adapt.

Category	Description	Projected Global Average Temperature Rise by 2100
NZE (Net Zero Emissions by 2050 Scenario)	A scenario targeting global carbon neutrality by 2050	1.5°C
APS (Announced Pledges Scenario)	Based on countries' officially announced carbon neutrality and emission reduction pledges	1.7°C
STEPS (Stated Policies Scenario)	Based on current policies and officially announced governmental plans	2.1°C

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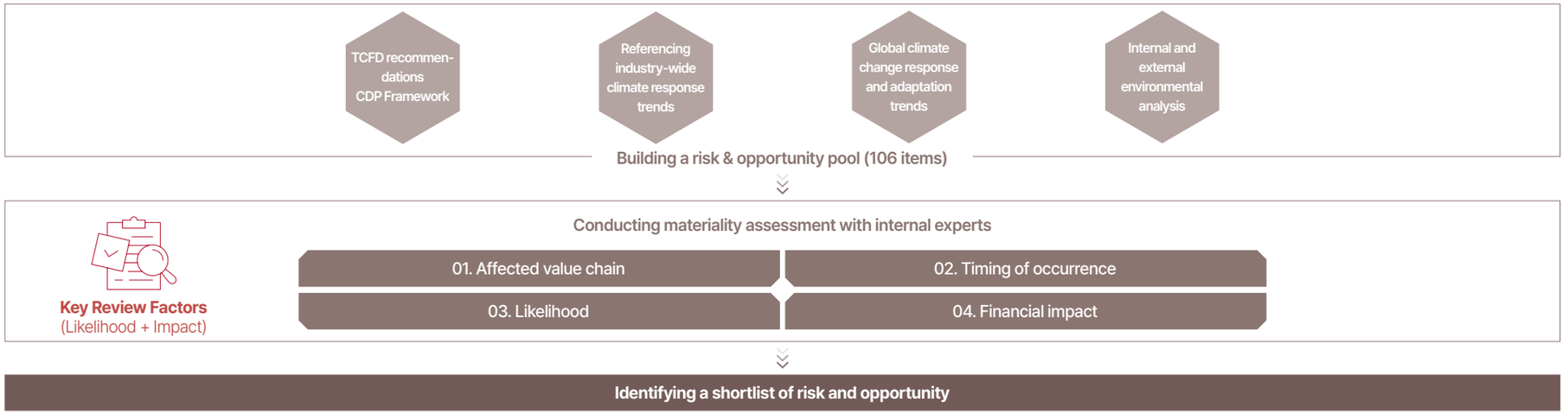
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Risk and Opportunity Identification Process

Based on the TCFD recommendations, LX Pantos developed a pool of 106 climate action-related risks and opportunities by analyzing the current status of peer industry responses, global climate response and adaptation trends, and internal/external environmental factors. This pool was categorized into three main types. Transition risks were categorized into policy & legal, regulation, market, reputation, and technology. Physical risks were divided into acute and chronic. Opportunities were subdivided into market, energy resources, resource efficiency, products & services, and resilience. Internal experts assessed each of the 106 items using a scale-based evaluation of likelihood and impact. Prioritization was determined by the combined scores. Additionally, the value chain impact, expected timeline, and probability of occurrence were reviewed in detail.

Risk and Opportunity Identification Process



Type

Risks and opportunities	Transition risks					Physical risks		Opportunities				
Details	Regulation	Policy & Legal	Market	Reputation	Technology	Acute	Chronic	Market	Energy Resources	Resource Efficiency	Products & Services	Resilience

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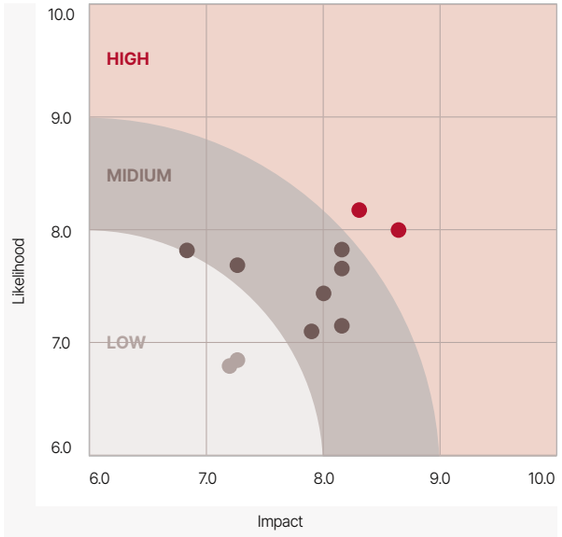
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Climate-related Risk and Opportunity Analysis

Results of Risk and Opportunity Identification

LX Pantos identified and categorized 11 climate-related risk and opportunity issues, comprising 4 transition risks, 4 physical risks, and 3 opportunities considered to impact business operations. We are currently assessing the financial implications of each identified issue, aiming to assess the potential financial impact of climate-related uncertainties. Additionally, for select issues, we plan to estimate financial impacts based on scenario analyses that consider both the gradual mitigation and worsening of climate change due to human intervention or lack thereof. The timing of these impacts is also being reviewed across short-, medium-, and long-term horizons, enabling us to advance financial impact analysis and establish tailored response and management strategies across business sites, supply chains, and markets.



Type	Timeframe	Value chain	Impact[1)]	Identified issue	
Transition risks	Mid-term	Entire chain	H	Regulation – emission allowance purchase	Increased emission allowance prices due to reduced freely allocated emission allowances
Transition risks	Mid-term	Entire chain	H	Market – freight rate increase	Increase in transportation costs due to the application of green logistics solutions such as adoption and operation of eco-friendly vessels and use of SAF.
Opportunities	Short-term	Direct operations	M	Products and services – Providing green logistics services	Providing green logistics options such as low-carbon transportation and optimized routing, and securing market share (M/S)
Transition risks	Mid-term	Upstream, direct operations	M	Regulation – Carbon tax	Increased operating costs and higher freight rates due to carriers' carbon tax burden
Opportunities	Short-term	Direct operations	M	Energy resources – Emission trading and energy cost reduction	Reducing operating costs through energy efficiency and generating revenue from selling emission allowances
Transition risks	Short-term	Upstream	M	Policy and law – Greenhouse gas regulations	Strengthening emission regulations for the logistics industry
Physical risks	Short-term	Direct operations	M	Chronic – Rising energy costs	Increased energy expenses at logistics centers due to extreme weather such as heatwaves and cold snaps
Physical risks	Long-term	Direct operations	M	Acute – Natural disasters	Asset damage caused by heavy rain, typhoons, wildfires, hail, and other natural disasters
Physical risks	Long-term	Entire chain	M	Acute – Supply chain disruption	Transportation delays in key supply chains due to floods, droughts, etc.
Physical risks	Over the mid- to long-term	Entire chain	L	Chronic – Uncertainty	Restrictions on existing transport routes caused by climate change, additional time and resource costs from opening new routes, as well as increased freight rates
Opportunities	Short-term	Direct operations	L	Resource Efficiency – Operational efficiency	Improving operational efficiency through automation and high-efficiency energy equipment, reducing operating costs and emission allowance purchase expenses

1) Impact: High, Midium, Low risk

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Climate-related Risk and Opportunity Analysis

Financial Impact Analysis of Risks and Opportunities

LX Pantos actively conducts financial impact analysis of the identified risks and opportunities. Using SSP and transition scenarios published by the IEA, we plan to thoroughly review the financial effects by reflecting domestic and international climate-related regulatory trends and logistics market conditions.

[Example of Financial Impact Analysis]
Regulation – Emission Allowance Purchase

Background and key Assumptions for the Financial Impact Approach

LX Pantos recalculated greenhouse gas emissions based on the BAU (Business As Usual) projection. We anticipate a gradual reduction in the proportion of freely allocated emission allowances by 2050, reflecting the enhanced domestic NDC (Nationally Determined Contribution) greenhouse gas reduction targets.

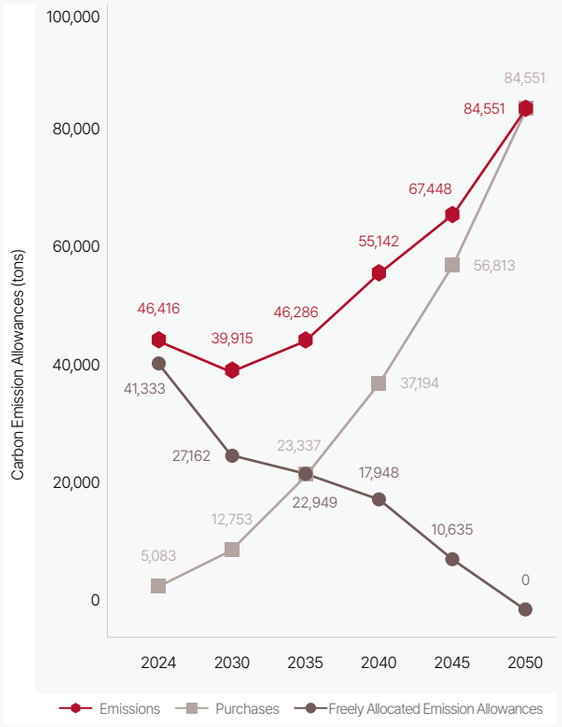
Business Impact

LX Pantos was designated as an emissions trading entity in 2020 and has participated in Korea's Emissions Trading System (K-ETS) since the third phase (2021–2025). In accordance with the Ministry of Environment guidelines, we purchase and surrender emission allowances that exceed the annual allocation on the market. Price fluctuations in emission allowances directly affect our financial operations. In particular, with the anticipated reduction of freely allocated emission allowances and the rise in emission allowance prices, the cost of purchasing allowances constitutes a growing financial risk across logistics and transport operations. After 2030, sharp increases in carbon costs could potentially increase logistics service costs, with material impacts on customer contracts, strategic planning, and market competitiveness.

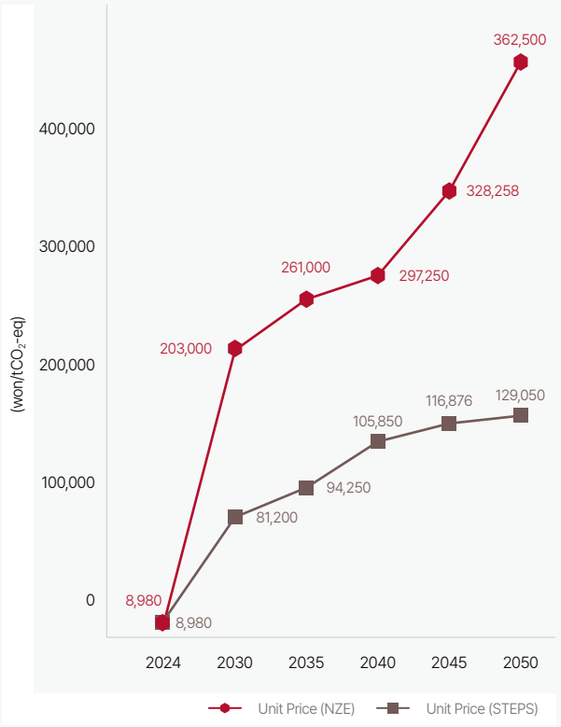
Financial Impact Analysis Results

The proportion of auctioned emission allowances in Korea's Emissions Trading Scheme (ETS) was 10% during the 3rd phase (2021–2025). Starting from 20% in the 4th phase (2026–2030), this rate is expected to increase by 20 percentage points each phase, reaching 100% by the 8th phase (2045–2050). Accordingly, LX Pantos is projected to purchase approximately 76,000 tCO_2-eq of carbon credits by 2030 and 998,500 tCO_2-eq by 2050. Applying price forecasts from the IEA's transition scenarios, Net Zero Emissions by 2050 (NZE) and Stated Policies Scenario (STEPS), the price of carbon credits is expected to rise to approximately 203,000 KRW/tCO_2-eq by 2030 and 362,500 KRW/tCO_2-eq by 2050. As a result, the annual cost for purchasing carbon credits is estimated at 300 million to 600 million KRW by 2030, with cumulative costs ranging from 2.6 billion to 5.2 billion KRW. By 2050, the annual cost may reach 3.6 billion to 10.1 billion KRW, accumulating to between 105.6 billion and 293 billion KRW.

(Expected) Carbon Emissions and Emission Allowance Purchases



Emission Allowance Costs by Scenario



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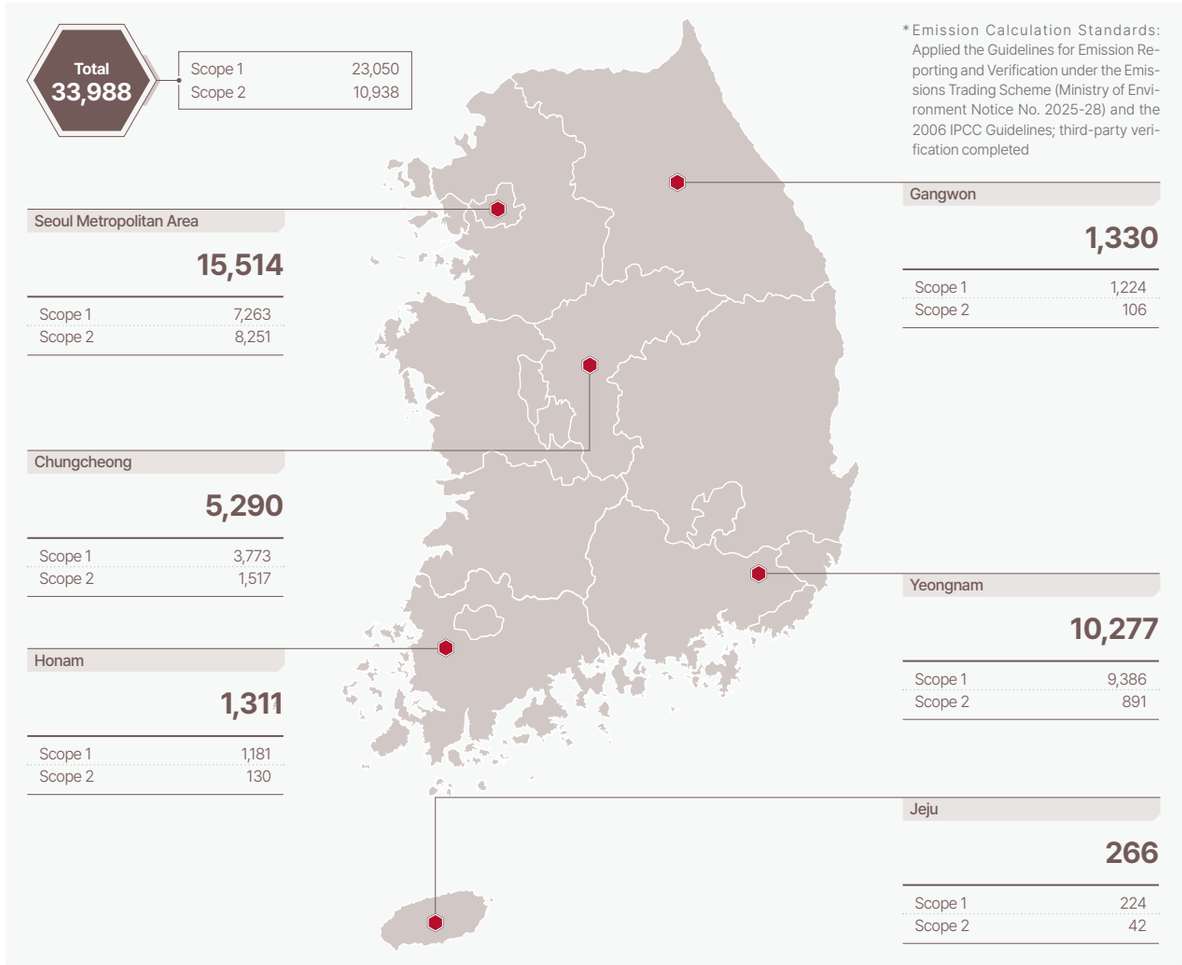
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Scope 1 and 2 Emissions by Region[1)]

In 2024, LX Pantos emitted a total of 33,988 tCO_2-eq of greenhouse gases in Korea. Direct emissions (Scope 1), which come from freight trucks and company vehicles used for logistics and transportation, accounted for 23,050 tCO_2-eq, or 67.8% of the total emissions. Indirect emissions (Scope 2), resulting from purchased energy such as electricity and city gas used at business sites, accounted for 10,938 tCO_2-eq (32.2% of the total). When broken down by region, Seoul Metropolitan Area led with 15,514 tCO_2-eq (45.6%), followed by Yeongnam with 10,277 tCO_2-eq (30.2%), Chungcheong with 5,290 tCO_2-eq (15.6%), Honam with 1,311 tCO_2-eq (3.9%), Gangwon with 1,330 tCO_2-eq (3.9%), and Jeju with 266 tCO_2-eq (0.8%).

(Unit: tCO_2-eq)



1) Figures are reported as whole numbers. Rounding may cause minor discrepancies.

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Scope 1 and 2 Emissions by Business Site[1)]

(Unit: tCO_2-eq)

Business Division	Business sites	Scope 1	Scope 2	Total
CL	SC South Icheon Center	-	2	2
	SC South Cheongna Center	-	308	308
	SC Maengni Center	-	93	93
	SC Miryang Center	-	124	124
	SC North Icheon Center	-	320	320
	SC North Cheonan Center	-	422	422
	SC West Icheon Center	-	1,198	1,198
	SC Anseong Center	-	771	771
	SC Yeoju Center	-	280	280
	SC Yeongjong Center	-	201	201
	SC Osan Center	-	185	185
	SC Ulsan Center	-	13	13
	SC Pyeongtaek Center	-	4	4
	Kumho Tire Icheon Center	-	69	69
	Shihwa MTV Center	-	1,790	1,790
	U+ Mobile Gunpo	-	71	71
	E-MART EVERYDAY Pyeongtaek Center	-	142	142
	Incheon Gyeongin Express Center (Gyeongin Export-Import Integrated Warehouse)	-	84	84
	LGU Center (Yeoju)	-	37	37
	LGU Center (Ilsan)	-	13	13
	LGU Center (Jeju)	-	4	4
	Total	-	6,130	6,130
Transportation	Gumi Transportation Center	3,359	7	3,366
	Daesan Transportation Center	22	6	28
	Busan Transportation Center	-	66	66
	Anyang Transportation Center	1,317	10	1,328
	Yeosu Transportation Center	-	12	12
	Ulsan Transportation Center	-	2	2
	Changwon Transportation Center	3,103	22	3,125
	Cheonan Transportation Center	8	-	8
	Cheongju Transportation Center	2,700	9	2,709
	Total	10,508	135	10,643
Installation Logistics	Gangneung Logistics Center	267	41	307
	Gyeongju Logistics Center	280	62	342
	Gwangju Logistics Center	22	74	97
	Gunpo Logistics Center	393	155	548
	Namyangju Logistics Center	827	318	1,146
	Daegu Logistics Center	804	187	991
	Daejeon Logistics Center	271	135	406
	Mokpo Logistics Center	237	22	259
	Busan Logistics Center	1,268	271	1,540
	Bucheon Logistics Center	929	368	1,297
	Suncheon Logistics Center	297	29	326
	Asan Logistics Center	324	41	365
	Andong Logistics Center	189	16	205
	Wonju Logistics Center	957	65	1,022
	Icheon Logistics Center	839	184	1,023
	Incheon Airport Logistics Center	548	206	754
	Jeonju Logistics Center	647	68	715
	Jeju Logistics Center	224	38	261
	Jinwi Logistics Center	682	580	1,261
	Jinju Logistics Center	-	36	36
	Jincheon Logistics Center	448	134	582
	Changwon Logistics Center	383	74	458
	Paju Logistics Center	1,086	339	1,425
	Total	11,821	3,413	15,418
Air Freight	Gimhae Airport Office	-	1	1
	Incheon Airport Center	-	685	685
	Incheon Customs Express Center	-	5	5
	Total	-	691	691
Others	LG Gwanghwamun Building	615	438	1,053
	S Tower	-	76	76
	LMD/Logistics Academy	5	16	21
	Gumi CY / CFS	-	2	2
	Gumi Office	-	7	7
	Total	619	539	1,159
Total		23,050	10,938	33,988

1) To report GHG emissions as whole numbers, rounding has been applied. As a result, there may be discrepancies of less than ± 1 tCO_2-eq between the verification statement and the calculation tool.

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Environmental Management

LX Pantos Environmental Management Initiatives

Environmental Management Policy

LX Pantos established and actively discloses standardized environmental policies that outline principles, commitments, and qualitative targets related to minimizing environmental impact from business activities. The aforementioned policies include energy consumption reduction, greenhouse gas emissions mitigation, waste management and recycling promotion, and the promotion of sustainable consumption.

LX Pantos Environmental Management Policy Policy Link

LX Pantos is committed to contributing to the global goal of limiting global warming to 1.5°C and achieving climate neutrality by 2050, in alignment with the Paris Agreement and the transition to a sustainable economy across all of business operations. To this end, we plan on expanding eco-friendly management practices such as climate change mitigation and adaptation, improving energy efficiency, and adopting renewable energy to realize sustainable green logistics. Furthermore, we share this policy with internal and external stakeholders, and communicate with them on an ongoing basis to actively reflect their feedback, transparently disclosing relevant information both internally and externally.

- Establishing environmental management governance
- Identifying environmental impacts
- Climate change mitigation
- Climate change adaptation
- Enhancing energy efficiency
- Expanding renewable energy
- Promoting circular economy
- Transitioning to green logistics service
- Preserving Biodiversity
- Measuring and improving environmental performance
- Disclosing transparent information
- Stakeholder engagement
- Enhancing employee environmental competency and spreading eco-friendly culture

Roadmap for Environmental Management

Environmental management	Eco-friendly supply chain	Eco-friendly services
By 2030		
Advancing environmental management	Expanding the establishment of the eco-friendly supply chain	Introducing environmentally friendly services
• Initiate the business of environmental indicator management and environmental impact mitigation • Encourage the transition to green logistics across all logistics centers • Expand the adoption of green transportation (small-sized freight vehicles)	• Scale up participation in green fuel programs (SAF / SMF)	• Provide Low-Carbon Transport Routes (Sections 1–3)
By 2040		
Expanding environmental management	Elevating the eco- friendly supply chain	Upgrading eco-friendly services
• Collaborate with suppliers for the management of environmental indicators and switch to green logistics • Intensify the transition to eco-friendly logistics centers • Expand the adoption of green transportation (mid- and large-sized freight vehicles)	• Lay the foundation for zero-environmental impact routes	• Diversify low-carbon transport routes • Expand low-carbon transportation options
By 2050		
Achieving environmental management	Providing a green supply chain and eco-friendly services	
• Assist suppliers in reaching zero GHG emissions • Accomplish a 100% transition to green logistics centers and freight vehicles	• Offer routes that are zero-emission, low-carbon, and carbon-neutral	

Environmental Management Certifications and Recognition as an Excellent Green Logistics Practice Company

To promote systematic environmental management, LX Pantos maintains ISO 14001 certification across four self-operated logistics centers under operational control. In addition, we have been recognized for 11 consecutive years as an "Excellent Green Logistics Practice Company" by the Ministry of Land, Infrastructure and Transport, with certification covering all domestic business sites.

Environmental Management System Certificate

LX PANTOS

- **HQ** LG Gwanghwamun Building, 58 Saemunan-ro, Jongno-gu, Seoul, Republic of Korea

The Korean Register hereby certifies that the environmental management system of the company mentioned above has been audited and it complies with the certification standards and scope listed below.

- **Certification Standards** KSI ISO 14001: 2015, ISO 14001: 2015
- **Scope of Certification** Multimodal transport services, customs brokerage, warehousing, bonded transportation
- **Certified Sites** Headquarters / Offices
- **Validity Period** 2023.07.24 - 2026.07.01

President of the Korean Register

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Environmental Management

LX Pantos Environmental Management Initiatives

Environmental Management Activities

LX Pantos carries out a diverse range of activities to minimize environmental impacts across all business operations and proactively responds to climate change. We also work to strengthen and embed environmental management capabilities among employees through various initiatives.

Hazardous substance management

- Taking environmental emergency measures
  - Upon initial occurrence and reporting of an accident, the emergency response organization at the business site begins operations under the supervision of the organization's head
  - In the event of a potential series of accidents, suspend all operations and evacuate all employees
  - Preventing the release of chemical substances into the environment
- Implementing measures for labeling, storage, handling, and transportation of hazardous substances
  - Affixing warning labels indicating relevant information to storage containers and packaging containing toxic and dangerous substances
- Training employees on how to safely handle and manage toxic substances
  - Posting Material Safety Data Sheets that include data on harmful substances in the workplace

Biodiversity protection

- Conducting plogging[1] campaigns independently and in collaboration with affiliates and other companies
- Implementing a 5-year forest restoration project, "Reforestation Campaign" in areas of Gangwon-do damaged by wildfirea

Spreading eco-friendly culture throughout the company

- Educating employees on how to address climate change
- Launching a low-carbon consumption campaign
- Using environmentally friendly products

1) The term is a compound word that combines "jogging" and "plocka upp," a Swedish term that translates to "picking up." This campaign is centered around an activity where participants pick up garbage while jogging

Implementing initiatives to foster GHG reduction awareness among employees

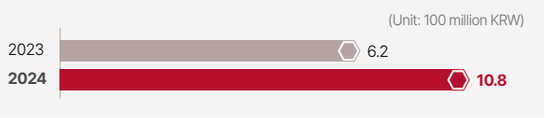
LX Pantos runs various programs to raise employees' awareness of energy saving and environmental issues. The monthly ESG Trend Report is distributed to all employees to share the latest information, and ESG training is provided for both new hires and experienced staff. Additionally, through an in-house resource recycling campaign, we continuously foster environmental awareness among employees and promote its practical application in the workplace.

- Publishing a monthly ESG Trend Report and distributing it to all employees
- Conducting ESG training for new and current employees
- Running an in-house resource recycling campaign (e.g., providing reusable cups, using eco-friendly lids and cup holders)

Expanding Green Procurement

Green procurement refers to procurement activities that involve purchasing green products (those that minimize the input of energy and resources, as well as the generation of GHGs and pollutants) in accordance with the Framework Act on Low Carbon, Green Growth, and other eco-friendly criteria. To reduce waste generated during logistics services and prevent environmental pollution, LX Pantos carefully selects and purchases various eco-friendly logistics materials. These include PCR-based stretch films, paper tapes, and other sustainable materials used at business sites. Furthermore, we aim to convert all eco-friendly logistics materials used throughout the supply chain to 3R-based (Reuse, Recycle, Reduce) sustainable materials. To achieve this, we actively identify a diverse range of suppliers and work toward establishing zero hazardous waste operations at our facilities.

Green Procurement Amount



Environmental Performance and Detailed Data

ISO 14001-certified Business Sites

Category	Unit	2022	2023[2]	2024
Ratio of ISO 14001-certified business sites	%	-	5.1	5.0

2) The ratio of business sites with certification was calculated from 2023

Water Consumption

Category	Unit	2022	2023[3]	2024
Water Consumption	ton	14,216	64,809	58,909

3) Reason for the sharp increase in 2023 compared to 2022: Starting in 2023, water usage data from all business sites has been consolidated

GHG Emissions by Type[4]

Category	Unit	2022	2023	2024
CO_2	ton	34,144	32,093	33,529
CH_4	kg	1,442	1,316	1,361
N_2O	kg	1,474	1,347	1,390
HFCs	kg	0	0	0
PFCs	kg	0	0	0
SF_6	kg	0	0	0

4) HFCs, PFCs, SF_6 are not used due to the nature of the business, so there are no related emissions

Environmental Education

Category	Unit	2022	2023[5]	2024
No. of internal and external environmental education beneficiaries	Person	-	240	131
Ratio of internal and external environmental education beneficiaries	%	-	12	7

5) Data has been publicly disclosed since 2023

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Energy

Energy Management Team

Recognizing the importance of energy transition, the management of LX Pantos established an environmental management task force for climate change response, composed of the ESG Unit (Customer Value Assistance Team) and logistics experts, to drive the company's transition to eco-friendly energy. The management is directly involved in decision-making for energy transition and holds the authority to approve related strategies and targets. The Customer Value Assistance Team and the Climate Change Response & Environmental Management TFT are responsible for identifying and implementing energy transition initiatives.

Energy Management Team Structure

CEO

- Energy transition strategy and goal setting
- Decision-making for energy transition implementation

Customer Value Assistance Team (ESG Unit) & Climate Response and Environmental Management TFT

- Reviewing business feasibility of energy transition initiatives
- Proposing and implementing energy transition initiatives

Customer Value Assistance Team (ESG Unit) within the TFT

- Setting and managing energy transition goals and performance
- Managing energy transition risks and opportunities
- Identifying and implementing energy transition initiatives

Energy Use Management

Production and Use of Renewable Energy

LX Pantos actively responds to climate change and leads the logistics industry's transition to renewable energy by partially replacing conventional fossil fuel-based electricity at the Shihwa MTV Center with renewable energy. As part of this effort, we have signed an MOU with Korea East-West Power Co., Ltd. for the "installation of solar power plants and reduction of GHG emissions." Renewable energy is scheduled to be used starting in the second half of 2025.




* Shihwa MTV Center

Construction of a 2.5 MW solar power facility on approximately 18,000 m² of rooftop space at the Shihwa MTV Center.

The solar facility is expected to be completed in the second half of 2025, with renewable energy use starting immediately afterward.

Anticipating reduction of 10,000 tons of GHG emissions over 20 years and 500 tons of GHG emissions annually

Planning to expand the renewable energy use at additional logistics centers both domestically and internationally, beyond the Shihwa MTV Center

Energy Usage Verification and Disclosure

LX Pantos monitors and manages energy consumption during business operations. We also undergo third-party verification annually through an accredited verification agency. We transparently disclose energy usage to internal and external stakeholders through various channels.

Verification

- Third-party verification of energy use (once a year)

Disclosure

- Voluntary disclosure via the internal bulletin board and website
- Reporting to the Environmental Information System (ENV-INFO), operated by the Ministry of Environment, and the Korea Energy Agency
- Voluntarily joining related initiatives, such as CDP and EcoVadis

Energy-related Performance and Detailed Data

Energy Consumption

Category	Unit	2022	2023	2024	
				Domestic Sites	Subsidiaries
Electricity	MWh	20,571	21,913	23,809	18,826
LNG	Nm^3	122,842	119,619	131,543	509,518
LPG[1)]	kg	-	-	4,948	-
Propane	gal	-	-	-	367,690
Diesel	L	9,301,652	8,270,961	8,486,836	1,220,453
Gasoline	L	88,823	103,166	92,260	272,397
Total	**TJ**	**557**	**531**	**558**	**180**

1) Three LPG vehicles were introduced in 2024 and newly included in calculations

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Green Logistics Service

Green Logistics Service Team

LX Pantos drives the transition to green logistics by establishing and operating a dedicated organization for eco-friendly logistics services. The Customer Value Assistance Team, which is responsible for ESG, supports the collection of implementation items and issues related to green logistics services, strategy development, and execution management by operational teams. All progress and decisions are reported to the CEO, who approves collaborative efforts and investments for the green logistics transition process.

Green Logistics Service Team Structure

CEO

- Approval of collaboration and investment for transitioning to green logistics services

Customer Value Assistance Team (ESG Unit)

- Collecting and reporting on climate actions, green logistics implementation details, and issues from operational teams
- Formulating climate action strategies, disseminating them, and overseeing their progress
- Developing and reviewing green logistics transition projects

Green Logistics Initiatives

LX Pantos is committed to implementing a wide range of eco-friendly initiatives to minimize potential environmental impacts from business operations and support the transition to sustainable logistics.

Eco-friendly Investments

- Achieved **100**% conversion from diesel forklifts to electric forklifts (some diesel-powered forklifts designed for heavy lift cargo excluded)
- Switched to LED lighting at logistics centers
- Achieved an 80% ratio of eco-friendly packaging materials at logistics centers (Shihwa MTV Center and GC Osan Center)
- Reviewed the switch to Electronic Bills of Lading (e-BL)

Using Green Fuels

- Signed MOUs with Air France-KLM and Korean Air, and DHL for SAF[1] to mitigate GHGs emitted from air transport
- Utilized "Eco-Delivery (Maersk)," a service provided by domestic and international shipping companies that uses low-carbon fuel-powered vessels, as well as Act+ program (CMA CGM) in an effort to reduce the GHGs emitted from marine transport

Transition to Green Logistics Packaging Materials

- Concluded an MOU with "Wekeep M," a provider of logistics subsidiary materials, and "AJ Networks," a comprehensive distributor, to supply green subsidiary materials, thereby promoting green logistics and fostering mutual prosperity with SMEs.
- Converted 100% LLDPE[2] film to PCR[3]-based film, reducing the use of chemically derived plastic materials
- Created an ecosystem for resource circulation underpinned by shared growth among SMEs and large conglomerates

1) Sustainable Aviation Fuel
2) LLDPE (Linear Low-Density Polyethylene): A linear low-density polyethylene that is used as a raw material for stretch films due to its excellent physical performance, such as tear resistance (resistance to tearing) and elongation
3) PCR (Post-Consumer Recycled): The name stands for "Post-Consumer Recycled," a recycling technology that is capable of reprocessing waste plastic. A recycling technology that converts post-consumer plastic waste into raw plastic pellets through selection, crushing, and washing processes.

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Green Logistics Service

Providing Carbon Emissions Data via Digital Logistics Platforms

LX Pantos is actively expanding green logistics services by transparently providing customers with carbon emissions data through digital logistics platforms such as Pantos Now and Pantos View. Moving forward, we will continue to identify opportunities regarding green services and customer needs within business processes. While doing so, we will also actively promote green initiatives and pursue new growth opportunities in the shift toward a low-carbon business model.

Pantos Now

The international freight booking system, Pantos Now, provides estimates such as transportation costs, delivery schedules, and projected carbon emissions at the quotation stage. After completing delivery, it allows customers to view actual carbon emissions data upon delivery completion. In the future, we plan to add options to the system that allow customers to select eco-friendly vessels and low-carbon fuel-based transportation, thereby enhancing the functionality to enable customers to make more environmentally responsible logistics choices.

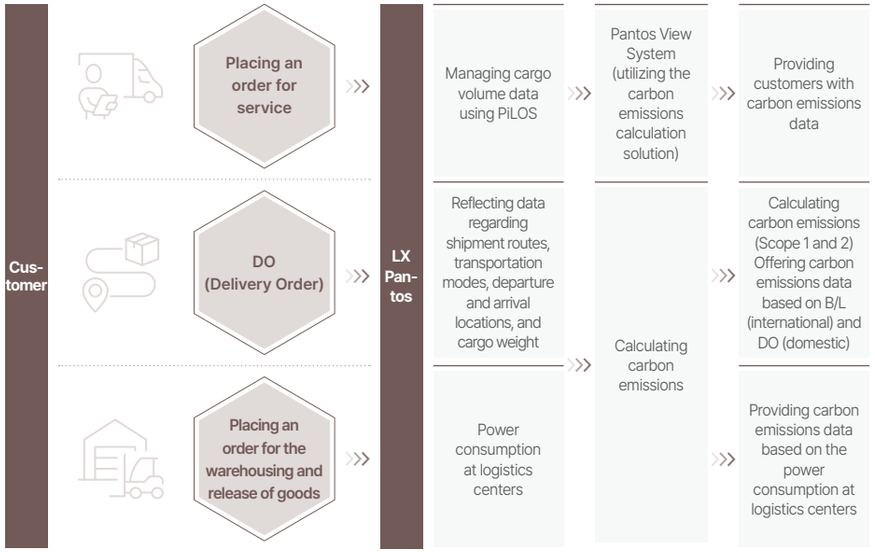


Pantos View

Pantos View is designed to automatically calculate customers' carbon emissions and manage them based on data related to cargo traffic at both departure and arrival locations, as well as cargo weight. The dashboard allows customers to view relevant information at a glance and provides them with reports detailing carbon footprint by timeframe and transport mode.



Process for Calculating Carbon Emissions from Customer Logistics Transportation



Scope 3 (Transportation Sector) Carbon Emissions Calculation Methodology

The carbon emissions from the transportation sector provided to clients are calculated based on the GHG Protocol[1] and EN16258[2] methodologies. The carbon emission calculation solution used by LX Pantos, Sea Routes, is certified by the Smart Freight Centre and applies the GLEC Framework.

1) Greenhouse Gas Protocol: Global accounting and reporting standards for measuring and managing emissions presented by the World Resources Institute (WRI)
2) EN16258: Standard established by the European Committee for Standardization (CEN) for measuring carbon emissions in the logistics sector

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Green Logistics Service

Risk Management within Logistics Services

LX Pantos systematically calculates and monitors carbon emissions in response to evolving domestic and international carbon reduction policies and supply chain regulations. We also proactively adhere to global disclosure standards, such as the EU CSRD, to ensure transparency and compliance. Through these efforts, we are able to meet the expectations of global clients and markets while strengthening the competitiveness of eco-friendly logistics services. Additionally, we actively engage with clients to provide tailored solutions for carbon emission measurement and reduction, helping them effectively achieve their decarbonization goals. This approach also helps maximize carbon reduction across the supply chain. Internally, we have established ESG initiatives to support the goal of achieving carbon neutrality by 2050. These tasks are linked to KPIs across relevant departments to ensure systematic performance tracking and execution.

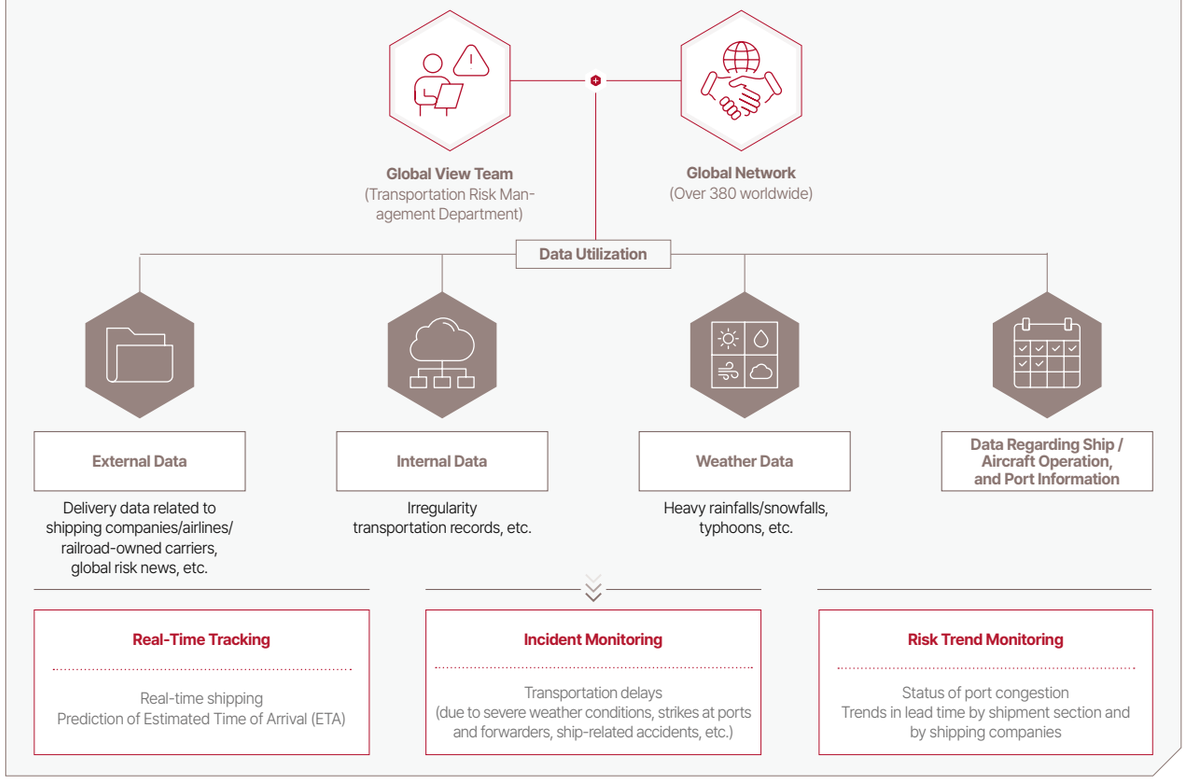
Indicators and Goals Related to Eco-friendly Logistics Services

LX Pantos is accelerating the transition to eco-friendly logistics across all stages of logistics services, striving to achieve sustainable management. We introduced zero-emission vehicles such as electric vehicles and installed solar power facilities at logistics centers to self-supply renewable energy, continuously working toward carbon neutrality goals. As part of the effort to realize a circular economy, we adopted 100% eco-friendly PCR stretch film for logistics packaging to minimize waste. Through such efforts, we were able to actively expand the use of recyclable packaging materials, thereby reducing environmental impact. Moving forward, we plan to focus on expanding eco-friendly logistics infrastructure and investing in sustainable logistics technologies to secure leadership in the green logistics market.

Pantos View - Transportation Risk Management

LX Pantos operates the Global View Team, which is a dedicated team for managing transportation and delaying risks. Using logistics data, it monitors real-time delivery status while simultaneously identifying and actively managing risks arising from climate change. The Global View Team, composed of risk management experts, monitors the real-time locations of all modes of transportation and systematically manages factors such as weather conditions, port or carrier strikes, vessel-related incidents or accidents, and movement schedules by analyzing relevant data.

- Monitors all risks that could impact the timely arrival of cargo, such as severe weather conditions, accidents and incidents involving ships, strikes, and natural disasters
- Analyzes lead time trends across different logistics routes or segments using our own data, and then leveraging these findings to proactively mitigate risks of cargo delays



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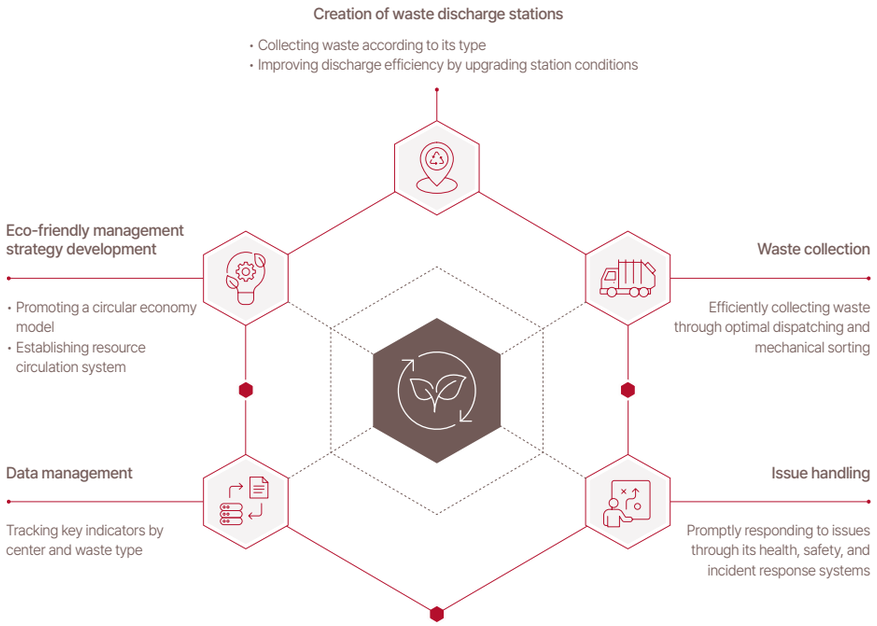
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Circular Economy

Resource Circulation and Waste Management

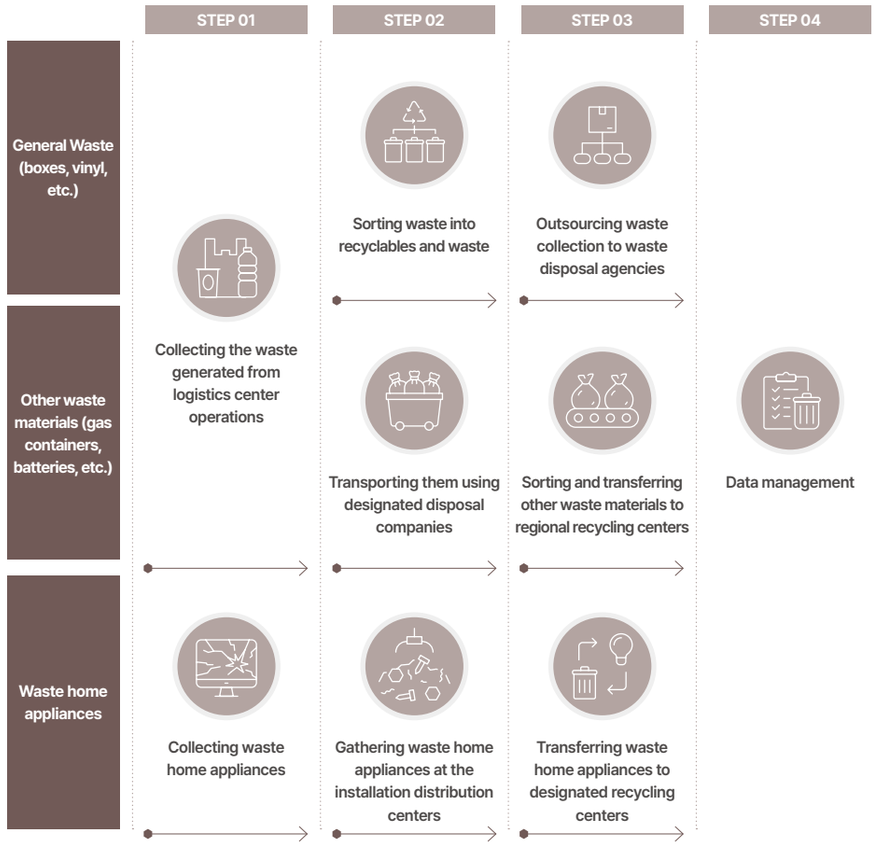
LX Pantos actively pursues various initiatives to minimize environmental impacts, such as waste generation across all business activities. We implemented a systematic waste management plan aimed at promoting resource circulation and reuse. We classify waste by type at each site and manage non-hazardous and hazardous waste through appropriate disposal methods. We set the enhancement of waste recycling rates as a key environmental objective, and remain committed to maximizing circularity by ensuring that reusable, recyclable, and energy-recoverable waste is systematically sorted and reintegrated into the resource cycle wherever feasible. Through these efforts, we aim to maximize resource efficiency and minimize landfill disposal. Moving forward, we will continue advancing systematic resource circulation management by establishing specific waste reduction targets and performance indicators.

Establishing a Resource Circulation System



Waste Management Process

LX Pantos systematically manages the waste generated from logistics center operations and home appliance installations in accordance with company-wide environmental regulations. We systematically manage waste by categorizing it into general waste, other materials (such as gas cylinders and batteries), and electronic waste, applying appropriate disposal procedures for each type.



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Circular Economy

Resource Circulation and Waste Management

Waste Management Activities

LX Pantos actively undertakes activities to reduce waste generated during business operations, including data management, substitution with recycled products, and reuse and recovery of materials.

Waste Management Activities

Category	Detailed Activities	Purpose and Expected Effects
Data management	Waste disposal companies directly input and manage data in the Allbaro system operated by the Ministry of Environment	Ensuring the reliability and transparency
Resource substitution	Replacing logistics center materials with recycled products	Reducing waste generation at the source and contributing to resource circulation
Reuse and recovery	Returning all obsolete laptops, monitors, IT devices	Promoting waste recycling and reducing disposal costs
Reduction activities	Minimizing waste through the reuse, recovery, and repurposing of materials	Preventing resource waste and reducing environmental impact
Employee training	Providing periodic training to the Climate Action and Environmental Management Task Force	Raising awareness of waste classification and reduction
Internal classification system	Introducing separated recycling bins in offices and classifying waste by type	Establishing proper waste separation system and improving recycling efficiency

Activities to Internalize Resource Circulation

LX Pantos is implementing various activities to internalize resource circulation.



- **Using reusable cups, which are provided in offices and used in the company café**
- **Providing eco-friendly umbrellas made from recycled materials for employee use**
- **Producing and distributing daily planners and calendars made from eco-friendly materials**
  - Utilizing LX Hausys' LXELLO, an eco-friendly fabric made partly from recycled materials to make the cover of the daily planner
  - Using FSC[1]-certified, eco-friendly paper

1) FSC (Forest Stewardship Council): An international certification granted to products from responsibly managed forests

Circular Economy Performance and Detailed Data

Waste Generation and Recycling Volume[2]

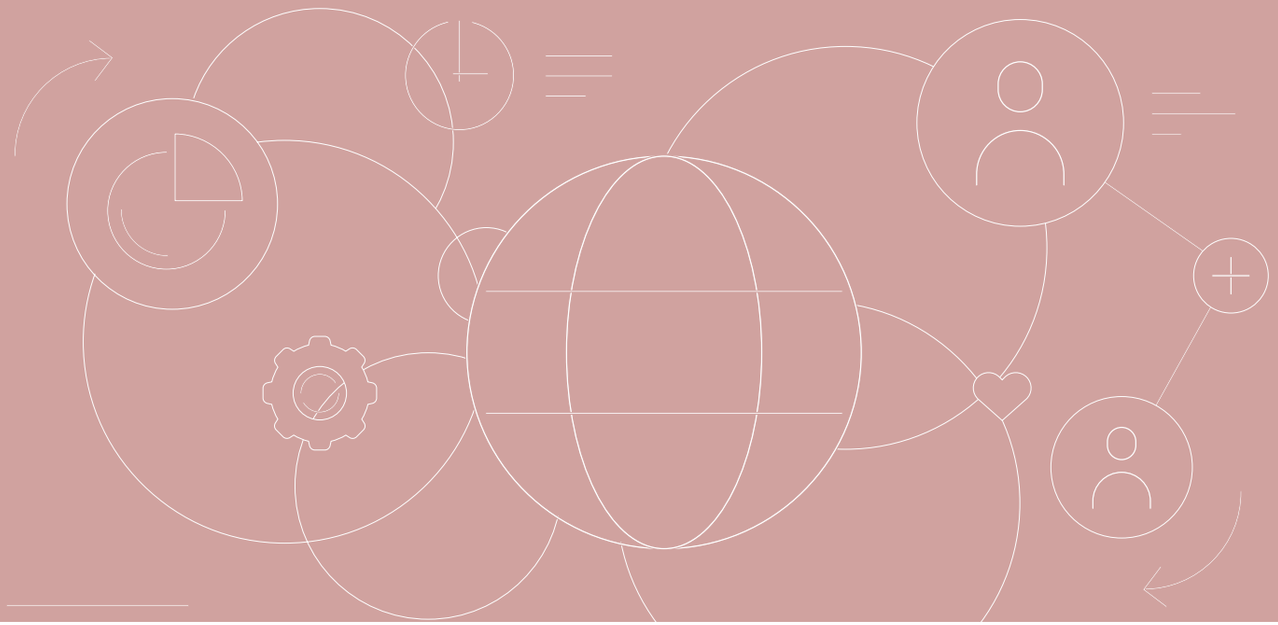
Category		Unit	2022	2023	2024
Designated (hazardous) waste	Waste generated	ton	0	0	0
	Incineration	ton	0	0	0
	Landfill	ton	0	0	0
	Recycling	ton	0	0	0
General (non-hazardous) waste	Waste generated[3]	ton	416	400	15,685
	Incineration	ton	218	209	63
	Landfill	ton	54	52	10
	Recycling	ton	144	139	15,612

2) Until 2023, waste generation was measured only for the LG Gwanghwamun Building. From 2024 onward, the scope has been expanded to include the S Tower and 23 installation logistics centers. Designated waste (such as other waste materials and waste home appliances) is properly managed through LG affiliates and external disposal contractors.
3) In 2022 and 2023, some data values differ from the previous year's report due to minor computational discrepancies in previous reports

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LX PANTOS APPROACH

LX Pantos actively engages in social responsibility efforts in partnership with all stakeholders, including employees, customers, partners, and local communities. We cultivate diverse talent and promote an inclusive organizational culture, striving to create a workplace built on respect for human rights, fair evaluation, and a transparent compensation system that engages all employees. In addition, we work to establish a company-wide occupational safety and health management system to ensure a safe and secure working environment. By fostering a culture of fair trade, we promote shared growth with our partners and build a sustainable value chain through proactive supply chain risk management. Additionally, we aim to expand social contribution activities to support the underprivileged within local communities, thereby creating diverse forms of social value. By practicing customer-centric quality management and maintaining a robust information security system, we continue to secure consumer trust. Moving forward, we remain committed to creating positive social impact through business practices rooted in innovation and responsibility.

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Employee Management

Employee Management Organization

LX Pantos defines the pursuit of excellence by comprehensively integrating the core values of the logistics industry and collectively gathering the input of all members. We are committed to systematically supporting all employees to ensure that they can thrive and grow in a joyful and vibrant organizational culture based on the core values of "No. 1 Pantos."

Organizational Structure

- **HR Team**
  - Employee status and recruitment management
  - Establishment and operation of compensation systems
- **Talent Development Team**
  - Responsible for employee training and development
- **Operation Support Team**
  - Welfare support
- **Labor Relations Team**
  - Organizational culture management
  - Handling grievances
  - Responsible for employee human rights management

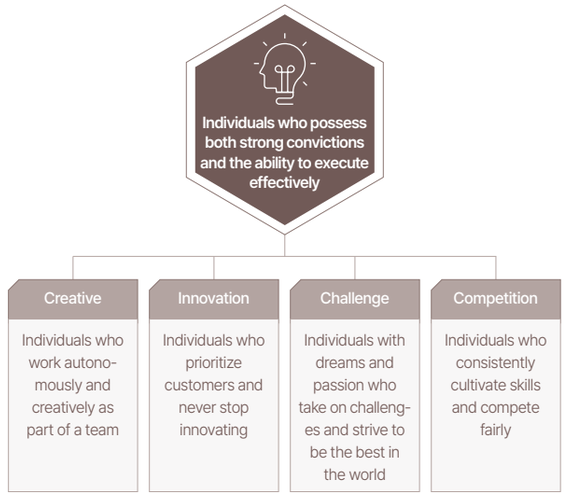
Labor-Management Council Operation

LX Pantos, as a non-unionized company, does not operate under a separate, collective bargaining agreement. However, to build a sound labor-management relationship, we hold regular quarterly meetings with the Labor-Management Council, which is composed of eight employee representatives elected from each business department. Employee representatives and council members are elected by all employees through voting, and they represent the opinions of employees during their three-year terms. The Labor-Management Council conducts various communication activities with organizational leaders, ranging from team members to team leaders, office heads, and managers, to listen to the Voice of the Employee (VoE) from each business department. The council comprehensively evaluates the significance, feasibility, and timeliness of the compiled VOE and delivers it to management through council meetings. Through this process, they represent employees' demands in various areas including work-related grievances, productivity improvement, profit distribution, welfare enhancement, and maternity rights. Since 2020, we have actively reflected employee feedback in areas such as personnel systems, welfare benefits, and operational support, resulting in improvements to more than 45 policies. In 2024, we promoted improvements to policies that support maternity right protection and work-life balance, including enhancements to pregnancy, childbirth, and childcare support policies, revisions to the sick leave system, and updates to the daily allowance standards for domestic business trips.

Labor-Management Council's Achievement in 2024

Description	Date
Expanded tuition support for pre-school-aged children of expatriate employees	Feb 2024
Revised annual leave policy	February 2024
Revised daily allowance standards in domestic business travel regulations	July 2024
Upgraded work PC performance	October 2024
Expanded available premium resort access via corporate card mileage	Dec 2024
Improved sick leave policy	February 2025
Improved pregnancy, childbirth, and childcare-friendly policies	February 2025

LX Pantos Talent Profile



Junior Board Operation

We operate a Junior Board, an employee organization representing office workers, to discover diverse ideas through upward and horizontal communication and actively integrate those ideas into management decisions. The Junior Board comprises one representative nominated by each department to serve as a communication channel among employees. In 2024, 27 employees participated in the Junior Board, actively listening to their colleagues' voices and serving as a communication channel between employees and management. The Junior Board actively supports communication and trust between management and staff by participating in organizational culture programs, including monthly consultative meetings, roundtable discussions, and family invitation events.

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Employee Management

Fair and Transparent Recruitment

LX Pantos conducts transparent and fair recruitment based on an ideal talent profile—seeking individuals who possess both strong convictions and the ability to execute effectively. At the same time, we strive to promote diversity, equity, and inclusion (DE&I). We do not discriminate based on gender, age, or other factors during recruitment, and we fulfill our corporate social responsibility by actively employing veterans and individuals with disabilities.

Activities for Fair Recruitment

Transparent Hiring Procedures

- Conducting fair and job-centered recruitment processes in compliance with the Fair Hiring Procedure Act

Non-discriminatory and Fair Hiring Procedures

- Providing guidance on the prohibition of gender discrimination during recruitment (including interviews) and offering anti-discrimination training to all interviewers
- Providing special employment opportunities for veterans

Recruitment of Outstanding Talent Through Internship Programs

LX Pantos recruits outstanding talent through internship programs held in the first and second halves of the year. During the six-week internship period, participants gain hands-on experience and are evaluated based on how well their skills align with LX Pantos's ideal talent profile. Additionally, we administer a separate language test during the internship selection process to secure global talent.

Additionally, we strengthen our employer brand and attract potential candidates by participating in university job fairs and hosting online recruitment briefings. We also promote fair and non-discriminatory hiring by giving preference to national veterans and individuals with disabilities, thus supporting employment opportunities for underrepresented groups





Fair Evaluation and Compensation

LX Pantos operates a performance-based compensation system aligned with a results-oriented policy, rewarding individuals based on their achievements. In accordance with clear and reasonable standards, profits derived from overall business performance are distributed through performance incentives, occasional bonuses, and management performance bonuses, and they are differentiated based on both individual and organizational performance. We also ensure fair and equitable compensation, free from discrimination based on gender, age, or other personal characteristics. By operating an employee evaluation process that's focused on long-term growth and development, we strive to establish and maintain a healthy HR culture where individuals and the organization can grow together. The evaluation process consists of an individual performance review, assessing the progress and achievement of predefined goals, and a competency assessment based on common criteria by job level. Additionally, we provide appropriate compensation for non-standard working hours and transparently disclose incentive and wage details. Moving forward, we will continue to operate a fair and reasonable evaluation and compensation system, supporting our employees' self-development while proactively promoting the continuous enhancement of their performance.

Employee Evaluation Process

01. CDP Establishment (Career Development Program)

Establishing CDP by considering each employee's growth vision, preferred short- and long-term development paths, and any challenge or grievances

02. Setting Individual Goals

Establishing annual performance goals and execution plans

03. Progress Check and Goal Adjustment

Reviewing and observing progress on goal implementation, and revising goals as needed

04. Self and First/Second-Level Evaluation

Employee self-evaluations and evaluations by direct supervisors (division heads, team leaders)

05. Finalization and Adjustment of Evaluation Grade

Conducting evaluations by position and level, followed by a feedback session to communicate individual results and areas for improvement for the following year

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Employee Management

Employee Development System

LX Pantos operates a talent development system closely aligned with business strategy to foster logistics experts who drive performance across each business division. To this end, we offer structured and detailed training programs across four major areas: Core & Common, Leadership, Global, and Functional Expertise. In addition, we established a flexible learning system that continuously monitors the learning needs of our employees and delivers timely training. This system helps our workforce to respond proactively to market changes and generate results. Employees are encouraged to take various external training courses based on their needs. We also promote a self-directed learning culture through language education support and online learning platforms. At LX Pantos, all employees who meet the required qualifications—such as performance evaluation results and language certifications—are eligible for promotion without any form of discrimination. We ensure fair and equal opportunities for all employees in both professional development and promotion, regardless of gender, religion, or social status.

LX Pantos Training System

<table>
<tr><th colspan="3">Position</th><th>Job Title</th><th colspan="3">Global</th><th colspan="2">Responsibility</th><th></th></tr>
<tr><td colspan="2">Manager Level</td><td rowspan="14">Entry-level Training for Experienced Employees</td><td>Person in Charge</td><td colspan="3">Expatriate</td><td colspan="2">Operations</td><td rowspan="14">Internal/ External language courses</td></tr>
<tr><td>Retention Training for Employees in Responsible Positions (Prospective Organizational Leaders)</td><td>Training for employees promoted to responsible positions</td><td>1:1 Leadership Coaching for Senior Staff</td><td>Development Workshop for Division Leaders in Charge of New Hires</td><td colspan="3" rowspan="2">Overseas Subsidiary Heads' Competencies Improvement</td><td>Setting Up a Center</td><td>Ocean/Airline Pricing</td></tr>
<tr><td colspan="2">Senior Staff</td><td>Office Head</td><td>Expatriates (Pre-assignment</td><td>Expatriates (Mid-assignment)</td><td>Expatriates (Post-assignment)</td><td>Transportation Practices</td><td>Ocean/Air Operational Practices</td></tr>
<tr><td>Retention Training for Senior Staff (Career Development)</td><td>Training for Employees Promoted to Senior Staff</td><td>Leadership Training for Office Heads</td><td colspan="3">Family Program for Pre-assigned Expatriates</td><td>CL Basics</td><td>FF Basics</td></tr>
<tr><td colspan="2">Junior Staff</td><td>Team Leader</td><td colspan="3">GSE</td><td colspan="2">Sales</td></tr>
<tr><td colspan="2">Retention Training for Junior Staff (Company Vision / Personal Growth)</td><td>Team Leader Leadership Training</td><td colspan="3">Onboarding Training for New GSE Leaders</td><td>Sales Manager</td><td>Sales Basics</td></tr>
<tr><td rowspan="2">Mentoring for New Employees</td><td rowspan="2">Entry-level Training for New Employees</td><td>New Team Leader Onboarding Training</td><td colspan="3" rowspan="2">Leadership Training for GSE Leaders</td><td>Industry-specific workshop</td><td>Sales academy</td></tr>
<tr><td>Division Head</td><td colspan="2">Special lecture</td></tr>
<tr><td>Training for Division Heads</td><td>Training for Center Heads</td><td colspan="3" rowspan="2">Entry-level Training for GSE New Employees</td><td colspan="2" rowspan="2">Industry trend special lecture (AI, Automation, etc.)</td></tr>
<tr><td colspan="2">Training for Newly Appointed Division Heads/Center Heads</td></tr>
<tr><td colspan="3">Headquarters Visit Program for High-Potential Talent</td><td colspan="2">Common</td></tr>
<tr><td colspan="3"></td><td>Excel VBA/Macros</td><td>Basic OA</td></tr>
</table>

Employee Development Program

Onboarding Support for New Hires

LX Pantos operates an onboarding training program to support the adaptation and growth of new hires. From the early stages of employment, the program helps new employees understand the company's overall business. The mentoring program lasts for two years, helping new employees naturally acclimate to job responsibilities, organizational dynamics, and corporate culture.

In addition, we provide new employees with opportunities to visit various business sites to deepen their understanding of the logistics industry and strengthen their sense of belonging. Ultimately, this enables them to actively promote individual competency development .

We recently integrated updated training content that reflects AI and digital trends into the onboarding program, ensuring that new team members gain a solid understanding of emerging technologies and industry changes from the very beginning of their careers.

Leader Development Program

LX Pantos operates ongoing training and feedback systems to enhance capabilities of group leaders. Through programs such as the Onboarding Training for New Team Leaders and Leadership Training for Team Leaders, team leaders are equipped with the skills necessary to manage their teams effectively. When needed, personalized leadership coaching is also provided to support individual growth. For executives, "executive coaching" is offered to further develop strategic thinking and organizational management skills. Leaders are also provided with case-based learning opportunities of various types and networking programs to help them lead more effectively.

LX Pantos also runs a Pre-Leader Training Program to systematically cultivate next-generation leaders. This program helps future leaders acquire fundamental principles of organizational management, build core leadership competencies, and considerably strengthen their problem-solving abilities in practical settings.

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Global Talent Development

Overseas Assignees (Expatriates)

LX Pantos strengthens managerial capabilities and supports cultural understanding and language development through a structured training program offered at each stage—before, during, and after overseas assignments. Additionally, separate programs are provided for accompanying family members to help them adapt quickly to local life.

Locally Hired Leaders and Key Talent at Overseas Subsidiaries

For locally hired leaders, LX Pantos offers the Onboarding Training for New GSE Leaders and Leadership Development Training to enhance leadership competencies. Key talent is invited to participate in the headquarters visit program in Korea, designed to strengthen their connection with HQ, foster a sense of belonging, and provide structured opportunities for their personal development.

Employees Across Domestic Branches and at Company Headquarters

To strengthen global capabilities, LX Pantos supports learning not only English but also the local languages of key overseas subsidiaries. Employees are offered various online and offline learning opportunities tailored to their needs. Through this, the company facilitates efficient communication and collaboration in the global business environment.

Job Expert Program

LX Pantos operates in-depth training programs tailored by business area and job function to systematically develop job experts who can deliver tangible results.

For the sales division, we have newly established the Sales Academy, providing comprehensive sales training such as proposal writing, presentations, and customer analysis to strengthen professional capabilities in identifying new sales opportunities and converting them into results. Going further, to build expertise in core business areas, we have introduced specialized training programs such as Warehouse PI (Process Innovation) Training and Home Appliance Installation Business Training to cultivate professionals in each field.

Additionally, employees wishing to change roles are supported in freely accessing various training courses. Through 'Job Rotation Training,' all employees are encouraged to gain a broad understanding of the company's overall business. Recently, we have also enhanced training in data analysis, AI, and RPA (Robotic Process Automation), developing our employees' digital-based professional skills alongside traditional expertise.

Employee Training Program

LX Pantos ensures that all employees can freely participate in the training programs they desire without any form of discrimination.

Training Program	Details
Launched GSE[1] Onboarding Training for New GSE Leader	• Newly established leadership training for GSE new leaders (Team leaders/Division heads) • Offered practical curriculum focused on understanding leadership roles, providing feedback to team members, and managing organizations
Launched Specialized Intensive Training for Overseas Sales Professionals	• Operated specialized training programs for GSE SC sales positions at overseas subsidiaries • Included sales strategy sharing, networking, understanding of Korean culture, and proposal skills into the curriculum
Enhanced Company-wide Language Training (Global Competency Enhancement)	• Expanded options for foreign language programs, including phone and video-based English tutoring, and AI-powered learning • Utilized the LX Academy-linked continuous learning platform • Enhanced employees' global communication skills
Launched Sales Academy (Targeted at Sales Roles)	• Developed training programs focused on sales strategy, client proposals, and negotiation skills • Offered practical training focused on strategic sales negotiation and presentation skills enhancement • Oversaw intensive development for both new and experienced sales employees
Localization of Training for Overseas Subsidiaries	• Practiced assessment of HRD operational capabilities at each subsidiary and the provision of tailored consulting • Established self-sustaining training systems through in-house trainer development and provision of in-house training materials • Expanded implementation focused on key hub subsidiaries in Indonesia, Vietnam, China, and Poland

1) GSE: Global Service Employee

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Organizational Culture Improvement

Leadership and Organizational Culture Surveys

Every year, LX Pantos conducts a leadership survey targeting leadership positions such as domestic office heads, team leaders, division heads, center heads, and overseas subsidiary heads. The survey is designed to assess the strengths and areas for improvement in key leadership competencies, including vision-setting, strategic thinking, performance generation, talent development, and organizational culture building. To conduct this survey, we adopted a 360-degree multifaceted evaluation system, integrating self, supervisor, peer, and subordinate assessments, and this decision allowed group leaders to gain self-awareness and cultivate effective leadership within the organization. In addition, an annual organizational culture survey is conducted across domestic and major overseas business sites to evaluate employees' current perceptions and come up with effective solutions. Each team receives and shares a report based on the results, helping to drive targeted improvement initiatives. We share the survey results company-wide to help all employees understand the current state of the company and actively engage in driving effective change.

Way of Working	Communication	Joyful Organization	Open Questions
Freedom and authority	Sharing of core values	Acknowledgment/compliment/encouragement	Obstacles to the swift execution of work or key tasks
Swift execution	Proactive innovation	Promoting a culture of leaving the office on time	Strength of organizational culture
Eliminating work inefficiencies	Position circulation	Promoting a culture of taking holidays	Areas for improvement in organizational culture
Work engagement	Cultivation of professional expertise	Flexible work system	
Creating customer values	Active listening	Meaning of work	
Equitable work distribution	Seamless cooperation (support for bosses and coworkers)	Fair evaluation	
Reports focusing on key items	Seamless cooperation (related departments)	Respect and consideration	
Timely reporting			
Purpose-driven reporting			
Meetings with clear agenda			
Delivering results			

Improving How We Work

LX Pantos actively promotes various systems and campaigns to improve employees' ways of working, to reinforce the company's core values of complying with basics and principles and cultivating a "Winning DNA." To enhance work efficiency, we introduced change management initiatives that can improve daily practices, such as one-page reporting and concise email writing, thereby eliminating inefficiencies and boosting employee focus. We also distributed behavioral guidelines such as "Workplace Gathering Etiquette" and "Smart Workplace Practices" to encourage all employees to practice a healthy culture rooted in discipline and shared values. In addition, we implemented a flexible working hour system, allowing employees to choose their working hours freely (staggered work hours), and introduced a PC shutdown policy to promote adherence to appropriate working hours. We also operate programs such as Casual Dress Code Days, Family Days, and No-Boss Days to foster a joyful organizational culture where employees can immerse themselves in their work.

Support Program for Retirees

LX Pantos offers the "Career Design Education for Tomorrow" program once a year to help employees approaching retirement transition smoothly in their careers. This program enhances understanding of psychological changes related to retirement, encourages self-assessment and exploration, and promotes developing strategic responses for the future. It also helps participants set clear career goals to effectively plan their post-retirement career paths.

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Organizational Culture Improvement

Improved Working Environment

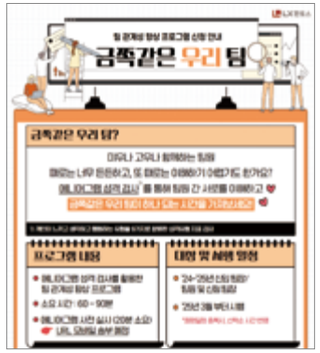
LX Pantos offers various welfare and childcare programs to ensure that employees and their families enjoy a better working environment and enhanced well-being. To reduce workplace stress and promote psychological well-being, we offer an in-house counseling center called "THE Che-um" and a monthly meditation program called "For-Rest." Additional relaxation spaces, such as the "Healing Room," are also provided, along with massage therapy services provided by visually impaired therapists through the "Health Keeper" program. As part of our family-friendly initiative, we offer programs such as "Family Day," which allows employees to leave work one hour early once a month, and operate an on-site daycare center. We also introduced a spousal leave system for miscarriage or stillbirth, demonstrating our commitment to promoting work-life balance for our employees. Furthermore, we implement a flexible work system, enabling employees to work in a more comfortable and adaptable environment.





Implementing Team Relationship Enhancement Programs

LX Pantos operates various programs designed to enhance mutual understanding among team members and improve team relationships through personality and behavior assessments. The programs focus on helping newly appointed team leaders smoothly adapt to their roles while fostering communication and harmony within their teams. In 2024, a total of 336 employees participated in 39 sessions of the program, achieving a participant satisfaction rating of 4.8 out of 5. The program is improved and updated on an annual basis based on employee feedback.



Fostering Internal Communication Culture

Executive–Employee Communication

LX Pantos regularly facilitates ongoing communication between the CEO, executive leadership, and employees. All employees have the opportunity to engage with management through various channels such as roundtable discussions, lunch meetings, and on-site visits regardless of position or work location. Additionally, we hold biannual CEO town hall meetings and monthly business department head town hall meetings to share updates on the business status, performance, and messages from leadership. These forums also act as platforms for employees to voice concerns and receive responses directly from the management.



Information Dissemination and Communication Channels

LX Pantos maintains ongoing communication with employees through Pantos Magazine and Pantos News, which cover major domestic and international updates. The monthly Pantos Magazine introduces events and activities in which employees have participated. The quarterly Pantos News shares key business updates and achievements, fostering a sense of pride among employees.



Employee Family Invitation Event

We organize a family month event once a year under the auspices of the Junior Board every May. The purpose of this event is to foster a sense of belonging among our employees. In 2024, a total of 30 families, consisting of 105 members of employees' families, participated in the annual family invitation event.



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Welfare Support

LX Pantos offers a variety of welfare programs organized around themes such as Life Care, Refresh Care, and Health Care to support employees' work-life balance. These initiatives aim to encourage both individual growth and the company's development while cultivating a corporate culture grounded in mutual respect.

Life Care

Activity	Activity details
Optional Welfare Points	• Providing Life Care Points to support the free selection of welfare programs
Lunch Subsidy	• Supporting lunch subsidies
Family Event Support	• Offering subsidies for various family events as a gesture of celebration or condolence • Providing funeral staff and condolence services • Supporting accident-related condolence payments
Childcare Support	• Maternity leave / parental leave (including for male employees) • Operating an in-house childcare center • Flexible work arrangements available to reduce working hours for pregnant employees
Housing Fund Support for Employees	• Offering assistance for housing rental or purchase costs for employees without home ownership
Housing Assistance for Non-Resident Workers	• Supporting housing expenses for employees relocating to work sites without family or regional ties
Support for Children's Education Expenses (Middle / High / University)	• Supporting the educational expenses of children attending middle school, high school, or university
Communication Expense Support	• Supporting mobile phone bill expenses
Housing Support for Newly Recruited Talent	• Supporting housing for talent recruited through policy initiatives
Providing commuter bus service and	• Operating commuter buses
Vehicle support	• Providing company vehicles and offering operation/ maintenance support
Domestic Relocation Expenses Support	• Supporting relocation expenses when moving to other regions for work
Happiness Care Services	• Gift-giving for events such as childbirth, birthdays, children's college entrance exams, and hospitalization
Support for Language Education Expenses	• Supporting 50% of language education expenses

Refresh Care

Activity	Activity details
Refresh Leave	• Offering additional leave beyond annual leave • Providing long-term service rewards
Utilization of Recreation Facilities	• Allowing the use of company-owned recreation facilities
Support for Informal Groups	• Supporting informal groups formed by employees
In-house Cafe and	• Operating an in-house cafe
Breakfast Service	• Providing breakfast and snacks
Operation of Counseling Room	• Providing counseling services (work-related stress, personal counseling, etc.) • Offering team connection reinforcement programs such as "Our Precious Team"

Health Care

Activity	Activity details
Employee/Family Medical Expense Support	• Supporting medical expenses to reduce the financial burden on employees and their families (parents)
Employee/Family Health Check-up Support	• Supporting comprehensive health check-ups for employees' spouses (available to employees aged 35 and older)
Special Care Services for Pregnant Women	• Providing and operating maternity protection rooms • Offering congratulatory gifts for pregnancy and childbirth • Permitting time off for prenatal examination • Providing reduced working hours for pregnant women • Paid leave for infertility treatment, family care leave, prenatal checkup leave, miscarriage/stillbirth leave, spousal miscarriage/stillbirth leave, pre-/after-maternity leave, paternity leave, and menstrual leave
Group Accident Insurance Enrollment	• Guaranteeing enrollment in group accident insurance for employees
In-house Healthcare Services	• Offering massage chairs, health keepers, etc.
Operation of Fitness Center	• Operating an in-house fitness center

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Performance and Data on Employee Management

Employee Status and Diversity

Category			Unit	2022	2023	2024
Age	Under 30		Persons	283	241	242
	30 - 49		Persons	1,572	1,580	1,522
	50 or more		Persons	157	179	217
	Total		**Persons**	**2,012**	**2,000**	**1,981**
Employment type	Regular position	Male	Persons	1,419	1,406	1,397
		Female	Persons	546	555	540
		Total	**Persons**	**1,965**	**1,961**	**1,937**
	Non-regular position	Male	Persons	23	22	21
		Female	Persons	24	17	23
		Total	**Persons**	**47**	**39**	**44**
	Non-regular ratio	Male	%	2	2	2
		Female	%	4	3	4
		Total	**%**	**2**	**2**	**2**
	Workers outside of an organization (indirect employment)[1]		Persons	2,607	2,832	2,871
Gender	Male		Persons	1,442	1,428	1,418
	Female		Persons	570	572	563
	Total		**Persons**	**2,012**	**2,000**	**1,981**
Persons with disabilities (based on mandatory disability employment levy reporting criteria)	No.		Persons	13	12	9
	Ratio		%	0.7	0.6	0.5
	Ratio of executives with disabilities[2] in the entire organization		%	0	0	0
	Ratio of managers with disabilities[3]		%	1.1	1.1	0.7
Patriots and veterans	No.		Persons	28	24	25
	Ratio		%	1.4	1.2	1.3
Foreigners	No.		Persons	10	11	9
	Ratio		%	0.5	0.6	0.5

1) Workers outside of an organization: This category includes individuals who are not part of the employees, such as those engaged through dispatch, service, or subcontracting arrangements, as defined under Article 4 (1) 4 of the Enforcement Rules of the Framework Act on Employment Policy (Employment type disclosure)
2) These positions include CEO, CFO, CHO, and others holding equivalent or higher positions
3) Division head and above

Regular Performance Evaluation and Career Development

Category			Unit	2022	2023	2024
Employees subject to regular performance and career development evaluations	Total no. of employees		Persons	2,012	2,000	1,981
	No. of employees undergoing evaluations[4]		Persons	1,750	1,818	1,858
	Ratio of employees undergoing evaluations		%	87.0	90.9	93.8
Ratio and types of employees subject to regular performance evaluations and career development reviews	Gender ratio	Male	Persons	1,271	1,322	1,341
		Female	Persons	479	496	517
	Employee type	Office job	Persons	1,641	1,717	1,762
		Technical job	Persons	109	101	96

4) Basis for inclusion: Includes domestic employees only, based on internal evaluation criteria (Exclusions from Evaluation according to internal criteria: Employees hired after July 2nd of the current year, those at manager level or above, employees on leave exceeding 180 days (including maternity leave), and short-term contract workers)

Female Employees Overview

Category	Unit	2022	2023	2024
Female managers	Persons	28	21	28
Female executives	Persons	0	0	1
Newly hired female employees	Persons	84	45	19
Female executives in total	Persons	570	572	563
Ratio of female employees in the entire organization	%	28.3	28.6	28.4
Ratio of female executives[5] in the entire organization	%	0	0	0.05
Ratio of female managers[6] in the entire organization	%	10.0	8.0	9.8

5) These positions include CEO, CFO, CTO, and others holding equivalent or higher positions
6) Division head and above

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Employee Recruitment and Turnover

Category			Unit	2022	2023[1]	2024
Recruitment	New hires	Regular position	Persons	46	25	0
		Contract worker	Persons		1	0
	Experienced employees	Regular position	Persons	241	90	56
		Contract worker	Persons		13	18
	Total	Regular position	**Persons**	**287**	**115**	**56**
		Contract worker	**Persons**		**14**	**18**
Gender	Male	Regular position	Persons	203	81	47
		Contract worker	Persons		3	5
	Female	Regular position	Persons	84	34	9
		Contract worker	Persons		11	13
Age	20s	Regular position	Persons	96	51	10
		Contract worker	Persons		4	13
	30s	Regular position	Persons	154	52	39
		Contract worker	Persons		5	3
	40s	Regular position	Persons	31	11	7
		Contract worker	Persons		2	1
	50s or above	Regular position	Persons	6	1	0
		Contract worker	Persons		3	1
Turnover	Turnover rate[2]		%	7.3	5.1	4.5
	Voluntary turnover rate[3]		%	5.8	4.3	3.6
Average length of service	Average years of service		years	8.8	8.6	10.2

1) Data collected separately for full-time and contract workers since 2023
2) Turnover rate including involuntary resignations (retirement at full age, transfer to affiliates, etc.); contract employees excluded
3) Turnover rate due to individual voluntary will

Renumeration and Compensation System

Category			Unit	2022	2023	2024
Wage of new hires[4]	Legal minimum wage		KRW	24,841,920	26,089,440	26,740,320
	Entry-level salary - Male (Bachelor's)		KRW	43,008,000	44,004,000	44,004,000
	Entry-level salary - Male (Associate's)		KRW	34,008,000	35,004,000	35,004,000
	Entry-level salary - Female (Bachelor's)		KRW	43,008,000	44,004,000	44,004,000
	Entry-level salary - Female (Associate's)		KRW	34,008,000	35,004,000	35,004,000
	Ratio of female to male entry-level salary (Bachelor's)		%	100	100	100
	Ratio of starting salary for female employees compared to male employees (Associate's)		%	100	100	100
Average wage[5]	Executives		KRW	311,313,400	322,615,850	226,750,897
	Employees	Male	KRW	59,093,310	61,218,770	63,831,288
		Female	KRW	51,647,650	53,485,130	55,889,149
		Female employee wage ratio compared to male employee	%	87	87	88
Defined benefit (DB) retirement pension	No. of subscribers		Persons	1,852	1,965	1,919
Defined contribution (DC) retirement pension	No. of subscribers		Persons	19	40	62

4) The wage of new hires is based on the standard base salary (contractual annual salary) set for a bachelor's degree holder
5) It refers to the average value of wages, calculated solely based on the standard base salary (contractual annual salary)

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Employee Training[1)]

Category	Unit	2022	2023	2024
Total no. of training targets	Persons	2,012	2,000	1,981
Total no. of employees participating in training	Persons	2,012	2,000	1,981
Course completion rate	%	100%	100%	100%

1) Training target: The number of training target is set each year according to internal standards
Training hours: Training hours per course × Number of training completers

Organizational Culture Survey[2)]

Category		Unit	2022	2023	2024
Total no. of employees		Persons	-	1,893	1,887
Response rate		%	-	76	85
Overall score		Points	-	79.7	84.2
Survey topics and ratings	Way of working	Points	-	79.6	84.2
	Communication	Points	-	79.2	82.9
	Joyful organization	Points	-	80.4	85.7

2) The organizational culture survey has been conducted since 2023

Parental leave Usage

Category		Unit	2022	2023	2024
Parental leave users	Female	Persons	35	33	28
	Male	Persons	11	10	16
	Total	**Persons**	**46**	**43**	**44**
Persons to be returned from parental leave[3)]	Female	Persons	36	31	34
	Male	Persons	13	9	13
	Total	**Persons**	**49**	**40**	**47**
Employees working for one year or more after returning from parental leave[4)]	Female	Persons	28	26	34
	Male	Persons	9	7	12
	Total	**Persons**	**37**	**33**	**46**

3) Employees who returned to work during the year
4) Employees who returned from parental leave during the year, excluding those who resigned within the same year

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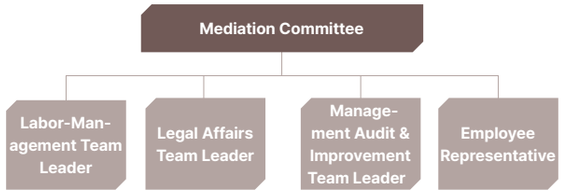
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Human Rights

Human Rights Management Organization

To handle employee concerns and protect human rights, LX Pantos established a grievance management system by appointing one employer representative and one employee representative from the Labor-Management Council as grievance officers. In addition, when a workplace bullying report is received, one of the employee representatives is designated as a workplace harassment mediator to represent the employee's position effectively. The Mediation Committee is responsible for determining whether harassment has occurred.

Organizational Structure



Human Rights and Labor Policy

LX Pantos is dedicated to safeguarding the dignity and right to the pursuit of happiness for all employees and partner workers. To this end, we comply with internationally authorized human rights and labor standards, including the United Nations Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises. Based on these principles, we established our own Human Rights and Labor Policy and have been continuously enhancing our alignment with international standards through reviews ever since.

We regularly assess and manage risks related to a wide range of issues, including employees' safety and health, working conditions, labor relations, career development, child and forced labor, and diversity, equity, and inclusion (DE&I). We also take into account the human rights of external stakeholders.

Furthermore, we have also established procedures designed to prevent and remedy issues that may negatively impact human rights. These include an internal reporting and investigation system for suspected human rights violations, an anonymous whistleblowing channel, and a corrective action process. Going forward, we plan to conduct human rights impact assessments to more systematically evaluate their impact on human rights and actively implement specific corrective measures to minimize any adverse effects.

Through these efforts, we pledge to continuously practice responsible and sustainable business operations.

Human Rights & Labor Policy Policy Link

LX Pantos respects the dignity and the right to pursue happiness of all employees across the supply chain. We support and comply with human rights and labor laws in all countries and regions where we operate, as well as international standards and guidelines. We are committed to the continuous improvement of our working conditions. Going further, we do not hesitate to communicate this policy with internal and external stakeholders, incorporating their feedback and transparently disclosing related information.

- Identifying Labor Impact
- Social Dialogue
- Education and Skills Development
- Employment Stability (Social Security)
- Right to Unionize
- Prohibiting Child and Forced Labor
- Working Hours
- Work-Life Balance
- Non-Discrimination and Inclusion
- Fair Wages
- Safety and Health
- Privacy and Personal Data Protection

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Human Rights

Human Rights Training for Employees

LX Pantos provides a diverse range of human rights training programs for employees and is committed to fostering and embedding a culture of respect for human rights across the organization. We conduct sessions to raise employees' awareness on various topics, including disability awareness, prevention of sexual harassment, gender sensitivity enhancement, and prevention of workplace bullying. In particular, the workplace bullying prevention training is included as part of the leadership training for newly appointed team leaders. We also regularly provide training on the prevention of sexual harassment to employees on overseas business trips to actively promote and protect human rights.

Human Rights Risk Management

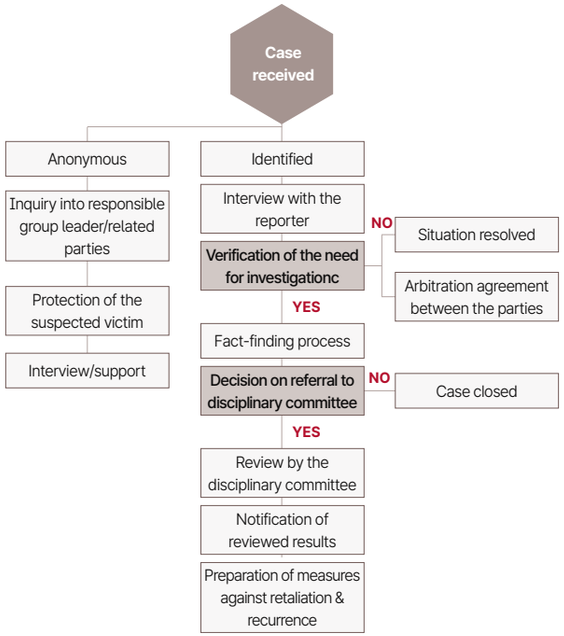
LX Pantos respects the human rights of all employees and stakeholders across the supply chain and is committed to maintaining a work environment that does not tolerate any form of inhumane treatment, including sexual harassment, violence, or coercion. To this end, we make every effort to ensure that all employees can work in a safe and respectful environment.

To minimize human rights risks throughout the operations, LX Pantos strictly complies with labor and human rights laws and regulations. We also operate an independent center dedicated to handling human rights violations promptly and fairly. This center is responsible for thoroughly investigating and resolving reported issues, with clearly designated personnel whose roles are disclosed transparently.

In the event of suspected human rights violations, employees can report concerns anonymously through online or offline channels. All reports are subject to immediate and thorough investigation. In particular, cases regarding workplace bullying are reviewed by the Workplace Bullying Review Committee. The committee assesses the situation from the standpoint of the victim, objectively evaluating physical or psychological harm and deterioration of the work environment to resolve the grievance appropriately.

Investigators strictly uphold confidentiality obligations throughout the process. We take diligent steps to prevent secondary harm, including the guarantee of confidentiality agreements from those under scrutiny if necessary. After the case is resolved, we prepare concrete measures to prevent recurrence of the same issue, continuously enhancing human rights protections.

Grievance Handling Process



Number of Reported and Handled Cases of Discrimination and Harassment[1)]

Category	Unit	2022	2023	2024
Reported	Cases	-	-	3
Resolved	Cases	-	-	3
Handled	%	-	-	100

1) Starting in 2024, cases have been compiled through the Grievance Handling Center. This figure represents the number of discrimination and harassment cases received and resolved through the Center.

Human Rights Management Performance and Detailed Data

Certifications Regarding Labor or Human Rights Management[2)]

Category	Unit	2022	2023	2024
(Domestic business sites) Ratio of business sites certified to ISO 45001 or other labor or human rights management standards	%	-	6.5	6.5
(Overseas business sites) Ratio of business sites certified to ISO 45001 or other labor or human rights management standards	%	-	-	-

2) The ratio of business sites with certification calculated since 2023

Performance of Employee Human Rights Training[3)]

Category	Unit	2022	2023	2024
Total no. of employees	Persons	2,012	2,000	1,981
No. of employees completing regular sexual harassment prevention training	Persons	1,961	1,967	1,933
Ratio of employees completing regular sexual harassment prevention training	%	97.5	98.4	97.6
No. of employees completing disabled awareness improvement training	Persons	1,998	1,939	1,949
Ratio of employees completing disabled awareness improvement training	%	99.3	97.0	98.4
No. of employees completing workplace bullying prevention training[4)]	Persons	1,980	1,810	1,870
	Hours	-	3,610	3,740
Ratio of employees completing workplace bullying prevention training	%	98.4	90.5	94.4

3) Training target: Employees in all positions at domestic business sites. Calculations are conducted annually according to internal standards.
4) The workplace bullying prevention training has been provided since 2023
The number includes both headquarters and business sites. Calculated based on a 2-hour session per employee using the average annual headcount.
(Workplace bullying prevention is included as part of regular safety training)

Child Labor and Forced Labor[5)]

Category	Unit	2022	2023	2024
No. of child labor or forced labor incidents	Cases	0	0	0

5) Applicable to domestic business sites and subsidiaries

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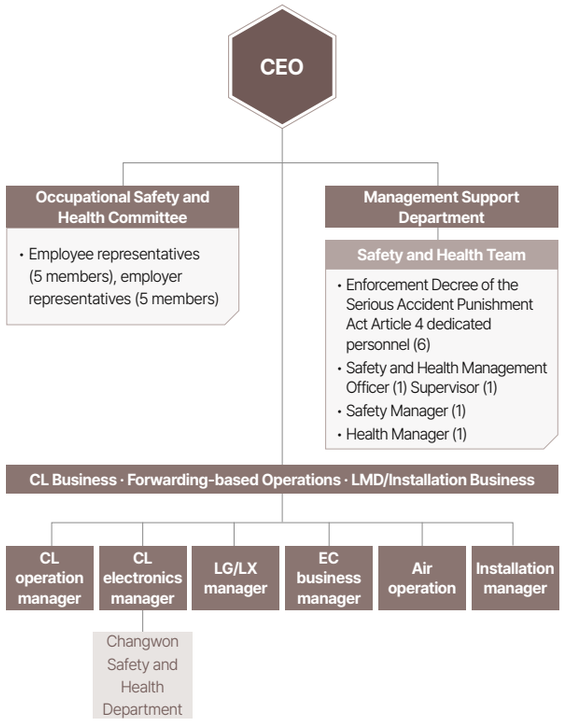
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Safety and Health

Occupational Safety and Health Management Organization

LX Pantos has established a dedicated organization to systematically oversee occupational safety and health across all business sites, while actively supporting related activities in frontline departments to enhance safety management. To achieve our goal of safety management, we appointed 137 safety and health personnel across 90 domestic centers (logistics, installation, and transportation). Additionally, in overseas branches such as the U.S., China, and Europe, safety managers are designated in each region to develop and distribute monthly safety training materials, ensuring structured support for local organization safety and health initiatives. In the event of a serious accident at a business site, we operate a process to promptly report the incident to the CEO and take immediate corrective action. We also conduct regular safety inspections and drive ongoing improvement initiatives through the Occupational Safety and Health Committee.

Organizational Structure



Appointment of Safety and Health Managers

Category	Headquarters	Business sites
Company-wide safety and health officer	Overall supervision: Management Support Office Responsible organization: Safety and Health Team	
Safety and health management (General) Manager	Management Support Department	5 managers in total (5 business sites)
Safety officer	-	33 officers in total (including 13 delegated personnel)
Safety and health manager	2 safety managers 1 health manager appointed	1 safety manager
Supervisor	1 supervisor	93 supervisors appointed

Occupational Safety and Health Committee

LX Pantos operates an Occupational Safety and Health Committee consisting of 10 members: 5 employer representatives and 5 employee representatives, in accordance with the Industrial Safety and Health Act. Their task is to discuss and decide on critical safety and health matters for employees and workers at business sites. The employee representatives are elected through an all-employee vote. In quarterly meetings, they are required to provide input on safety and health issues and approve proposals presented by the company.

- **Employer representatives:** CEO, head of Management Support Office, safety and health officer, safety manager, and health manager
- **Employee representatives:** 1 employee representative, 4 employee members

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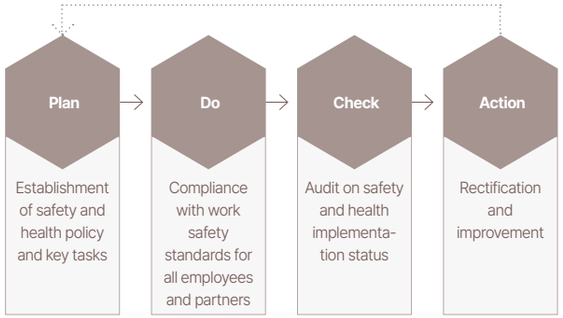
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Safety and Health

Safety and Health Management Activities

Safety and Health Management Process

We operate a safety and health management process that aligns with the PDCA (Plan-Do-Check-Act) cycle on the basis of the Safety and Health Management System (ISO 45001).



Category	Major tasks	Responsible body
Plan	• Management of company-wide safety and health - Operating safety management regulations and performance evaluation systems - Managing diagnosis and performance of business sites - Responding to safety compliance	Safety and Health Team
Do	• Safety activities at business sites - Legally mandatory safety training (regular, new, special training) - Emergency response drill - Risk assessment of each process - Joint safety inspection and council meetings	Safety manager in each business department
Check	• Diagnosis of safety and health status of business sites - Compliance status of safety management regulations - Violations of safety compliance, etc.	Safety and Health Team
Action	• Improvement of unconformities and risks - Additional installation of safety facilities - Eradication of hazard factors	ALL

Safety and Health Support Activities

At LX Pantos, the safety and health of all employees are the top priority. We continually advance our efforts to monitor and prevent safety-related accidents. Our proactive approach aims to minimize safety-related accidents. As a result of these diligent endeavors, we maintained a record of "zero" safety and serious accidents for three consecutive years, achieving an occupational accident frequency that is notably below the industry average.

Going further, we conduct a musculoskeletal hazard risk assessment every three years to prevent occupational injuries. We implement improvement measures based on the findings to avoid health issues among workers. For new business sites, risk assessments and musculoskeletal hazard surveys are conducted from the early stages to identify and eliminate potential hazards. As of now, all 90 domestic business sites have completed these assessments.

Activity	Quantity	Activity details
Installed dock safety stairs	21 locations	Prevented fall-related accidents caused by unauthorized access to docks
Wheel chocks for vehicles	792 units	Prevented accidents caused by vehicle rollaway during truck docking
Equipped with first aid kits	137 sets	Enhanced emergency response capabilities
Installed AEDs[1]	49 units	
Installed emergency bells	21 locations	

1) Automated External Defibrillator (AED)

Emergency Response Drill

We conduct semiannual emergency response drills to prepare for various occupational accident scenarios such as collisions, falls, drops, earthquakes, storms, hazardous chemical leaks, and fires. By utilizing detailed response manuals, we ensure each drill reflects real circumstances and work to strengthen employees' ability to respond promptly and effectively when facing emergencies. Additionally, each business site formulates an emergency response training plan and executes the necessary drills, while the Safety and Health Team at the headquarters assesses and manages the business site emergency manuals and the performance of the training performance records.

Hazardous Chemicals and Safety Equipment Control

To prevent safety incidents caused by hazardous substances, we put in place a management system to control chemicals and safety equipment at all business sites. Procedures are in place to safely handle and store hazardous materials contained in received or unloaded cargo. All tasks are conducted in full compliance with relevant regulations. Through the regular execution of safety audits for business site equipment, we are able to maintain a secure and healthy work environment.

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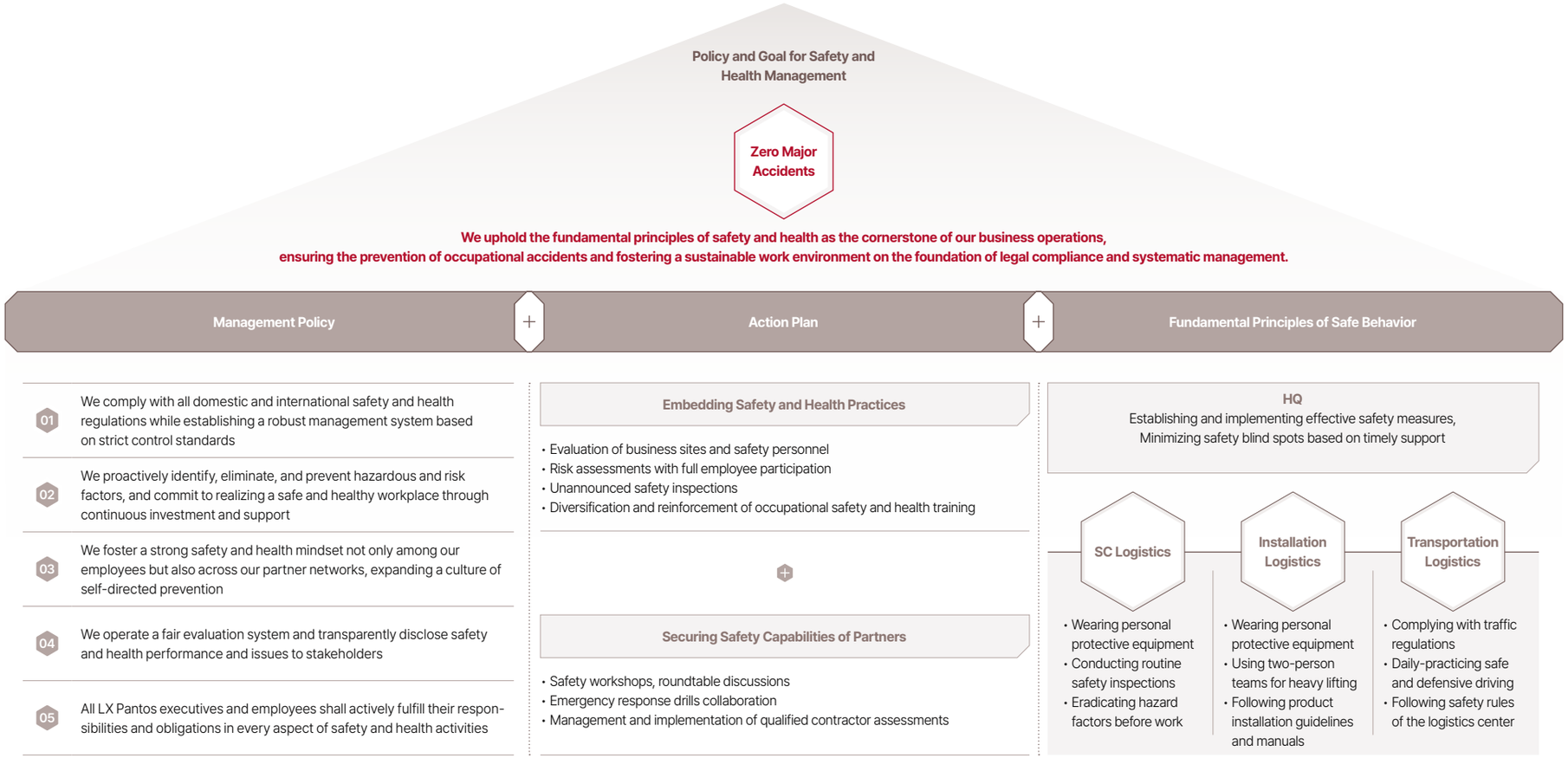
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Safety and Health

Safety and Health Management Strategy Safety and Health Management Strategy

LX Pantos upholds the fundamental principles of safety and health as the cornerstone of all business operations. On the foundation of legal compliance and systematic management, we prevent industrial accidents and create a sustainable work environment. Additionally, we are committed to establishing a structured approach to occupational safety and health within the organization and reinforcing the safety capabilities of our partners, aiming to root out serious accidents and deliver greater value to our customers.



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Safety and Health

Safety and Health Training

LX Pantos regularly offers safety and health training for all employees. We also provide tailored training especially for new hires, workers in non-standard forms of employment, safety and health managers, as well as supervisors. In addition, we conduct both regular and special safety training for approximately 90 partners. After training sessions, we verify completion status through quarterly joint inspections and regular audits, encouraging active participation across the board.

Training	Frequency	Category	Participants (persons)			
			1Q	2Q	3Q	4Q
Regular training at the HQ	Quarterly	Online Training	1,341	1,352	1,349	1,362
		Collective Training (CPR, VR)	79	69	86	80
Regular training at the business site	Monthly	Safety and Health Day Training	347			
Training for personnel in charge	Biennially	Safety and health manager	36			
	Annually	Supervisor	93			
CPR training	Year-round	Experienced employees, new hires, promoted employees, new team leaders, expatriate employees, etc.	1,216			

Health Support for Employees

To help our employees stay healthy, we provide annual comprehensive health examinations for our employees and their spouses. In addition, we operate an on-site medical office staffed with healthcare professionals and have installed automated external defibrillators (AEDs) on each office floor to ensure full preparedness for emergencies. Through these efforts, we strive to create a safer and healthier working environment for all of our employees.

CPR & AED training

- All collective training includes cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) practices
- A total of 1.216 participants, equivalent to 61% of domestic employees, completed training in 2024

Appointment of "Golden Time Keeper"

- A "Golden Time Keeper" is selected after taking an advanced training course among those who excelled in CPR training
- In the event of a cardiac arrest patient at business sites within the Headquarters, CPR is performed immediately to secure golden time (4 minutes)

Air ambulance operation

- In the event of medical or security risks, such as physical and mental illness or security risks, the safety of employees dispatched overseas is promptly secured
- Target: expatriates, overseas business travelers, Korean GSE[1)]

1) GSE: Global Service Employee

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Safety and Health

Safety and Health Risk Management

Business Site Risk Assessment

LX Pantos conducts risk assessments with the participation of all employees to proactively identify and correct hazardous and risk factors within the business sites. This approach helps prevent serious industrial accidents and legal risks in advance. Based on the assessment results, we actively implement necessary improvement measures, and the results are reported separately to the CEO. In our risk assessment in 2024, we identified 286 risks across 87 business sites. Currently, proactive corrective measures are being implemented to respond effectively to these risks.

Business Site Risk Assessment Process and Results

Training for risk assessment officers
- Online and offline training conducted for 98 designated risk assessment officers

Self-assessment of risks at business sites
- Participation of all workers under the oversight of supervisors

Reporting on risk assessment (on-site audit) results and reporting to CEO
- Conducted pilot on-site audits at 5 locations, identifying and resolving 18 risk factors
- Performed on-site assessments at all 87 business sites and reported the results to the CEO

Improvement measures taken toward risks and the confirmation on improvement results
- 286 risk factors have been identified across all sites and fully resolved

Establishment of management plans
- Confirmation of continuous compliance through unannounced safety inspections
- Reflection of risk assessment management items in the safety inspection checklist

Business Site Risk Assessment and Safety Inspections

Risk assessment participated by all employees
- Comprehensive review of employee participation in risk assessments, as well as the appropriateness of identified hazards and corresponding corrective actions
- All identified hazards were successfully resolved

Ship safety management
- Onboard inspections conducted in accordance with the Serious Accidents Punishment Act, the Maritime Safety Act, the Ship Safety Act, and other relevant regulations
- A total of 19 non-conformities identified during boarding inspection in the first and second half of the year and improved

Biannual safety evaluation of business sites the personnel responsible for safety and health
- Safety evaluation inspection of the business site in the first and second half of the year (Based on a checklist of 55 items)
- Awarded to those with excellent results
  - Personnel evaluation ratings raised for 5 outstanding employees
  - Rewards paid to 5 excellent business sites (KRW 5 million in total)

Unannounced safety inspections at business sites
- Identification of safety vulnerabilities and promotion of employee safety awareness through regular safety inspections
  - Strengthened on-site patrols by designating additional in-house business site safety personnel
  - Guided workers to use designated entry points by installing additional safety stairways at docks
  - Secured safe walking routes by expanding pedestrian pathways
  - Introduced keychains to enhance forklift key management
  - Broadcasted PPE reminders during peak work hours to promote proper use of personal protective equipment
- A total of 124 inspections were conducted, identifying 118 non-conformities, all of which have been fully resolved

Emergency response drill and evaluation
- Biannual scenario-based emergency response drill for all business sites
- 178 emergency drills conducted in 2024

Safety and health day
- Selecting the safety and health day monthly at each business site and conducting occupational accident prevention activities
  - In-house activities (fire drills, 5S activities, self-inspection)
  - Regular Occupational Safety and Health Training
  - Operating Safety and Health Committee

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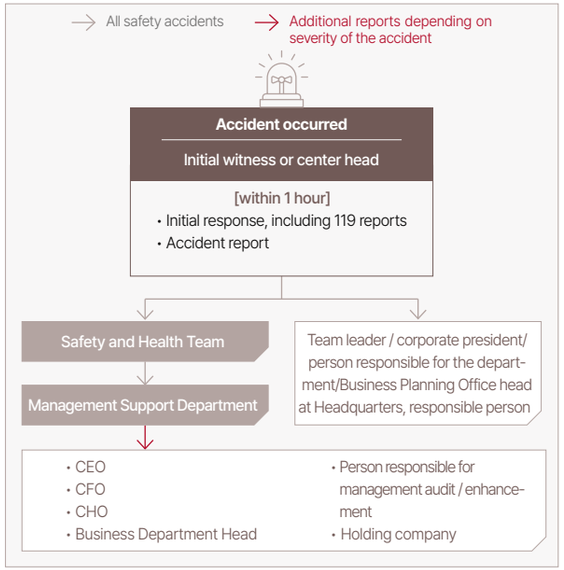
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Safety and Health Risk Management

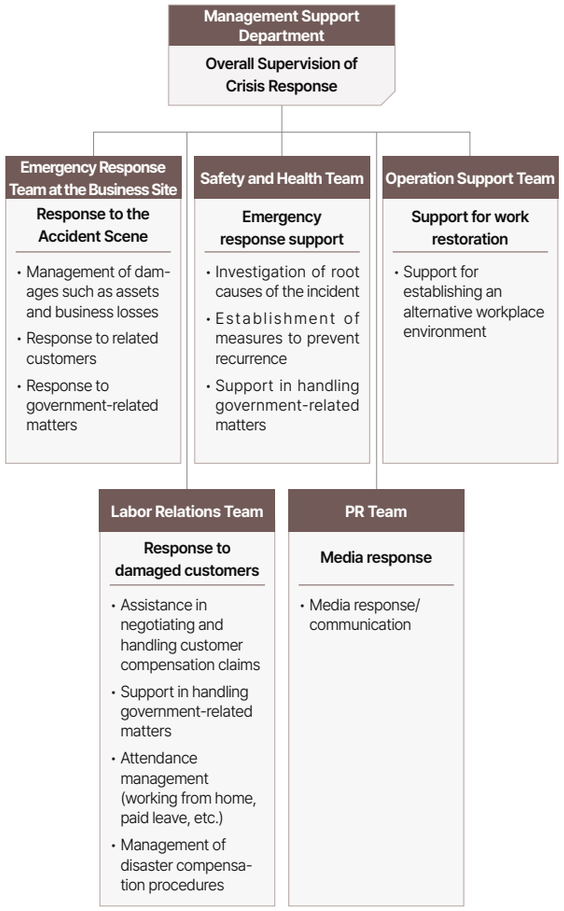
Accident Response Process

In the event of a safety-related incident at LX Pantos, the individual who first discovers the incident, or any employee who becomes aware of it, must immediately report the incident through our existing accident reporting system. Depending on the type and severity, initial incidents are further reported by the Management Support Department, and the Crisis Response Team is swiftly activated when necessary to enable a structured and coordinated response. Additionally, we apply the same strict safety and health management standards across all domestic and international business sites, including our headquarters and partners. The response processes for safety incidents and industrial accidents are also managed in accordance with consistent and unified protocols.

Reporting System in Case of Safety Accident



Organizational Structure for Crisis Response



Safety and Health Indicators and Goals

Status of Occupational Safety and Health Training

Category			Unit	2022	2023	2024
Regular training	Training hours	HQ	Hours (per quarter)	3	3	3
		Business site	Hours (per quarter)	6	6	6
	Training participants	HQ	Persons	1,381	1,310	1,440
		Business site	Persons	599	505	350
Supervisor training	Training hours		Hours (annual)	16	16	16
	Training participants		Persons	106	94	93

Occupational Accident Status

Category		Unit	2022	2023	2024
Occupational accident rate[1]	Employees	%	0.02	0.02[3]	0.04
	Partners	%	0.09	0.59	0.14
Lost time incidents occurred[2]	Employees	Cases	0	0	0
	Partners	Cases	7	17	9
Occupational casualties	Employee casualties	Cases	0	0	0
	Rate of employee casualties	%	0	0	0
	Partner casualties	Cases	0	0	0
	Rate of partner casualties	%	0	0	0
Occupational diseases	Occupational diseases occurred	Cases	0	0	0
	Rate of occupational diseases occurred	%	0	0	0

1) Calculation method for industrial accident rate: [Number of accidents / Number of workers] x 100
2) Number of lost time incidents: Due to injuries or fatalities caused by accidents
3) 2023 data corrected due to an error

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Value Chain Sustainability

Our Supply Chain Identification Status

LX Pantos secures modes of transportation through contracts with shipping companies, airlines, and railway transport companies, and delivers logistics services to customers by exploring optimal transportation combinations. Considering the nature of the international transportation industry, which involves one-off transactions and low-frequency transactions,, we selected 79 international transportation companies with a specific volume of shipment for each transportation mode. For domestic partners, we define and categorize 150 domestic warehouse management and home appliance installation agencies as Tier 1 partners.

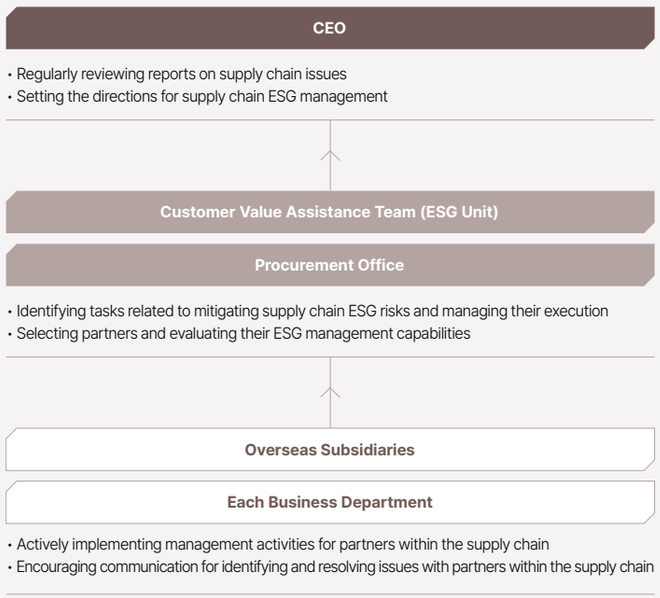
Category			Target	Criteria
Total no. of Suppliers			3,994 units	All suppliers with transaction records from the previous year (including one-off transactions)
Tier 1	International Transportation	Maritime	42 shipping companies	Partners that participated in GP (Global Pricing) bidding
		Air	21 airlines	Partners handling more than 1% of total air freight volume
		Rail	16 railway freight companies	Partners handling more than 1% of total rail freight volume
	Domestic Cooperation	Warehouse management and home appliance installation	150 outsourcing companies	Core service[1] providers among the partners stationed at business sites
	Total		**229 units**	**79 international transportation + 150 domestic partners**

1) Core service refers to logistics functions such as freight handling at logistics centers, and installation of home appliances

Supply Chain Management Organization

LX Pantos actively promotes ESG management in collaboration with partners within the supply chain to achieve shared growth. To this end, the Customer Value Assistance Team and Purchase Management Office, composed of ESG experts, work closely with each business department and overseas subsidiary to systematically manage partners across the supply chain, realizing genuine fair trade.

Organizational Structure



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Value Chain Sustainability

Supply Chain Management Strategy

In a proactive response to the enforcement of the EU's CSRD and CSDDD regulations, LX Pantos comprehensively revised related policies, including existing human rights, labor, and environmental policies, as well as the ESG Supply Chain Management Principles and Partner ESG Code of Conduct. These efforts aim to strengthen ESG capabilities across the entire supply chain and minimize regulatory risks. The revised policies have been extended not only to domestic operations but to all overseas subsidiaries.

In particular, for certain subsidiaries subject to CSRD requirements within the EU, we plan to collect partners' pledges of commitment to the ESG Code of Conduct and conduct self-assessments. Going forward, we will continue to expand the scope of ESG management throughout our global supply chain.

- **Assisting partners in reinforcing capacity for ESG management**
  - Annual assessments of partners' ESG management capabilities
  - Provision of ESG education and management manuals
  - Biannual safety inspections conducted by the Safety and Health Team, with knowledge transfer on safety management
- **Integrating ESG management within the supply chain**
  - Development of a partner ESG evaluation system by 2024
  - Pilot operation until 2025
  - Integration of ESG performance indicators in bidding and contract renewal by 2026

Key Focus Areas for Supply Chain Management

Strengthening internal ESG management capabilities		
Embedding environmental management	Promoting workers' rights and human rights	Reinforcing ethical management

Minimizing external supply chain risks		
Comprehensive ESG management assessment across the logistics value chain	Operating ESG support programs for partners	Ensuring the sustainability of the supply chain

Supply Chain ESG Management Policy

LX Pantos established and adheres to supply chain ESG management principles to cultivate a transparent and sound culture of fair trade. Additionally, we require partners to sign a pledge for commitment to Jeong-Do (Ethical) Management when signing contracts, reinforcing their commitment to responsible business practices. No business sites or partners have been identified as posing a high risk of child or forced labor—key concerns of the International Labour Organization (ILO).

Supply Chain ESG Management Principles Principles Link

Environment

• Building an eco-friendly supply chain

By discovering eco-friendly partners, LX Pantos builds an eco-friendly supply chain that complies with environmental regulations and minimizes environmental impact.

Social

• Building a Supply Chain that Prioritizes Labor and Human Rights, Safe Work Environments, and Social Value

LX Pantos is committed to respecting the labor and human rights of all stakeholders within the supply chain and establishing a safe working environment. Moreover, in pursuit of shared growth with local communities and the creation of social value, we actively seek ways to support SMEs, underprivileged groups, and local sourcing through our procurement activities, thereby contributing to regional development.

Governance

• Cooperative relationships and transparent, fair competition

We build mutually beneficial relationships with partners for shared growth and symbiotic management. We also ensure transparent and fair competition in compliance with the procurement process, thus completing a sustainable and virtuous cycle with the supply market. We comply with legally mandated payment deadlines, support the financial stability and sustainability of our partners, and protect all information and materials obtained during transactions in accordance with applicable laws, all based on mutual trust.

ESG Due Diligence Guidelines for the Supply Chain

LX Pantos operates a seven-step guideline based on the EU Corporate Sustainability Due Diligence Directive (CSDDD) to identify and manage human rights, labor, and environmental risks within the supply chain.



Partner ESG Code of Conduct

LX Pantos recognizes that strong partnerships with partners and the integrity of the supply chain are key components of corporate competitiveness. We established and implemented a Partner ESG Code of Conduct. This Code is required at the time of contract signing (or renewal) from all domestic partners and Tier 1 international transportation partners.

Partner ESG Code of Conduct and Compliance Agreement Agreement Link

Purpose of Establishment

As a member of the global community, LX Pantos is committed to fulfilling all corporate social responsibilities and pursuing shared growth with stakeholders as a comprehensive logistics service provider. In doing so, we aim to establish and maintain a sustainable business environment by promoting the ESG management framework and adhering to fundamental principles in areas such as respect for human rights, creation of safe working conditions, environmental responsibility, and business ethics.

Scope of Application

This Code of Conduct applies to all entities that supply goods or services to LX Pantos and all domestic and international subsidiaries, as well as those participating in bidding or entering into contracts with the company.

Partners subject to this Code are also encouraged to ensure that their principles are upheld throughout their supply chains, including their subcontractors and lower-tier partners.

Key Areas of the Partner ESG Code of Conduct



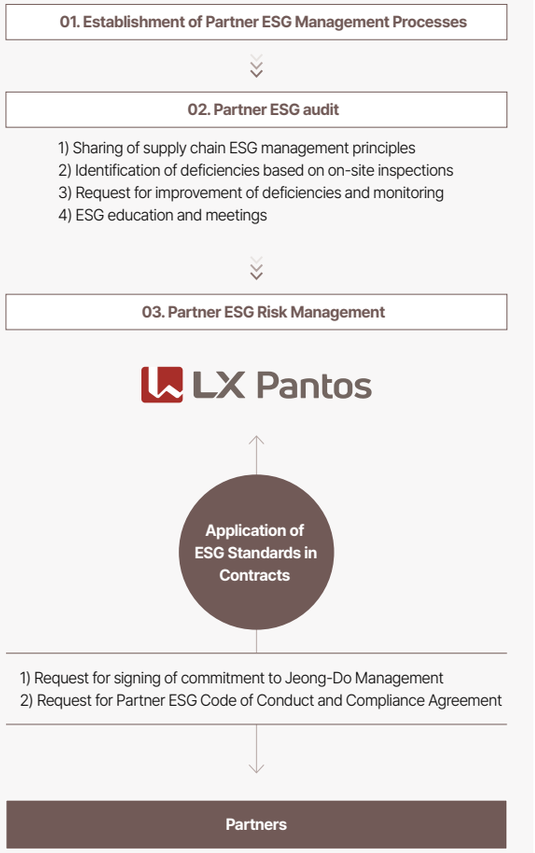
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Value Chain Sustainability

Supply Chain ESG Risk Management Process



Company-wide Supply Chain ESG Audit

In response to the tightening of global supply chain regulations and growing ESG due diligence demands from global corporations, LX Pantos proactively identifies and addresses potential risks through internal supply chain ESG assessments.

We conduct ESG self-assessments targeting Tier 1 partners. Starting in 2024, for domestic warehouse operation partners, on-site center heads or designated staff began conducting third-party evaluations in document-based format. Additionally, ESG criteria was partially integrated into the partner performance evaluations managed by the Procurement Department. For installation service partners, the top 10 partners with the highest ESG performance scores in 2024 were awarded incentives to encourage active participation in our ESG initiatives.

Starting in 2026, we plan to require corrective ESG actions from partners. Those failing to meet improvement expectations will be classified as ineligible for bidding and may be subject to suspension or termination of business relationships.

To further enhance the reliability of the 2024 self-assessments completed by Tier 1 international transportation partners, we will select a group of our Tier 1 international transportation partners and conduct on-site audits in 2025. Through these audits, we aim to directly gather input from key stakeholders in the supply chain and incorporate their feedback into our supply chain management strategy, ultimately reinforcing our ESG competitiveness.

Supply Chain ESG Audit Scope and Results

Category	International Transportation Partners	Warehouse Operation Partners	Installation Service Partners
Responsible Department	Respective Pricing Departments	Procurement Office	Installation Business Team
Target	• Assessed 42 out of 79 total partners - 42 sea, 21 air, 16 rail partners	• Assessed 15 centers, 12 operating BPs, and 26 customer groups (excluding closed, newly opened, or minimal-volume partners, and replacements)	Assessed 58 out of 60 partners - 24 logistics, 25 air-conditioning, 9 B2Bs (excluding those with contracts ending or due to end in 2024)
Method	• Self-assessment	• Evaluation via PSRM[1] system by LX Pantos procurement managers at each center	• On-site assessments by LX Pantos personnel assigned to each center
Assessment Items (No.)	59 items across 3 pillars - Environment (22), Social (29), Governance (8)	• 7 items across 3 pillars - Environment (2), Social (3), Governance (2)	• 20 items across 3 pillars - Environment (5), Social (10), Governance (5)
Results & Key Outcomes	• 59 indicators • Established ESG evaluation system (new ESG items included in bidding RFQs)	• 7 indicators • Established ESG evaluation system (Inclusion of ESG items in partner performance evaluations) • Distributed ESG audit guidebook (Distribution of training materials to partner representatives)	• 20 indicators • Conducted ESG training online and offline for partner representatives • Given Monetary awards to 10 outstanding ESG partners

1) PSRM: Pantos Supplier Relationship Management (LX Pantos supplier relationship management system)

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Value Chain Sustainability

Performance and Data on Supply Chain Management

Suppliers With a Code of Conduct Including Environmental, Labor, Human Rights, and Ethics Provisions

Category	Unit	2022	2023[1]	2024
Total no. of Suppliers	Units	-	3,489	3,994
Suppliers with a Code of Conduct[2]	Units	-	296	441
Percentage (domestic + overseas)	%		8.5	11.0

1) Based on the number of domestic and overseas suppliers with actual transactions recorded in the financial system, the supplier count is cumulative for percentage calculation
2) 2023: 258(via system) + 38(collected manually), 2024: 296 (new) + 145 (cumulative from 2023)

Suppliers Subject to CSR Evaluation

Category	Unit	2022	2023[3]	2024
Percentage of targeted suppliers subject to CSR evaluation	%	-	4.7	2.8
Percentage[4] of targeted suppliers subject to on-site CSR evaluation	%	-	0.4	1.9

3) Data collection and disclosure from 2023
4) Based on the year-over-year change in quantitative disclosure data

Employees Trained on Sustainable Procurement

Category	Unit	2022	2023[5]	2024
LX Pantos Employees	Persons	-	34	10
Supplier Employees	Persons	-	146	71

5) Data collection and disclosure from 2023

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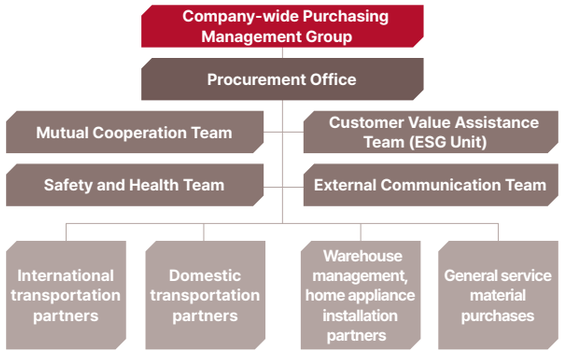
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Fair Trade and Shared Growth

Fair Trade and Shared Growth Organization

LX Pantos conducts systematic partner management activities in accordance with the supply chain management strategy and strives to achieve shared growth with partners. To establish a transparent supply chain system, we maintain a company-wide purchasing management organization. In particular, an External Communication Team serves an important role to proactively prevent issues related to fair trade and subcontracting.



Fair Trade Activities

In order to foster a culture of fair trade throughout the supply chain, LX Pantos is committed to managing both financial and non-financial risks, including reputational damage and loss of corporate trust. To this end, we provide regular training for employees and distribute fair trade conduct guidelines. Additionally, a monthly newsletter featuring fair trade policies and recent case studies is issued to help employees stay informed and ensure full compliance with relevant regulations, while preventing misconduct in advance. Since 2023, we have also established a Subcontract Dispute Mediation Committee to ensure fair and transparent handling of subcontract-related matters and reinforce mutual trust with our partners. Furthermore, we disclosure subcontract payment practices biannually, demonstrating our commitment to fair trade and enhancing transparency with external stakeholders.

Category	Details
Training	• Training on preventing collusion, subcontracting practices, and unfair trade practices (2024: 280 participants offline, 1,166 participants online) • Operation and distribution of conduct guidelines on preventing collusion, subcontracting practices, unfair trade practices, and the handling of competitively sensitive business information.
Newsletter Distribution	• Monthly fair trade newsletter distributed to all employees via email
Monitoring	• Continuous monitoring and improvement of subcontracting practices and collusion prevention efforts
Subcontract Dispute Mediation Committee	• Fair and reasonable resolution of disputes through mediation and arbitration
Biannual Public Disclosure	• Disclosure of data regarding the means, amount, and period of subcontracting payments

Fair Trade Risk Management Process

Risk Identification
- Unfair subcontracting practices
- Collusion
- Unfair trading and false advertising

Risk Assessment
- Identification of fair trade-related risk factors
- Evaluation of violations in each area

Risk Management
- Identification of key risks
- Development of risk management plans

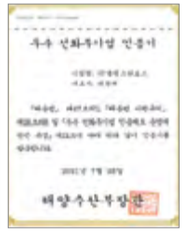
Risk Mitigation and Improvement
- Analysis of violations
- Identification of improvement tasks and prioritization
- Implementation and monitoring of improvement activities

Cooperation With Shipping Companies for Mutual Growth

LX Pantos strives to prevent unfair trading practices among shipping companies in sea freight and continues to foster shared growth. Leveraging our capabilities in cargo volume and global networks, we systematically established a cooperative relationship between shipping companies, forwarders, and cargo owners. By building strategic partnerships with domestic shipping companies, we aim to expand mutual businesses and derive successful cases of transportation efficiency optimization. In recognition of these efforts, we have maintained the highest-grade certification in the cargo owner sector, Certified Excellent Shipping Company (CESS)[1] since 2021.

1) CESS (Certified Excellence Shipping Company and Shipper): Certification system introduced by the Korea Ocean Business Corporation in 2020 to sharpen the competitiveness of maritime exports and imports, evaluating efforts in cooperative management by shippers, compliance with fair trade, and contribution to the sea freight industry comprehensively





Mutual Cooperation Programs	Detailed Strategies
Promoting Increase in Transport Share (Utilization Rate) through System Improvement and Joint Agreement with National Shipping Companies	• Integration and systematization of cargo transportation records • Negotiation on available vessel capacity and route construction by segment
Solidifying Cooperation Policies with National Shipping Companies through Strategic Partnerships	• Deriving cases of multi-segment transportation efficiency optimization • Establishing goals for boosting utilization rate and managing achievement
Preparation of future plans through Sea Freight / Logistics Digital Transformation Strategy	• Establishing a digital ecosystem in partnership with national shipping companies, cargo owners, and forwarders on a platform • Sharpening demand forecasting and adaptability to changes

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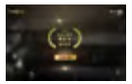
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Fair Trade and Shared Growth

Support for Shared Growth With Partners

LX Pantos actively promotes shared growth by providing a range of support initiatives aimed at strengthening the ESG management capabilities of partners. For partners with insufficient ESG policies or procedures, we offer training and management manuals under the leadership of their executives to help them improve. We also listen to the voices of partner company employees (VOE) to address process inefficiencies and rectify unfair practices. In addition, regular meetings are held to ensure smooth and ongoing communication.





ESG management support

- Providing ESG education and management guidelines
- Expanding Green Procurement(approx. KRW 1.08 billion)
- Guidance on safety and health management measures for new partners and support for stabilizing safety sectors
- Given Monetary awards to 10 outstanding ESG partners

Incentives for partners

- Full support for group accident insurance premiums for installation workers
- Fixed financial support for workers' compensation insurance premiums and the four major insurance premiums for installation workers (for small business owners who have voluntarily joined)
- 50% support for the purchase of work clothes for installation workers
- Support for funeral supplies and maternity gifts for employees and installation workers of BP companies
- Cost discounts through company partnerships (related to logistics supplies, family events, health checkups, accommodations, tire purchases, loans, etc.)
- Various events to refresh and boost morale (sports competitions, coffee cart events, Chuseok gift sets, etc.)

Communication with partners

- Operating VOE channels for partners and installation workers
  - Received through LX Pantos' Jeong-Do (Ethical) Management online page and website
  - Approximately 87 complaints received and resolved from 2020 to 2024
  - Follow-up monitoring of VOE closures
- Conducting annual bi-directional communication events such as workshops for LMD/Installation business partner representatives

Performance and Detailed Data on Fair Trade and Shared Growth With Partners

Financial Value Provided to Partners[1)]

Category	Unit	2022	2023	2024
Subsidies	KRW	4,436,688,590	4,431,084,552	4,468,084,262

1) Includes both in-kind and cash support: 50% uniform cost support, group accident insurance premiums, shared growth support funds (insurance premiums), childbirth congratulatory gifts, and survey equipment

Grievance Handling for Partners

Category	Unit	2022	2023	2024
No. of complaints received	Cases	20	14	23
No. of complaints handled	Cases	20	14	23
Handling rate	%	100	100	100

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Special Sector - Safety Management Support for Partners

Safety Management Support for Partners

LX Pantos is committed to strengthening a collaborative safety management system with partners to enhance accident prevention capabilities across the supply chain and lay the foundation for achieving zero serious accidents. This initiative aims to build greater trust with partners and ensure the sustainable operation of the supply chain.

Safety Management for Partners

We expand our management scope of safety and health beyond our employees to include our partners. To this end, we regularly assess the safety management standards of our partners and actively support improvements wherever needed. Outstanding partners are recognized and appropriately rewarded so that they are encouraged to show continued excellence in safety management. In addition, we conduct regular safety meetings with partners to discuss related issues and proactively prevent potential safety risks.

Award for partners with excellent business site safety management

- Selected outstanding partners annually through business site audits and evaluations covering industrial, fire, and electrical safety.
- Offered a reward system to incentivize strong safety management practices
- 2024 Reward Detail: Gift certificates awarded to partner employees (KRW 5 million)

Award for air conditioner installation partners with excellent safety management

- Inspections conducted to ensure proper use of personal protective equipment during installation work
- 2024 Monthly Award Overview
- Selected excellent partners on a monthly basis, reflecting safety work and other factors

(Unit: KRW million)

Reward period	April	May	June	July	August
No. of Awarded Partners	6	6	6	6	6
Award Amount	7.5	7.8	9.0	8.2	6.8

Safety Management Setup Support for New Partner Business Sites

- Offered safety and health management guidelines and stabilization support to 21 newly contracted partner business sites.
- Instructed on the creation and maintenance of occupational safety and health-related documents
- Disseminated key safety-related issues and schedules for safety and health activities
- Provided on-site guidance and solicited improvement feedback at business sites

Business Site Safety Equipment Installation & Safety Gear Support

- [Fire safety equipment installation support]
  - 41 automatic fire extinguishers additionally installed
  - 74 fire detectors additionally installed
  - 52 micro-area automatic fire suppression systems installed → KRW 9 million
- [Safety helmet support for special-type workers (Air conditioner installers)]
  - 2,602 safety helmets in total (KRW 18 million)

Cold Stress Prevention Measures at Business Sites

- [Winter safety gear support for on-site workers]
  - 6,270 earmuffs (KRW 31 million)
  - 464 neck warmers (KRW 5 million)
- [Hot pack distribution at business sites]
  - 100,040 hot packs distributed (KRW 25 million)

Strengthening Safety Culture

- Development and distribution of training videos focused on major industrial accident types (e.g., falls, entrapments, collisions)

Assisting SME Partners in Building Capacity for Safety Management

LX Pantos conducts safety and health seminars and policy meetings for SME partners. By establishing a safety system that involves all members of the supply chain, we aim to minimize harmful and hazardous / risky factors inherent in the supply chain and achieve a goal of zero major accidents.

Safety and Health Seminar (Meeting) Key Contents

Category	Details
Serious Accident Punishment Act Management of Safety & Health Obligations	• Guidance on fulfilling the company's obligations regarding safety and health management • Sharing best practices for document preparation and on-site inspection
Response Measures to the Serious Accidents Punishment Act	• Expert seminars on the implementation of the expanded enforcement of the Act in 2024 • Interpretation of the Act and guidance on our application to the company's supply chain
Investigation and Handling Procedures in the Event of a Major Accident	• Training on investigation and follow-up measures in the event of a major accident
Occurrence Sharing Partners' Opinions	• Brainstorming and reviewing application methods related to safety and health • Support for/Listening to partners' concerns and needs related to safety and health

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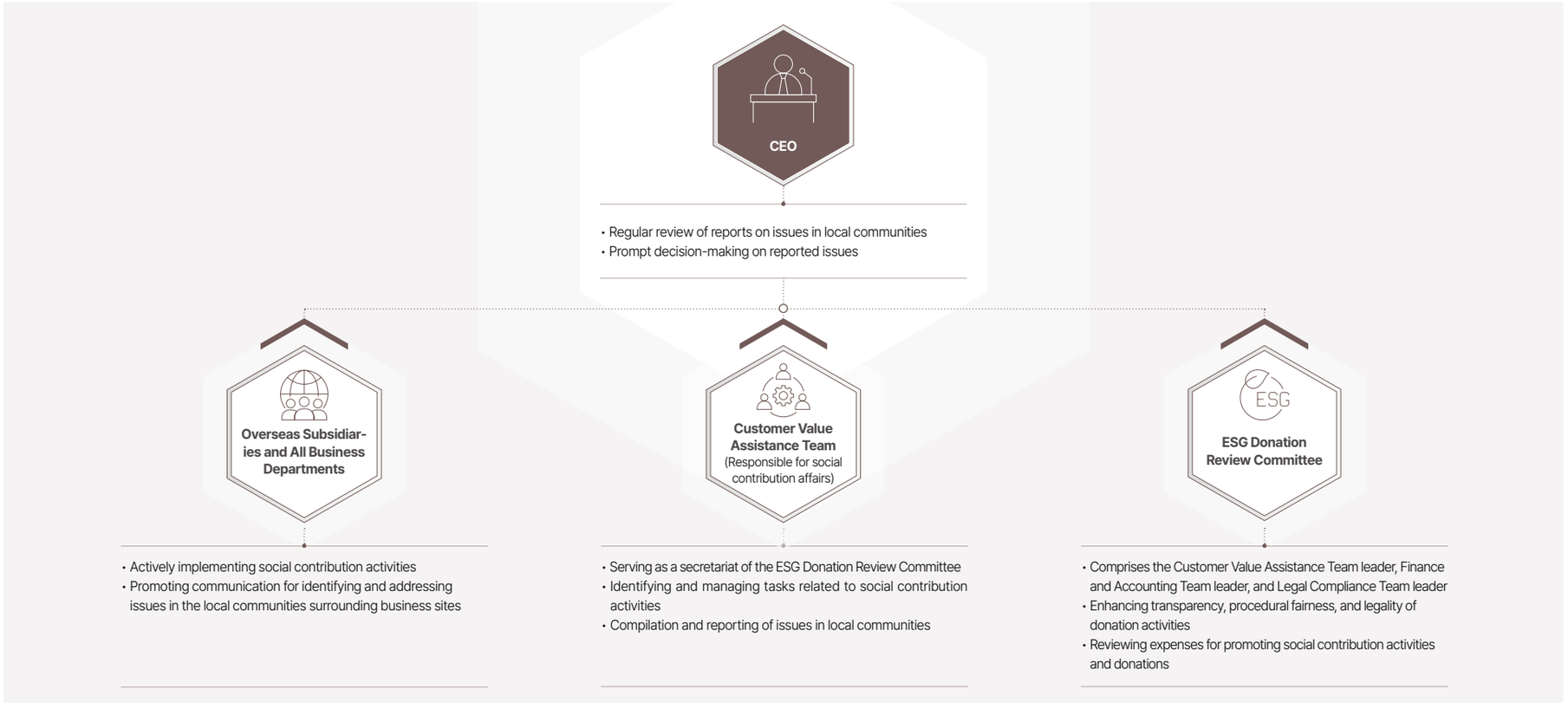
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Social Contribution Organization

LX Pantos defines the local community as a key stakeholder and considers sustainable shared growth with the community a core management objective. The Customer Value Assistance Team, composed of ESG experts, collaborates with each business department and overseas subsidiaries to carry out various social contribution activities aimed at promoting local communities' development and creating social values.

Organizational Structure for Social Contribution



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Social Contribution Strategy and Goals

Under the vision of being a "value deliverer connecting the world together," LX Pantos strives to achieve shared growth alongside local communities and fulfill all social responsibilities through ongoing communication and engagement.

Social Contribution Strategy Framework

Vision

Value Deliverer Connecting the World Together

Objectives

Support for underprivileged groups	Creation of social values through contributions to local communities	Creation of social values through contributions to local communities	Contribution to the international community

Key Themes

• Support for underprivileged children • Operation of "Hanultari Co., Ltd.," a workplace for individuals with disabilities	• Local community problem-solving projects • Support for local elderly and disabled individuals	• Activities to increase carbon absorption • Operating biodiversity conservation projects	• Support for international disaster relief transportation • Promotion of international cooperation projects

Social Contribution Roadmap

Short-term (~2025)	Mid-term (~2027)	Long-term (~2030)
Diversification and Systematization of Social Contribution Activities	**Enhancement of Social Contribution Activities**	**Maximizing the Value of Socially Responsible Activities Aligned with Sustainable Management**
• Explore new initiatives by expanding the scope and beneficiaries of social contribution activities • Promoting various social contribution activities including support for underprivileged groups, marine ecosystem & biodiversity protection, and logistics ESG contests	• Promotion of global social contribution activities • Building networks and strengthening partnerships with relevant professional organizations	• Measurement of the business value of social contribution activities • Fostering a sustainable social economy ecosystem

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Spreading Social Value Through Support for Underprivileged Groups

Support for Underprivileged Children

LX Pantos generously provides support to help children grow and successfully integrate into society, recognizing them as the future leaders of the community. We sponsor a certain amount into the housing subscription savings account every month when a child enters a shelter. We also operate a long-term support program that provides additional independent living support funds upon discharge from a shelter. Every year, we expand the beneficiary organizations and recipients near our business sites. Additionally, we foster emotional bonds through experiential learning programs where children in shelters and our employees participate together. In 2023, we supported regular exchanges through the mutual exchange and mentoring program "Your Home Is Always Here." Besides this initiative, we also offer diversified programs to facilitate growth in a psychologically stable environment.





Financial Support

Sponsorship of Housing Subscription Savings Accounts for Independent Living Support for Sheltered Children

- Sundukwon Children's Shelter in Jongno-gu
- The Salvation Army's Seoul Welfare Center in Seodaemun-gu
- Songjukwon Social Welfare Foundation in Seodaemun-gu

2023	2024	2025
Sundukwon Children's Shelter: 40 children The Salvation Army's Seoul Welfare Center: 49 children	Sundukwon Children's Shelter: 36 children The Salvation Army's Seoul Welfare Center: 46 children Songjukwon Social Welfare Foundation: 44 children	Sundukwon Children's Shelter: 36 children Songjukwon Social Welfare Foundation: 43 children The Salvation Army's Seoul Welfare Center: 39 children Cheong Woon Welfare Center: 49 children

Non-financial Support

Employee Participation in Experiential Learning Companion
: Field trip to Paradise City Wonderbox Amusement Park (First half of 2024)
: Facility improvement activities and a food truck event at Sundukwon Children's Shelter

Emotional and Skills-Based Support for Youth Aging Out of Care

Opening of the VR Learning Playground

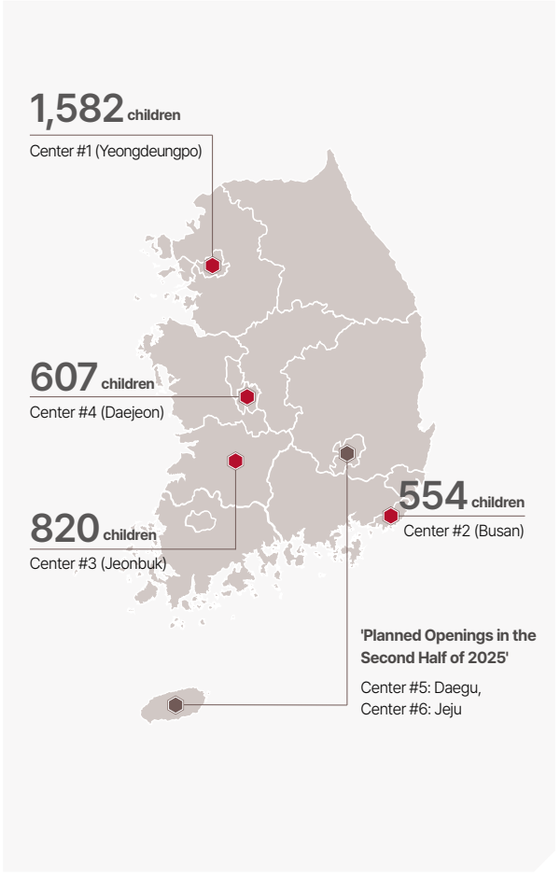
LX Pantos is committed to ensuring children's right to education by establishing child-centered welfare. These facilities allow underprivileged children to freely engage in various integrated subjects, including Korean, English, and math, as well as various physical activities using VR equipment through the VR Learning Playground initiative. Starting with the first location at the Yeongdeungpo Community Welfare Center, we have since opened additional centers at the Busan and Jeonbuk Community Welfare Centers, followed by the fourth center at the Daejeon Community Welfare Center in 2024. We strive to continuously expand the opening of facilities within local communities where our business sites are located to allow children in areas densely populated by underprivileged groups. Such promises include the effort to alleviate information disparities by using VR devices and content without putting a financial strain on them.




VR Learning Playground Education Content

Integrated education	Physical activities	Environmental education
Covering core curriculum including Korean, English, and math	archery, bowling, Dino Defense, etc.	carbon neutrality, fine dust, inter-floor noise

Annual Usage in 2024



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Support for Local Elderly and Disabled Individuals

LX Pantos has actively engaged in various social contribution activities, including assistance to children battling rare diseases since 2016. We have also been providing support for vulnerable elderly individuals in local communities since 2021.

Target underprivileged groups	Support activities	Details
Children with incurable diseases	Medical expense support	Annual donations to Seoul National University Children's Hospital





Target underprivileged groups	Support activities	Details
Support elderly living alone in local communities	Cool summer & warm winter project	For 767 elderly individuals living alone under the care of Jongno Senior Welfare Center - Providing cooling appliances and dehumidifiers for summer - Providing electric mats and winter gloves for harsh winters

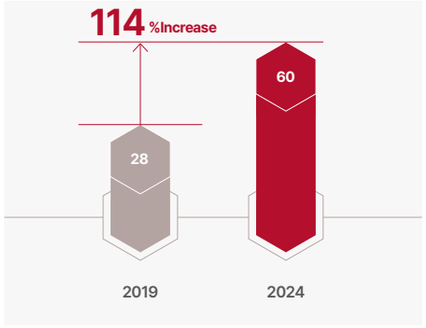




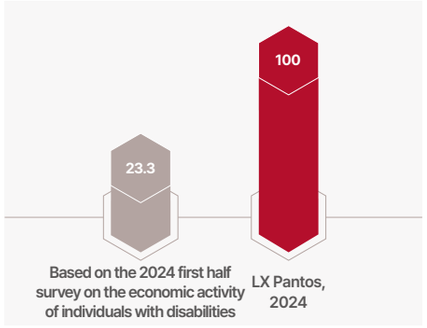
Operation of the Hanultari Co., Ltd., a Business Site for the Disabled

LX Pantos has actively promoted employment for individuals with disabilities since establishing Hanultari Co., Ltd., a designated standard business site for individuals with disabilities, in 2018. Through this initiative, we have focused on developing tailored job roles, expanding accessibility infrastructure, and offering customized welfare benefits. Alongside such efforts, we also operate a grievance resolution system supported by dedicated counselors and social workers to ensure a supportive work environment. These continued efforts were recognized in 2023 when we were awarded a Merit Award for Promoting Employment of Persons with Disabilities, highlighting our leadership in inclusive employment practices.

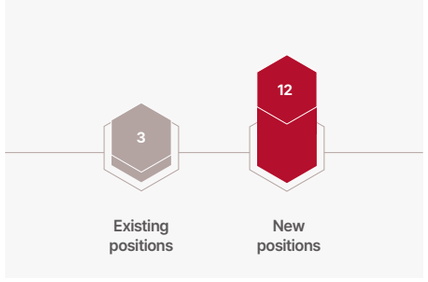
Improvement in employment rate of individuals with disabilities by 114% (compared to 2019 level) (Unit: Persons)



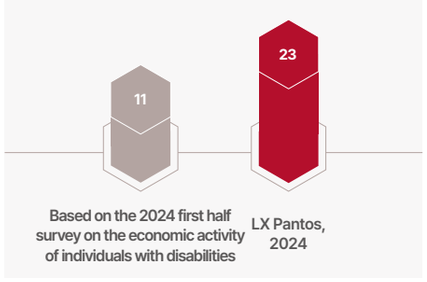
Employment rate of individuals with severe disabilities (Unit: %)



New Job Development for Individuals with Disabilities (Unit: counts)



Employment Rate of Persons with Mental Disabilities (Unit: %)



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Impacts of Local Communities

Selection as a Certified Company in the CSR (Corporate Social Responsibility) in the Community

LX Pantos has been awarded certification under the "CSR (Corporate Social Responsibility) in the Community" administered by the Ministry of Health and Welfare. This program officially recognizes companies and organizations that have continuously contributed to their local communities in cooperation with nonprofit organizations. We received high praise for conducting systematic and effective social contribution activities. In particular, we achieved an overall high rating of Level 4 (Expansion Stage, on a 5-point scale) in the evaluation. We were also recognized as a model company that operates social contribution initiatives in an organized and integrated manner.



Selected as an Operating Institution for the Ministry of Employment and Labor's "Large-Medium-Small Win-Win Academy"

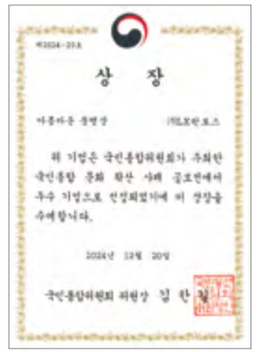
LX Pantos's home appliance installation training center, the LX Pantos LMD/Installation Academy, was selected as an operating institution for the "Large-Medium-Small Win-Win Academy," jointly hosted by the Ministry of Employment and Labor and the Human Resources Development Service of Korea. The "Large-Medium-Small Win-Win Academy" is a program where large corporations provide high-quality training to workers of small and medium-sized contracted companies. The necessary operational and development costs are covered by the government. Since the company's establishment in 2004, LX Pantos LMD/Installation Academy, having a base in a roughly 7,117 square feet training facility within LG Electronics' Pyeongtaek Digital Park, has trained over 7,000 installation specialists annually. Following this recent designation, LX Pantos plans to officially launch the "Large-Medium-Small Win-Win Academy - Home Appliance Installation Expert" program starting this May.





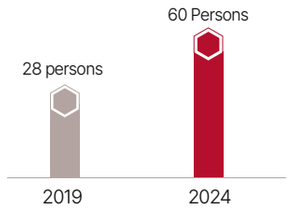
Received the "Beautiful Partnership Award" from the Presidential Committee of National Cohesion

LX Pantos received the "Beautiful Partnership" from the Presidential Committee of National Cohesion's social contribution contest. This award honors exemplary social contribution activities that promote national integration. We were recognized for our efforts to expand employment opportunities for individuals with disabilities. Key initiatives include the "Hanultari" program, which focuses on developing jobs for individuals with disabilities. Through this program, we have expanded accessibility facilities and provided customized welfare benefits, actively supporting their social and economic independence.



Employment Rate of Individuals with Disabilities (compared to 2019)

Increased by 114%



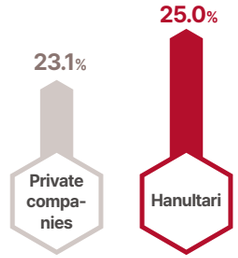
Achieved 3.3%, exceeding the mandatory employment rate for individuals with disabilities (3.1%)

Development of New Job Roles for Individuals with Disabilities

3 existing roles → 12

- Employee vehicle management
- Building income and infection prevention
- In-house café barista/support
- Introduction of visually impaired health keepers
- OA management services

Outstanding Employment Rate of Women with Disabilities
Compared to General Private Companies



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Creation of Social Values Through Contributions to Local Communities

Joint Community Project with Gwanghwamun One Team

LX Pantos joined Gwanghwamun One Team, a collaborative network of 20 companies, government agencies, and nonprofit organizations based in the Gwanghwamun area. Through joint project planning, the team has been generating ESG value by leveraging each member's human and material resources, as well as business strengths. As a member of the Gwanghwamun One Team, we actively engage in environmental activities such as plogging and gardening, as well as community support activities such as meal service and participation in local markets to support marginalized groups in the local community. We strive to address local community issues and lead in creating social values.





International Community Support

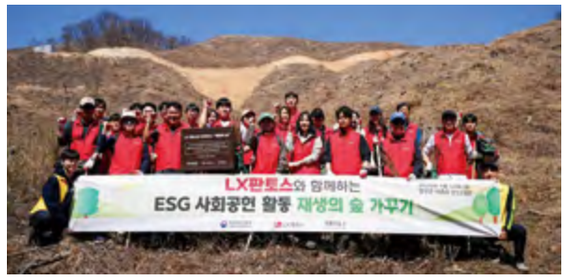
LX Pantos, leveraging an extensive global network of over 380 entities, is committed to actively addressing various global issues and providing support to the international community. Leveraging our CEIV-Pharma1) certification for pharmaceutical air transportation, LX Pantos successfully delivered pharmaceuticals and relief supplies to Ukraine. In response to logistical challenges following the earthquake in Turkey, we utilized our advanced capabilities to provide sea freight support. Moving forward, we will continue to fulfill our role as a logistics partner of the Korea International Cooperation Agency (KOICA), actively supporting national-level cooperation and global humanitarian responsibilities through our extensive experience and multi-modal logistics network—air, sea, and land.

- Delivered 100 tons of pharmaceuticals and relief supplies to Ukraine
- USD 250,000 worth of maritime transport vouchers provided for relief supplies to the Turkish Embassy in Korea

1) CEIV Pharma (Center of Excellence for Independent Validators in Pharmaceutical Logistics): A pharmaceutical air transport quality certification program established by the International Air Transport Association (IATA)

"Forest of Regeneration" Reforestation Initiative

LX Pantos collaborated with the Peace Forest Work to increase carbon absorption and enhance biodiversity through "tree planting activities" involving its employees. In order to support residents affected by the large-scale wildfires along the east coast in 2022, we donated goods and items worth KRW 150 million. In 2024, employees planted 1,000 trees in a wildfire-affected area of Okgae, Gangneung. In particular, we established a five-year plan for afforestation and protection activities in Yanggu, Gangwon Province. This plan includes activities such as planting black locust trees, restoring damaged trees, and preventing the spread of invasive plants, all aimed at expanding biodiversity.



Biodiversity Goals	Activity	2024	2025	-2028
5-year forest restoration project	Tree planting and nurturing: Planting sources of nectar for honey bees	Planting and nurturing 3,600 trees (Protecting sources of nectar for the honeybee population)	Maintenance of 3,600 trees and planting of 1,000 new trees	Cumulative total: 18,000 trees (5-year forest management and restoration plan established)

"Green Remodeling" Project for Housing Improvement of Underprivileged Groups

LX Pantos launched a "Green Remodeling" project to renovate the Don Bosco Independent Living Center, located in the heart of Yeongdeungpo-gu, Seoul. The Don Bosco Independent Living Center is home to young adults aged 18 and above preparing for independent living. Since its completion in 1998, the facility's aging wooden and aluminum windows have been replaced with new, energy-efficient ones. This upgrade enhances insulation and improves heating and cooling energy efficiency, creating a more comfortable environment for the youths preparing for independence. We plan to continue expanding efforts to improve aging facilities for underprivileged groups.

Before renovation



After renovation



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LX Pantos Volunteer Day (V-Day)

Planning and Organization of LX Pantos Volunteer Day (V-Day)

Every year, LX Pantos designates November 22 as Volunteer Day (V-Day)[1] and organizes company-wide social contribution activities with active employee participation. In 2024, we delivered 20,000 coal briquettes to energy-vulnerable households in Gaepo-dong, Gangnam-gu, Seoul through the "Coal Briquette Delivery of Love" campaign. At Gwangjang Market in Jongno, we provided Onnuri gift certificates to 70 seniors living alone and carried out companion activities under the "Senior Companion Program." We also conducted a plogging campaign to clean up the environment in the vicinity of Inwang Mountain.

01

Coal Briquette Delivery of Love

To support heating for energy-underprivileged households during the winter, over 100 LX Pantos employees participated in delivering 20,000 coal briquettes directly to households in need in the Guryong Village area of Gaepo-dong, Gangnam-gu, Seoul.



02

Senior Companion Program (Conversation Activity)

In response to the aging society and to alleviate the issues of social isolation and emotional neglect among the elderly, LX Pantos has carried out the "Senior Companion Program" in partnership with the Jongno Senior Welfare Center. Around 140 employees participated in the activity at Gwangjang Market in Jongno-gu, Seoul, where they delivered KRW 100,000 worth of Onnuri gift certificates to each of the 70 seniors living alone. The volunteers have also accompanied them while shopping for daily necessities, strengthening emotional bonds through conversation.



03

Plogging Activity

To help preserve the local environment, LX Pantos organized a plogging activity around Inwang Mountain. Around 30 employees participated in collecting litter along key walking trails and hiking paths in areas such as Sajikdan, Suseongdong Valley, and Seochon.



1) V-Day: A short term for Volunteer Day, it is LX Pantos' long-term social contribution project aimed at fostering coexistence with the local community and fulfilling corporate social responsibility

Social Contribution Activities - Total Hours and Number of Participants

Category	Unit	2022	2023[2]	2024
Total Volunteer Hours	Hours	-	577	1,215
Total Participants	Persons	-	66	322
Total Support Amount	KRW	187,190,500	552,728,889[3]	244,883,000

2) Calculation of social contribution hours and participation figures began in 2023
3) Including approximately KRW 300 million in aid for the earthquake in Turkey

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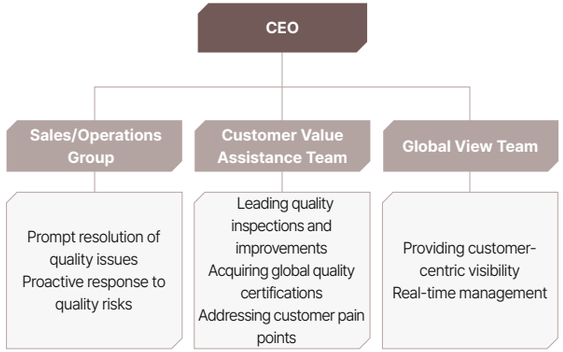
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Customer Value Management

Customer Value Management Organization

LX Pantos is committed to identifying and resolving customer pain points, securing quality competitiveness across business areas, and fostering a consumer-centric organizational culture to realize sustainable customer value. To achieve this mission, a dedicated Customer Value Management team was established to handle changes and promote execution, actively steering the company toward becoming a truly "customer-centered organization." In addition, we continue to strengthen our quality competitiveness by implementing quality management policies, striving to consistently deliver high-value logistics services to customers.

Organizational Structure



Behavioral Principles for Customer Value Management

Customer Trust

- Provide differentiated customer value to earn trust from customers -

Innovation of customer value

We act and make judgement with the provision of unparalleled customer value in mind.

Proactive implementation

We must always be one step ahead to resolve customers' pain points based on profound understanding of customers and communication with them.

Unified mind

We shall act in unison as "us" instead of you and me for customer value innovation

Quality Management Policy Establishment

LX Pantos has been diligently carrying out all related activities to meet customer expectations and requirements in quality management, including establishing the 2024 Quality Management Policy.

LX Pantos aims to deliver logistics services that exceed customer demands and expectations by creating and providing tangible value and benefits that inspire customer satisfaction.

- Development and enhancement of core logistics service capabilities
- Improvement of customer service quality
- Securement and nurture of global talent
- Balanced performance management through the operation of quality management systems



품질 경영방침

LX판토스는 국제 화물운송주선업, 제3자 물류, 운송, 창고운영 등에 대한 물류서비스 사업을 영위하는 물류 위탁회사, 고객의 요구와 기대를 초월하여 실질적인 가치와 혜택을 창출하기 위하여 고객감동의 물류 서비스를 실현한다. LX판토스는 고객 및 이해관계자에게 품질 경영에 대한 고객의 기대와 요구사항을 만족시키기 위하여 품질 경영방침을 설정하고 관련 활동을 수행한다.

- 물류서비스 핵심역량 개발 및 향상 실현
- 고객서비스 품질향상
- 글로벌 인재확보 및 육성
- 통합경영시스템 운영을 통한 균형 성과관리

최고 경영자를 위시한 전 임직원은 회사의 품질 방침과 목표를 숙지하고 각자의 맡은 바 책임과 권한을 토대로 합리적이고 신속한 의사결정을 한다. 기본과 원칙에 충실한 정도경영을 지향하며, 품질목표 달성을 위해 계획한 품질 매뉴얼/절차서/지침서를 업격히 준수하여 고객에게 항상 최고품질 서비스를 제공함으로써 고객의 신뢰를 확보한다. 품질목표 달성을 위해 필요한 자원과 수단을 최대한 지원하여 고객으로부터 인정받은 사업의 동반자로 인정 받도록 노력할 것을 다짐한다.

2024년 06월 21일
대표이사 이 동 호

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Customer Value Management

Customer Value Management Strategy

Strategic System for Customer Value Management

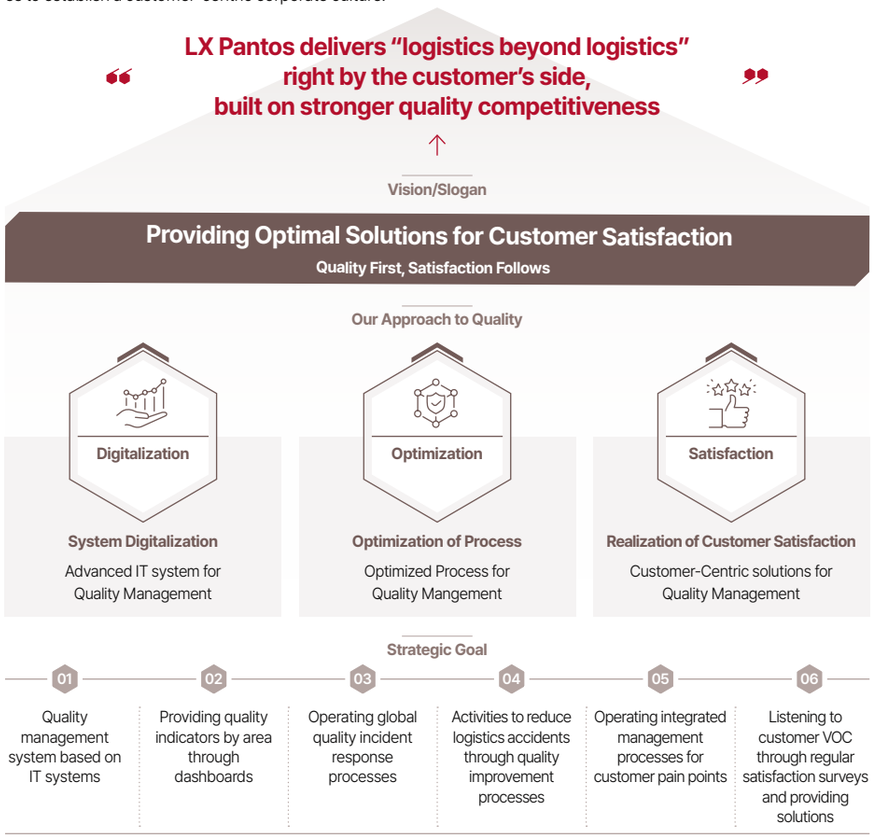
LX Pantos strives to realize sustainable customer value by enhancing service quality, advancing systems, and optimizing processes to establish a customer-centric corporate culture.



Responsible Management	Settling a customer-oriented culture Delivering sustainable customer value management
Upgrade of System	Systematizing customer pain point management Securing a control system tailored for customers
Reinforcement of Competitiveness	Managing the process based on the map of customer journey Securing end-to-end visibility
Customer Satisfaction Realization	Addressing potential customer pain points Reducing costs through prevention activities
Optimization of Process	Establishing a company-wide integrated quality management system Streamlining processes, maximizing efficiency
Improvement of Service Quality	Managing and improving service quality indicators Preventing quality issues and minimizing relevant accidents

Our Systematic Strategies for Quality Management

Our competitive edge lies in our ability to provide logistics services that are not only safe, but also precisely timed and located to meet our customers' demands. The quality management system built on customer value is the driving force behind this. In addition, we strive to realize sustainable customer value by advancing systems and optimizing processes to establish a customer-centric corporate culture.



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Customer Value Management Risk Control

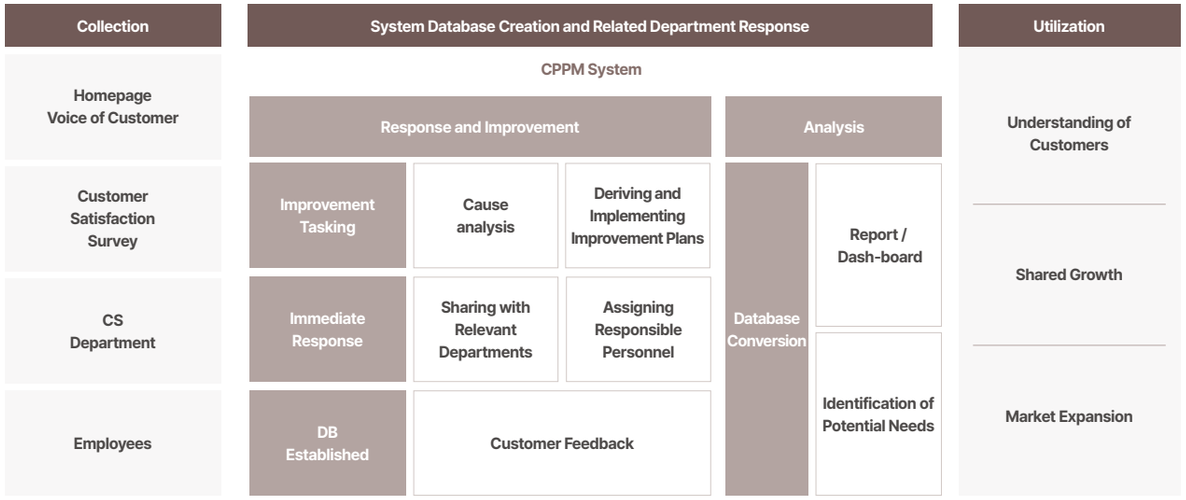
Customer Complaint Intake Process and Satisfaction Survey

We operate a "Voice of the Customer" platform on our website to collect customer complaints, inquiries, and suggestions. All submissions are thoroughly analyzed, and necessary actions are taken to resolve issues and meet customer expectations. Additionally, to manage various customer inconveniences effectively, we established a CPPM (Customer Pain Point Management)[1] system. By integrating data collected from multiple channels, the system enables prompt and efficient responses to customer needs.

Enhancing Customer Satisfaction

Regular Satisfaction Surveys	Collection and Analysis of Quality Issues and Customer Pain Points
• Regularly collecting and analyzing customer pain points through professional research firms	• Regularly collecting and analyzing customer pain points through professional research firms
Providing Future Value for Customers	**Understanding Customers' Fundamental Needs**
• Identifying customers' future needs and improving logistics from the customer's perspective • Continuous shared growth through partnerships with customers	• Research and analysis based on industry sectors and market trends • Providing optimal logistics solutions aligned with industry trends

Customer Pain Point Management Process

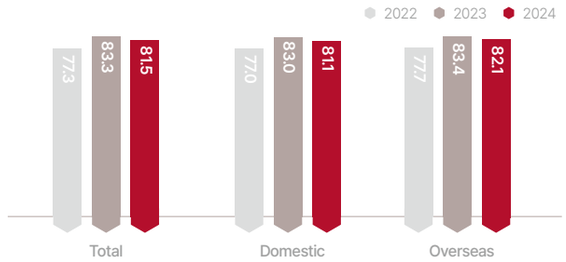


1) CPPM (Customer Pain Point Management): LX Pantos' management system that integrates and analyzes customer complaints to enable swift and effective response

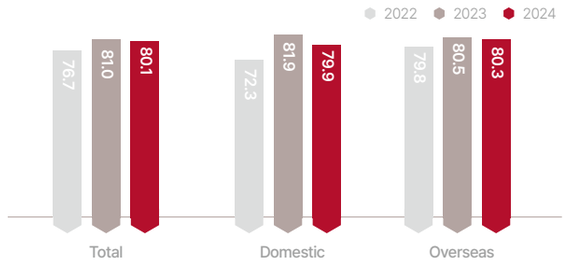
Customer Satisfaction Survey Results

LX Pantos conducts an annual customer satisfaction survey targeting all customers to measure quality performance and customer satisfaction. Under the slogan "Customer Value Management," all employees strive to improve quality and ensure customer satisfaction by regularly monitoring annual satisfaction trends by customer. We aim to continue our efforts to become a company that meets customer expectations.

Forwarding Business Overall Satisfaction Scores



CL Business Overall Satisfaction Scores



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Customer Value Management

Activities for Customer Value Management

Quality Management Improvement Activities

LX Pantos provides top-tier logistics services and continuously improves quality levels by establishing and applying a quality management system based on the ISO 9001 standard. Additionally, standards for cargo transport and storage are compiled into quality standard procedures along with best practices for accident prevention. These manuals are regularly updated and disseminated to strengthen quality competitiveness and minimize the occurrence of quality incidents.



Quality Management System (QMS)

We have established a Quality Management System (QMS) to systematically manage quality issues and customer pain points based on an IT system. By operating the QMS, we ensure digital-based incident management and rapid response. Incident data is also stored and analyzed to track recurring trends and drive continuous improvement.

Components	Features
Dashboard	• Providing visibility into quality-related status and indicators at a glance
Irregularity	• Managing inadequate registrations, progress updates, improvement activities, and implementation results
CPPM	• Integrating Voice of Customer (VoC) and employee-reported pain points into the system
Q-Index	• Providing various quality-related status indicators that can be confirmed by organization/customers

Securing Specialized Transport Quality Management Expertise in Cold Chain

LX Pantos aims to become a trusted logistics partner for customers in the healthcare industry by providing cold chain transportation facilities and processes that ensure the safe delivery of pharmaceuticals.

Establishing air freight quality standards	• Establishment of a healthcare QA organization and sales support • Formulation of quality standards for international transportation • Development and revision of healthcare quality management manuals and SOPs reflecting GDP standards • Enhancement of temperature-controlled warehouse management levels and improvement in mapping process • Creation and distribution of educational manuals for handling special cargo and cold chain packing
Securing the largest domestic bio-pharmaceutical logistics infrastructure	• Managing inadequate registrations, progress updates, improvement activities, and implementation • Establishment of KGSP-certified pharmaceutical warehouses: 71,166 square feet in size (the largest in the country) • Possession of a nationwide delivery network for bio-pharmaceuticals: approximately 50 vehicles (all vehicles validated) • Provision of real-time monitoring visibility (packaging temperature, location, and advance prevention of transportation risks) • Provision of a stable system and validation of temperature maintenance stability through CSV[1)]

1) CSV (Computer System Validation): A procedure that verifies the computer systems used in pharmaceutical transportation operate accurately and reliably

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Quality Accident Reporting System

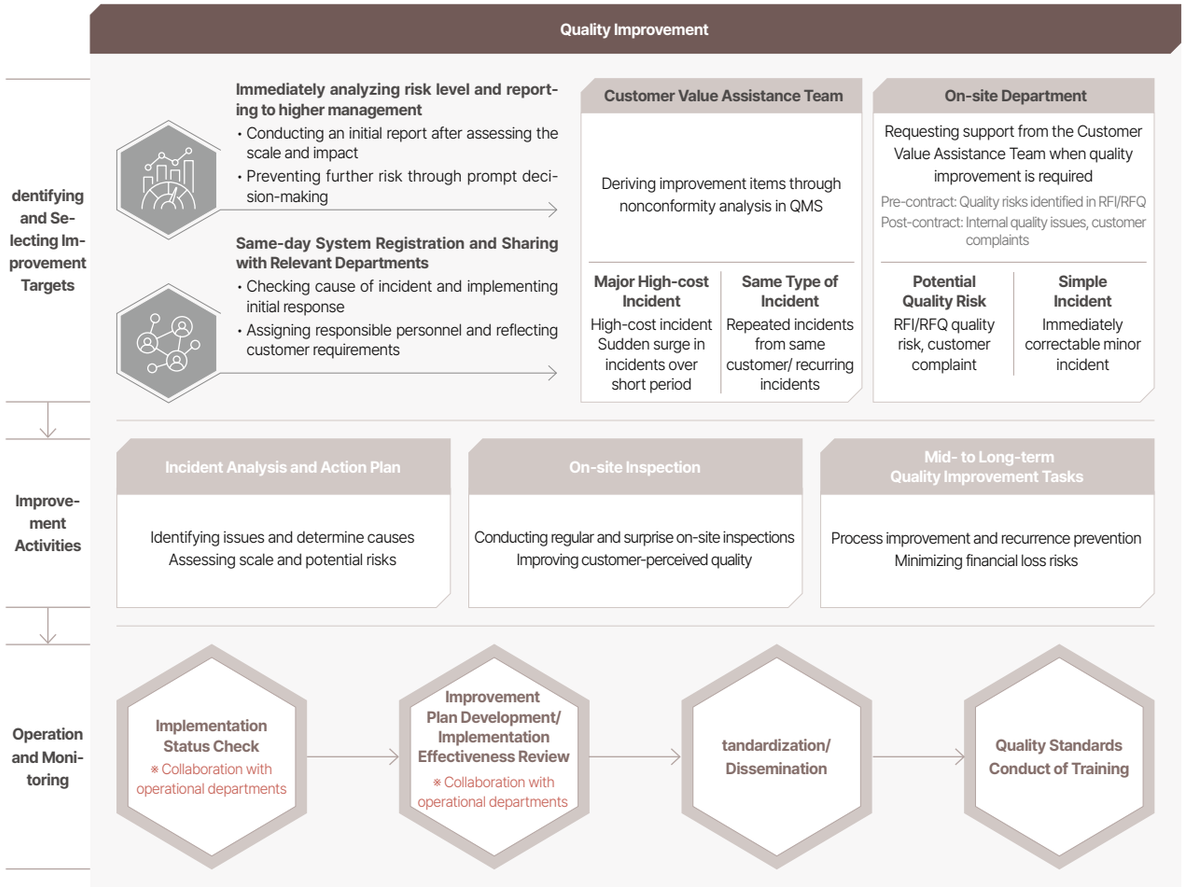
LX Pantos strictly defines quality incident reporting procedures to ensure prompt and systematic handling when a quality issue arises. All quality incidents are assessed based on their impact and scale to determine the risk level and must be reported immediately to the responsible organizational leader for appropriate action. Subsequently, the incident is promptly reported to the management and recorded in the quality management system for follow-up corrective actions to prevent recurrence. The initial discoverer of the quality issue must immediately report its details to the responsible organizational leader. After receiving the report, the leader is required to assess the risk level and complete an initial report within the same day. The resolution process is then monitored through interim and final reports. After the incident is closed, a root cause analysis is conducted to establish and implement preventive measures.

Quality Incident Reporting System



Company-wide Quality Improvement Process

LX Pantos' sales and operations team leaders are responsible for requesting quality improvements from the Customer Value Assistance Team for issues that are expected to affect key customers or require improvement due to recurring quality incidents. We then provide company-wide support for quality improvement based on the severity and urgency of each case.



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Information Security

Information Security Organization

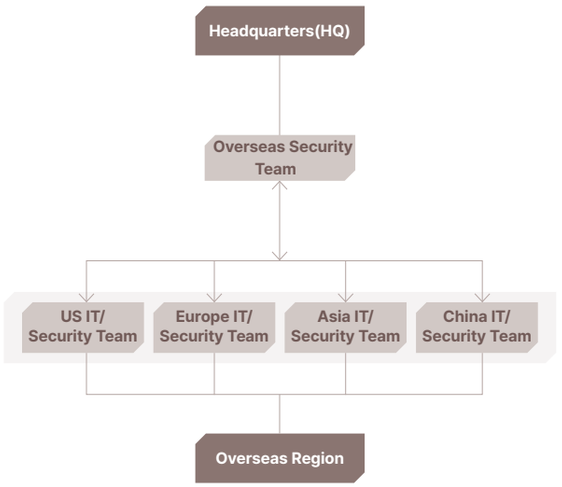
LX Pantos established an Information Security Committee to oversee and supervise the managers of information protection while formulating key policies and strategies for security and data protection. In order to effectively carry out information security activities, the Practical Information Security Council was formed, where responsible personnel from relateddepartments regularly coordinate and exchange views, resolve issues, and respond to security incidents.

Furthermore, to manage key overseas subsidiaries along with domestic operations, an overseas security management organization was established. The headquarters' overseas security management team and regional security team of each region regularly share work updates and carry out analysis of security compliance, risk management, incident response, and acquisition of global security certifications.

Organizational Structure



Organizational Structure



Information Security Policy

LX Pantos has established a separate information security policy in accordance with domestic laws to thoroughly manage critical business assets, including information and customers' personal data. Along with the policy, detailed security guidelines and manuals are also maintained, and the information security policy and guidelines are regularly revised once a year. Through these security policies and guidelines, we as well as domestic laws such as the Personal Data Protection Act, comply with applicable domestic regulations including the Personal Information Protection Act, ensuring the lawful collection, processing/storage, and disposal of personal information. Additionally, separate manuals are in place for information security risk analysis, security in development, and responses to security breaches or personal data leaks, enabling appropriate handling for each situation according to detailed procedures.

Information Security Guidelines and Manuals

	Guidelines	Manuals
Information security policy	Guidelines for Employee security	Risk analysis manual
	Guidelines for partner security	Information protection manual
	Guidelines for related information security departments	Development security standard manual
	Guidelines for the main information security department	Incident response manual for system failures
	Guidelines for security regulation compliance	Personal data breach response manual
	Internal management plan on personal data	
	Guidelines for electronics logistics security	

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Information Security

Information Security Activities

LX Pantos has established an information security system aligned with global security standards, has obtained relevant security certifications, and conducts ongoing training for employees. As of 2024, there have been zero cases of violations related to information security laws or the Personal Information Protection Act, and no complaints or reports related to personal data breaches have been received.

Information Security Training

In accordance with the Personal Information Protection Act, LX Pantos provides annual information security training for all employees. Our comprehensive online training is also offered to employees of subsidiaries, with real-life case studies included to enhance effectiveness and engagement. Aside from reinforcing security awareness through ongoing training, we plan to offer differentiated programs designed for the personnel who are responsible for handling personal data. Going forward, we aim to continue our regular communication efforts such as preparing information security newsletters to internalize the importance of information protection.

Category	Details
Training target	• Total 1,973 persons - HQ employees (full-time, contract) - Including Hanultari, Busan New Port, Helistar, and dispatched staff
Training method	• Online training via LX Academy
Training content	• Basics of personal information protection • Revised Personal Information Protection Act • Information security and personal information protection management system • Prevention of personal data exposure/leakage in the era of AI

Information Security Enhancement Activities Conducted Overseas

LX Pantos carries out various initiatives to strengthen information security in all overseas operations. We analyze regional compliance requirements relevant to each overseas subsidiary and manage associated risks to continuously improve security standards. In addition, We operate structured security training programs for employees of overseas subsidiaries. These programs raise awareness of the importance of information security and enhance employees' ability to effectively respond to potential threats in their daily operations. Lastly, we established a response protocol for managing information security incidents that may occur abroad, reinforcing our global security management framework. Through these ongoing efforts, we aim to strengthen the level of information security across our international operations.

Information Security Assurance Activities

To prevent and respond effectively to the leakage of confidential information, LX Pantos established an IRP (Incident Response Plan)[1]. In the event of a security breach or violation, we follow a pre-defined incident response manual and internal guidelines to ensure swift and systematic action.

We also operate a security monitoring system to protect data from unauthorized access. This system safeguards sensitive information against external threats and helps prevent data leaks or security incidents.

Furthermore, we strictly obtain consent from stakeholders when processing, sharing, or storing confidential information. When collecting or using personal data of a customer or an employee, we implement a clear consent process to ensure full compliance with personal information protection laws. In particular, in accordance with Article 39-7 of the Personal Information Protection Act (Guarantee of Compensation for Damages), we carry insurance to cover potential liability and renew it annually.

We aim to continue investing in information security, strengthen our management systems, and expand internal audits of business processes and systems in response to internal changes, minimizing security risks across the board.

1) IRP (Incident Response Plan): A pre-established response plan for ensuring swift action in the event of an information security incident

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Information Security

Information Security Activities

Information Security Certifications

LX Pantos has acquired and maintains a range of domestic and international security certifications. Domestically, we have maintained the ISMS-P (Information Security and Personal Data Management System Certification) since our initial acquisition in 2019, successfully renewing it again in 2024.

Globally, LX Pantos has maintained ISO 27001, an international information security certification, since 2013 and plans to expand the certification scope with the 2022 version update. We have also maintained ISO 28000, a supply chain security management system certification, since 2022.

In addition to proactively responding to the growing logistics demands of the electric vehicle market and to meet stricter client security requirements, we obtained TISAX (Trusted Information Security Assessment Exchange), a globally recognized automotive logistics security certification, in 2024. Through the ongoing acquisition and expansion of these global security certifications, we continue to strengthen our global security management system and enhance business competitiveness.

Certification		Details	Target
	TISAX	• Automotive logistics security certification • Security level evaluation in terms of information security management system, information security measures, and prototype	Automotive parts logistics services
	ISO 27001	• ISO certification for information security management system • Information security management system	Global W&D service
	ISMS/ISMS-P	• Korea Internet & Security Agency (KISA) information security management system certification • Information security and personal information protection management system certification	ISMS: Express service ISMS-P: Relocation installation service
	TAPA FSR	• Transportation Asset Protection Association (TAPA) Facility Security Requirements (FSR) certification • Ensuring the continuous improvement of the effectiveness and efficiency of the security management system	Incheon Airport Logistics Center
	System Security Level (China)	• System security inspection certification under China's Cybersecurity Law	China corporations

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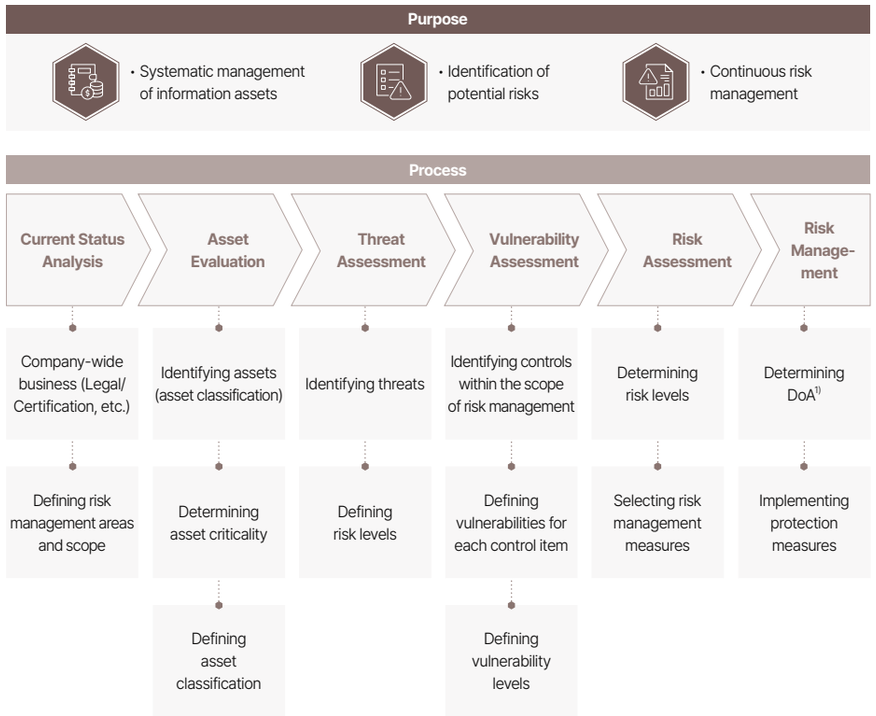
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Information Security Risk Management

Conducting Information Security Risk Assessment

LX Pantos carries out information security risk assessments, identifying and eliminating potential threats to our information assets through our systematic approach to managing these assets with ongoing risk management.



1) DoA (Degree of Acceptance): the level of risk an organization is willing to accept

Inspecting the Status of Personal Data Processing by Assignees and Taking Follow-up Measures

LX Pantos conducts regular inspections of personal data processing in order to manage responsible subcontractors, strengthening security and ensure proper oversight. In the event of any issues, prompt follow-up measures are taken.

Category	Details
Purpose	• Raising awareness of personal information protection among subcontractors and preventing data breach incidents
Targets	• Total of 81 companies • Vendors entrusted with processing customer and employee personal information
Method	• Verification of compliance documentation and provision of improvement guidelines for personal information protection • Inspection based on types of personal information processing • Follow-up actions for deficiencies
Follow-up actions	• Follow-up actions for non-compliant contractors (including improvement requests and provision of guidelines)

Internal Whistleblowing Procedure for Information Security Issues

LX Pantos established an internal whistleblowing procedure that allows all stakeholders, including domestic and overseas employees, supplier workers, and partners, to promptly report information security-related issues. In particular, we operate the "Ethics Hotline," a real-name and anonymous reporting system that allows for the reporting of information leaks and security violations. This system allows employees to report security violations such as misuse of intangible assets or external leaks. In addition, whistleblowers can report the issue anonymously, enabling a swift response to security incidents.

LX Ethics Hotline

Reporting channel: LX Ethics Hotline > Report corruption and corruption > Report (anonymous)

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Information Security Achievements and Detailed Data

Information Security Investment

Category	Unit	2022	2023	2024
Investment amount for information security	KRW	1,096,122,041	1,036,974,190	1,397,388,931

Violations Regarding Information Security[1)]

Category	Unit	2022	2023	2024
No. of information security accidents	Cases	0	0	0
No. of violations of information security laws	Cases	0	0	0
Total amount of fines caused by information security violations/accidents	KRW	0	0	0

1) Applicable to domestic business sites and subsidiaries

Complaints Regarding Infringement of Customer Privacy or Personal Data

Category	Unit	2022	2023	2024
No. of complaints received from external parties and substantiated by the agency	Cases	0	0	0
No. of complaints filed by regulatory agencies	Cases	0	0	0

Certified Information Security Management System (ISMS) in place[2)]

Category	Unit	2022	2023	2024
Percentage of business sites with certified information security management systems (ISMS), such as ISO 27001 or similar certifications	%	-	7.4	7.0

2) The ratio of business sites with certification calculated since 2023

A Recode Retention Schedule set for the Duration of Data Storage

Category	Category Details	Duration of storage
Retention of personal data based on consent to collection	VOC related to LG Electronics product installation	1 year
	VOC related to logistics services	1 year
	Relocation installation service	1 year
	Prevention of misuse	Until withdrawal
Retention of personal data in accordance with relevant laws and regulations	Act on the Consumer Protection in Electronic Commerce	3 or 5 years
	Protection of Communications Secrets Act	3 months

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LX PANTOS APPROACH

Based on ethical management, we actively support all employees to conduct business activities responsibly and ethically. Our Board of Directors is composed of members with independence, diversity, and expertise, and supervises and makes resolutions on key management matters. Through regular board meetings, we also continuously pursue transparent and accountable decision-making. In terms of risk management, we proactively respond to uncertainties through internal control systems, strictly complying with relevant laws and regulations to maintain a sound corporate governance framework. Amid the changing logistics market environment, we secure new growth engines, expand our global network, and continuously explore new business opportunities. Moving forward, we will strengthen compliance with laws and regulations through continuous management and control, achieving sustainable growth and ethical management.

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Business Conduct

Board of Directors

Board Composition

Pursuant to the Articles of Incorporation and pertinent laws, our Board of Directors consists of a total of four directors, which includes two inside directors and two non-executive directors. Directors are carefully appointed based on independence, diversity, and expertise, without discrimination based on gender, race, religion, political views, or cultural background. According to Article 5 of the Board Regulations, the CEO serves as the chairperson. The CEO is also delegated authority over executive tasks not specified in the board's operating regulations, while the board oversees the performance of directors' duties. However, when matters related to self-dealing arise, the involved director is prohibited from exercising voting rights in accordance with relevant laws. The board represents a wide range of stakeholders, including shareholders, and supervises and resolves key management issues. Decisions are made on matters prescribed by laws and the articles of incorporation, duties delegated by the general shareholders' meeting, as well as important issues related to corporate management policies and business execution.

Board Composition Status[1)] (As of March 2025)

Name	Role	Main Career	Term
Lee Yong-ho	CEO/ Chairperson	LX Pantos CEO	-2027.03
Bae Su-han	Inside director	LX Pantos CFO	-2027.03
Choi Sung-gwan	Non-executive director	LX Holdings CFO	-2026.03
Min Byeong-il	Non-executive director	LX International CFO	-2027.03

1) In 2024, the board of directors was composed of five members, including Park Kwang-chung, Outside Director (Head of Advisory Division at Mirae Asset Securities). However, he resigned in December when Mirae Asset Securities transferred its shares.

Board Independence

At LX Pantos, we ensure board independence by having two outside non-executive directors among the four members, making up the majority. We empower the directors to freely set forth their opinions and engage in discussion on all agenda items reported to the board, with the aim of operating the board under their independent judgement. In accordance with Article 398 of the Commercial Act and the Fair Trade Act, we strictly restrict trades between directors and the company, and also limit their voting rights when they have a special interest. Additionally, we secure the board's independence and objectivity through audit oversight of board execution.

Board Operation

According to the Articles of Incorporation and the Regulation for Board of Directors Operation, LX Pantos convenes regular board meetings to address key agenda items related to management and business. We ensure that our board operations meet the standards of listed companies, and we continually enhance the board's execution and supervisory functions.

In accordance with Article 10 of the Board Regulations, we send a brief notice regarding the board meeting schedule and agenda items approximately six days prior to the meeting, followed by a detailed written report of the agenda 3 to 4 days in advance. This process enhances the board's expertise by providing sufficient prior review for agenda items. The board meets quarterly as a rule but may convene more frequently as needed. Resolutions require the attendance of a majority of all directors and approval by a majority of those present. Legal and compliance teams actively support board operations to ensure the board functions lawfully and effectively.

No. of board meetings convened
8 times in total

Board attendance rate
100 %

Agenda items submitted for resolution
Unanimously approved and resolved

Discussion of ESG Agenda Items Within the Board of Directors

At LX Pantos, we regularly report ESG-related agenda items to the board in order to proactively address potential or anticipated risks from an ESG management perspective. Every January, the issue of "occupational safety and health plans" is discussed at the regular board meeting, while the issue of "internal trade among affiliates/self-dealing transaction" is discussed at the regular board meeting every November. Besides the regular board meeting, any issues deemed to pose significant financial or non-financial risks to the business, or those closely related to material ESG topics, are also submitted as board agenda items. In February 2025, the board approved the launch of a new business in electric vehicles and related charging infrastructure.

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Board-related Performance and Detailed Data

Board Composition

Category	Unit	2022	2023	2024
Inside directors (executive directors)	Persons	2	2	2
Non-executive director	Persons	3	3	3

Gender Diversity

Category	Unit	2022	2023	2024
Male	Persons	5	4	5
Female	Persons	0	1	0
Total	**Persons**	**5**	**5**	**5**
Ratio of Women on the Board	%	0	20	0

Board Activities and Remuneration

Category	Unit	2022	2023	2024
No. of board meetings convened	Times	10	7	8
No. of ESG-related agenda items[1] reviewed	Times	2	2	2
No. of material issues[2] reported	Times	1	1	1
Total remuneration[3]	KRW	0	0	0
Per capita remuneration[3]	KRW	0	0	0

1) ESG-related agenda items: Agenda items that are regularly reported to the board to proactively respond to potential ESG risks
2) Critical issues reported: Agenda items that are considered to have a significant potential risk
3) Non-occurrence of payments for the board's performance of duties

Employee Remuneration

Category		Unit	2022	2023	2024
Employee remuneration	Median value of total employee remuneration, excluding the CEO	KRW	54,012,000	57,054,000	60,684,000
	Average value of total employee remuneration, excluding the CEO	KRW	58,568,370	61,125,829	63,100,843
	Yearly rate of increase or decrease compared to the median value of total remuneration	%	9.8	5.6	6.4
	Ratio of the CEO's remuneration to total employee remuneration, excluding the CEO – median value	%	7.0	7.2	13.2
	Ratio of the CEO's remuneration to total employee remuneration, excluding the CEO – Average value	%	7.6	7.7	13.7

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Business Conduct

Ethics and Compliance Management Organization

By establishing and operating a dedicated organizational structure, LX Pantos promotes company-wide, systematic, and integrated practice of ethical and compliance management. To eliminate market obstacles, drive internal performance, and enhance competitiveness, we have established a Management Audit and Improvement team, composed of diagnostic and improvement functions, to implement integrity-based management systematically.

Organizational Structure



Ethics and Compliance Management Strategy

LX Code of Ethics

Code Link

At LX Pantos, we uphold ethical management as a core value, ensuring that all business activities and decisions strictly adhere to our Code of Ethics. This code includes provisions to ensure fair trade and competition while preventing corruption. Under this code, the employees can get clear behavioral guidelines that address various situations they may encounter in their daily work. Every employee is responsible for adhering to these ethical standards, which form the foundation for a trusted and responsible corporate culture.

Major Components of LX Code of Ethics



Prevention of Corruption and Bribery

At LX Pantos, we strictly prohibit all forms of unethical or illegal exchanges, such as gifts, bribes, entertainment, or money laundering, in order to maintain ethical and transparent relationships with our business partners. For sensitive transactions, we implement a pre-approval process outlined in a dedicated Controlled Budget White Paper, ensuring that all activities are managed according to clear and predefined standards. If any gift or monetary item is received unavoidably, employees are required to report it immediately through our internal reporting system. Items that cannot be returned are donated to social welfare organizations. We actively promote a fair business environment by enforcing these rules across all employees and clearly communicating the same standards to our partners. In cases of improper requests or unethical situations, employees and partners can report incidents through our Management Audit & Improvement Team or the LX Ethics Hotline, both of which ensure a structured and confidential reporting process.

Pledge to Practice Jeong-Do (Ethical) Management

Pledge Link

All our employees and partners sign the "Pledge to Practice Jeong-Do (Ethical) Management" every year, pledging to comply with the LX Code of Ethics and practice Jeong-Do (Ethical) Management.

Pledge to Practice Jeong-Do (Ethical) Management

I pledge to abide by the following in the course of performing my duties.

1. I will respect our members, develop mutually with partners through fair trade, honestly provide the best value to the customers through fair competition with competitors, and fulfill my responsibilities and obligations to the shareholders and society.
2. As a member of LX, I will fulfill my responsibilities and obligations to establish and practice Jeong-Do (Ethical) Management culture within the organization.
3. Understanding that I will not be exempted from liability due to ignorance of the regulations while performing my duties, I will be fully familiarized with company regulations, comply with compliance-related obligations, such as the Monopoly Regulation and Fair Trade Act, and not engage in any unjust acts that violate them.
4. If I become aware of any unfair trade practices, unethical behavior, or corruption involving a company employee, or if I am asked by a business partner to engage in such acts during business, I will immediately report it to the company.
5. In the event of a regular or ad hoc investigation into violations of the LX Code of Ethics or compliance policies, I will submit any relevant data (including electronic records such as documents, emails, and files stored on company PCs and VDIs) as requested by the company. I agree to allow the company to review and use the submitted data, and I am committed to fulfilling all obligations to cooperate.
6. If I violate this pledge, I will assume full responsibility.

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Ethics and Compliance Management Activities

Employ Training and Promotion for Jeong-Do (Ethical) Management Internalization

For the purpose of establishing Jeong-Do (Ethical) Management as an organizational culture, we provide related training and carry out promotional activities. We offer a variety of Jeong-Do (Ethical) Management training programs designed to be completed regularly for our employees. We customize the training based on the participants' positions and specific situations, at domestic business sites and subsidiary companies. For sales personnel, we provide sales integrity management training in regard to partner company selection and entertainment expenses. We also address business operations and organizational issues concerning dispatched corporations with overseas expatriates.

Moreover, we distribute a multilingual newsletter featuring webtoons translated into Korean, English, Chinese, and Spanish. Our employees at both domestic and overseas business sites can access this resource to learn about real-world cases of Jeong-Do (Ethical) Management and violations. The educational content covers cases of Jeong-Do (Ethical) Management topics such as abuse of authority in the workplace, information security, pursuit of private interests, unfair practices, attendance, corruption, anti-bribery measures, and money laundering.

Target	Major Theme	Activity Type	Frequency
All employees	Jeong-Do (Ethical) Management newsletter	Online post, company-wide distribution of an e-mail	Once a month
	Cases of violation of Jeong-Do (Ethical) Management, "How Bad Is This?"	Web drama distribution	Year-round
Persons in charge of an organization in and outside Korea	Response process when Jeong-Do (Ethical) Management issues occur	company-wide distribution of an e-mail	Upon any issue occurrence

Corruption Monitoring System

In order to prevent anti-compliance activities, such as corruption, we implemented a robust monitoring system to detect any abnormalities in overall management and continuously evaluate and control risks year-round. We developed specific red flag indicators to check sales and profitability metrics, including fund transaction history, disbursement details, and business audit indicators. These indicators are shared and utilized across the company at both domestic and overseas business sites. Through this approach, we provide a dashboard capable of detecting corruption risks promptly while improving profitability, fostering growth, and enhancing operational efficiency.

Operation of Reporting System

Through the Jeong-Do (Ethical) Management portal, we operate a reporting channel, allowing individuals to report a wide range of issues, including sexual harassment, discrimination, workplace bullying, information leakage, unfair trade practices, and grievances from partners. In 2024, a total of 39 reports were received, comprising 16 employee reports and 23 partner complaints, and we diligently investigated all reports. All reports were thoroughly investigated, and appropriate actions were taken in accordance with internal regulations for those confirmed to be valid. In addition, corrective actions were taken to prevent recurrence. To protect the rights of whistleblowers, anonymous reporting is the default principle, and we strictly uphold a zero-retaliation policy to ensure their safety and confidentiality.

Ethics Hotline System

LX Pantos operates an "Ethics Hotline System" that allows not only employees but also partners and external stakeholders to freely report misconduct, human rights violations, or unfair practices that may occur during business operations. Established as part of our commitment to ethical and responsible management, this system provides a fair and anonymous reporting channel to all stakeholders in the value chain, including employees, customers, partners, and local communities. Reports can be submitted through multiple channels, online portal, email, mail, or fax. We also operate a 24/7 digital platform to enhance accessibility. All reports are promptly and fairly reviewed by the internal audit department and the dedicated ethics and compliance team. When necessary, corrective actions are taken, and institutional improvements are made. We strictly adhere to principles of confidentiality and non-retaliation to protect the identity and rights of whistleblowers. Through this process, LX Pantos strives to safeguard stakeholder rights and promote long-term sustainability and integrity across the organization.

E-mail: business_audit_enhancement@lxpantos.com
Tel: 02-3771-3916
Address: LX Pantos Management Audit / Enhancement Team 1, 58 Saemunan-ro, Jongno-gu, Seoul
Ethics Hotline: https://ethics.lxmdi.co.kr/main/en.dolink Ethics Hotline Link

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Performance and Detailed Data on Ethics and Compliance Management

Jeong-Do (Ethical) Management Training

Category	Unit	2022	2023	2024
No. of participants taking the training program	Persons	1,924	1,910	1,874
Training completion rate	%	100	100	100

Operation of Reporting System

Category	Unit	2022	2023	2024
No. of reports received	Cases	41	44	39
No. of valid reports	Cases	41	44	39

Number of Whistleblowing and Corruption Cases

Category		Unit	2022	2023	2024
No. of reports related to whistleblowing		Cases	21	30	14
No. of confirmed corruption cases[1]	Cases in which employees were fired or disciplined due to corruption-related violations	Cases	6	8	2
	Cases where contracts with partners were terminated or not renewed due to corruption-related violations	Cases	2	2	2
	Public legal cases related to corruption brought against an organization or employee	Cases	0	1	0

1) Cases involving breach of trust and embezzlement, information leaks, sales accuracy investigations, bribery and entertainment expenses, and suspicious transactions at domestic business sites and subsidiaries

Status of ESG-Related Legal Violations and Imposed Fines

Category		Unit	2022	2023	2024
Unfair trade practices such as anticompetitive behavior and monopoly	Amount of fines	KRW	0	0	0
	No. of violations	Cases	0	0	0
Violations regarding domestic marketing activities	Amount of fines	KRW	0	0	0
	No. of violations	Cases	0	0	0
Violation of legal regulations and self-regulations regarding the safety and health impacts of products and services[2]	Cases that resulted in fines or punishments	KRW	0	0	0
	Cases that resulted in a warning	Cases	0	0	0
	Cases that violate voluntary regulations	Cases	0	0	0

2) Including only cases of sanctions related to violations of ESG-related laws; fines for general legal violations unrelated to business activities are excluded

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Risk Management

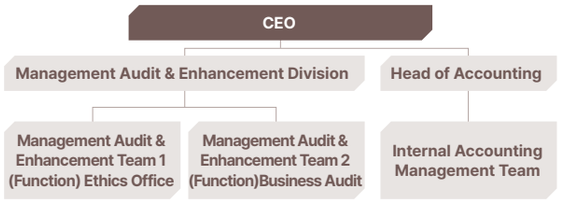
Risk Management Organization

LX Pantos operates a risk management governance system to proactively identify and manage risks that may arise during new business development and investment processes. The CEO holds the ultimate responsibility for risk management, supported by departments such as Corporate Planning, Finance, Legal/Compliance, and Management Audit/Improvement, which regularly review both financial and non-financial risks through a corrective action process. Key risks are monitored through several committees, including the Order Review Committee, the Internal Transaction Review Committee, and the company-wide Investment Review Committee. The Order Review Committee evaluates projects involving Strategic Customers (SC), comprehensively assessing factors such as business and operational structures, contract terms, customer creditworthiness, and payment conditions. The Internal Transaction Review Committee oversees business transactions with LG, LX, and other affiliates to ensure fairness, transparency, and appropriateness. This committee includes the CEO, CFO, business department heads, and members under the CFO. The Investment Review Committee assesses risks related to investments accompanying orders or strategic investments. It conducts integrated reviews with relevant departments after initial evaluations by the proposing team, analyzing the feasibility, risks, and inefficiencies of investment plans. In 2024, a total of 21 Investment Review Committee meetings were held, reviewing 54 agenda items. Additionally, post-investment monitoring is conducted for orders and investments to verify actual financial outcomes and compliance with prior reviews, enabling continuous risk management beyond the approval stage.

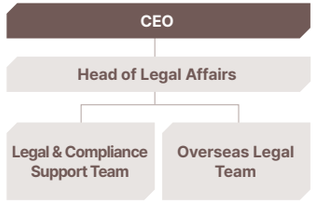
Business Risk Management Function Organization



Internal Audit Management Organization



Legal Affairs and Compliance Risk Management Unit



Application of KPIs as Risk Management Indicators

At LX Pantos, we incorporate not only global financial risk indicators but also non-financial risk metrics, such as enhancement of customer-integrated logistics value and resolution of quality incidents, into the KPIs of C-level executives. This approach enables us to systematically manage key business risks.

Details of KPI Integration

- **CFO:** Strengthening global profitability oversight, enhancing tax risk management, and leading improvement initiatives in overseas business operations
- **Head of Accounting:** Focusing on reinforcing tax compliance and standardizing global financial management practices to improve overall financial risk control
- **Head of Management Audit and Improvement:** Conducting risk reviews of overseas subsidiaries, monitoring operational soundness abroad, and promoting Jeong-Do (Ethical) Management education and culture across the organization
- **Head of Corporate Support:** Establishing preventive safety management systems, driving improvement of quality-related incidents, implementing proactive responses to key customer complaints, and mitigating fair trade risks
- **Head of Legal Affairs:** Improving litigation and dispute management systems, reinforcing compliance with legal delegation policies, and overseeing comprehensive audits of overseas warehouse operations and insurance coverage.

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Risk Management

Business Risk Management

Business Risk Management Process

At LX Pantos, we have formalized internal regulations for project bidding reviews, internal transaction reviews, and investment reviews. In accordance with each process, we conduct thorough reviews and manage risks proactively.

Internal Transaction Review Process

We operate an Internal Transaction Review Committee to oversee the fairness and appropriateness of intra-group transactions. For each transaction, a review is conducted based on criteria such as whether the business is new or existing, the scale of sales involved, and whether the transaction is competitive or non-competitive. This process helps us avoid entering into unreasonable contracts and ensures appropriate profitability.

Business Risk Management Training

LX Pantos provides various training programs to ensure that all employees recognize business-related risks and know how to respond effectively. In 2024, investment management training was conducted for overseas planning and management staff, and order management training was provided to all employees both domestically and internationally.

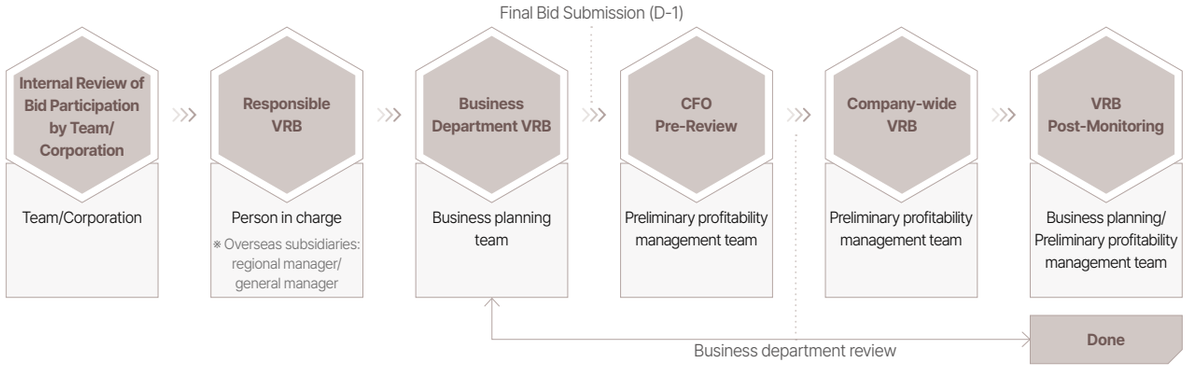
Investment Management Training

- Training target: Overseas planning and management personnel
- Conducted total of 5 sessions in 2024
- Content: Investment management system, investment management regulations, introduction of best/worst cases, etc.

Order Management Training

- Training target: Domestic and overseas employees
- Conducted regular training sessions on order review and internal transactions twice a year in 2024
  (Additional on-demand training by region and business unit)
- Content: Order review and internal transaction regulations, pipeline system, profitability & risk system usage, introduction of best/worst cases, etc.

Order Review Process



Investment Review Process

Proposal	Review				Execution	Post-management
Company-wide Investment Plan Compilation/Proposal (Regular/Ad-hoc)	Preliminary Review	Company-wide Investment Review Committee	CEO Investment Review Committee	Board Resolution (Agenda Items)	Execution Approval Investment Execution	Execution Management Monitoring
Proposal Department	Business planning office/team Preliminary profitability management team Each review committee member	Company-wide investment review committee	CEO investment review committee	LX Pantos Board of directors	Proposal department	Preliminary profitability management team/ Proposal department

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Tax Risk Management

LX Pantos thoroughly understands and strictly complies with tax laws and regulations both domestically and internationally. We dutifully fulfill taxpayer obligations, including the submission of required documentation as mandated by tax authorities in each country where we operate our business. For cross-border transactions with overseas subsidiaries, we adhere to domestic tax laws and Transfer Pricing Guidelines[1] to ensure compliance.

1) Transfer Pricing Guidelines: Principles requiring multinational corporations to set the prices (transfer prices) for goods, services, and assets exchanged between affiliated companies in different countries at an arm's length price, recognized as the "normal price" under tax law.

Compliance Risk Management

LX Pantos rigorously conducts company-wide compliance activities annually based on relevant laws and compliance control standards. In addition to internal compliance efforts, a consultative body is formed among compliance officers across group companies to collaboratively improve compliance performance.

We continuously strive to strengthen Jeong-Do (Ethical) and compliance management by monitoring legal violations and managing them thoroughly to identify and prevent risks proactively. Over the past three years, there have been zero legal violations. Moving forward, we will continue strict management and control to ensure full compliance with laws and regulations and to realize Jeong-Do (Ethical) Management.

Internal Accounting Control System

LX Pantos operates an internal accounting control system in accordance with Article 8 of the Act on External Audit of Stock Companies and Others to ensure the preparation and disclosure of reliable accounting information. We identify potential risks arising within the business while establishing and operating control activities to mitigate these risks. The internal accounting control operation team conducts an annual review of the system's effectiveness, and the results are reported by the internal accounting controller to the shareholders' meeting, the board of directors, and the auditors (or audit committee).

In 2024, the design evaluation of the internal accounting control system was conducted once for 23 teams, and the operational evaluations were carried out four times between the second half of 2024 and January 2025, covering 56 teams. The evaluation confirmed that there were no significant deficiencies affecting the financial statements.

ESG Risk Assessment at Business Sites

LX Pantos conducts ESG-related risk assessments across domestic and international business sites to minimize environmental impact and other related risks. In Korea, 100% of 24 business sites[2], accounting for 80% of the total average sales of all centers, were assessed. Overseas, 100% of all 33 overseas subsidiaries underwent ESG risk assessments.

24 Domestic Business Sites

Fully assessed **100**%



33 Overseas Business Sites

Fully assessed **100**%



2) Excluding transport centers without garages and installation centers without on-site staff

Risk Management Performance and Detailed Data

Internal Transaction Review Committee Meetings Held

Category	Unit	2022	2023[3]	2024
No. of Internal Transaction Review Committee Meetings Held	Times	-	8	11

3) Since 2023, disclosing the number of reviews under the Internal Transaction Review Committee operating regulations

Environmental Violation

Category	Unit	2022	2023	2024
No. of breaches of legal duties/ regulations	Cases	0	0	0
Total amount of fines incurred by the violations	KRW	0	0	0
Environmental liability incurred at the end of year (unpaid fines included)	KRW	0	0	0

Ratio of Business Sites with Environmental Risk Assessments Conducted

Category	Unit	2022	2023[4]	2024
Total no. of business sites (a)	Units	-	149	149
No. of business sites completed environmental risk assessments (b)	Units	-	72	80
Ratio of business sites completed environmental risk assessments (b/a)	%	-	48	54

4) Since 2023, disclosing the percentage for the 24 domestic business sites

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Financial Performance

Consolidated Financial Statement

(Unit: KRW)

Category	2022	2023	2024
I. Assets			
(1) Current Assets	1,748,009,514,078	1,573,040,604,515	2,043,609,120,119
1. Cash and cash equivalents	465,704,442,685	430,243,217,837	530,424,995,408
2. Short-term financial instruments	9,653,885,494	15,385,534,867	1,276,993,463
3. Accounts receivable	1,080,807,872,924	945,817,780,638	1,222,123,703,753
4. Contract assets	21,476,471,060	25,855,850,881	55,302,267,161
5. Notes receivables	27,059,961,398	25,356,380,412	20,990,992,581
6. Unrealized gain	515,067,731	659,847,855	736,620,405
7. Advance payments	5,787,758,114	5,207,977,784	12,512,178,792
8. Prepaid expenses	99,025,674,101	77,631,917,778	150,055,916,668
9. Other current assets	36,837,219,307	44,507,015,809	46,021,659,077
10. Inventory	1,141,161,264	2,375,080,654	4,163,792,811
(2) Non-current assets	978,879,738,714	1,131,041,509,950	1,246,069,033,163
1. Investment assets	104,247,382,066	191,531,723,941	198,527,917,020
2. Investments in subsidiaries and associates	35,776,970,342	44,017,876,305	43,162,769,729
3. Premises and equipment	288,021,264,622	275,410,464,293	297,492,538,302
4. Intangible assets	247,806,706,356	260,780,024,709	256,726,152,950
5. Deferred tax assets	8,393,170,778	9,878,758,785	7,706,071,990
6. Other non-current assets	25,089,757,702	29,349,935,025	32,120,382,919
7. Right-of-use assets	232,127,783,444	300,989,402,615	399,983,370,866
8. Retirement payment assets	37,416,703,404	19,083,324,277	10,349,829,387
Total assets	**2,726,889,252,792**	**2,704,082,114,465**	**3,289,678,153,282**

(Unit: KRW)

Category	2022	2023	2024
II. Liabilities			
(1) Current liabilities	1,123,125,319,212	1,083,944,647,201	1,459,847,471,596
1. Short-term borrowings	51,684,317,837	5,317,643,351	108,213,800,000
2. Accounts payable	644,534,375,602	601,885,561,367	782,678,975,036
3. Non-trade payables	81,911,553,366	55,403,319,522	71,484,333,001
4. Advance received	2,423,640,743	2,643,241,860	4,546,883,417
5. Withholdings	11,675,923,732	13,676,586,274	12,770,238,401
6. Current tax liabilities	37,131,040,575	16,692,607,194	49,736,083,789
7. Accrued expenses	73,840,664,285	51,002,243,492	86,431,190,477
8. Current portion of long-term debt	24,866,189,600	156,378,408,800	74,809,457,381
9. Contract liabilities	84,697,166,755	62,156,948,692	124,450,760,335
10. Deposits received	5,074,987,086	5,156,892,935	6,035,147,483
11. Other current financial liabilities	3,363,984,609	2,860,180,800	4,299,984,426
12. Current lease liabilities	87,499,445,151	104,014,423,169	124,867,990,697
13. Current provisions	14,422,029,871	6,756,589,745	9,522,627,153
(2) Non-current liabilities	541,431,877,718	472,703,054,890	510,142,827,877
1. Bond	69,881,059,083	69,911,876,847	59,944,761,661
2. Long-term borrowings	292,081,413,400	145,980,536,400	113,337,380,000
3. Retirement payment liabilities	5,437,236,677	6,521,004,188	7,738,081,211
4. Deferred tax liabilities	10,124,634,906	30,562,296,797	28,787,707,029
5. Provision	9,696,268,990	11,365,727,840	8,325,646,277
6. Other non-current liabilities	4,726,821,812	5,918,051,628	6,594,660,731
7. Lease liabilities	149,484,442,850	202,443,561,190	285,414,590,968
Total liabilities	1,664,557,196,930	1,556,647,702,091	1,969,990,299,473
III. Equity			
1. Capital stock	10,000,000,000	10,000,000,000	10,000,000,000
2. Capital surplus	5,389,954,952	5,411,750,185	5,411,750,185
3. Other equity	-12,928,449,873	-12,928,449,873	-12,928,449,873
4. Accumulated other comprehensive income	-71,153,640,484	11,185,034,491	60,488,161,093
5. Retained earnings	1,127,777,583,324	1,130,172,781,816	1,248,054,658,979
Controlling interest	1,059,085,447,919	1,143,841,116,619	1,311,026,120,384
Non-controlling interest	3,246,607,943	3,593,295,755	8,661,733,425
Total equity	1,062,332,055,862	1,147,434,412,374	1,319,687,853,809
Total liabilities and equity	**2,726,889,252,792**	**2,704,082,114,465**	**3,289,678,153,282**

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Financial Performance

Consolidated Income Statements

(Unit: KRW)

Category	2022	2023	2024
I. Sales	10,672,172,829,783	6,879,346,838,527	8,063,339,457,044
II. Cost of sales	-9,844,361,515,124	-6,220,616,718,699	-7,275,099,164,177
III. Gross profit	827,811,314,659	658,730,119,828	788,240,292,867
IV. Selling, general, and administrative expenses	-453,347,045,589	-502,713,165,329	-566,369,920,826
V. Operating Income	374,464,269,070	156,016,954,499	221,870,372,041
VI. Non-operating income	23,371,562,499	-11,057,094,419	-3,611,318,503
1. Finance income	282,739,106,257	135,190,486,281	143,339,525,684
2. Finance costs	-273,669,136,106	-152,558,455,126	-149,589,167,643
3. Income related to associates and subsidiaries	10,595,996,115	5,585,164,460	-419,737,408
4. Other non-operating income	3,705,596,233	725,709,966	3,058,060,864
VII. Continuing operations income before income tax	397,835,831,569	144,959,860,080	218,259,053,538
VIII. Income tax expense	-108,780,217,022	-48,645,454,640	-64,121,179,053
IX. Net income	289,055,614,547	96,314,405,440	154,137,874,485
Net income attributable to:			
Equity attributable to owners of parent	287,690,574,042	95,882,062,800	153,054,262,858
Non-controlling interest	1,365,040,505	432,342,640	1,083,611,627
Earnings per share of owners of parent			
Basic and diluted EPS	143,845	47,941	76,527

Consolidated Statements of Comprehensive Income

(Unit: KRW)

Category	2022	2023	2024
Net income	289,055,614,547	96,314,405,440	154,137,874,485
Other Comprehensive Income:			
Items that will be reclassified to profit or loss			
1. Unrealized gain on equity securities under equity method	2,008,872	6,401,303	-
2. Share of associates' other changes in net assets	1,420,312,492	-	-
3. Profit or loss from foreign exchange transaction	-3,622,611,054	13,319,375,566	44,123,238,247
Total items that will be reclassified to profit or loss subsequently	-2,200,289,690	13,325,776,869	44,123,238,247
Items that will be reclassified to profit or loss			
1. Financial assets at fair value through profit or loss	-49,001,289,000	68,928,161,500	5,422,219,000
2. Remeasurements of the net defined benefit liability	12,251,564,185	-7,065,988,022	3,227,614,305
Total items that will not be reclassified to profit or loss	-36,749,724,815	61,862,173,478	8,649,833,305
Total comprehensive income	250,105,600,042	171,502,355,787	206,910,946,037
Profit attributable to:			
Equity attributable to owners of parent	248,907,179,562	171,133,873,467	205,585,003,765
Non-controlling interest	1,198,420,480	368,482,320	1,325,942,272

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GRI Content INDEX

GRI Content Index

Statement of use	LX Pantos, reporting organization, reports on its sustainability management activities for the period from January 1, 2024 to December 31, 2024 in accordance with the GRI Standards 2021 reporting principles.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector statement	As of the publication date, the GRI Sector Standards applicable to LX Pantos's GICS and industry classification have not yet been issued, and therefore have not been applied.

GRI STANDARDS		Disclosure	Page	Remark
GRI 2: STANDARDS 2021	2-1	Organizational details	6-8	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	40, 73, 79	
	2-5	External assurance	121-124	
	2-6	Activities, value chain, and other business relationships	7, 10-21, 23	
	2-7	Employees	63	
	2-8	Workers who are not employees	63	
	2-9	Governance structure and composition	99	
	2-10	Nomination and selection of the highest governance body	99	
	2-11	Chair of the highest governance body	99	
	2-12	Role of the highest governance body in overseeing the management of impacts	29, 99	
	2-13	Delegation of responsibility for managing impacts	29, 99	
	2-14	Role of the highest governance body in sustainability reporting	29, 99	
	2-15	Conflict of interest	N/A	Not reported. Not subject to data disclosure under the Commercial Act since we are unlisted
	2-16	Communication of critical concerns	29, 99	
	2-17	Collective knowledge of the highest governance body	29, 99	
	2-18	Evaluation of the performance of the highest governance body	N/A	Not reported. Not subject to data disclosure under the Commercial Act since we are unlisted
	2-19	Remuneration policies	N/A	Not reported. Not subject to data disclosure under the Commercial Act since we are unlisted
	2-20	Process to determine remuneration	N/A	Not reported. Not subject to data disclosure under the Commercial Act since we are unlisted
	2-21	Annual total compensation ratio	100	
	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitments	47, 66, 70, 75, 93, 101	
	2-24	Embedding policy commitments	47-48, 66-67, 68-76, 93-96, 101-102	
	2-25	Processes to remediate negative impacts	101-102	
	2-26	Mechanisms for seeking advice and raising concerns	67, 101-102	
	2-27	Compliance with laws and regulations	67, 73, 97, 103	
	2-28	Membership associations	120	
	2-29	Approach to stakeholder engagement	23	
	2-30	Collective bargaining agreements	56	

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GRI STANDARDS		Disclosure	Page	Remark
Material Topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	24	
	3-2	List of material topics	25	
Material Topic 1-2: Climate change mitigation and adaptation				
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 35-54	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	49	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	37	
	305-2	Energy indirect (Scope 2) GHG emissions	37	
	305-3	Other indirect (Scope 3) GHG emissions	38	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	There are no emissions of major atmospheric pollutants such as sulfur oxides and nitrogen oxides, and there is no legal obligation for measurement and disclosure.
GRI 306: Waste 2020	306-3	Waste generated	54	
Material Topic 3: Value Chain Sustainability				
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 74-92	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	103, 106	
GRI 308: Supplier Environmental Assessment 2016	308-2	Identification of significant actual or potential negative environmental impacts in the supply chain and corresponding mitigation measures	76	
GRI 414: Supplier Social Assessment 2016	414-2	Identification and management of negative social impacts in the supply chain	76	

GRI STANDARDS		Disclosure	Page	Remark
Material Topic 4: Human Rights (Gender Equality, DE&I, Harassment Prevention)				
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 66-67	
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	64	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	63, 100	
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	63	
Material Topic 5: Employee Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 56-65	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	64	
	401-2	Welfare and benefits available only to regular (full-time) employees, which are not extended to temporary or part-time staff	62	
	401-3	Parental leave	65	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	65	
	404-2	Programs for upgrading employee skills and transition assistance programs	58-61	
	404-3	Percentage of employees receiving regular performance and career development reviews	63	

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GRI STANDARDS		Disclosure	Page	Remark
Material Topics 6. New Growth Engine and Business Diversification				
GRI 3: Material Topics 2021	3-3	Management of material topics	27, 10-21	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	108-109	
GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts (including positive and negative impacts)	81-87	
Material Topic 7. Business Conduct				
GRI 3: Material Topics 2021	3-3	Management of material topics	27, 98-105	
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	101-102	
	205-3	Confirmed incidents of corruption and actions taken	103	
Material Topic 8. Green Logistics Service				
GRI 3: Material Topics 2021	3-3	Management of material topics	27, 50-52	
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	41-44	
Material Topic 9. Customer Value Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	27, 88-92	
Non-GRI Topics	-	Customer satisfaction	90	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	97	

GRI STANDARDS		Disclosure	Page	Remark
Material Topic 10. Safety and Health				
GRI 3: Material Topics 2021	3-3	Management of material topics	27, 68-73	
GRI 403: Occupational Health & Safety 2018	403-1	Occupational health and safety management system	68-73	
	403-2	Hazard identification, risk assessment, and incident investigation	72-73	
	403-3	Occupational health services	62, 71	
	403-4	Worker participation, consultation, and communication on occupational health and safety	68-71, 73	
	403-5	Worker training on occupational health and safety	71	
	403-6	Promotion of worker health	62, 71	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	68-73	
	403-8	Employees covered by the occupational health and safety management system	67, 73	
	403-9	Work-related injuries	73	

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ESRS INDEX

Since 2023, the European Union (EU) has implemented the Corporate Sustainability Reporting Directive (CSRD), introducing the European Sustainability Reporting Standards (ESRS), composed of two common standards and eleven topical standards. This mandates companies to disclose sustainability-related information. Since LX Pantos operates business sites within the EU and may fall under the scope of CSRD, it is carefully analyzing the ESRS disclosure requirements and establishing information management systems. This enables LX Pantos not only to comply with EU regulations, but also to prepare for transparent and accountable communication with global stakeholders.

ESRS 2. General Disclosures

Indicator No.	Disclosure	Page
ESRS 2 BP-1	Comprehensive groundwork for the preparation of the Sustainability Management Declaration	2
ESRS 2 BP-2	Specific disclosures related to particular circumstances	24, 26, 27, 36, 123, 124
ESRS 2 GOV-1	Roles of administrative, management, and supervisory bodies	29, 99
ESRS 2 GOV-2	Sustainability issues handled by management and supervisory bodies	29
ESRS 2 GOV-3	Compensation systems related to sustainability	29
ESRS 2 GOV-4	Sustainability due diligence	76
ESRS 2 GOV-5	Risk management and internal controls related to sustainability reporting	29, 104, 105
ESRS 2 SBM-1	Market position, strategy, business model, and value chain	31, 63, 108, 109
ESRS 2 SBM-2	Stakeholder interests and opinions	23
ESRS 2 SBM-3	Significant impacts, risks, and opportunities, and their interaction with strategy and business model	24
ESRS 2 IRO-1	Description of the processes used to identify and assess significant impacts, risks, and opportunities	24, 29
ESRS 2 IRO-2	ESRS requirements within the Sustainability Management Declaration	24, 25, 26, 27

ESRS E1. Climate Change

Indicator No.	Disclosure	Page
ESRS E1-1	Transition plan for climate change mitigation	36, 47
ESRS E1-2	Policies for climate change mitigation and adaptation	47, 48
ESRS E1-3	Actions and resources related to climate change policies	39, 45, 46
ESRS E1-4	Climate change mitigation and adaptation targets	36, 45
ESRS E1-5	Energy consumption and energy mix	49
ESRS E1-6	Scope 1 & 2, Scope 3, and total GHG emissions	37, 39, 45
ESRS E1-9	Significant physical and transition risks, and potential financial impacts of climate-related opportunities	44

ESRS E2. Pollution

Indicator No.	Disclosure	Page
ESRS E2-4	Air, water, and soil pollution	48
ESRS E2-5	Hazardous substances	48

ESRS E3. Water and Marine Resources

Indicator No.	Disclosure	Page
ESRS E3-4	Water Consumption	48

ESRS E4. Biodiversity and Ecosystems

Indicator No.	Disclosure	Page
ESRS E4-3	Actions and resources related to biodiversity and ecosystems	45

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ESRS E5. Resource Use and Circular Economy

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ESRS E5-1	Policies on resource use and circular economy	47
ESRS E5-2	Actions and resources related to resource use and circular economy	53
ESRS E5-5	Resource leakage	54

ESRS S1. Own Workforce

Indicator No.	Disclosure	Page
ESRS S1-1	Policies related to own employees	23, 56, 57, 66, 68
ESRS S1-2	Process for engaging with own employees and their representatives about the impacts	23, 24, 29, 56, 66
ESRS S1-3	Process to address negative impacts and channels for own employees to raise concerns	102
ESRS S1-4	Actions on significant impacts on own employees, approaches to mitigate significant risks and pursue opportunities, and effectiveness of these actions	56, 72, 81, 82
ESRS S1-5	Management of significant negative impacts, promotion of positive impacts, goals related to significant risk and expectation management	82
ESRS S1-6	Characteristics of own employees	63, 64
ESRS S1-7	Characteristics of own employees who are non-regular workers	63
ESRS S1-9	Diversity indicators	63
ESRS S1-10	Adequate wages	64
ESRS S1-11	Social protection	62
ESRS S1-12	Persons with disabilities	63
ESRS S1-13	Education and skills development indicators	63
ESRS S1-14	Safety and health indicators	73
ESRS S1-15	Work-life balance indicators	65
ESRS S1-16	Compensation indicators (wage gaps and total remuneration)	64
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ESRS S2. Workers in the Value Chain

Indicator No.	Disclosure	Page
ESRS S2-1	Policies related to value chain workers	75
ESRS S2-2	Process for engaging with value chain workers about impacts	74, 79, 80
ESRS S2-3	Process to address negative impacts and channels for value chain workers to raise concerns	102
ESRS S2-4	Actions on significant impacts to value chain workers, approaches to mitigate significant risks and pursue opportunities, and the effectiveness of these actions	75, 76, 77, 78, 79, 80

ESRS S3. Affected Communities

Indicator No.	Disclosure	Page
ESRS S3-1	Policies related to affected communities	82
ESRS S3-3	Process to address negative impacts and channels for affected communities to raise concerns	82, 102
ESRS S3-4	Actions on significant impacts to affected communities, approaches to mitigate significant risks and pursue opportunities, and the effectiveness of these actions	82

ESRS S4. Consumers and End Users

Indicator No.	Disclosure	Page
ESRS S4-1	Policies related to consumers and end-users	88
ESRS S4-2	Process for engaging with consumers and end-users about impacts	90
ESRS S4-3	Process to address negative impacts and channels for consumers and end-users to raise concerns	102
ESRS S4-4	Actions on significant impacts to consumers and end-users, approaches to mitigate significant risks and pursue opportunities, and effectiveness of these actions	82

ESRS G1. Business Conduct

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ESRS G1-1	Corporate culture and business conduct policies	24, 26, 27, 48, 89, 90, 101
ESRS G1-2	Supplier relationship management	75
ESRS G1-3	Anti-corruption and bribery prevention and detection	88, 89, 90, 99
ESRS G1-4	Confirmed cases of corruption and bribery	103
ESRS G1-5	Political influence and lobbying activities	99, 103
ESRS G1-6	Purchasing practices	103

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SASB INDEX / WEF INDEX

SASB INDEX(Sustainability Disclosure Topics & Accounting Metrics)

This report encompasses data pertaining to the air freight and logistics industry, which falls under the transportation sector according to the SASB Industry Standards.

Topic	Code	Accounting Metric			Page	Remark
Greenhouse Gas Emissions	TR-AF-110a.1	Gross global Scope 1 emissions	Quantitative	tCO_2-eq	39	
	TR-AF-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Quantitative	-	39	
Air Quality	TR-AF-120a.1	Air emissions of the following pollutants: (1) NOx (2) SOx, and (3) particulate matter (PM10)	Quantitative	ton	-	Due to the nature of the center, there are no emissions of major atmospheric pollutants such as sulfur oxides and nitrogen oxides, and there is no legal obligation for measurement and disclosure.
Labor Practices	TR-AF-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	KRW million	-	No labor law violations
Employee Health & Safety	TR-AF-320a.1	Employee industrial accident rate	Quantitative	%	73	
Accident & Safety Management	TR-AF-430a.2	Total greenhouse gas (GHG) footprint across transport modes	Quantitative	tCO_2-eq	N/A	To be disclosed
Accident & Safety Management	TR-AF-540a.1	Description of implementation and outcomes of a Safety Management System	Quantitative	-	69-73	

WEF INDEX (WEF Stakeholder Capitalism Metrics)

In line with the WEF Stakeholder Capitalism Metrics, LX Pantos adheres to a global standard ESG disclosure framework that integrates both financial and non-financial indicators to measure long-term value creation and sustainability performance.

Pillar	Theme	Core Metrics	Page
Principles of governance	Governing purpose	Setting purpose	31
	Quality of governing body	Governance body composition	99-100
	Stakeholder engagement	Material issues impacting stakeholders	23-27
	Ethical behavior	Anti-corruption	102-103
		Protected ethics advice and reporting mechanisms	100, 102-103
	Risk and opportunity oversight	Integrating risk and opportunity into business process	41-42, 67, 72, 76, 78, 90, 96
Planet	Climate change	Greenhouse Gas Emissions	35-48
		TCFD implementation	36-49
		Paris-aligned GHG emissions targets and impact of Greenhouse gas emissions	36-46
	Nature loss	Land use and ecological sensitivity	53-54
	Freshwater availability	Water consumption and withdrawal in water-stressed areas	48
Employees	Dignity and equality	Diversity and inclusion	63
		Pay equality	64
		Wage level	64, 100
		Risk for incidents of child, forced or compulsory labor	66
	Health and well-being	Health and safety	68-73
	Skills for the future	Training provided	58-59, 67
Prosperity	Employment and wealth generation	Absolute number and rate of employment	64
		Economic contribution	108-109
		Financial investment contribution	-
	Innovation of better products and services	Total R&D expenses	-
	Community and social vitality	Total tax paid	-

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UNGC

UN Global Compact

Category		Accounting Metric	Page
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	66
	Principle 2	make sure that they are not complicit in human rights abuses.	66-67
Labor	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	66
	Principle 4	the elimination of all forms of forced and compulsory labor;	66, 73
	Principle 5	the effective abolition of child labor; and	66, 73
	Principle 6	the elimination of discrimination in respect of employment and occupation.	57, 66-67
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	36, 41-42
	Principle 8	undertake initiatives to promote greater environmental responsibility; and	35-54
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	39, 48, 51-54
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	102-103

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UN SDGs

UN Sustainable Development Goals

Goals	Target	Page
SDGs 1. No Poverty	1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance. 1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.	81-87
SDGs 2. Zero Hunger	2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.	81-87
SDGs 3. Good Health and Wellbeing	3.d Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks.	68-73
SDGs 4. Quality Education	4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes. 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations. 4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.	81-87
SDGs 5. Gender Equality	5.1 End all forms of discrimination against all women and girls everywhere. 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	57-64
SDGs 6. Clean Water and Sanitation	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.	48
SDGs 7. Affordable and Clean Energy	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	49
SDGs 8. Decent Work and Economic Growth	8.5 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.	57-65

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UN SDGs

UN Sustainable Development Goals

Goals	Target	Page
SDGs 9.Industry, Innovation and Infrastructure	9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets.	74-76
SDGs 10. Reduced Inequalities	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	81-87
SDGs 11. Sustainable Cities and Communities	11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.	35-48
SDGs 12. Responsible Consumption and Production	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	53-54
SDGs 13. Climate Action	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. 13.2 Integrate climate change measures into national policies, strategies and planning. 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	35-48
SDGs 14. Life Below Water	14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.	48
SDGs 15. Life on Land	15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.	53-54
SDGs 16. Peace, Justice and Strong Institutions	16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children. 16.5 Substantially reduce corruption and bribery in all their forms	66-67, 102-103
SDGs 17. Partnerships for the Goals	17.14 Enhance policy coherence for sustainable development.	30-33

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Certificates / Awards / Membership

Major Certifications and Awards

Category	Certificate/Award	Certifications/Awarding Organizations	Expiration Date/Awarded Date
Certification	Authorized Economic Operator Certification in the Freight Forwarder category	Korean Customs Service	~May 2028
	Authorized Economic Operator Certificate – Bonded Area Operator category	Korean Customs Service	~May 2028
	ISO 9001 (Quality Management System)	Korean Register	~Jul 2026
	ISO 13485 (Medical Device – Quality Management System)	SGS	~Apr 2026
	ISO 14001 (Environmental Management System)	Korean Register	~Jul 2026
	ISO 45001 (Occupational Health and Safety Management System)	Korean Register	~Jul 2027
	ISO 28000 (Security Management System)	Korean Register	~Jul 2025
	ISO/IEC 27001 (Information Security Management System)	BSI	~Oct 2025
	Excellent Green Logistics Practice Company	Ministry of Land, Infrastructure and Transport	~Jan 2028
	Excellent Logistics Company	Ministry of Land, Infrastructure and Transport	~Nov 2025
	CESS (Certified Excellent Shipping Company)	Ministry of Oceans and Fisheries	~May 2027
	TAPA (Supply chain security and safety certification)	Bureau Veritas (BV)	~Feb 2028
	ISMS (Information Security Management System)	Korea Association for ICT Promotion	~Nov 2027
	ISMS-P (Personal Information and Information Security Management System)	Korea Association for ICT Promotion	~Nov 2027
	CEIV Pharma (Air Transport of Pharmaceuticals)	IATA	~May 2026
	CEIV Fresh (Air Transport of Perishables)	IATA	~Sep 2025
	CEIV Li-Batt (Transport of Lithium Batteries)	IATA	~Apr 2027
	GDP (Good Distribution Practices)	SGS	~Jun 2025
	Smart Logistics Center	Korean Transport Institute	~Oct 2026
	TISAX (Trusted Information Security Assessment Exchange)	German Association of the Automotive Industry (VDA)	~Oct 2026
	CSR (Corporate Social Responsibility) in the Community	Ministry of Health and Welfare, Korea National Council on Social Welfare	~Dec 2025
Award	'Companionship Award' from the Presidential Committee of National Cohesion	Presidential Committee of National Cohesion	Dec 2024
	'Excellent Company' prize in the 8th Incheon Airport Awards (ICN Awards)	Incheon International Airport Corporation	Mar 2024
	'Prime Minister Prize' in the 30th Corporate Innovation Awards	Ministry of Trade, Industry and Energy / Korea Chamber of Commerce and Industry	Dec 2023
	2023 'Seoul Mayor' Award for partnership contributing company	Seoul Metropolitan City	Nov 2023
	'Silver Tower Order of Industrial Service Merit' in the 30th Korea Logistics Awards	Korea Chamber of Commerce and Industry	Nov 2022
	'Grand Prize' in the 23rd Korea Logistics Award	Korea Logistics Society	May 2020

Major Memberships

No.	Association	Position
1	Korea Integrated Logistics Association	Vice president
2	Korea Enterprises Federation	Vice president
3	Korea Chamber of Commerce and Industry (Seoul)	Permanent member
4	Korea International Trade Association	Member
5	Federation of Korean Industries	Member
6	Korea Customs Logistics Association	Member
7	Korea International Freight Forwarders Association	Member
8	Korea AEO Association	Vice president
9	International Air Transport Association (IATA)	Member
10	Korea Electric Engineers Association Member	Member
11	Korea Electrical Contractors Association	Member
12	Korea Fire Safety Association	Member
13	Korea Chemicals Management Association	Member
14	Korea Industrial Safety Association	Member
15	Korea Industrial Health Association	Member
16	Korea Freight Forwarders Association	Member
17	Korea Trucking Association Member	Member
18	Korea Trucking Association Cooperatives	Member
19	Korea Individual Small-sized Trucking Association Member	Member
20	Transported Asset Protection Association (TAPA)	Member

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Independent Assurance Statement

Overview

BSI (British Standards Institution) Group Korea (hereinafter referred to as the "Assurer") was requested to verify the LX Pantos 2025 Sustainability Report (hereinafter referred to as the "Report"). The Assurer is independent of LX Pantos and has no major operational financial interest other than the assurance. This assurance opinion statement is intended to provide information related to the assurance of the LX Pantos report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any purpose other than the purpose of publication. This assurance opinion statement was prepared based on the information presented by LX Pantos and the assurance was carried out under the assumption that presented the information and data were complete and accurate.

LX Pantos is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to LX Pantos only.

The Assurer is responsible for providing LX Pantos management with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of LX Pantos. The Assurer shall not bear any other responsibility, including legal responsibility, to any third party other than LX Pantos in providing the assurance opinion and shall not be liable to any other purpose, purpose or stakeholders related thereto for which the assurance opinion may be used.

Scope

The scope of engagement agreed upon with LX Pantos includes the following:

- Reporting contents during the period from January 1st to December 31st 2024 included in the Report, Some data included first half of 2025.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- In Accordance with the four principles of AA1000 AccountAbility in the Report, based on the type of Sustainability Assurance based on AA1000AS v3 and if applicable, the reliability of the sustainability performance information contained in the Report.

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

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

Assurance Level and Type

The assurance levels and types are as follows;

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

Description and Sources of Disclosures Covered

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

[Universal Standards]

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

[Topic Standards]

201-1~2, 202-1, 203-2, 205-2~3, 206-1, 305-1~3, 305-7, 306-3, 308-2, 401-1~3, 403-1~9, 404-1~3, 405-1~2, 414-2, 418-1

Methodology

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

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

Limitations and Approach Used to Mitigate Limitations

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

Competency and Independence

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

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Independent Assurance Statement

Opinion Statement

The assurer was carried out by a team of sustainability report assurors in accordance with the AA1000 Assurance Standard v3. Assurer planned and performed this part of our work to obtain the necessary information and explanations assurer considered to provide sufficient evidence that LX Pantos's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated.

On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environmental performance indicators are accurate and are supported by robust internal control processes.

Conclusions

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

• Inclusivity: Stakeholder Engagement and Opinion

LX Pantos defined Domestic and foreign employees, Customers, Partner companies, External stakeholders/professionals and Local Communities as a Key Stakeholder Groups. In order to collect opinions by each stakeholder group in the context of sustainability, operated the stakeholder engagement process. LX Pantos conducted a review of the stakeholder engagement process at the ESG governance level in order to reflect the major issues derived through the stakeholder engagement process in sustainability strategy and goals. LX Pantos disclosed the results related to the process in the Report.

• Materiality: Identification and reporting of material sustainability topics

LX Pantos implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. LX Pantos conducted benchmarking and media analysis of similar companies, identified financial impact and social/environmental impact (IRO analysis), and determined key issues for the reporting year through expert review of the impact. LX Pantos derived 10 material issues through the relevant process, and disclosed GRI topic standards disclosures related to material issues in the Report.

• Responsiveness: Responding to material sustainability topics and related impacts

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

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

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

Recommendations and Opportunity for Improvement

The assurer will provide the following comments to the extent that they do not affect the result of assurance;

Considering the key business characteristics,

- It may be helpful to advance the sustainability management system by specifying the sustainability performance management system based on sustainability-related regulations and requirements of subsidiaries subject to consolidation criteria, and strengthening internal control procedures within the system.
- It may be helpful to advance the sustainability management system by specifying plans for the calculation and determination of reporting ranges based on impact importance and management priorities.

GRI-reporting

LX Pantos provided us with their self declaration of compliance within GRI Standards. Based on our review, The Assurer confirm that social responsibility and sustainable development indicators with reference to the GRI Index. The Assurer confirmed that the Report was prepared in accordance with the GRI Standards and the disclosures related to the Universal Standards and Topic Standards Indicators based on the data provided by LX Pantos and the sector standard was not applied.

12. 06. 2025

Jungwoo Lee
Lead Assurer, LCSAP

Seonghwan Lim
Managing Director of BSI Korea

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000-4/V3-WVXQH

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GHG Verification Statement

Scope 1, 2

Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by LX Pantos Co., Ltd. (here after "Company") to verify the Company's Greenhouse Gas Inventory Report for the calendar year 2024 ("the report") based upon a reasonable level of assurance. Company is responsible for the preparation of the GHG emissions data on the basis set out within the guidelines on the operation of GHG emission trading scheme ("ETS) (Notification No. 2025-28 of Ministry of Environment)' based on ISO14064-1. Our responsibility in performing this work is to the management of Company only and in accordance with terms of reference agreed with them. DNV expressly disclaims any liability or responsibility for any decisions, whether investment or otherwise, based upon this assurance statement.c

Objective and Scope of Verification

The objective of the verification is to present an independent verification opinion on the company's GHG statement, and the scope of verification is as follows:

- Organizational Boundary: Domestic business sites of LX Pantos
- Reporting Boundary: Scope 1 (Direct emissions), Scope 2 (Indirect emissions)
- Reporting Period: 2024.01.01 ~ 2024.12.31

Verification Approach

The verification has been conducted by DNV in March 2024 and performed in accordance with the verification principles and tasks outlined in the guidelines on the operation of GHG ETS (Notification No. 2025-28, Korean Ministry of Environment) and the verification guideline for GHG ETS (Notification No. 2024-169, Korean Ministry of Environment). We planned and performed our work to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a reasonable verification opinion concerning the completeness of the emission inventory as well as the reported emission figures in ton CO2 equivalent. As part of the verification process:

- Reviewed the GHG emissions report for the calendar year 2024
- Reviewed and verified the process to generate, aggregate and report the emissions data

Conclusions

Based on the verification conducted, the infomation related to the GHG statement has been properly calculated and reported.

- DNV represents "Unmodified" opinion on Greenhouse Gas Emissions.

(Unit: ton CO_2 equivalent)

Division	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total Emission
LX Pantos	23,050.265	10,937.964	33,988

※ In order to report the GHG emissions as an integer, the rounded number might be different from the number on the calculation tool with ± 1tCO_2eq.

2025. 03. 25.

Country Representative **Lee, Jang Sup**
DNV Business Assurance Korea Ltd.



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GHG Verification Statement

Scope 3

Introduction

DNV Business Assurance Korea Ltd. (“DNV”) was commissioned by LX Pantos Co., Ltd. (“Company”) to perform third party verification for the Company’s Greenhouse Gas Statement. The Company is responsible for the preparation of the GHG statement on the basis set out within ‘WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard ’, ‘The Corporate Value Chain (Scope 3) Accounting and Reporting Standard’, ‘IPCC Guidelines: 2006’. The Company has full responsibility of the GHG statement. According to terms of contract, DNV expressly disclaims any liability or responsibility for any decisions, based upon the verification opinion.

Objective and Scope of Verification

The objective of the verification is to present an independent verification opinion on the company's GHG statement, and the scope of verification is as follows;

- Organizational Boundary: LX Pantos
- Reporting Boundary: Scope 3 (Other Indirect emissions – Category 1, 3, 5, 6, 15)
- Reporting Period: 2024.01.01 ~ 2024.12.31

Verification Approach

The verification has been conducted in accordance with the verification principles and tasks outlined in the "ISO 14064-3:2019," based upon a limited levell of assurance. DNV planned and performed our work so as to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion with 5% materiality level. As part of the verification process, we have reviewed as follows:

- Adequacy of GHG data control, collection, and emission calculation and report process
- The GHG inventory is based on measurements and has inherent limitations that may arise from the process of calculating, estimating, and finalizing the reported data.

Conclusions

Based on the verification, there is no evidence that the GHG statement is not materially correct and is not a fair representation of GHG data and information.

- DNV represents “unmodified” opinion on Greenhouse Gas Emissions.

(Unit: ton CO_2 equivalent)

Report Year	Upstream Emissions	Downstream Emissions	Total Emissions
2024	7,292	15,197	22,490

※ In order to report the GHG emissions as an integer, the rounded number might be different from the number on the calculation tool with ± 1 tCO_2eq.

Scope 3 Emissions of LX Pantos

(Unit: ton CO_2 equivalent)

	Category	Emissions
1	Purchased goods and services	2,315
3	Fuel- and energy-related activities (not included in scope 1 or scope 2)	2,200
5	Waste generated in operations	1,502
6	Business travel	1,274
15	Investments	15,197
	Total Emissions	**22,490**

※ In order to report the GHG emissions as an integer, the rounded number might be different from the number on the calculation tool with ± 1 tCO_2eq.

2025. 05. 20.

Country Representative **Lee, Jang Sup**
DNV Business Assurance Korea Ltd.



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