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LX Pantos 2026 Sustainability Report

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LX Pantos

About this Report

Report Overview

As a global integrated logistics company, LX Pantos publishes the Sustainability Report annually to ensure transparent communication with our stakeholders. This report has been prepared to provide stakeholders with a comprehensive overview of LX Pantos' ESG Management approach, key initiatives, and performance. LX Pantos is enhancing supply chain efficiency based on global logistics capabilities and IT-based platforms accumulated across all business areas, including ocean, air, rail, contract logistics(CL), and e-commerce logistics, and we aim to build a sustainable logistics ecosystem where customers, society, and the environment can grow together.

Reporting Period and Scope

This report covers LX Pantos' management activities and performance from January 1 to December 31, 2025. To enhance stakeholders' understanding, certain key topics include information up to the first half of 2026.
The reporting scope primarily includes the domestic operational sites of LX Pantos, reported on a standalone basis, and covers their economic, social, and environmental performance. To reflect the characteristics of our global business, some environmental and social data include the performance of subsidiaries and affiliates within the EU, and these items are separately noted in the main text and the ESG Factbook page in the Appendix. The detailed scope and application criteria for the data are clearly distinguished and presented for each item.

Reporting Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, an international reporting standard for sustainability management. Financial information is based on consolidated financial statements in accordance with K-IFRS (Korea International Financial Reporting Standards), and the SASB (Sustainability Accounting Standards Board) standards were referenced to reflect industry characteristics. The report also incorporates the UN SDGs(United Nations Sustainable Development Goals) and the principles of the UNGC(United Nations Global Compact). In addition, climate-related information has been disclosed with reference to the recommendations of the TCFD(Task Force on Climate-related Financial Disclosures).
Certain quantitative data presented in this report have been restated from those disclosed in the previous year's report due to refinements in calculation methodologies and the expansion of reporting boundaries. Details of such changes are disclosed in the relevant footnotes.

Report Assurance

To enhance the accuracy and reliability of the information disclosed, this report has undergone independent third-party assurance. Detailed information regarding the assurance scope and results can be found in the Third-Party Assurance Statement included in this report.

Notice Regarding Reported Information

Performance and detailed data related to the management of employees in the European region included in this report may not be fully comparable across countries due to differences in labor laws and regulations, collective bargaining frameworks, statistical methodologies, and reporting requirements. As a result, the definitions of certain indicators and calculation methods may vary, and reported figures may differ when alternative methodologies are applied.
LX Pantos will continue to strengthen its global data standardization and verification processes in a phased manner to further improve the consistency, comparability, and reliability of disclosed information.

Report Inquiries

Address : 58, Saemunan-ro, Jongno-gu, Seoul
Department : ESG Team
Department Representative Email : esg@lxpantos.com
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Interactive PDF User Guide

The LX Pantos 2026 Sustainability Report is published as an Interactive PDF that includes functions such as navigating to relevant pages and direct links to related webpages.

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CEO Message

Dear esteemed stakeholders,

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

I would like to express my deepest gratitude to everyone who has continued to place their trust and support in LX Pantos over the past year. The year 2025 was a period of heightened uncertainty across the logistics market due to the global economic slowdown, supply chain restructuring, and geopolitical risks. Despite these challenges, LX Pantos has processed stable cargo volumes based on our global network of over 380 locations worldwide and the comprehensive logistics operational know-how we have accumulated across various industries, further solidifying our status as a 'global top-tier logistics company headquartered in Korea.' Furthermore, we are providing differentiated services that enhance the visibility and operational efficiency of our customers' supply chains by introducing automated equipment and AI-based logistics forecasting systems at major logistics centers and upgrading our digital platforms.

Under the vision of 'Value Deliverer for People and the Planet,' LX Pantos is strengthening its ESG management and Jeong-Do (ethical) management across the entire company. We also support the UNGC Ten Principles and are striving for sustainable growth by fulfilling our environmental responsibilities, upholding corporate ethics, respecting human rights, and creating safe working environments. We have joined the UN Women's Empowerment Principles (WEPs) and support the seven principles for promoting gender equality and women's rights. In addition to these efforts, we have made climate change response a core task in accordance with our mid-to-long-term roadmap for realizing Net-Zero, and we are internalizing sustainability throughout our entire business process. To this end, we are continuously promoting the introduction of sustainable transportation, energy transition, mutual growth with partners, and the strengthening of transparent governance.

In the midst of an uncertain global business environment, LX Pantos is focusing on the following ESG management tasks to turn crises into opportunities and leap forward as a global top-tier logistics company.

Sustainable Logistics Transition and Climate Response

LX Pantos continues its efforts to reduce greenhouse gas emissions generated throughout the entire logistics process and minimize environmental impact. With the goal of achieving Net-Zero by 2050, we have established mid-to-long-term reduction targets based on scientific standards and are expanding the use of sustainable fuels across all transportation modes, including sea, air, and land. In particular, we are contributing to the reduction of carbon emissions across the entire customer value chain by strengthening the foundation for the introduction of Sustainable Aviation Fuel (SAF) and expanding low-carbon transportation modes such as rail and intermodal transport.

Fulfilling Social Responsibility and Spreading Shared Growth Values

LX Pantos is building a sustainable logistics ecosystem together with all stakeholders, including partners, employees, and local communities. We provide ESG assessments and training to help partners within our supply chain participate in ESG management, and we are laying the foundation for shared growth through financial and non-financial support. We also prioritize the safety and health of our employees, operating a global-standard safety and health management system, and support the growth and happiness of our members through various welfare and education programs.

Ethical Management and Establishment of Transparent Governance

LX Pantos considers ethical management and transparent management as the foundation of our corporate culture. We are working to earn and uphold the trust of our stakeholders by strengthening board-centered responsible management and continuously upgrading our information security, internal control, and compliance management systems.
In addition, we operate ethics and compliance training as well as reporting and counseling systems based on our Code of Ethics and Employee Code of Conduct, establishing a culture that firmly responds to corruption and unethical behavior. Furthermore, by reflecting ESG issues in our business decision-making process, we are pursuing long-term corporate value and social value beyond short-term performance.

The company intends to realize new value in logistics services by further strengthening our ESG management alongside our commitment to 'creating top-tier services for customer satisfaction.' The logistics experts at LX Pantos, working at operational sites around the world, are striving today to perfectly meet the expectations of numerous domestic and international customers with passion and innovation for better service. In this process, we will actively practice the ethical management and ESG management demanded by our customers and various stakeholders to deliver 'value beyond logistics.' We ask for your continued interest and support in the challenge of LX Pantos as we move toward becoming the world's best logistics company.

Thank you.

CEO & President **Lee Yong-ho**



Company Overview

About LX Pantos

Company Overview

LX Pantos Co., Ltd. (hereinafter "LX Pantos") was founded in 1977 under the name "Bumhan Heungsan" and has continued its growth through successive transformations as "Bumhan Logistics" and "Pantos", before adopting its current name, "LX Pantos", in July 2021.
While focusing on creating customer value, the company continues to strengthen its capabilities as a global logistics company. Today, the company provides integrated logistics services to domestic and international customers across a wide range of industries through a global network of more than 380 locations worldwide. The company continues to expand its global logistics capabilities, particularly in Sea Freight and Air Freight services. By leveraging global logistics experts and IT-based technologies, the company is enhancing the efficiency and visibility of its logistics operations and promoting the establishment of a smart logistics environment. Through these efforts, the company aims to respond flexibly to the rapidly changing market environment and contribute to strengthening its customers' supply chain competitiveness by providing customized logistics solutions.

Company Name	LX Pantos Co., Ltd.	**Number of Employees**	1,987 (Domestic)
Date of Establishment	January 18, 1977	**Location**	58, Saemunan-ro, Jongno-gu, Seoul,
CEO	Lee Yong-ho	**Main Business**	Comprehensive logistics

Key Business Areas

- **Sea Freight**
- **Air Freight**
- **Rail Freight**
- **CL (Contract Logistics)**
- **e-Commerce Logistics**
- **Installation Logistics**

Total Assets
3.8 trillion KRW

Sales
8.0 trillion KRW

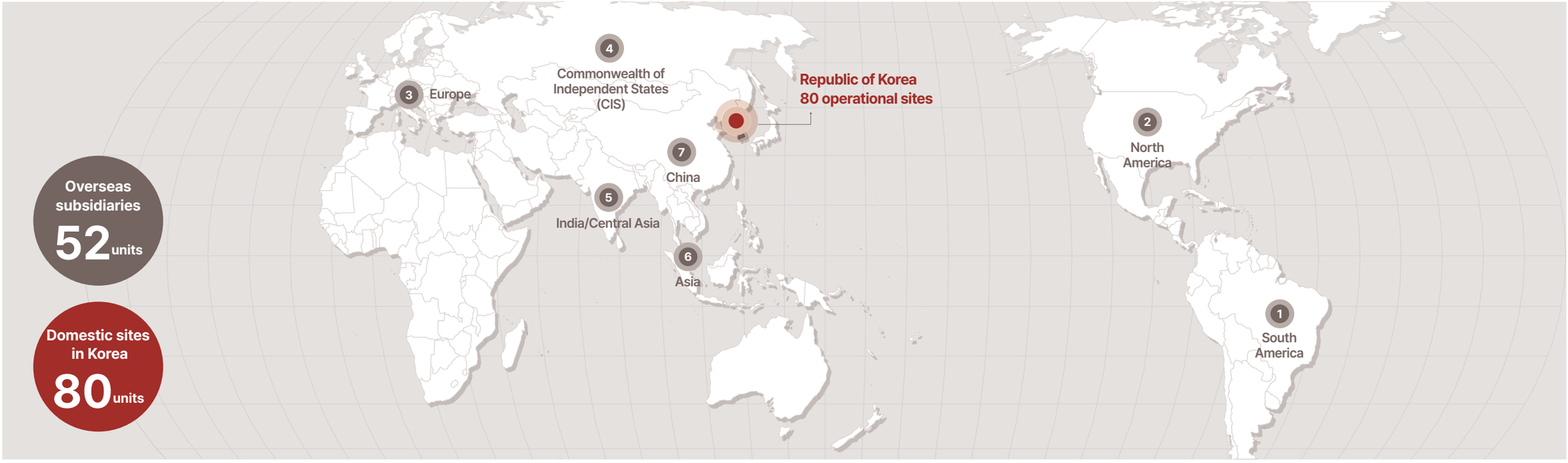
Operating Income
152.2 billion KRW

As of the end of December 2025

Company Overview

About LX Pantos

Global Network



❶ South America	❷ North America		❸ Europe		❹ Commonwealth of Independent States (CIS)	❺ India/Central Asia	❻ Asia		❼ China
• Brazil FF[1]/CL[2]	• Mexico	• Na Inland Ventures	• Poland	• UK	• Russia	• India FF/CL	• Indonesia International/ Domestic/PLM	• Thailand/ Holdings	• Qingdao/Shanghai/Ningbo/ Shenzhen/Beijing
• Colombia	• USA	• Bluelinks 342	• Spain	• Netherlands	• Kazakhstan	• Dubai	• Vietnam	• Malaysia	• Hong Kong
• Chile	• LPIC TN	• Bluelinks 128	• Turkey	• France		• Saudi Arabia	• Singapore	• Cambodia	• Taiwan
• Panama	• StarLinks		• Germany	• Sweden		• Egypt	• Philippines	• Australia	• SSC Tianjin
• Argentina	• Bluelinks		• Hungary			• South Africa		• Japan	• Shandong Futurelinks

1) FF (Freight Forwarding): Comprehensive transportation services including cargo collection, transport, and customs clearance (Freight Forwarding)
2) CL (Contract Logistics): Services managing overall logistics including warehouse operation, inventory management, and delivery based on contracts with customers (Contract Logistics)

Company Overview

LX Pantos History

1970

1977. 02 Established Bumhan Heungsan Co., Ltd. (air freight forwarder)

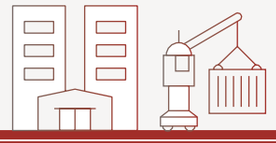


1990

1992. 10 Registered as a multimodal transportation business
10 Changed company name to Bumhan Logistics Co., Ltd.
1997. 12 Established bonded shed and commenced bonded transportation services
1999. 07 Commenced customs clearance business

2000

2000. 09 Established Ansan bonded shed for sales purpose and Pyeongtaek Hub Warehouse
2001. 04 Established Gimpo bonded shed for sales purpose
2002. 12 Obtained ISO 9001:2000 certification
2003. 10 Received the 11th Korea Logistics Grand Prize
2005. 10 Named the "Business of the Year" by the Economic Review
2005. 11 Completed construction of the Incheon Airport Logistics Center
2006. 03 Recognized as an exemplary foreign-invested enterprise in Shanghai
03 Received Logistics Grand Prize from the Korea Logistics Society
07 Changed the company name to Pantos Logistics
2007. 11 Designated as an Integrated Logistics Company by the Ministry of Construction and Transportation
2008. 02 Developed Korea's first paperless air shipment electronic system
07 Awarded the Excellent Innovation Company Grand Prize by The Korea Economic Daily
11 Obtained the bonded shed license in Russia
2009. 02 Awarded the Conspicuous Trading Business Prize by the Korea Trade Research Organization
08 Listed in the Guinness World Records for transporting the world's heaviest cargo by air
09 Recognized as the world's first Outstanding e-Freight (air freight electronic documentation) Company by the IATA





2010

2010. 04 Established the subsidiary company Helistar Air
06 Grand Prize at Korea Logistics Awards
09 Established Busan Newport Logistics Center
10 Acquired ISO 28000 certification
2011. 04 Launched international rail freight services
08 Acquired ISO 14001 certification
11 Recipient of the IATA Korea Excellent Partner Award
12 Certified as an Certified Integrated-Logistics Company by the Ministry of Oceans and Fisheries
2012. 01 Established the Incheon Airport Logistics Center 2
04 First comprehensive logistics control center opened in the domestic logistics industry
06 Selected by the Ministry of Land, Transport and Maritime Affairs to be cultivated nationally
11 Certified as a Green Logistics Company by the Ministry of Land, Transport and Maritime Affairs
2013. 01 Achieved the TAPA A-grade certification for Incheon Airport Logistics Center
02 Launched the global integrated logistics system 'Pantos GSI' for the first time in the logistics industry in Korea
03 Pantos HQ acquired AEO certification (freight forwarder)
10 Opened Pyeongtaek Logistics Center
2015. 04 Received a letter of commendation for communication relating to international mail flight operation
08 Obtained OHSAS 18001 certification
11 Acquired Hi Logistics
11 Selected as a "Global Procurement Leading Company' by the Korea International Trade Association
12 Inaugurated Choi Won-hyok as CEO
2016. 03 Launched cargo charter flights between Korea and China
08 Merged Pantos Logistics and Hi Logistics
2017. 02 Acquired AEO certification in Hong Kong and Thailand
04 Changed the company name to Pantos Logistics
2018. 01 Established 'Hanultari Co., Ltd.,' a workplace for persons with disabilities
10 Established Sihwa MTV Center
2019. 01 Opened West Icheon Center
01 Acquired AEO Certification as a bonded area operator
01 Certified as a Green-Logistics Company
07 Obtained Korean Good Supply Practice (KGSP) certification as a qualified business
10 Obtained integrated information protection ISMS-P (Information Security & Personal Information Security Management System) certification for the first in the logistics industry

2020





2020. 04 Acquired ISO 13485 certification
05 Won the Grand Prize in the large company category at the 23rd Korean Logistics Awards, hosted by the Korea Logistics Society
06 Obtained 'CEIV Pharma' certification (IATA) for the first time among domestic logistics companies
2021. 06 Achieved certification as a first-class shipper
07 Changed company name to 'LX Pantos'
2022. 06 Obtained GDP (Goods Distribution Practices) certification for pharmaceuticals from Incheon Airport Distribution Center
07 Awarded the Bronze Medal from EcoVadis, a global ESG & sustainable governance rating platform
11 Acquired CEIV-Fresh certification (Center of Excellence for Independent Validators in Perishable Logistics)
2023. 03 Published its inaugural sustainability report
04 Published Climate Change Response Report
11 Inaugurated Lee Yong-ho as CEO
11 Joined UNGC (UN Global Compact)
12 Received the Prime Minister's Prize at the Business Innovation Grand Awards
2024. 03 Obtained TISAX global information security certification for the first time in the domestic logistics industry
04 Opened Hungary Rail Terminal
2025. 01 Designated as a 'Regulated Agent' by the Ministry of Land, Infrastructure and Transport
02 Established US joint venture BoxLinks Acquired Korea MegaWise Logistics Center
03 Acquired Dalton Logistics Center in Georgia, USA
11 Established Chinese joint venture Futurelinks

VALUE DELIVERER

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Business Portfolio

Global top-tier logistics partner, LX Pantos

LX Pantos operates a global one-stop logistics service that provides optimal transport schedules and freight rate solutions tailored to cargo characteristics and customer requirements by organically linking various transport modes and routes, such as sea, air, and land. In addition, the company invests capital, including global logistics infrastructure, professional personnel, digital technology, energy resources, and partnerships with partners and local communities, across its entire business to create customized end-to-end value in the areas of sea, air, rail, CL, installation, and e-commerce/installation logistics. Through this, the company is strengthening its foundation for sustainable growth by creating environmental and social value, such as carbon reduction, waste resource circulation, and partner shared growth, alongside financial performance.

Input

Financial Capital
- Assets: KRW 3.806 trillion
- Capital: KRW 1.5538 trillion
- Liabilities: KRW 2.2521 trillion

Manufactured Capital
- Domestic operational sites: 80
- Overseas subsidiaries: 52
- Global fulfillment centers: 78 overseas, 30 domestic

Intellectual Capital
- Digital logistics platform operation: 2 types

Human Capital
- Number of employees: 1,987
- Training hours: 79,265 hours

Natural Capital
- Energy consumption: 938.9 TJ
- Environmental investment: Installation of 2.5 MW solar power at Sihwa MTV Center

Social & Relationship Capital
- Partner subsidies: KRW 5.272 billion
- Operation of Hanultari Co., Ltd., a subsidiary-type certified workplace for persons with disabilities: employing 41 people
- Employee volunteering: V-day (Volunteering Day) held on November 22 every year

Value Creation

LX Pantos Value Chain



LX Pantos Digital Services

PantosNow
Instant quotes, real-time transport tracking, easy booking, logistics cost settlement management, etc.

PantosView
Risk Management – Identification and management of risks related to weather conditions such as typhoons, port terminal information, etc., and proactive response

Output

Financial Capital
- Sales: KRW 7.9835 trillion
- Operating income: KRW 152.2 billion

Manufactured Capital
- Global shipping volume: 1,610,000 TEU
- Air freight volume: 130,000 tons
- e-Commerce processing volume: 21 million boxes per year

Intellectual Capital
- Instant quotes provided for over 540 routes in 98 countries worldwide
- Real-time transport visibility and risk monitoring operation

Human Capital
- Average years of service: 10.4 years
- Organizational culture satisfaction: 86.6 points

Natural Capital
- Greenhouse gas emission reduction: 319 tCO_2eq
- (Scope 1, 2 / 2025)
- Expected annual greenhouse gas reduction through solar power generation: 850 tCO_2eq

Social & Relationship Capital
- Partner grievance handling rate: 100%
- 2025 annual volunteer hours: 1,590 hours

Business Portfolio

Sea Freight

Connecting the world by serving as the hub of sea freight.

LX Pantos provides global one-stop solutions for optimal shipping cycles and costs tailored to cargo characteristics and customer requirements by efficiently integrating sea freight with air, land, and other multimodal transport systems. As a top-tier global partner that has built close cooperative relationships with over 60 shipping lines worldwide, the company is leading innovation in the logistics industry. Based on its extensive global logistics infrastructure and deep professional expertise accumulated across various industrial fields, the company is continuously creating new value that enhances its customers' business competitiveness.

Key Services

Container Service

- Providing customized services such as FCL[1], LCL[2], and specialized transport[3] according to customer cargo characteristics and volume
- Systematic end-to-end quality management including packing, transport, stevedoring, storage, customs clearance, and documentation
- Customer-centric service operation including real-time tracking management through a visibility system

Bulk Service

- Strengthening service quality through optimal transport plans considering the type and volume of bulk cargo such as steel, grain, coal, and liquid
- Enhancing stability and reliable delivery management through its own vessels[4]
- Providing specialized transport for high-value-added equipment: special purpose vehicles[5]

2025 Key Achievements

Global Sea Freight Operation Capability
Approximately **1,610,000** TEU per year

Global Network No. 1
Over **380** networks worldwide

No.1 in Korea for Sea Freight Experts
Over **900** professional personnel

(As of 2025)

1) FCL (Full Container Load): Full container transport where only a single customer's cargo is loaded into one container
2) LCL (Less than Container Load): Small-lot cargo transport where various small-lot cargoes from multiple customers are consolidated into one container
3) Temperature-controlled specialized transport, oversized/overweight specialized transport, liquid cargo specialized transport, hazardous material specialized transport, etc.
4) Own vessel (Inwang-ho): Ethylene-dedicated liquid bulk carrier currently performing transport between Korea and China factories (DK IMAN-ho): General bulk carrier currently under long-term charter contract
5) Special purpose vehicle: Specialized in high-value-added equipment transport with constant temperature/humidity and vibration-free chassis, and ocean transport via Ro-Ro/Ferry vessels

Air Freight

Connecting time and space, possibilities and opportunities.

LX Pantos is the No. 1 air cargo volume company in South Korea, with the capacity to handle approximately 1,300 freighters annually. The company provides differentiated services through TAPA[6]-certified air cargo centers and specialized cargo capabilities, and is leading the way in building a sustainable air logistics system by expanding the use of SAF[7]. Furthermore, the company operates a stable transport network through charter and BSA[8] agreements with major airlines, and is enhancing logistics efficiency through Incheon-hub-based SEA&AIR multimodal transport.

Key Services

Regular/Ad-hoc Air Service

- Providing optimal solutions tailored to customer needs by considering cargo characteristics, lead times, and transport costs
- Enhancing customer convenience through cargo tracking and monitoring, flexible schedule management, and selection of the fastest flights and routes

Air Charter Service

- Providing differentiated services such as air space pre-secured transport (block charter) and weekly charter flights
- Strengthening freight rate competitiveness for large-scale volumes through various types of contracts such as charters and BSA

Specialized Service

- Providing transport services for specialized cargo such as high-tech cargo, oversized cargo, batteries, hazardous materials, and cold chain
- Providing forwarding services for overseas-originated cargo via Incheon using the Incheon HUB

Incheon Airport Express Logistics Center

- Commenced operation of Incheon Airport Express Logistics Center in November 2025
- Improved delivery speed and strengthened service competitiveness by reducing customs clearance lead time

Incheon Hub-based Service

- Established Future Link corporation in 2024 and built an Incheon-hub-based multimodal transport system

Exhibition Logistics Service

- Providing logistics services for global exhibitions such as CES[9] 2025
- Supporting end-to-end exhibition logistics including transport, installation, dismantling, and re-export

2025 Key Achievements

Realizing carbon reduction through SAF cooperation with global airlines

No. 1 in Korea for Air Cargo Volume
Approximately **130,000** ton per year

(As of 2025)

Charter Flight
Operating weekly regular charter from Incheon to Americas

(As of 2026)

6) TAPA (Transported Asset Protection Association): International security association
7) SAF (Sustainable Aviation Fuel): Sustainable aviation fuel
8) BSA (Block Space Agreement): A sales form where a contract is signed to use a certain space of a regular flight on a specific route to meet the regular cargo demand of a large shipper
9) CES (Consumer Electronics Show): The world's largest IT and home appliance exhibition organized by the Consumer Technology Association (CTA) of the United States

Business Portfolio

Rail Freight

Connecting Asia and Europe by rail.

Rail freight is emerging as a sustainable mode of transport, as it can stably handle large volumes of cargo, reduce lead times compared to sea freight, and lower carbon emissions by approximately 65% compared to road transport. LX Pantos connects Europe and the entire CIS[5] region via major Eurasian rail routes such as the TSR[1], TCR[2], TMR[3], and TMGR[4], securing stability and cost competitiveness through Block Trains, Single Trains, and truck-rail intermodal transport.

Key Services

Rail Freight (Rail)

- Providing rail freight services across the CIS5) and Europe based on TSR and TCR
- Securing transport stability and flexibility through alternative routes such as TMR, TMGR, and TITR[6], as well as the operation of Block Trains and Single Trains

Provision of Logistics Services at Major Rail Hubs

- Providing TSR logistics services based in the Russian Far East and Moscow regions
- Providing total services including export/import, customs clearance, and delivery centered in Almaty, Kazakhstan
- Providing rail and sea intermodal logistics services based on the operation of a dedicated rail terminal in Hungary, Europe

Specialized Products (Truck & Rail)

- Providing optimal logistics services by developing specialized products that appropriately combine truck and rail transport

2025 Key Achievements

Rail Freight Volume
Approximately **28,000** TEU annually

Global Network
13 rail networks in **7** countries

Cargo Volume Handled Using In-house SOC[7] Equipment
11,006 TEU

(As of 2025)

(As of 2025)

1) Trans-Siberian Railway
2) Trans-China Railway
3) Trans-Manchurian Railway
4) Trans-Mongolian Railway
5) CIS (Commonwealth of Independent States): Includes Russia and the Central Asian region
6) TITR: Trans-Caspian International Transport Route
7) SOC (Shipper's Own Container): Containers owned or leased by LX Pantos

CL (Contract Logistics)

Connecting global business with optimal logistics solutions.

Based on a network of over 380 logistics centers worldwide, LX Pantos provides integrated SCM services that combine freight forwarding and contract logistics, securing real-time operational efficiency and visibility through the use of WMS[8] and TMS[9]. The company provides integrated warehousing and distribution services for various industries, and supports logistics cost reduction for heavy and bulk cargo through point-to-point transport and dedicated truck operations.

Key Services

Customized Service Proposals

- Providing integrated logistics linking freight forwarding and CL, and customized SCM solutions for customers
- Supporting efficiency and cost reduction through inventory and distribution management based on WMS and TMS, and integrated warehouse and transport operations

Smart Logistics

- Optimizing logistics processing and improvement of operational productivity based on automated equipment (Mini Loader, GTP, AMR)
- Applying GTP[10]-based smart shuttles
- Establishing a real-time monitoring and risk response system based on Digital Twin, Pantos View, and end-to-end tracking
- Improving productivity through the use of AMR[11]

2025 Key Achievements

Approximately 380 Global Logistics Centers
Total area of **4,100,000** m²

Operation of a 2.5MW Solar Power Facility at the Sihwa MTV Center
Expected annual reduction of approximately
850 tons of greenhouse gases

8) WMS (Warehouse Management System)
9) TMS (Transportation Management System)
10) GTP (Goods to Person): A picking method where goods are automatically supplied to the operator, eliminating the need for the operator to move within the logistics center
11) AMR (Autonomous Mobile Robot): Autonomous robots that move within the workspace to perform logistics tasks

Business Portfolio

Installation Logistics

Providing optimal installation solutions through high-quality services.

Based on a systematic inventory management system, LX Pantos provides delivery and installation services for various product lines, ensuring service quality through nationwide customized installation logistics and the operation of Install Pros[1]. The company operates a collection and processing system for waste and discarded home appliances generated during the installation process, and is strengthening quality and risk management through an AI-based installation verification system.

Key Services

New installation and relocation installation

- Providing delivery, installation, and relocation services through Install Pros who have acquired installation certification qualifications
- Operating customized premium installation services and programs to enhance the capabilities of Install Pros

Delivery and Transportation

- Providing fast and accurate delivery services to nationwide retail stores and business partners through hub bases and shuttle vehicles
- Supporting real-time delivery status management and inventory transfer/ transportation efficiency based on a dedicated app

Logistics Center Operations

- Real-time inventory management at nationwide logistics centers
- Operating systematic storage services for safety and disaster risk response
- Establishing a sustainable logistics operation system through the use of electric forklifts and the collection and recycling of discarded home appliances

2025 Key Achievements

LMD[2] Installation Cases
9,250,000 cases
(As of 2025)[3]

Electric Forklift Usage Rate in Logistics Centers
100 %
(Excluding heavy-duty forklifts)

61 Global Bases
Overseas 38 / Domestic 23

1) Install Pro: Technician holding professional installation certification
2) LMD (Last Mile Delivery): Logistics service that delivers products to the final customer
3) As of December 2025

e-Commerce Logistics

Connecting the world of e-commerce with customers.

Through its e-commerce integrated platform 'e-Pantos', LX Pantos provides integrated logistics services covering everything from ordering to fulfillment[4] and returns. Leveraging a global network, the company supports fast and reliable door-to-door delivery services. The company enhances customer convenience through e-commerce specialized services such as international shipping and customs clearance, as well as international shipping reception agency services, and is strengthening operational efficiency and visibility by providing real-time booking and shipping status updates based on dedicated IT systems and APIs.

Key Services

International Express

- Providing specialized e-commerce express services including international shipping and import/export customs clearance
- Expanding services through international shipping reception agency and collaboration with K-fashion companies
- Supporting convenient inquiry and booking functions through API-based systems

e-Pantos[5]

- Providing real-time end-to-end visibility through the e-Pantos system
- Possession of OMS[6] linked to multi-channel shopping malls and specialized express solutions

Fulfillment & Last-Mile

- e-commerce storage, delivery, and customized fulfillment operations based on a global warehouse network
- Efficiency in inventory and delivery and service support through integrated systems and linkage with last-mile partners

2025 Key Achievements

Global Fulfillment Centers
Overseas 78 / Domestic 30

Acquisition of a Mega-sized Logistics Center in Cheongna, Incheon (MegaWise Namcheongna Center)
• K-Culture Flagship Center (K-Culture[7], K-Fashion, K-Beauty, K-Entertainment, etc.)

Annual Processing Volume
21 million boxes per year
Global EC forwarding volume of
9.1 million cases per year

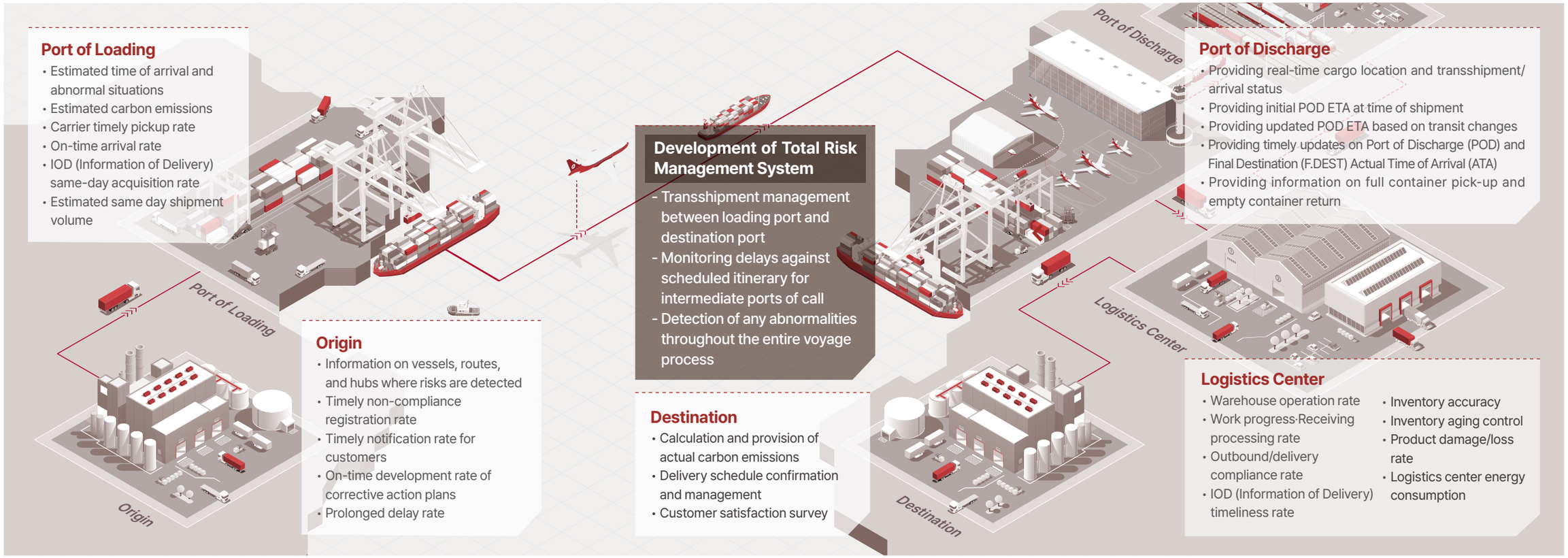
4) Service that handles the entire logistics process (storage, packaging, delivery, returns, etc.)
5) e-Pantos: IT system dedicated to e-commerce
6) OMS (Order Management System): Order management system
7) Including logistics contracts for Korean-language textbooks

Business Solution

LX Pantos, Leading the Future of Logistics, End-to-End Solution

LX Pantos provides customized End-to-End solutions that integrate the entire logistics process, from order placement and transportation to customs clearance and returns. Based on digital platforms such as Pantos Now and Pantos View, the company supports real-time transportation status tracking and efficient operational management, enhancing the speed and convenience of its logistics services. Furthermore, the company is strengthening service stability by securing visibility and managing risks across the entire transportation process, and is continuously pursuing the digital transformation and automation of logistics operations through the introduction of advanced technologies such as generative AI. Based on these efforts, the company plans to provide more efficient and stable logistics services.

Information Provided by End-to-End Solution Process



Business Solution

PantosNow

Pantos Now Link

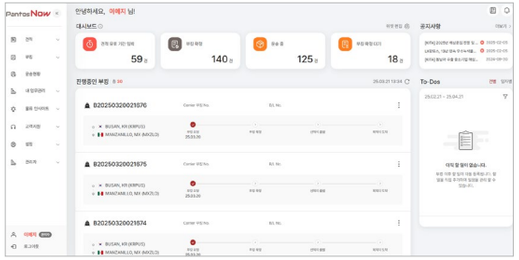
LX Pantos provides an environment where overall international freight forwarding operations can be handled more easily through its digital forwarding platform, 'Pantos Now.' It supports various functions such as instant quote confirmation, easy booking, real-time shipment tracking, and logistics cost settlement management. For special cargo such as hazardous materials or large-scale/regular shipments, it also provides customized quotes and professional logistics consulting. Furthermore, by operating a customer center, collecting customer feedback, and analyzing customer behavior, the company continuously improves the platform's user experience and service functions to enhance customer convenience and satisfaction.

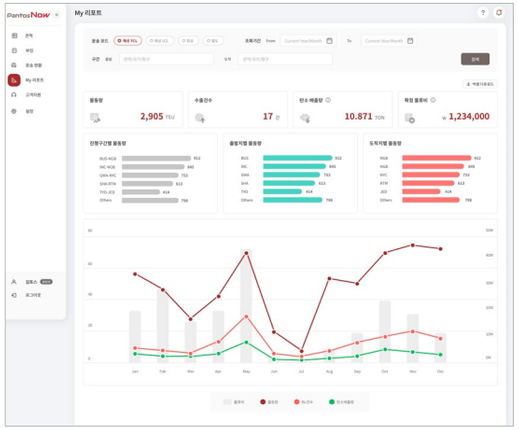
Instant quotes without waiting
- Real-time freight rate inquiry and quote provision by transport mode
- Customized quote support for special cargo and additional services
- Providing detailed logistics costs and freight unit prices
- Providing carbon emission information at the quote stage

One-click easy booking
- Easy booking application by copying previous history
- Booking management possible with custom serial numbers (e.g., Invoice No, PO No, etc.)

Easy logistics cost settlement management
- Immediate notification upon invoice issuance and ability to download related lists
- Confirming completed settlements and scheduled amounts

Customer-tailored services
- Customized support through 1:1 inquiry channels with dedicated representatives
- UX improvement through customer behavior analysis and regular VOC collection
- Schedule reminders after booking and real-time notifications of major progress





PantosView

Pantos View Link

LX Pantos provides customers with real-time location information, transshipment and arrival status, and optimized transport routes for inland transport (domestic and international trucking) and international transport (sea, air, and rail) through its logistics visibility system, 'Pantos View.' Within logistics centers, the company has established an IoT-based integrated monitoring system to manage the entire process from receiving to storage and shipping in real time, and supports rapid response to abnormal situations through a dashboard. Additionally, LX Pantos' Global View Center monitors risks such as vessel locations, climate change (typhoons, etc.), and port strikes/congestion in real time to proactively predict transport delays. By sharing information immediately when abnormal situations occur, the company minimizes customer damage while simultaneously enhancing supply chain-wide risk management capabilities by linking carbon emissions with operational data.

Automatic calculation and provision of carbon emissions
- Calculation of carbon emissions for the entire transport process to address Scope 3
- Provision of emission information applying global calculation standards by container and B/L (Bill of Lading) unit
- Provision of emission dashboards by transport mode, route, and period

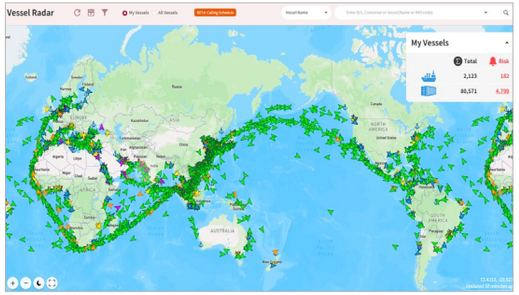
Typhoon information provision (transport risk management)
- Transport risk management based on climate risks such as typhoon location and predicted paths

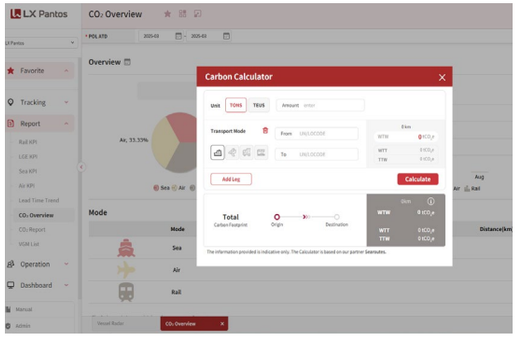
Vessel AIS[1] System
- Monitoring of risk factors such as the vessel's current location, draft status, operational status, and abnormal situations

Inland transport
- Real-time location tracking through vehicle GPS collection
- Transport route optimization

International transport
- Provision of real-time cargo information linked with automation technology[2]

Logistics center (receiving, storage, shipping)
- IoT-based monitoring (impact, temperature/humidity)
- Provision of trends and abnormal situations by indicator (dashboard provided)





1) AIS (Automatic Identification System): A maritime traffic information system that automatically transmits and receives information such as vessel location, speed, and track
2) Carrier/Airline EDI (Electronic Data Interchange), Vessel AIS (Automatic Identification System), RPA (Robotic Process Automation), etc.

Business Solution

Smart Logistics

LX Pantos is accelerating the digital transformation (DX) and automation of its entire logistics infrastructure by actively adopting cutting-edge technologies such as AI robots, autonomous driving, and smart wearables. By proactively automating high-risk and heavy-load tasks, the company creates a safety-first work environment that reduces the risk of major industrial accidents for workers and minimizes physical fatigue. Furthermore, the company is building a sustainable smart logistics ecosystem that achieves both resource savings and operational efficiency by implementing data-driven route optimization and paperless processes.

Conveyance/Transport Automation

LX Pantos is proactively introducing unmanned technology to high-risk and heavy-load work areas to fundamentally eliminate the risk of major industrial accidents and musculoskeletal disorders for on-site workers, and to innovate processing speeds.

Promoting Automated Forklift Solution



- Enabling unmanned operation for high-level stacking up to 7m and heavy-load (3t) unloading tasks
- Proactively preventing collision accidents between equipment and workers by applying omnidirectional safety/image sensors
- Ensuring stability and continuity of the entire automated forklift workflow, from work instructions to movement, picking, stacking, and charging

Promoting New Mobility (Autonomous Driving) Transport System



- Introducing outdoor autonomous driving technology-based transport means, and automating container movement within logistics centers and port yard
- Planning to continuously expand into an autonomous driving-based mid-to-long distance transport and last-mile delivery system going forward

Picking/Sorting Automation

LX Pantos is introducing AI and vision-based robot automation solutions to improve the efficiency and accuracy of picking and sorting tasks within logistics centers and is promoting the establishment of a smart logistics operation system.

Promoting Robot Arm-based Mixed Case Depalletizer Solution



- Maximizing logistics operational efficiency by replacing simple, repetitive tasks with robot arms instead of workers
- Accurately recognizing, judging, and performing tasks through AI-based deep learning and vision algorithms, even in environments where carton boxes of various sizes are irregularly mixed
- Ensuring rapid throughput of over 400 boxes per hour and high work accuracy of over 99%

Storage/Picking Optimization

LX Pantos is improving worker movement and reducing physical fatigue by introducing data-driven layout optimization and smart devices. In addition, the company aims to enhance the quality of its logistics services through real-time video inspection data while contributing to resource savings by implementing paperless processes that would replace paper-based work instructions.

Promoting AMR-based Picking Solution



- Improving movement and efficiency, and promoting operational visualization through the introduction of AMR-based picking solutions
- Enhancing picking productivity by 10% and accuracy, while building a DX foundation with operational performance data
- Securing operational visibility through the establishment of a dashboard-based real-time work status monitoring system

Promoting Smart Glass-based Picking/Inspection Solution



- Enhancing operational efficiency through picking, inspection, and recording functions using smart glasses
- Improving outbound productivity by 10%
- Utilizing inspection recordings via video images and leveraging the data for AI learning

Business Solution

Strengthening Business Competitiveness

Expansion of Global Hubs and Strengthening of Supply Chain Competitiveness

Acquisition of Katowice Logistics Center in Poland

LX Pantos has secured a strategic hub for expanding its logistics business in Europe through the acquisition of a large-scale logistics center in Katowice, Poland. Built on a joint investment of approximately KRW 216 billion, this hub is located in the heart of the European continent, supporting the strengthening of its market competitiveness. Katowice is a key region where east-west and north-south logistics axes intersect. It possesses an optimal location for complex logistics operations linked by road, rail, and air, and holds various advantages as a logistics infrastructure due to its proximity to the core road network (A4) in southern Poland and the abundance of residential areas nearby.

Based on this, LX Pantos plans to expand its rail-centered intermodal transport system and continuously improve long-distance transport efficiency. Furthermore, by building this sustainable logistics system, the company intends to contribute to reducing energy consumption and carbon emissions, while utilizing it as a core hub to respond to the increasing logistics demand in Eastern Europe and adjacent regions. The company plans to strengthen its supply chain competitiveness in Europe as a forward base capable of responding to new logistics demands, such as the future reconstruction of Ukraine.



Katowice Logistics Center in Poland

Expansion of U.S. Intermodal Operations and Logistics Network

LX Pantos strengthened its presence in the North American market by expanding its logistics network through its U.S. subsidiary and advancing into intermodal transportation services that integrate rail and trucking operations. The company secured an inland logistics hub through the acquisition of a large logistics center in Georgia, USA, and established a new business model linking container retrieval with rail and land transport by forming a joint venture, 'BoxLinks,' with the global shipping line ONE. In addition, the company has also secured a competitive freight rate base by signing direct contracts with major U.S. railroad companies (UP, NS, BNSF). In particular, intermodal transport, which combines rail and truck, is a sustainable logistics method that offers high energy efficiency and reduced carbon emissions in long-distance transport, contributing to sustainable supply chain operations. Through this, LX Pantos is strengthening its North American inland transport capabilities, increasing logistics efficiency between ports and inland areas, and creating stable new revenue sources. Going forward, the company plans to further expand its intermodal-centered integrated logistics services to reinforce its responsiveness to global supply chains and strengthen its sustainable logistics competitiveness.

BoxLinks

CI of BoxLinks, a U.S. Joint Venture between LX Pantos and ONE

MATERIALITY ASSESSMENT

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Materiality Assessment

Stakeholder Communication

LX Pantos defines its key stakeholders as domestic and international employees, customers, partners, external stakeholders and experts, and local communities, all of whom are directly or indirectly connected to its business activities. Based on this definition, the company systematically operates communication channels tailored to the characteristics and needs of each group, while broadly gathering diverse opinions and strengthening ongoing communication. In particular, from the perspective of human rights and labor rights, the company considers building trust with stakeholders who are relatively more vulnerable to risks, such as socially and economically disadvantaged workers and members of the local community, as a key task. Accordingly, the company has established and operates a direct and highly accessible communication system, including providing materials translated into easy-to-understand language, communicating in local languages, and assigning dedicated personnel. Furthermore, the company utilizes various communication channels such as the company intranet, regular newsletters, communication bulletin boards, email, and open channels to clearly and easily convey key policies, safety guidelines, and human rights-related information to all employees. The company is also continuously enhancing information accessibility and communication efficiency by providing systems that can be accessed seamlessly from mobile devices and external network environments.

LX Pantos Stakeholder Groups

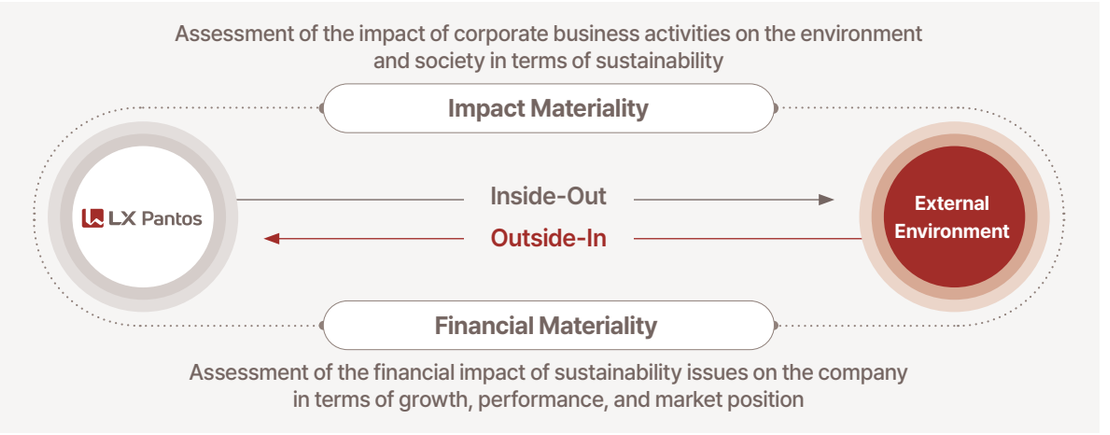
	Customers	Partners	External Stakeholders and Experts	Local Communities	Domestic and International Employees
LX Pantos Communication Channels	• Website and SNS • VOC Channel • Customer Satisfaction Survey • LX Pantos Shinmungo (Whistleblowing System)	• Partner Meetings • Safety and Health Council	• Business Report • Sustainability Report • Media Relations (Press Releases, etc.) • Website and SNS • Logistics Industry ESG Council, Association Meetings, Conferences, etc.	• Regional ESG Initiatives • Gwanghwamun ONE Team (Gwanghwamun Area Sustainability Management Discussion Group)	• Labor-Management Council • Junior Board • Messenger, Intranet • Employee Surveys • In-house Clubs
LX Pantos Key Activities	• CS Competency Enhancement Program • Securing Quality Management Expertise • Voice of Customer (VOC) Management	• Supply Chain ESG Assessment • Promoting Shared Growth • Fostering a Fair Trade Culture	• Disclosure of Financial/Non-financial Performance • Discussion and Consultation on Logistics Policy, ESG Regulations, etc.	• Social Contribution Activities (Creating VR learning playgrounds in workplace regions, supporting green remodeling for child welfare facilities, senior welfare activities in Jongno-gu, forest restoration in wildfire-affected areas, creating marine ecosystems in Taean, etc.)	• Provision of Welfare Benefits and Amenities • Training Programs by Job Level/Function • Fostering an In-house Communication Culture • Establishing Safe Workplaces and Working Environments

Materiality Assessment

Double Materiality Assessment Process

LX Pantos systematically identifies key sustainability issues every year by complying with the ESRS[1)] materiality assessment guidelines and continues to conduct materiality assessments to strengthen transparent communication with stakeholders. In this assessment, the company comprehensively reviewed the likelihood and severity of each issue to quantitatively analyze the actual impact on the company. The final material issues identified consist of business issues that encompass the entire value chain, from upstream to downstream, as well as within the company. The identified material issues will be actively reflected in corporate management activities after going through the reporting and review process by the ESG organization and management, and LX Pantos plans to continue to disclose relevant information transparently to stakeholders.

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



Assessment Process

Step 1

Composition of Long-list and Selection of Short-list

The company composed a long-list of 20 issues by comprehensively analyzing global ESG disclosure and assessment standards such as GRI Standards 2021, ESRS, TCFD, SASB, DJSI, MSCI, and KCGS, major global initiatives such as UNGC, UN SDGs, and WEF-IBC, and ESG assessment indicators of domestic and foreign pension funds. Afterwards, the company went through the process of carefully reviewing indicators based on ESRS topic names and adjusting issues, and finally selected 15 issues as the short-list.

Step 2

Identification of Impact/Risk/Opportunity (IRO)

The company systematically identified the impact, risk, and opportunity for each of the 15 issues selected for the short-list. Subsequently, the company pre-diagnosed the characteristics and level of impact of each issue on the company by cross-analyzing business status, internal data, industry characteristics, and ESG management activities of peer companies. The analysis criteria were set based on four elements: 'positive/negative', 'actual/potential', period (short-term/mid-term/long-term), and 'risk/opportunity', and based on the results of the primary analysis, the detailed characteristics of each issue were additionally identified through interviews.

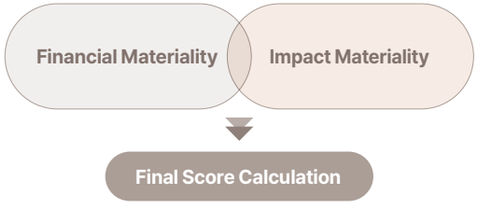
IRO Type					
	Impact (Impact Materiality)	Positive	Negative	Actual	Potential
		Short-term	Mid-term	Long-term	
	Risk/Opportunity (Financial Materiality)	Opportunity	Risk		
		Short-term	Mid-term	Long-term	

- **Positive/Negative:** Identification of positive/negative based on the previous year's response status
- **Actual/Potential:** Actual (impact already confirmed) / Potential (expected to occur in the future)
- **Period:** Expected timing of future impact or duration of response to actual impact (Short-term 1-3 years / Mid-term 1-5 years / Long-term 5 years or more)
- **Risk/Opportunity:** Risk and opportunity factors by issue

Step 3

Conduct of Materiality Assessment

Based on the IRO (Impact/Risk/Opportunity) analysis results, the company conducted an impact assessment for each issue. To this end, the company selected internal and external stakeholders with sufficient understanding and expertise in LX Pantos' business and ESG issues, and conducted qualitative and quantitative assessments based on the IRO identified for each issue.



Step 4

Derivation of Material Issues

The company derived priorities for each issue by applying a threshold to the quantified assessment results, and finally selected nine issues as the 2026 material issues after review by evaluators and consultation with the ESG organization. The impact (Impact/Risk/Opportunity) and management status of the selected material issues are disclosed to stakeholders through the Sustainability Report.

Materiality Assessment

Double Materiality Assessment Results[1)]

Through the double materiality assessment, LX Pantos has identified nine key material issues that meet the pre-established criteria (thresholds). The ESG team, which oversees ESG operations, works closely with the company-wide ESG TFT based on the issues identified and analysis results during the assessment process to systematically prepare proactive response directions and specific action tasks for each material issue. Moving forward, LX Pantos plans to continuously advance its double materiality assessment methodology to derive more objective and reliable material issues and further strengthen communication with stakeholders.

Category		Impact Materiality				Financial Materiality (Risk · Opportunity)				FY24 Material Issues
		Key Impacts	Impact Period[2)]	Type	Impact Level	Key Impacts	Impact Period[3)]	Type	Impact Level	
E	Climate Change Adaptation and Mitigation	• Increased risk of logistics hub disruptions and delivery delays • Increased potential for broader social and economic impacts resulting from customer supply chain disruptions and delays in end-customer services	Long Term	Negative - Actual		• Increased risk of shipping route disruptions, logistics delays, and higher transportation costs due to sea-level rise and extreme weather events associated with climate change • Increased risk of damage to logistics warehouse ports, and transportation infrastructure, leading to operational disruptions and additional costs	Long Term	Risk		-
	Energy	• Increased energy consumption and emissions, leading to deterioration of local air quality and higher greenhouse gas emissions	Mid Term	Negative - Potential		• Reducing energy costs through the adoption of renewable energy at logistics hubs • Optimizing energy consumption patterns through IoT-based technologies and strengthening the green logistics hub brand	Mid Term	Opportunity		v
	Green logistics service	• Meeting customers' ESG and carbon reduction requirements, thereby promoting sustainable supply chains and responsible business practices.	Mid Term	Positive - Actual		• Greater opportunities to attract new customers by offering sustainability-focused logistics services • Strengthened market competitiveness through an enhanced corporate image driven by sustainable service offerings	Short Term	Opportunity		v
S	Customer Value Management	• Securing a quality advantage in high-value-added logistics and healthcare services • Strengthening social and public health resilience through the provision of reliable and stable services	Short Term	Positive - Actual		• Increasing consumer expectations and scrutiny regarding logistics service quality • Potential decline in market share due to improvements in competitors' service quality	Short Term	Risk		v
	Employee management	• Fostering human capital development through quality jobs and growth opportunities • Improving employee welfare, satisfaction, and productivity	Short Term	Positive - Actual		• Strengthening corporate competitiveness by attracting high-quality talent through learning and career development opportunities • Increasing employer attractiveness and supporting long-term growth through employee-centric policies	Short Term	Opportunity		v
	Information Security	• Increased risk of financial losses for customers and business partners, erosion of public trust, and secondary crimes resulting from data breaches and information leakage	Short Term	Negative - Potential		• Increased risk of customer data breaches, reputational damage, and financial losses resulting from cyberattacks	Short Term	Risk		-
G	Risk Management	• Inadequate risk management may amplify disruptions across social and economic systems, including logistics network failures and interruptions in the supply of essential goods	Mid Term	Negative - Potential		• Increased risk of supply chain disruptions and service interruptions due to natural disasters, geopolitical tensions, and other external factors • Increased risk of reduced profitability arising from financial risks, including foreign exchange and interest rate fluctuations • Increased risk of inadequate risk management and governance oversight due to the absence of an ESG Committee	Mid Term	Risk		-
	Business Conduct	• Corruption may result in losses for investors, business partners, and consumers, undermine public trust, and potentially distort capital markets.	Long Term	Negative - Potential		• Increased risk of financial losses and reputational damage arising from internal fraud and corruption • Increased risk of restrictions on global business activities resulting from violations of international anti-corruption regulations	Mid Term	Risk		v
	New Growth Driver and Business Diversification	• Reducing climate and environmental impacts through improved energy and resource efficiency and lower emissions • Contributing to the creation of green jobs and the transition toward a more sustainable industrial structure	Short Term	Positive		• Enhanced operational efficiency through the adoption of automated warehousing systems • Growth opportunities in emerging sectors such as EV battery logistics and biopharmaceutical cold chain logistics	Short Term	Opportunity		v

1) Some of the material issues for this reporting year were newly selected compared to the previous year's report (2025), reflecting changes in the external environment and stakeholder interests.
2) Impact period based on positive/negative and actual/potential, 3) Impact period based on risk/opportunity identification

Materiality Assessment

Status of Management by Material Issue

LX Pantos is enhancing the effectiveness of its ESG management and realizing sustainable value creation through systematic management of material issues identified via materiality assessment.

Material Issue	Governance	Strategy	Risk Management	Metrics & Targets
Climate Change Adaptation and Mitigation	• Operating climate change response organization - Operating CEO-ESG Team-Climate Change Response TFT - Establishment of response strategies for each business unit through the TFT • Reflecting climate-related performance indicators in organizational and individual performance evaluations	• Identifying climate change risks and opportunities, and conducting financial impact analysis based on SSP and IEA scenarios • Participation in K-ETS[1] and response to financial risks from reduced free allocation of emission permits • Conducting mid-to-long-term water resource risk assessment using WRI Aqueduct	• Operating risk management process based on TCFD recommendations and CDP Framework - Physical risks: Application of IPCC AR6 low-carbon and high-carbon scenarios (SSP1-2.6, SSP5-8.5) - Transition risks: Application of IEA NZE (long-term) and STEPS (mid-to-short-term) scenarios	• Establishing a 25% reduction target by 2030 compared to BAU (mid-term) • Establishment of 2050 Net-Zero target (long-term) • Preparing for disclosure of science-based climate scenario analysis and SBTi-aligned greenhouse gas reduction targets
Energy	• Operating energy management organization - Promoting sustainable energy transition centered on ESG Team and Climate Change Response/ Environmental Management TFT - CEO: Holds approval authority and participates in decision-making	• Completion of 2.5MW rooftop solar power plant at Sihwa MTV Center • Obtained LEED Gold certification for sustainable buildings • Expanding electric vehicle charging infrastructure	• Monitoring energy usage during business activities • Conducting third-party verification through verification agencies once a year • Managing energy transition risks and opportunities	• Reduction of greenhouse gas and carbon emissions • Expected annual reduction of approximately 850 tons of greenhouse gases through solar power generation at Sihwa MTV Center - Expected annual reduction of approximately 1,200 tons of carbon emissions upon expansion of solar power facilities
Sustainable Logistics Services	• Establishment of organizational system for sustainable logistics services - Operating ESG Team and Climate Change Response/ Environmental Management TFT and establishment of CEO reporting system	• Sustainable investment and use of sustainable fuel and packaging materials - Renewal of DHL, SAF contract, transition to PCR[2] film, etc. • Providing carbon emission information through digital logistics platforms (Pantos Now, Pantos View) • Operating carbon emission calculation service for customer product transportation processes	• Real-time monitoring of transportation risks based on climate change - Operating Global View Team (department dedicated to transportation risk management) and utilization of global network - Analysis of lead time trends by section based on internal data	• Establishment of 2050 carbon neutrality goal - Management of execution performance linked to relevant organizational KPIs • Realization of circular economy and reduction of environmental impact - Self-supply of renewable energy, 100% use of sustainable PCR stretch film
Customer Value Management	• Operating customer value management organization - Establishing cooperation system among relevant departments including Sales/Operations, Quality Management, and Global View - Establishing customer value management principles and quality management policy	• Establishing customer value management strategy system • Establishing quality management system based on ISO 9001 - Operating QMS[3] and quality incident reporting processes, etc.	• Establishing customer complaint reception and pain point management process - Integrated management and improvement based on CPPM[4] system • Conducting regular customer satisfaction surveys through professional research firms	• Management of comprehensive satisfaction of major customers by business - Management of customer satisfaction changes in Forwarding and CL businesses - Forwarding business satisfaction: 81.9 points, CL business satisfaction: 77.8 points

1) K-ETS (Korea Emissions Trading System)
2) PCR (Post-Consumer Recycled): A recycling technology that converts post-consumer plastic waste into initial raw materials in the form of plastic pellets through sorting, shredding, washing, and reprocessing.
3) QMS (Quality Management System)
4) CPPM (Customer Pain Point Management): A system for managing customer complaints and inconveniences (Pain Points)

Materiality Assessment

Management Status by Material Issue

Material Issues	Governance	Strategy	Risk Management	Metrics & Targets
Employee Management	• Operation of Employee Management Organization - HR, Talent Development, Business Support, and Labor Relations Teams • Operation of Labor-Management Council and Junior Board	• Operation of Talent Development System in 4 Key Areas Linked to Business Strategy- Basic Common, Leadership, Global, and Professional Job Skills • Operation of Fair Evaluation and Compensation System Based on CDP • Improvement of Working Environment and Welfare Support	• Regular Implementation of Leadership and Organizational Culture Surveys • Operation of Grievance Handling and Team Relationship Improvement Communication Programs Based on VOE[1)] • Provision of Outplacement Programs for Retirees	• Expansion of employee welfare improvements, including initiatives to promote collaborative sales-Labor-Management Council System Improvement Performance: Over 60 cases • Regular Operation and Expansion of Team Communication Programs - 2025 Performance: 63 sessions per year, 503 participants
Information Security	• Operation of Information Security Organization - Establishment of Information Protection Committee and Designation of CISO/CPO - Security Management Organizational Structure by Headquarters and Overseas Regions • Establishment of Information Security Policies, Guidelines, and Manuals	• Implementation of Information Security Training for All Employees • Systematic Response Based on IRP and Internal Manuals/Guidelines to Prevent Leakage of Confidential Information • Activities to Strengthen Information Security in Overseas Regions	• Inspection of Personal Information Processing Status of Trustees and Implementation of Mock Hacking by External Professional Institutions • Possession of Internal Whistleblowing Procedures Related to Information Security - Operation of LX Cyber Reporting Center	• Acquisition and Maintenance of Domestic and International Security Certifications - ISMS/ISMS-P, ISO 27001, TISAX, etc. • Plan to Introduce Additional Information Protection Solutions such as EDR in 2026
Risk Management	• Operation of the Risk Management Organization under the CEO, including the Order Review Committee, Internal Transaction Review Committee, and Company-wide Investment Review Committee - Internal Audit and Anti-Corruption Risk Management - Integration of Risk Management Metrics into Departmental KPIs	• Implementation of Business Risk Management Training for Domestic and Overseas Employees • Standardization and Documentation of Order, Internal Transaction, and Investment Review Processes • Operation of Internal Accounting Control System and Company-wide Compliance Execution	• Implementation of ESG Risk Assessment for Domestic and Overseas operational sites • Tax Risk and Transfer Pricing Arm's Length Price Management • Continuous Monitoring of Compliance Risks and Management of Regulatory Violation Status - Development and Distribution of Core Basic Management Guidelines for Overseas Subsidiaries	• 100% Completion of ESG Risk Inspections at Domestic and Overseas operational sites • Maintenance of 0 Regulatory Violation Cases for the Past 3 Years
Business Conduct	• Composition and Operation of the Board of Directors - 2 Executive Directors, 2 Non-Executive Directors • Operation of Ethics and Compliance Organizational System - Establishment of Ethical Management Policy Based on LX Code of Ethics - Pledge to Practice Integrity Management for Employees and Supplier	• Implementation of Employee Training and Internal Promotion for Internalization of Integrity Management • Operation of Whistleblowing System - 24-hour Multi-channel Reporting System, Anonymous Reporting, and Reporter Protection	• Continuous Detection and Assessment of Abnormal Signs Based on Anti-Corruption Monitoring System (KRI[2)]) • Regular Reporting and Preemptive Response to ESG-related Risks within the Board of Directors	• 100% Board Attendance Rate, Unanimous Approval of All Submitted Agenda Items • 43 Cases Received via Reporting System, All Investigations Completed • Promotion of Introduction of Third-party Anti-Corruption Due Diligence Program
New Growth Driver and Business Diversification	• Logistics Operations for Over 13,000 Global Customers Based on Dedicated Organization • Operation of Comprehensive Logistics Service System Based on 380 Global Networks Worldwide	• Automation and Advancement of Logistics Centers - Optimization and efficiency enhancement of overall logistics operations through generative AI and automation technologies • Expansion of US Subsidiary Logistics Network and Entry into Intermodal Business - Direct contracts with Class 1 Railroads (UP, NS, BNSF), Establishment of Nationwide US Rail Route Services - Securing Logistics Hub in Southeastern US through Acquisition of Large Logistics Center in Dalton, Georgia	• Monitoring of Cargo Volume Fluctuation Risks Due to Changes in US Trade Environment (Tariffs, Trade Policy) • Ensuring Operational Continuity and Managing Technology Introduction Risks During Automation Transition	• Operation of 13 Bases Including 2 North American Subsidiaries • Capital Increase of USD 96 Million (Approx. KRW 140 Billion) for LX Pantos America

1) VOE (Voice of Employee): Collecting Employee Opinions
2) KRI (Key Risk Indicator): Key Risk Indicator

ESG PERFORMANCE

ESG Strategy 25
Environmental 29
Social 45
Governance 75



ESG Strategy

ESG Governance

LX Pantos proactively analyzes and manages ESG risks across its domestic and international business operations, centered around the ESG team under the direct supervision of the CEO. The CEO regularly receives direct reports on ESG initiatives and major issues, taking responsibility for the approval of related agenda items as well as major decision-making. In addition, the company operates ESG training for employees through the company portal, digital signage, and e-learning, and continuously collects ESG-related inquiries and feedback through various communication channels, including the monthly Market Intelligence Report.

ESG Implementation Structure



ESG Strategy

2025 ESG Management Highlights

Under the vision of 'Value Deliverer for People and the Planet,' LX Pantos is actively promoting ESG management and integrity management. Through these efforts, the company has been recognized domestically and internationally for its ESG management performance, including achieving EcoVadis Bronze and CDP B ratings, renewing its Excellent Green Logistics Company certification for 14 consecutive years, and obtaining CyberVadis Gold. Furthermore, LX Pantos has joined the UN Global Compact, internalizing the 10 principles regarding human rights, labor, environment, and anti-corruption into its management strategy, and has declared its support for and participation in the UN Sustainable Development Goals (SDGs), reflecting them throughout its management.

Achieved EcoVadis Bronze

Enhancement of ESG credibility, strengthening of sustainability within the supply chain, and establishment of a foundation for transparent communication with global stakeholders



Achieved CDP[1] B rating

Achieved B rating in the CDP Climate Change assessment in recognition of climate change response and greenhouse gas management capabilities



1) CDP: Carbon Disclosure Project
2) LEED: Leadership in Energy and Environmental Design
3) CSRD: Corporate Sustainability Reporting Directive
4) WEPs: Women's Empowerment Principles

Environment

Establishment of installation and expansion plans for 2.5MW solar power facilities at logistics centers

- Construction of 2.5MW on unused rooftop space at the Sihwa MTV Center, production of renewable energy, and establishment of plans for continuous expansion (additional 3 self-operated centers in progress)

New acquisition of sustainable building certification LEED[2] Gold

- MegaWise Cheongna Center became the 2nd new building in Korea to achieve Gold, expanding sustainable logistics infrastructure

Renewal of Excellent Green Logistics Company certification (14 consecutive years)

- Recognition of energy savings and greenhouse gas reduction performance by the Ministry of Land, Infrastructure and Transport

Governance

0 cases of corruption, 0 cases of fair trade violations, 100% completion rate for ethical management training

- Implementation of training, including integrity management newsletters, for all domestic employees
- Reporting and monitoring of corruption through systems such as the Cyber Reporting Center

Publication of EU CSRD[3] Pilot Report

- Publication of Poland CSRD report and establishment of disclosure system for European subsidiaries

Holding 21 domestic and 32 overseas certifications

- Acquisition and maintenance of domestic and international logistics and ESG-related certifications

Social

Achieved A+ in CSR in the Community Recognition System with the 'Minister of Environment Award for Climate and Energy'

- Recognition for contributions to environmental ecosystem restoration and climate crisis response

Hosted the University Student Logistics ESG Idea Contest

- Discovery of innovative ideas for logistics ESG, with 144 teams applying for the 5-month long-term project

WEPs[4] membership

- Joined the UN Women's Empowerment Principles and actively commenced implementation of the seven core principles

Planning and Operation of V-day (Volunteer Day)

- Designated November 22nd of each year as Volunteer Day to conduct employee-participatory social contribution activities (briquette delivery, companionship for the elderly, plogging)

Grand Prize in the large enterprise category of the 'Korea Labor-Management Cooperation Award'

- Awarded the Grand Prize in the large enterprise category of the 'Korea Labor-Management Cooperation Award' in recognition of achievements in building a cooperative labor-management culture based on mutual trust and communication

Japan and Hungary subsidiaries newly acquired ISO27001

- Strengthening of information security management systems

Acquired third-party cybersecurity certification CyberVadis Gold

- Recognized as a company promoting the strengthening of internal information security levels and the minimization of security risks

ESG Strategy

ESG Strategy Framework

ESG Strategy Framework Overview

ESG Vision

VALUE DELIVERER FOR PEOPLE AND THE PLANET

Slogan

Connecting the World with the "Value" of "Togetherness"

4 Strategic Directions

E Environmental	S Social	G Governance	
Planet Together Realizing Green Logistics	**Community Together** Shared Growth with partners and Local Communities	**People Together** Respecting Stakeholders and Pursuing Happiness	**Responsible Business Together** Fulfilling Responsible Management

8 Strategic Priorities

01 Accomplishing green logistics by combating climate change	03 Spreading ESG to suppliers and creating a collaborative environment	05 Promoting a culture of respect for human rights	07 Managing non-financial risks in a systematic manner
02 Delivering environmental management and embedding it into business	04 Creating social value through social contribution activities	06 Spreading a culture that focuses on stakeholders' happiness	08 Establishing and pursuing an ESG management system
			

ESG Strategy

ESG Strategic Initiatives

Goals and Performance for the 8 Key Strategies

LX Pantos has set tasks for each of the 8 Key Strategies and established detailed plans for short, medium, and long-term goals, execution and management organizations, timelines, and implementation methods, and is managing implementation details and performance based on content reported to and agreed upon by management.

8 Key Strategies	Strategic Initiatives	Mid- to Long-term Goals	Key Achievements in 2025
Realizing Green Logistics Through Climate Action	• Manage energy consumption and GHG emissions • Expand participation in environmental initiatives	• Reducing greenhouse gas emissions by 25% by 2030 compared to BAU • Disclosure of environmental data through CDP	• Scaled up the use of green fuels (SAF/SMF) and securing supply chains • Disclosed performance to global ESG rating agencies such as EcoVadis and CDP • Obtained LEED Gold certification for MegaWise Cheongna Center as an environmentally friendly building
Implementing and Internalizing Environmental Management	• Establish an environmental management system • Set environmental management goals and implementation plans	• Compliance with ISO 14001 (Environmental Management System) requirements and procedures • Establishment of waste and recycling management system	• Obtained ISO 14001 Environmental Management System certification and expanded certified sites • Renewed designation as an Excellent Green Logistics Practice Company • Managed waste data through the Ministry of Environment's Olbaro System and others
Spreading ESG to Suppliers and Creating a Collaborative Environment	• Introduction of ESG Evaluation for Partners • Implementation of ESG Support and Shared Growth Programs for Partners • Adoption of Fair Trade Compliance Program	• Obtaining 100% ESG Compliance Agreements from All Partners • Allocating 30% Weight to ESG Criteria in All Bid Evaluations	• Established and applied ESG evaluation system for partners, assessing 124 out of 153 target companies • Awarded incentives to 10 outstanding partner companies
Creating Social Value Through Social Contribution Activities	• Enhancing Framework for Social Contribution Activities	• Measurement of Social Value for Social Responsibility Activities in Alignment with Sustainable Management	• Planned Pantos Volunteer Day (V-day) and encouraged employee participation • Continuously achieved Grade A certification in the Social Contribution Recognition Program by the Ministry of Health and Welfare
Promoting a Culture of Respect for Human Rights	• Improvement of Employee Work Environment and Enhancement of Occupational Health and Safety • Enhancement of Labor-Management Communication Channels • Expansion of Employee Evaluation and Training Programs • Internalization of Ethical Management	• Zero Major Industrial Accidents (Fatalities) and Expanding Employee Health Support • Holding Labor-Management Council Meetings and Improvement Rate • Increasing Employee Training Hours (Diversity, Self-Development, Ethics, etc.) • Implementation of Human Rights Impact Assessment	• Held ISO 45001 Occupational Health and Safety Management System certification • Completed risk assessments for 87 operational sites and resolved 286 hazardous factors related to health and safety • Actively reflected Labor-Management Council agenda items, including increasing welfare points, expanding support for language test fees, and raising long-service awards • Increased daily allowances for domestic business trips • Supported internal communication culture through initiatives such as the Junior Board • Awarded Grand Prize in the Large Corporation Category at the Korea Labor-Management Cooperation Awards
Spreading a Culture that Focuses on Stakeholders' Happiness	• Enhancing Employee Satisfaction • Strengthening Customer Satisfaction and Communication	• Improvement in Organizational Culture Satisfaction Scores • Improvement in Customer Satisfaction Scores	• Held ESG idea contest for university and graduate students, with 144 teams participating and 10 teams awarded • Operated team relationship enhancement programs and improved satisfaction scores • Conducted regular customer satisfaction surveys through a professional research firm and systematically • collected and analyzed customer pain points
Managing Non-Financial Risks in a Systematic Manner	• Establishment and Internalization of ESG Management Framework • Development of ESG Performance Management Framework • Reinforcement of Information Security Management	• Enhancement of Responses to Clients' ESG Requirements • Promotion of Fair Trade Culture • Zero Occurrence of Information Security Incidents • Implementation of Corruption Risk Assessment	• Documented regulations for order review, internal transaction review, and investment review, and conducted company-wide order training • Linked C-level executives' KPIs with key risk indicators for performance-based compensation • Achieved CyberVadis Gold certification for global security standards
Establishing and Pursuing an ESG Management System	• Establishment and Integration of ESG Management Framework • Development of ESG Performance Management System	• Establishment and Operation of the ESG Committee	• Operated an ESG team directly under the CEO responsible for ESG tasks • Managed the Climate Change Response Task Force and incorporated performance evaluation

1) SMF: Sustainable Marine Fuel

ENVIRONMENTAL



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Circular Economy 44

Environmental

Climate Action

Governance

Climate Governance

LX Pantos has established a governance system and strategy for climate change response. Climate change response activities and performance are monitored by the ESG Team, which reports directly to the CEO. The CEO holds final approval authority over climate change response strategies and target setting and regularly reviews reports and makes key decisions. In addition, the company has formed a Climate Action & Environmental Management TFT to establish response strategies for each business division and has appointed climate leads across its business divisions and key departments.

Climate Governance Structure

CEO

- Review reports on climate change-related risks and opportunities (regular and as-needed basis)
- Making decisions on reported matters

ESG Team

- Collecting and reporting issues from implementation units and working-level organizations
- Developing and communicating related strategies and managing their implementation
- Setting GHG reduction targets and managing the roadmap
- Identifying and managing climate-related risks and opportunities
- Managing GHG emissions and the reduction budget
- Responding to environmental certifications
- Planning sustainable logistics services

Climate Action TFT

Sea Business
- Analyzing sea freight risks and issues
- Promoting sustainable transport services

Air Business
- Analyzing air transport risks and issues
- Promoting sustainable transport services

CL Business
- Managing fleet and warehousing
- Expanding sustainable logistics centers and infrastructure

CFO
- Managing sustainable facility investments and receivables

Climate Performance in Evaluation

LX Pantos indirectly reflects the performance of activities related to greenhouse gas emission reduction in individual and organizational performance evaluations. The company is reviewing plans to directly reflect climate-related performance indicators in our compensation policy in the long term.

Performance Indicators	Application
Achievement rate of GHG reduction targets by department	Partial use of organizational and individual performance indicators
Performance of energy efficiency improvement projects	
Achievement of climate action targets	Included in employee performance evaluation criteria

Environmental

Climate Action

Strategy

Analysis of Climate-related Risks and Opportunities

LX Pantos has identified a total of 11 climate-related risks and opportunities, comprising four transition risks, four physical risks, and three opportunities, that are expected to affect our business. The company is analyzing the financial implications of these issues and has completed financial impact assessments for selected key issues. In addition, it continuously assesses the potential financial impacts of climate change through scenario analysis, covering short-, medium-, and long-term horizons. Based on the results, the company plans to develop and implement response measures across its operational sites, supply chain, and markets.

Identified Climate-related Risks and Opportunities

Type	Time Horizon	Value Chain	Impact[1)]	Details	
Transition risk	Medium	Entire chain	H	Regulation – Emission allowance purchase	•Rising allowance prices due to reduced free allocation
Transition risk	Medium	Entire chain	H	Market – Freight rate increase	•Higher transport unit costs from adopting sustainable solutions such as sustainable vessels and SAF
Opportunity	Short	Direct operations	M	Products & Services – Providing green logistics services	•Securing market share (M/S) by offering sustainable logistics options, including low-carbon transport modes and optimized routes
Transition risk	Medium	Upstream, Direct operations	M	Regulation – Carbon tax	•Higher transport costs and rising freight rates from carriers' carbon tax burden
Opportunity	Short	Direct operations	M	Energy Resources – Emission trading and energy cost reduction	•Reduced operating costs through energy efficiency and revenue from selling emission allowances
Transition risk	Short	Upstream	M	Policy & Law – GHG regulations	•Strengthened emissions regulations on the logistics industry
Physical risk	Short	Direct operations	M	Chronic – Rising energy costs	•Higher energy costs at logistics centers due to extreme weather such as heatwaves and cold waves
Physical risk	Long	Direct operations	M	Acute – Natural disasters	•Asset damage from natural disasters such as heavy rain, typhoons, wildfires, and hail
Physical risk	Long	Entire chain	M	Acute – Supply chain disruption	•Disruption of supply chain transport due to floods, droughts, etc.
Physical risk	Medium-Long	Entire chain	L	Chronic – Uncertainty	•Restricted use of existing transport routes due to climate change, additional time and resources for developing new routes, and disruption of key supply chain transport due to rising freight rates, floods, droughts, etc.
Opportunity	Short	Direct operations	L	Resource Efficiency – Operational efficiency	•Improved operational efficiency and reduced operating and allowance purchase costs through automation and high-efficiency energy facilities

1) Impact: High, Medium, Low risk

Environmental

Climate Action

Strategy

Climate Risk Analysis

LX Pantos has analyzed the potential impact of various identified climate risks and opportunities on the company based on key climate scenarios and data. Through this analysis, the company intends to present advanced analysis results by selecting emission allowance purchases as a representative case for transition risks and supply chain damage for physical risks.

Transition Risk

Regulation - Emission Allowance Purchase

Key Assumptions	LX Pantos assessed the potential impacts of the identified risks and opportunities based on key climate scenarios and data.
Impact on Business	LX Pantos was designated as a company subject to emission allowance allocation in 2020 and has participated in the Korea Emissions Trading Scheme (K-ETS) since its third planning period (2021–2025). In accordance with the Ministry of Environment's guidelines, the company annually purchases emission allowances in the market to cover emissions exceeding our allocation and submit them to the authorities. As such, fluctuations in emission allowance prices directly affect our financial performance. With the anticipated reduction in free allocations and rising allowance prices, the cost of purchasing emission allowances is expected to drive up overall expenses across our logistics and transportation operations and push up logistics service rates.
Analysis Results	Looking ahead, LX Pantos anticipates additional purchases of carbon emission allowances as the paid allocation ratio under Korea's Emissions Trading Scheme is set to increase. Allowance prices and projected purchase volumes have been estimated using the IEA's NZE and STEPS scenarios. The results indicate annual purchase costs of KRW 0.3–0.6 billion through 2030, with cumulative costs reaching KRW 2.6–5.2 billion. By 2050, annual costs are expected to grow to KRW 3.6–10.1 billion, with cumulative costs amounting to KRW 105.6–293 billion.

Physical Risk

Acute - Supply Chain disruption - Drought/Flood

Key Assumptions	To monitor drought and flood risks—key physical risks that could disrupt our supply chain—LX Pantos assessed the risk level at each of its major global logistics hubs using the Water Risk Filter provided by the World Wildlife Fund (WWF). Drought risk was evaluated using precipitation and temperature data covering both long-term and short-term droughts, while flood risk was assessed based on frequency and severity. As of 2025, the analysis covered the nine largest sites by building area among the company's 208 overseas logistics facilities in 2025, which together account for approximately 40% of the total building area of all overseas operations.
Impact on Business	In the event of droughts and floods, damage to logistics infrastructure and assets, disruptions to transportation services, and fluctuations in cargo volume due to client supply chain disruptions may occur. This can lead to direct cost increases such as recovery costs for logistics assets and rising insurance premiums, as well as increased operating costs for transportation delays and securing alternative routes.
Analysis Results	Based on the analysis, drought risk at LX Pantos's major overseas operations was assessed as very low to low. Flood risk, however, was rated high to very high in certain regions, considering both likelihood and severity. In light of these findings, LX Pantos plans to enhance monitoring of operational sites exposed to high flood risk and develop response measures to ensure business continuity.

Operational Site	Drought Risk		Flood Risk	
	Long-term	Short-term	Frequency	Severity
China - Beijing	Very Low	Low	Low	High
Poland - Warsaw	Low	Low	Medium	Low
USA - Georgia	Very Low	Very Low	High	Low
Netherlands - Tilburg	Very Low	Very Low	Medium	Very High
Mexico - Cedros	Very Low	Low	High	Very Low
USA - Texas	Very Low	Very Low	High	Medium
Taiwan - Taoyuan	Very Low	Very Low	High	Medium
China - Shanghai	Very Low	Very Low	High	Very High
Hungary - Székesfehérvár	Very Low	Very Low	Medium	Low

Environmental

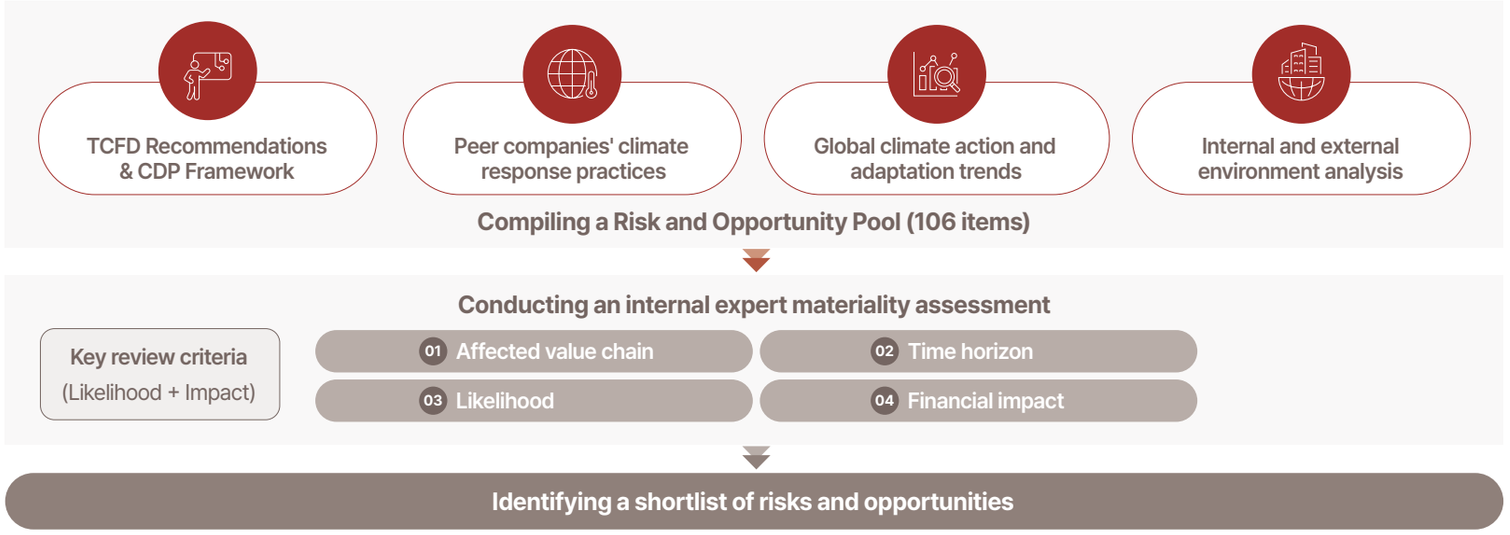
Climate Action

Risk Management

Risk Management Process

In line with the TCFD recommendations, LX Pantos identified a total of 106 climate-related risks and opportunities by analyzing peer companies' climate response practices, global trends in climate mitigation and adaptation, and internal and external business environments. These items were then screened by assessing their likelihood and impact, and prioritized based on the results. The evaluation considered three key criteria: impact across the entire value chain, expected time horizon, and likelihood of occurrence.

Risk and Opportunity Identification Process



Risk and Opportunity Classification

Transition Risks					Physical Risks		Opportunities				
Regulation	Policy and Law	Market	Reputation	Technology	Acute	Chronic	Market	Energy Sources	Resource Efficiency	Products and Servic	Resilience

Scenario Analysis

LX Pantos conducted scenario analyses for both physical and transition risks to comprehensively assess the potential impacts of climate change on its business. For physical risks, the company applied the SSP1-2.6 and SSP5-8.5 scenarios from the IPCC's Sixth Assessment Report (AR6) to evaluate the likelihood and impact of climate-related hazards such as droughts and floods. For transition risks, it drew on the IEA's Net-Zero Emissions (NZE) and Stated Policies (STEPS) scenarios to assess potential impacts arising from the transition to a low-carbon economy, including policy and regulatory changes, rising carbon costs, and market shifts. Based on these analyses, the company identified key climate-related risks and opportunities across short-, medium-, and long-term horizons and defined its response strategies accordingly.

Scenario Definition

Type	Scenario	Scenario Description	Temperature Rise Outlook (2100)
Physical	SSP1-2.6	A scenario in which sustainable technology adoption and global cooperation continue, leading to a gradual transition to decarbonization	1.8°C
	SSP5-8.5	A growth-oriented scenario in which fossil fuel use continues; despite technological innovation, climate response remains insufficient	4.4°C
Transition	NZE (Net-Zero Emissions by 2050 Scenario)	A scenario for achieving global carbon neutrality by 2050	1.5°C
	STEPS (Stated Policies Scenario)	A scenario based on policies currently in place and officially announced plans	2.1°C

Environmental

Climate Action

Metrics and Targets

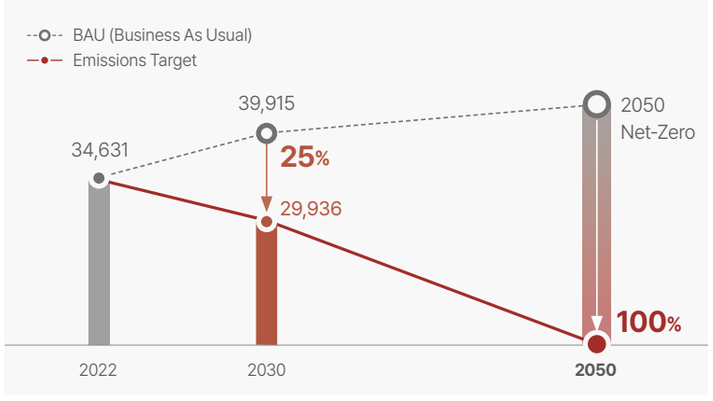
LX Pantos has established a 2050 Net-Zero goal, reflecting projected emissions and feasible reduction measures. The company has set a mid-term target of a 25% reduction against BAU[1] by 2030 and is building environmental policies and management systems to achieve carbon neutrality by 2050.

To enhance the credibility and implementation of our climate targets, LX Pantos is conducting science-based climate scenario analyses and preparing to set and disclose SBTi-aligned greenhouse gas (GHG) reduction targets. Going forward, the company will develop a phased reduction roadmap and implementation strategy to achieve its mid-term (2030) and long-term (2050) targets, and will progressively disclose the related targets and action plans. It will also continuously monitor its progress and engage with stakeholders through regular disclosures.

1) BAU (Business As Usual): Greenhouse gas emissions in the absence of intentional reduction efforts

Scope 1 and 2 (Domestic) GHG Reduction Targets

(unit: tCO_2eq)



*BAU was recalculated in 2024 according to changes in the business environment

Climate Change Response Roadmap

Scope 1

Category	2030 Goal	2040 Goal	2050 Goal
Transition to Sustainable Vehicles	• Introducing 1-ton and 2.5-ton electric vehicles (EVs) • Establishing and implementing EV charging infrastructure plans	• Expanding the sustainable vehicle transition to medium- and large-sized freight vehicles • Operating charging stations at logistics centers and key hubs	• Completing the transition of all freight vehicles to 100% sustainable vehicles • Operating sustainable charging infrastructure
Improving Transport Efficiency	• Introducing an AI- and big-data-based dispatch management system • Optimizing route planning and enhancing operational efficiency	• Upgrading the smart logistics system • Minimizing carbon emissions through real-time data analysis	• Completing carbon-neutral transport solutions • Fully replacing transport with electricity- and hydrogen-based sustainable modes

Scope 2

Category	2030 Goal	2040 Goal	2050 Goal
Transition to Renewable Energy	• Expanding solar power facilities at logistics centers • Introducing PPA[2] • Initiating REC purchases[3]	• Increasing the share of renewable energy use at logistics centers • Expanding PPA and REC purchases	• 100% transition of all logistics centers to renewable energy • Expanding PPAs and securing additional renewable energy
Improving Facility Energy Efficiency	• Improving building energy efficiency (using LED lighting and smart energy systems) • Expanding LEED green building certification at logistics centers	• Introducing AI- and big-data-based smart buildings	• Transitioning to AI- and big-data-based smart buildings

Scope 3

Category	2030 Goal	2040 Goal	2050 Goal
Supporting Scope 3 Reduction	• Improving transport efficiency to meet clients' carbon reduction needs	• Expanding the share of sustainable transport and applying carbon reduction solutions	• Providing customized low-carbon solutions for clients • Establishing Net-Zero-based transport services

2) PPA (Power Purchase Agreement): A contract under which a renewable energy generator and an electricity consumer buy and sell electricity at a price and over a period mutually agreed upon by both parties

3) REC (Renewable Energy Certificate): A certificate that an electricity consumer can purchase to demonstrate its use of renewable energy

Environmental

Climate Action

Greenhouse Gas (GHG) Emissions and Reduction

Scope 1 and 2 Emissions

LX Pantos' 2025 GHG emissions were calculated by categorizing them into Scope 1 (direct emissions from vehicle operation, heating, etc.) and Scope 2 (indirect emissions from purchased electricity). Due to the nature of the logistics business, direct emissions from freight vehicle operation account for the largest portion, followed by indirect emissions from electricity consumption in logistics centers and offices.

LX Pantos Scope 1 and 2 Emissions[1), 2)]

(Unit: tCO_2eq)

Indicator	2023	2024	2025
Domestic Emissions	32,538	33,988	39,328
Scope 1 Emissions	22,471	23,050	24,845
Scope 2 Emissions	10,067	10,938	14,483
Overseas Emissions	-	-	14,654
Scope 1 Emissions	-	-	3,671
Scope 2 Emissions	-	-	10,983

1) Scope 1 and 2 emissions are calculated based on ISO 14064-1 and the Ministry of Environment's Guidelines for Reporting and Verification of Emissions under the GHG Emissions Trading Scheme
2) Overseas Scope 1 and 2 emissions are calculated based on the WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard and the 2019 Refinement to the 2006 IPCC Guidelines

Scope 3 Emissions

LX Pantos has been calculating Scope 3 emissions since 2023 to more systematically identify and manage indirect greenhouse gas emissions occurring throughout the value chain. Scope 3 includes emissions that occur outside the organizational boundary during business activities, which is significant for more comprehensively understanding and managing the company's actual environmental impact more comprehensively.

LX Pantos (Domestic) Scope 3 Emissions[3)]

(Unit: tCO_2eq)

Company		2023	2024	2025
Total Scope 3 Greenhouse Gas Emissions		5,508	22,488	10,715
C1	Purchased goods and services	2,587	2,315	5,208
C3	Fuel and energy-related activities (excluding Scope 1 & 2)	1,747	2,200	2,859
C5	Waste Generated in Operations	-	1,502	1,313
C6	Business travel	1,174	1,274	1,335
C15[4)]	Investments	-	15,197	-

3) Domestic Scope 3 emissions are calculated based on the WRI/WBCSD GHG Protocol: The Corporate Value Chain (Scope 3) Accounting and Reporting Standard
4) Overseas subsidiary emissions previously included under C15 (Investments) in 2024 have been reclassified and managed as Scope 1 and 2 emissions from 2025 onward, following a review of the calculation methodology

GHG Reduction Activities by Scope

Scope 1

- **Transition to sustainable electric vehicles and electric forklifts[5)]**
  - Achieved 100% transition rate to electric forklifts at all domestic operational sites

Scope 2

- **Renewable energy purchase and production**
  - Supplying renewable energy to logistics centers following the introduction of solar power generation (expected to reduce emissions by up to 500 tons annually)
- **Energy consumption reduction in lighting systems**
  - Replacing lighting in offices and logistics warehouses with LED lighting
  - Switching off all office lighting during lunch hours

Scope 3

- **Securing a sustainable transport supply chain**
  - Reducing GHG emissions at the client's transport stage through a modal shift to sustainable transport
  - Signing MOUs and operating programs with global carriers for the transition to sustainable fuels (SAF/SMF)

5) Excluding diesel forklifts used for some heavy cargo transport

GHG Reduction Performance by Scope

(Unit: tCO_2eq)

구분	2023	2024	2025
Scope 1	27	47	7
Scope 2	315	312	312
Scope 3	11,061	12,775	35,880

LX Pantos continuously pursues activities to reduce GHG emissions and systematically manages and discloses the related performance. The 2025 reduction performance increased significantly, led by Scope 3, driven by the expanded modal shift to sustainable transportation, representing an improvement of approximately 180.9% year-over-year. This demonstrates that emission reduction across the value chain is gaining momentum. For Scope 1, reduction activities focused on selected direct emission sources, resulting in a smaller reduction volume year-over-year; the company plans to continuously expand its addressable reduction areas going forward.

Environmental

Environmental Management

LX Pantos Environmental Management Initiatives

Environmental Policy

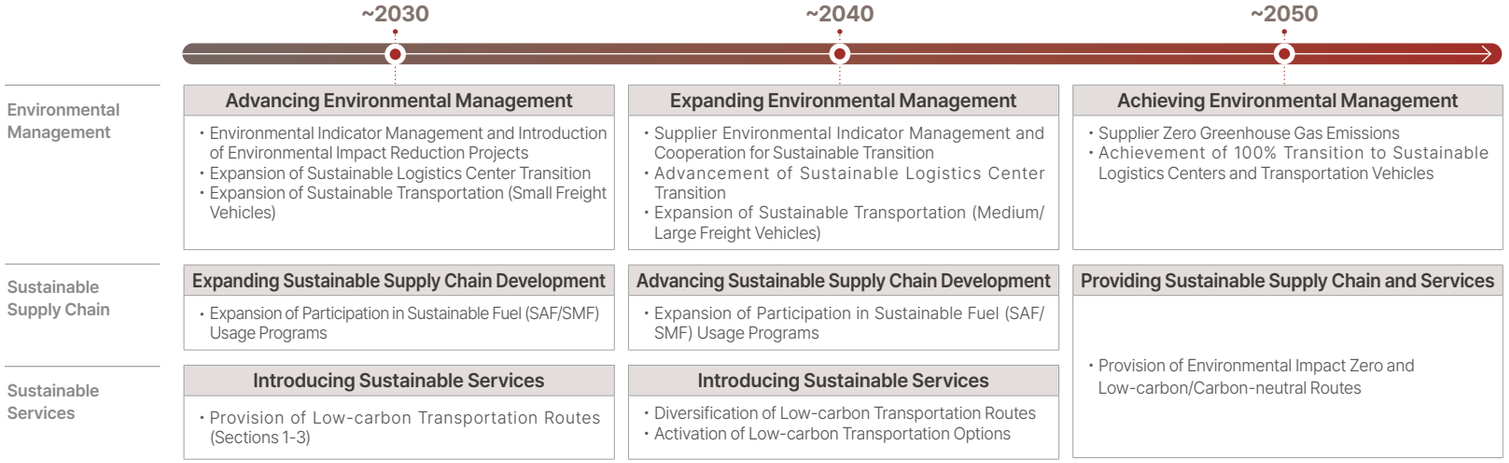
LX Pantos has established an environmental policy that sets out its environmental principles and goals—including reducing energy consumption, lowering GHG emissions, managing and recycling waste, and promoting sustainable consumption—and discloses it to stakeholders.

LX Pantos Environmental Policy

Across all of its business activities, LX Pantos aims to contribute to the global goals of transitioning to a sustainable economy and, in line with the Paris Agreement, limiting global warming to 1.5°C and achieving climate neutrality by 2050. To this end, the company advances sustainable management—including climate change mitigation and adaptation, energy efficiency improvements, and the adoption of renewable energy—to realize sustainable logistics. The company also shares this policy with internal and external stakeholders and maintains ongoing communication to actively reflect their input, while transparently disclosing relevant information.

Environmental management governance	ironmental impact identification	Climate Change Mitigation
Climate Change Adaptation	Energy Efficiency Improvement	Renewable energy expansion
Circular economy promotion	Transition to Sustainable Logistics Services	Biodiversity Conservation
Environmental performance measurement and improvement	Transparent Information Disclosure	Stakeholder Engagement
Strengthening employee sustainable capabilities and fostering an environmental culture		

Environmental Management Roadmap



Stakeholder Communication

LX Pantos enhances sustainability awareness among internal stakeholders through ESG information sharing, training, and campaigns, and regularly engages with external stakeholders on energy and GHG management, environmental disclosure, and responses to ESG ratings and certifications.

Category	Internal Stakeholders		External Stakeholders	
Target	Employees, in-house and outsourced drivers		Ministry of Environment, Korea Energy Agency, Korea Transportation Safety Authority, Korea Environmental Industry & Technology Institute, Certification Bodies, Verification Bodies	
Details	• Operating an Environmental Awareness Programs	Annually	• Reporting Energy Consumption	Annually
	• Publishing the ESG Trend Report to share ESG trends	Monthly	• Regular Verification of Energy Consumption (DNV)	Annually
	• Running in-house resource circulation campaigns (e.g., reusable cups, sustainable leadership)	Year-round	• Regular Reporting of Greenhouse Gas Emission Results	Annually
	• Ongoing sharing of energy/greenhouse gas consumption at LX Gwanghwamun Building	Year-round	• Regular Inspections for Certified Green-Logistics Company	Once/3 Years
	• Maintaining up-to-date compliance with environmental laws and regulations	Year-round	• Disclosure under the Environmental Information Disclosure System	Annually
	• Voluntarily disclosing energy use and GHG emissions information	Year-round	• Maintaining and renewing ISO 14001 (Environmental Management System) certification	Annually
	• Listening to ESG-related opinions through the Junior Board	Monthly	• Joining the UN Global Compact (UNGC), a voluntary corporate sustainability initiative	Annually
Method	Environmental (ESG) bulletin board on groupware, campaign activities, reports, etc.		Regular reports, third-party verification, participation in external training, etc.	

Environmental

Environmental Management

LX Pantos Environmental Management Initiatives

Environmental Certifications and Certified Green-Logistics Company Recognition

LX Pantos has obtained and maintained ISO 14001 certification at four domestic self-operated logistics centers under its operational control. In addition, the company has been recognized as a Certified Green-Logistics Company by the Ministry of Land, Infrastructure and Transport for 14 consecutive years, covering all of its domestic operational sites.

우수녹색물류실천기업
Certified Green-Logistics Company
국토교통부

Certified Green-Logistics Company

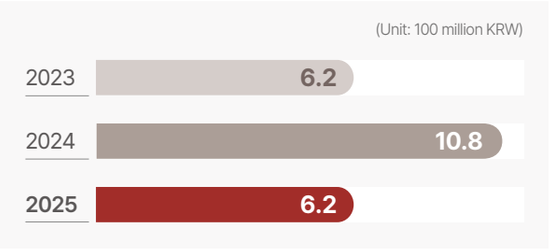
CDP (Carbon Disclosure Project) Response

LX Pantos has voluntarily participated in CDP every year since 2022 as part of its climate action. Through this engagement, the company has continuously identified and implemented climate-related initiatives, transparently disclosed the related performance, and advanced its transition to sustainable logistics. As a result, LX Pantos achieved a B rating in the CDP Climate Change questionnaire in 2025. The company plans to further strengthen its climate response capabilities through continuous improvement and execution.

Expanding Green Procurement

Green procurement refers to purchasing green products—those that minimize energy and resource inputs and the generation of GHGs and pollutants—and raw materials and goods that meet environmental criteria under the Framework Act on Low Carbon, Green Growth. To reduce waste and prevent pollution arising from its logistics services, LX Pantos procures sustainable logistics materials, using various sustainable supplies—such as PCR-based stretch film and paper tape—across its operational sites. The company aims to transition the logistics materials used throughout its supply chain to sustainable alternatives based on the 3R (Reuse, Recycle, Reduce) principles, and is working toward zero-hazardous-waste operational sites.

Green Procurement Amount



Environmental Management Activities

Pantos carries out various activities to minimize the environmental impacts arising across its business operations and to respond to climate change.

Hazardous Substance Management	Biodiversity Protection and Ecosystem Restoration	Spreading a Company-wide Sustainable Culture
• Implementing environmental emergency response measures - Activating the on-site emergency response team and the emergency reporting system upon the first occurrence or report of an incident - Suspending all site operations and evacuating all workers when there is a risk of a chain incident - Preventing discharged chemical substances from being released into the environment • Activities related to the labeling, storage, handling, and transportation of hazardous substances - Displaying warning labels indicating hazard information on storage containers and packaging for hazardous and dangerous substances • Providing employee training on the safe handling and management of hazardous substances - Posting Material Safety Data Sheets (MSDS) containing information on hazardous substances within the site	• Planning and operating the Re:Carbon marine ecosystem restoration project - Promoting a seaweed forest creation project with the Korea Fisheries Resources Agency (removing approximately 17,000 tons of CO_2 by 2028) • Operating the 'Nature Road' urban ecosystem conservation project - Restoring 2,300 m^2 of green space at Seoul Forest and Cheonggyecheon, removing trees, and conducting freshwater fish ecology surveys • Restoring forests and purifying the environment - Conducting plogging campaigns with local communities on an ongoing basis - Creating a regeneration forest on wildfire-damaged areas in Gangwon Province (a five-year project)	• ESG training for employees - Targeting new and experienced hires, overseas subsidiary heads, greenhouse gas management personnel, and sales staff • Publishing and distributing a monthly ESG Market Intelligence Report - Planning and publication of the ESG team's own monthly report, distributed to all employees • In-house resource circulation campaigns (providing in-house recycling cups, using sustainable cup lids and holders, etc.) • Using sustainable products, including sustainable in-house PCs and home appliances

Environmental

Environmental Management

Water Risk Management

LX Pantos assesses and manages water-related risks for each operational site using the Aqueduct Water Risk Atlas from the World Resources Institute (WRI). Based on the location of each site, the company analyzes key water risks—including water stress—to evaluate potential levels of impact. The company also continuously monitors water use and management, with a focus on sites exposed to relatively high water risks or requiring closer management, thereby strengthening a robust water management framework.

Risk Definition

Water stress indicates the ratio of available water supply to water demand in the region where an operational site is located. It is used to gauge the level of pressure on water use and is assessed considering both consumptive and non-consumptive withdrawals.

Physical quantity risk refers to risks that may affect site operations due to a shortage or excess of water resources. Uncertainty in securing water supply caused by droughts, floods, and seasonal variability is a key assessment factor.

Physical quality risk refers to risks that may affect water use and operational stability due to the degradation or contamination of water resources. The water quality of intake sources and the potential for contamination are key assessment factors.

Regulatory/reputational risk refers to uncertainty arising from changes in water-related regulations and the potential for reputational damage due to water issues. Access to safe drinking water, sanitation conditions, and local communities' sensitivity to water issues are key assessment factors.

Scope of Risk Assessment

LX Pantos conducted a water risk assessment across all 261 operational sites, including its headquarters and subsidiaries. These sites are located in 34 countries, with 15 in Asia, 9 in Europe, 3 in North America, 4 in South America, 2 in Africa, and 1 in Oceania. As water risks can differ significantly even within the same country depending on geographic and environmental conditions, LX Pantos adopted a site-specific assessment approach rather than a uniform country-level method. This enables the company to more precisely identify localized risk factors—such as watersheds, precipitation, water infrastructure, and water stress levels—and to establish tailored response measures for each site.

Risk Assessment Results

The assessment found that approximately 28.7% of all operational sites were exposed to "High" or higher risk for water stress, while approximately 39.1% were rated "High" or higher for physical quantity risk and 15.7% for physical quality risk. Regulatory/reputational risk was relatively low, at approximately 6.1%. Based on these results, the company plans to continuously strengthen water management at high-risk sites.

(Unit: Number of operational sites)

Risk Level	Water Stress	Physical Quantity Risk	Physical Quality Risk	Regulatory / Reputational Risk
Extremely High	46	16	11	0
High	29	86	30	16
Medium-High	42	76	21	49
Low-Medium	51	58	103	20
Low	58	16	85	128
Very Low	3	0	2	39
No Information	32	9	9	9

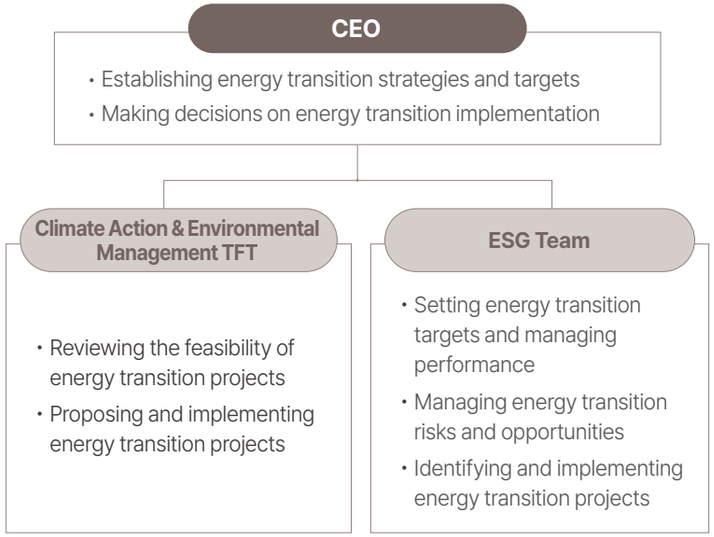
Environmental

Energy Management

Energy Management Organization

LX Pantos drives its sustainable energy transition led by the ESG Team and the Climate Action & Environmental Management TFT. The CEO holds approval authority over energy transition strategies and target setting and is directly involved in related decision-making.

Energy Management Organizational Structure



Energy Consumption Management

Generation and Use of Renewable Energy

In December 2025, LX Pantos completed the construction of a 2.5MW rooftop solar power plant utilizing approximately 18,232m² of idle rooftop space at the Sihwa MTV Center. This large-scale power generation facility, equivalent to the area of about 2.5 soccer fields, is a leading example of urban renewable energy that has maximized the use of idle space in the metropolitan area where securing land is difficult.

This facility began full-scale operation in January 2026, and is expected to achieve an annual greenhouse gas reduction effect of approximately 850 tons.



Sihwa MTV Center

Energy Consumption Verification and Disclosure

LX Pantos monitors energy consumption during business activities and receives third-party verification through verification agencies every year. Energy consumption data is disclosed to internal and external stakeholders through various channels.

Verification	• Conducting third-party verification of energy consumption (once a year)
Disclosure	• Voluntarily disclosing information through in-house bulletin boards and the website • Reporting to the Ministry of Environment's Environmental Information System and the Korea Energy Agency • Voluntarily participating in climate-related initiatives such as CDP and EcoVadis

Environmental

Energy Management

Installation of EV Charging Facilities

To comply with the Act on the Promotion of Development and Distribution of Environment-Friendly Motor Vehicles and to expand its sustainable infrastructure, LX Pantos carried out a project to install electric vehicle (EV) chargers at the Incheon Airport 2 Center. Prior to the project, the company completed necessary preliminary procedures, such as amending the articles of incorporation related to the electric vehicle charging business through a general meeting of shareholders, and completed the installation of the chargers in December 2025.

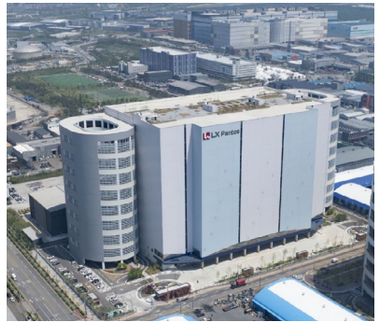
With a total investment of approximately KRW 14 million, the company installed five EV chargers meeting statutory standards in a parking facility with 241 spaces, enhancing the convenience of sustainable-vehicle use for employees and visitors. LX Pantos plans to continue expanding the foundation for sustainable-vehicle use and building infrastructure for a low-carbon transition.

Project Promotion	Articles of Incorporation Amendment Completed
Investment	14 million KRW
Installation	Installation of 5 Electric Vehicle Chargers
Performance	Enhancing convenience for parking lot users such as employees and visitors, and expanding sustainable infrastructure

LEED Green Building Certification

LX Pantos has pursued LEED certification to strengthen company-wide energy savings and advance the operation of sustainable logistics centers. As a result, the Mega Wise Cheongna Center became the first LX Pantos logistics center to achieve LEED Gold certification. It is the second newly built[1)] logistics center in Korea to obtain LEED Gold, reflecting the company's efforts to expand its sustainable logistics infrastructure. In response to a growing trend among major global clients of incorporating ESG performance and LEED certification as key bidding requirements, LX Pantos continues to strengthen its sustainable logistics operations.

1) Classified based on whether the application was made within 1 year after completion (August 2024) and the actual operation status of the building.



Mega Wise Cheongna Logistics Center



LEED Gold Certification Mark

Expanding the Solar Power Business

LX Pantos is expanding its on-site solar power business at company-owned logistics centers to reduce electricity costs and GHG emissions. Building on its experience constructing and operating the 2.5 MW facility at the Sihwa MTV Center, the company plans to install an additional 2 MW of solar capacity on the rooftops of three company-owned centers: Mega Wise Cheongna Center (Incheon), SC Yongin Center (Yongin), and Sinhang Eco Center (Changwon).

To support this initiative, LX Pantos selected a specialized solar power provider in April 2026 and signed an MOU on 'Cooperation for Expanding the Logistics Center Solar Power Business.' Under the agreement, LX Pantos provides the sites and facilities, while the partner handles investment, design, construction, and operations. Beyond on-site generation and consumption at each center, the company will also establish an inter-center power-sharing system—transmitting electricity from the SC Yongin Center to the Sinhang Eco Center—to maximize energy efficiency. The project is expected to reduce carbon emissions by approximately 1,200 tons annually, and LX Pantos plans to expand solar power systems across its company-owned logistics centers to further advance its sustainable logistics operations.


Sihwa MTV Center Solar Power Facility

Environmental

Sustainable Logistics Services

Sustainable Logistics Services Organization

To build an advanced sustainable logistics ecosystem that helps shippers reduce their Scope 3 emissions, LX Pantos operates a company-wide governance structure centered on the Climate Action TFT, which brings together the ESG Team and the individual business divisions. Led by the ESG Team, which oversees the company's enterprise-wide climate strategy, the Forwarding Division delivers customized low-carbon transport solutions based on securing sustainable shipping capacity and designing optimized pricing. In parallel, the CL Division is accelerating the sustainable transformation of its infrastructure—including the deployment of large-scale solar power facilities at its logistics centers—driving carbon reduction across the entire logistics value chain. Through this integrated collaboration model, which combines forwarding capabilities with sustainable infrastructure, the company continues to lead the global green logistics market.

Sustainable Logistics Services Organizational Structure

CEO

- Approving cooperation and investment for the transition to sustainable logistics services

ESG Team

Climate Action & Environmental Management TFT

- Consolidating and reporting implementation matters and working-level issues related to climate action and sustainable logistics
- Establishing, communicating, and managing the implementation of related strategies
- Developing and reviewing green logistics transition projects

Sustainable Logistics Promotion Activities

Green Investment

- Expanding efforts to attract external investment in solar power generation facilities at logistics centers (from one site to three additional sites confirmed)
- Achieving a 100% conversion rate from diesel forklifts to electric forklifts (excluding certain forklifts used for heavy cargo)
- Replacing office lighting with automatic controls and LED lighting in logistics warehouses
- Achieving 80% use of sustainable packaging materials at logistics centers (Sihwa MTV Center and GC O_2 Center)
- Reviewing the transition to e-B/L (electronic Bill of Lading)
- Expanding investment in domestic and overseas intermodal transport
- Expanding sustainable building infrastructure and obtaining LEED certification at logistics centers

Use of Sustainable Fuel

- Renewing the contract for DHL's sustainable program, Go Green Plus
- Signing MOUs to use SAF with Air France-KLM, Korean Air, and DHL to reduce GHG emissions from air transport
- Using low-carbon fuel vessel services from domestic and overseas shipping companies—Eco-Delivery (Maersk) and Act+ (CMA CGM)—to reduce GHG emissions from ocean transport

Transition to Sustainable Logistics Packaging

- Reducing the use of chemical-based plastic by switching existing LLDPE[1)] film to film made from PCR materials
- Reducing plastic usage and packaging waste by introducing paper cushioning, paper tape, and sustainable stretch film
- Reviewing the application of right-sizing solutions and the prevention of excessive packaging through AI-based cargo volume analysis
- Building a circular logistics system by introducing reusable packaging that can be recovered and reused within the supply chain

1) LLDPE (Linear Low Density Polyethylene): A linear low-density polyethylene with excellent physical properties such as tear resistance and elongation, used as a raw material for stretch film

Environmental

Sustainable Logistics Services

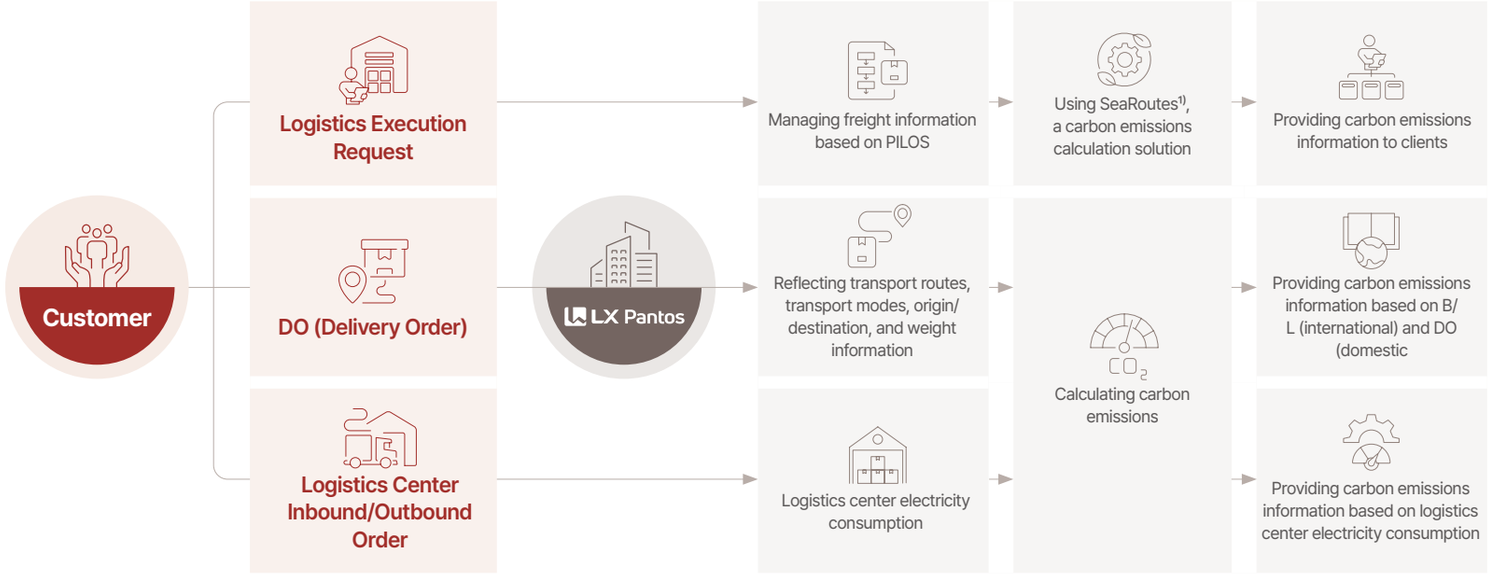
Providing Carbon Emissions Data through Digital Logistics Platforms

LX Pantos transparently calculates and provides carbon emissions data across the global value chain through its digital logistics platforms, Pantos Now and Pantos View. Pantos Now, an international freight booking system, proactively provides estimated emissions at the quotation and inquiry stages and supports low-carbon decision-making by offering options for sustainable vessels and low-carbon-fuel transport modes. Pantos View, an integrated visibility platform, automatically calculates Scope 3 emissions based on actual logistics data—such as origin and destination, cargo weight, and logistics center electricity consumption—and closely supports clients' advanced supply chain carbon management through dashboards and reports by period and transport mode. By providing such platform-based sustainable services, the company will meet clients' ESG needs and continue to secure low-carbon growth drivers that lead the global logistics DX market.

Scope 3 (Transport Sector) Carbon Emission Calculation Methodology

Carbon emissions for the transport services provided to clients are calculated using a methodology based on the GHG Protocol[2] and ISO 14083[3]. SeaRoutes, the carbon emissions calculation solution adopted by LX Pantos, has had its methodology certified by the Smart Freight Centre and incorporates the GLEC Framework[4].

Carbon Emission Calculation Process for Customer Logistics and Distribution



1) SeaRoutes: A platform solution for calculating carbon emissions based on transport routes
2) Greenhouse Gas Protocol: Greenhouse gas accounting and reporting standards presented by the World Resources Institute (WRI) for calculating greenhouse gas emissions
3) ISO 14083: An international standard for calculating greenhouse gas emissions in transport chains, published by the International Organization for Standardization (ISO) in 2023
4) Global Logistics Emissions Council Framework: Practical guidelines for carbon emissions across global freight transport and logistics

Environmental

Sustainable Logistics Services

Risk Management in Logistics Services

In response to strengthened carbon reduction policies and expanding supply chain regulations, LX Pantos operates an emissions calculation and monitoring system and is enhancing its response capabilities in line with emerging global disclosure requirements such as the EU CSRD. The company also proposes reduction approaches based on each client's emissions profile, supporting clients in achieving their carbon reduction targets and advancing the low-carbon transition of their supply chains. Internally, the company has established ESG action tasks linked to its 2050 carbon neutrality goal and monitors progress through the KPIs of the relevant organizations.

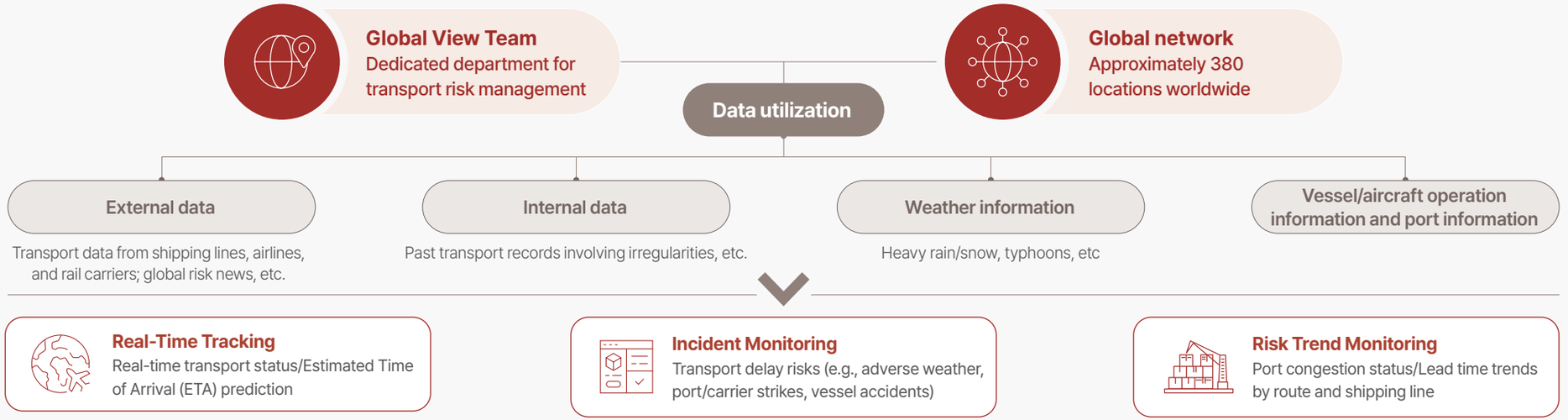
Sustainable Logistics Services Goals

LX Pantos has introduced zero-emission vehicles, including electric vehicles, and self-supplies renewable energy through solar power facilities at its logistics centers. In addition, to advance a circular economy, the company minimizes waste by using sustainable PCR-based stretch film for logistics packaging and reduces its environmental impact by expanding the use of recyclable packaging materials. LX Pantos will continue to pursue its carbon neutrality goal by expanding sustainable logistics infrastructure and investing in sustainable logistics technologies.

PantosView - Transport risk management

LX Pantos operates a dedicated organization, the Global View Team, for transportation and natural risk management. The company manages real-time transport status based on transport data while simultaneously identifying and managing climate-related risk situations in real time. Composed of risk management experts, the Global View Team monitors the real-time location of transport modes and systematically manages risks by analyzing information such as weather conditions, port and carrier strikes, vessel incidents, and movement schedules.

- Monitoring all risks that affect the on-time arrival of cargo, such as adverse weather, vessel incidents, strikes, and natural disasters
- Proactively responding to cargo arrival delay risks by analyzing and utilizing lead time trends by route based on LX Pantos' proprietary data



Environmental

Circular Economy

Resource Circulation and Waste Management

LX Pantos has established and is implementing systematic waste management measures for the circular use of resources. Waste generated at its operational sites is classified by type, with general waste and hazardous waste each treated using appropriate methods. Waste suitable for reuse, recycling, or energy recovery is processed through a sorting procedure, and the company has set improving its waste recycling rate as a key goal. Going forward, the company plans to advance its resource circulation management by further defining waste reduction targets and performance indicators.

Establishment of Resource Circulation System



Waste management process

In accordance with company-wide environmental regulations, LX Pantos classifies and manages waste generated from logistics center operations and home appliance installation businesses into general waste, other waste materials (gas cylinders, batteries, etc.), and waste home appliances.

	STEP 01	STEP 02	STEP 03	STEP 04
General waste (boxes, vinyl, etc.)	Collecting waste generated during logistics center operations	Recycling and waste sorting work	Collecting waste through outsourced companies	Data Management
Other waste materials (gas cylinders, batteries, etc.)		Transporting via designated processing companies	Sorting other waste materials, where applicable, and transferring them to regional recycling centers	
Waste electronics	Collecting waste electronics	Handling waste electronics at the logistics center's processing area	Transferring waste electronics to designated recycling centers	

Waste Management Activities

LX Pantos carries out activities to reduce waste generated across its business operations.

Category	Data management	Resource substitution	Reuse and recovery	Reduction activities	Employee training	Internal
Detailed activities	Directly inputting and managing data in the Allbaro System via waste disposal companies	Replacing materials at logistics centers with recycled products	Returning used laptops, monitors, and IT equipment in their entirety	Minimizing waste through material reuse, recovery, and repurposing	Conducting training for the Climate Action & Environmental Management TFT	Introducing in-office waste collection bins and sorting waste by type
Objectives and expected Outcomes	Ensuring the reliability and transparency of data	Fundamentally reducing waste generation and contributing to resource circulation	Reducing waste recycling and disposal costs	Preventing resource waste and reducing environmental impact	Raising awareness of waste sorting and reduction	Establishing proper waste separation and improving recycling efficiency

Resource Circulation Internalization Activities

LX Pantos carries out activities to embed resource circulation across its operations.

Distributing sustainable diary and calendar packages to employees
- Diary covers using LX Hausys's LXELLO sustainable fabric made from recycled materials
- Using FSC[1]-certified sustainable paper

Using reusable cups
- Providing reusable cups in offices and using them at in-house cafés

Providing sustainable shared umbrellas made from recycled materials in-house

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

SOCIAL



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Social

Employee Management

Direction of Employee Management

LX Pantos has established the core value of 'First-Class Pantos' by reflecting the essence of the logistics business and employee feedback and is supporting all employees to work and grow within a vibrant and enjoyable organizational culture.

Employee Management Organizational Structure

HR Team
- Headcount & Hiring
- Compensation System

Talent Development Team
- Education & Training

Operation Support Team
- Employee Benefits Support

Labor Relations Team
- Culture Management
- Grievance Handling
- Human Rights Management

Operation of the Labor-Management Council

As a non-unionized workplace, LX Pantos operates a Labor-Management Council, the official employee representative body representing all employees. The council consists of worker representatives elected to reflect the views of each business division and meets quarterly. Through communication with employees at all organizational levels, from team members to division heads and managers, the council collects Voice of Employees (VOE) by business division. After reviewing the importance, feasibility, and timeliness of the issues, the council delivers them to management, serving as a two-way communication channel. It represents employees' interests in areas such as resolving work-related grievances, improving productivity, profit sharing, welfare enhancement, and maternity protection. Review results and follow-up actions are shared through the council. In 2025, worker representatives participated directly in management decision-making beyond welfare improvements, including increasing selective welfare points and promoting cooperative sales.

Composition and Operational Structure of the Labor-Management Council

9 people	3-year term	Quarterly
Worker representatives elected from each business division	Elected by direct vote of all employees	Regular quarterly meetings held

System Improvement Achievements

60+ cases

HR System : Evaluation, promotion, compensation system
Welfare : Selective welfare points, etc.
Business Support : Environment, tools, processes

2025 Labor-Management Council's Achievement

- **Increase in selective welfare system points**
  30% increase in welfare point payments
- **Expansion of support for group registration fees for language tests (TOEIC Speaking, OPIc)**
  First time per individual → Full coverage for promotion candidates twice a year
- **Raising the criteria for 15-year long-term service awards**
  KRW 1.5 million → KRW 2 million
- **Increase in discount rates for LGE home appliance relocation and installation**
  20% discount on removal/installation → 50% discount on removal/installation/transportation
- **Strengthening the functionality of the work environment improvement request channel**
  Strengthening accessibility and feedback for the work environment improvement request channel
- **Vitalizing cooperative sales**
  Discussion on measures to vitalize cooperative sales between business divisions
- **Improved work productivity using AI**
  Introduction of AI model functions for work use without information leakage and review of generative AI chatbot introduction

Operation of the Junior Board

LX Pantos operates a Junior Board, a representative body for office workers, to reflect ideas in management through bottom-up and horizontal communication. The Junior Board consists of one representative selected by recommendation from each department and serves as a Top & Bottom communication channel between management and employees. In 2025, a total of 30 employees served as members of the Junior Board.

Key Activity Programs of the Junior Board

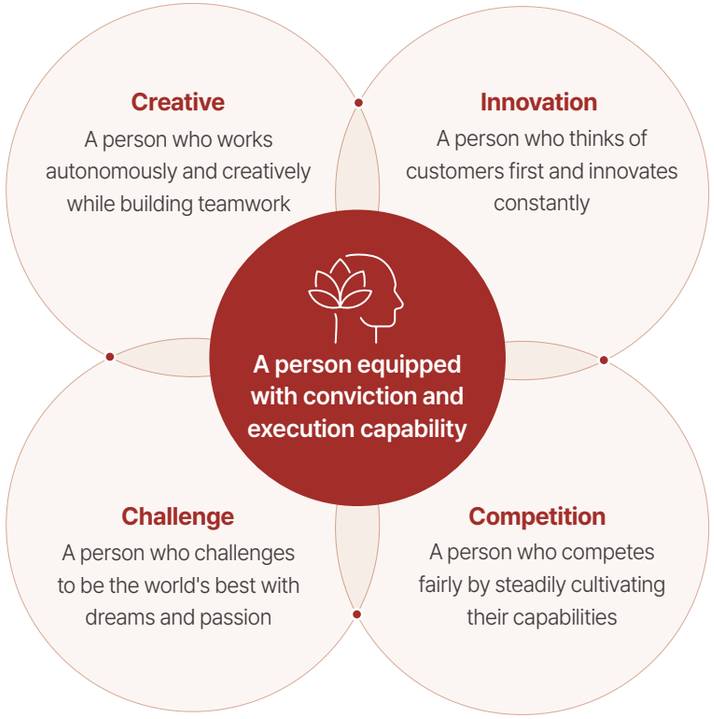


Social

Employee Management

LX Pantos Talent Model

LX Pantos defines its talent model as 'a person equipped with conviction and execution capability.' By setting creativity, innovation, challenge, and competitiveness as core values, the company focuses on fostering talent with customer-centric thinking and execution capability.



Fair and Transparent Employee Recruitment

LX Pantos operates transparent and fair procedures to recruit talent and actively promotes diversity, equity, and inclusion (DE&I). The company does not discriminate in the recruitment process based on gender, age, race, disability, etc., and practice corporate social responsibility through the employment of patriots and veterans and persons with disabilities.

Activities for Fair Recruitment

Transparent Recruitment Process

- Complying with the Fair Hiring Procedures Act (Act on the Fairness of Recruitment Procedures), and conduct fair, job-based recruitment processes

Non-discriminatory and Fair Recruitment Process

- Providing guidance prohibiting gender discrimination during recruitment (including interviews), and conduct gender-discrimination prevention training for all interviewers
- Special employment for veterans

Recruiting Excellent Talent through Internships

LX Pantos recruits new talent through domestic and overseas internship programs in the first and second halves of the year. During the six-week domestic and six-month overseas internship periods, the company provides applicants with practical work experience and evaluates whether they meet its competency and talent model. In particular, it conducts a separate language test during the intern selection process to secure talent suitable for the global logistics environment. Furthermore, by giving preference to persons eligible for veterans' benefits and persons with disabilities throughout the recruitment process, the company is expanding employment opportunities for underrepresented groups and fostering a fair and non-discriminatory employment environment.

Excellent Talent Acquisition Channels

University Recruitment Fair	Online Recruitment Briefing	Industry-Academia Cooperation
Campus Recruiting	Remote Channel	Logistics Society Partnership Program

Fair Evaluation and Compensation

LX Pantos operates a compensation system grounded in the principle of meritocracy. Profits generated from business performance are distributed differentially through performance incentives, ad-hoc incentives, and management performance bonuses, in alignment with both individual and organizational achievements. The company is committed to fair compensation, ensuring no discrimination based on factors such as gender or age, providing appropriate remuneration for overtime work, and transparently disclosing details of incentives and wages. Employee evaluations are conducted by integrating individual performance assessments—which review the achievement and progress of pre-agreed personal goals—with common competency evaluations tailored to each position.

Employee Evaluation Process

CDP[1] Setup	Establish CDP considering members' growth vision, individual short/long-term development aspirations, career path, and concerns
Goal Setting	Establish business goals and action plans for the year
Mid-term Review	Report/monitor goal progress, and revise goals as needed
Self/1st-2nd Evaluation	Self and direct supervisor (Part Leader, Team Leader, etc.) evaluation
Grading Calibration	Conduct relative evaluation by position/rank, followed by a results interview covering individual evaluation results and feedback on improvement points for the following year

1) CDP: Career Development Program

Social

Employee Management

Employee Development System

LX Pantos operates a talent development system linked to business strategies to foster logistics experts. Training is composed of four areas: onboarding, leadership, global, and professional job skills, with specialized training courses provided for each area. Employees can take language courses, online learning platforms, and various external training programs as needed. The company guarantees fair and equal opportunities to all employees in professional development and talent cultivation, regardless of gender, religion, or social status.

LX Pantos Training System

Category	Training by Rank/Position			
	Onboarding Training		Leadership Training	
Staff	New Hire Orientation	New Hire Mentoring	-	
	Retention			
Senior	Newly Promoted	Experienced Hire Orientation		
	Retention			
Manager	Newly Promoted		Pre-leader Training Program	Aalto University MBA
Part Lead	New Hire Orientation		Leadership Training by Position	
Team Lead	New Hire Orientation			
Office Head	-			-
Officer	Change Management W/S		1:1 Coaching	-

Category	Global Training		
	Onboarding	Leadership	Job
Local Hires	New/Exp. Hire Orientation	Pre-leader Program (Core Talent)	FF Job Content
	Online Orientation Content	New Leader Orientation	
	HQ Invitational Training (M.G.P)	Leadership	CL Job Content
Expatriates	Pre-departure Training (Regular/As-needed)		Intensive Language Training
	Online Engagement Workshop	In-Assignment Leadership Training	Subsidiary Head Management Training
		Post-repatriation Training	

Category	Job Training			
	Sales	CL	FF	Common
Basic	Sales Basics	CL Basics	FF Basics	OA Basics
Intermediate	Sales Academy	Transport Practice	Air Ops Practice	Excel Macro & VB
		LMD/Install. Practice	Ocean Ops Practice	
		EC Practice	Qingdao Practice	
Advanced	Negotiation Strategy	PI Consultant	Air Pricing Consultant	-
	ESG Training	CL Consultant	Ocean Pricing Consultant	

Category	Language Training
Common	In-house Assessment
	AI Language Learning
Basic	Basic Online
Intermediate	Intermediate Online
	Group Language Training
Advanced	1:1 Video Call
	AI Mock Test
	4-Day Intensive

Employee Development Program

New Hire Onboarding Support

LX Pantos operates an onboarding training program to help new hires adapt to the organization and enhance their job expertise. In the early stages of employment, the company provides training to help them understand the business as a whole and supports them in internalizing their roles, the organization, and corporate culture through a two-year mentoring program. In addition, we deepen their understanding of the logistics industry and strengthen their sense of belonging through visits to various operational sites. In 2025, we incorporated educational content reflecting AI and digital trends into the onboarding program, enabling new hires to gain a solid understanding of the latest technologies and industry changes from the very beginning of their careers.

Leader Development Program

LX Pantos operates a training and feedback system to strengthen leadership competencies. The company provides onboarding and leadership training for team leaders and conducts individual leadership coaching on an as-needed basis. For executives, the company offers coaching to deepen strategic thinking and organizational management skills, along with various case-based learning and networking opportunities, helping leaders manage their organizations more effectively. In addition, the company operates a 'Pre-Leader Program' to nurture the next generation of leaders, supporting them in acquiring foundational knowledge of organizational management, developing core leadership competencies, and enhancing their practical problem-solving skills.

Leadership Training Program

New Team Leader	Team Lead	Executive
• Onboarding Training • (If needed) Individual Leadership Coaching	• Leadership Training • (If needed) Individual Leadership Coaching	• Executive Coaching

Social

Employee Management

Global Talent Development

LX Pantos operates customized training programs for expatriates, leaders and key talent at overseas subsidiaries, and headquarters employees to foster global talent. We are strengthening our global business execution capabilities and organizational competitiveness through phased training for expatriates, global leadership courses, and foreign language and job competency training.

• Overseas Assignees (Expatriates)
- Operating phase-specific capability training before, during, and after assignment
- Providing local culture and language training, and supporting accompanying family adaptation
- Developing local business operations and management capabilities

• Locally Hired Leaders and Key Talent at Overseas Subsidiaries
- Providing onboarding and leadership training for newly appointed local leaders
- Operating HQ visit programs for key talent
- Strengthening networks through regional offline training sessions

• Headquarters and Domestic Employees
- Supporting English and key overseas subsidiary local language training
- Operating customized online and offline language programs
- Enhancing global communication and collaboration capabilities

Job Expert Program

LX Pantos fosters job experts by operating in-depth training courses by business and job function. The company has established a 'Consultant by Business Model' course to provide in-depth training on overall tasks such as customer analysis, presentation, and negotiation, and has newly introduced 'Warehouse PI[1)] Professional Training' and 'Home Appliance Installation Business Training' to strengthen expertise in core business areas. In addition, we support all employees in gaining a broad understanding of the company's overall business through 'Cross-functional Job Training,' and are cultivating digital-based professional capabilities by strengthening training related to data analysis, AI, and RPA[2)].

1) Warehouse Process Innovation
2) Robotic Process Automation

Organizational Culture

Leadership and Domestic/Overseas Organizational Culture Surveys

LX Pantos conducts leadership surveys for domestic and overseas leaders. We diagnose core leadership competencies such as vision setting, strategic thinking, performance creation, talent development, and organizational culture building, and operate through a 360-degree multi-faceted evaluation method that includes self, supervisor, peer, and subordinate evaluations.

We conduct annual organizational culture surveys for domestic and major overseas operational sites to check the organizational status and derive response measures. Team reports are shared company-wide and used as a foundation for employees to recognize the current status together and participate in change management.

Organizational Culture Survey Components

Multiple Choice

• Working Methods
- Autonomy and Authority / Speedy Execution / Elimination of Work Waste Factors / Work Immersion / Customer Value Creation / Fair Work Distribution / Reporting Focused on Essentials / Compliance with Reporting Timing / Purposeful Reporting / Purposeful Meetings / Performance Creation

• Communication
- Sharing Core Values / Proactive Innovation / Job Rotation / Expertise Development / Listening / Organic Collaboration (Supervisor, Peer Support) / Organic Collaboration (Related Departments)

• Enjoyable Organization
- Recognition/Compliment/Encouragement / Leaving Culture / Vacation Usage Culture / Flexible Working System / Meaning of Work / Fair Evaluation / Respect and Consideration

Subjective/Open-ended

- Factors hindering core tasks/ speedy execution
- Organizational culture strengths
- Organizational culture areas for improvement (weaknesses)

Improvement of Working Methods

LX Pantos operates work style improvement programs and campaigns to internalize the company's core values of "Adherence to Fundamentals and Principles" and "Winning DNA." The company has introduced changes in work practices—such as one-page reporting and standardized email writing methods—to eliminate unnecessary tasks and enhance work engagement. In addition, the company distributes a Company Dinner Etiquette Guide and a Smart Workplace Life Guide to provide practical behavioral guidelines that employees can follow together in line with the core principles. Furthermore, the company encourages adherence to appropriate working hours through a flexible work system (flextime) and a PC shutdown system, while fostering an organizational culture centered on work engagement through initiatives such as a casual dress code, Family Day, and Leader-Free Days.

Social Dialogue Policy with Employee Representatives

LX Pantos recognizes constructive social dialogue with employee representatives as a key element of human rights management, and operates the Labor-Management Council as an official communication and consultation body in accordance with relevant policies. Through this, the company intends to reflect the opinions of members in system improvements and discussions related to the working environment, and to strengthen a participation-based organizational culture by continuously checking and managing the operational effectiveness of social dialogue.

Provision of Outplacement Support Programs

LX Pantos provides outplacement support programs through external professional firms every year to support the smooth career transition of employees nearing retirement. The program consists of understanding psychological changes related to retirement, self-assessment and exploration, and career goal setting, supporting the establishment of strategic response measures for the future and specific career goals.

Social

Employee Management

Organizational Culture

Improvement of Working Environment

LX Pantos operates welfare and childcare programs to ensure that employees and their families enjoy an improved working environment and benefits. We support work-life balance across various areas, including psychological stability support, family-friendly programs, and flexible working systems.

Mental Health	Family Care
THE Chaeum: In-house counseling **For-Rest**: Meditation program **Healing Room**: Rest space **Health Keeper**: Massage service	**Family Day**: 1hr early leave, monthly **In-house Daycare Center** : Childcare support **Spousal Miscarriage/Stillbirth Leave** : Work-life support

Work	
Flexible Work: Comfortable environment	**PC Shutdown**: Appropriate work hours

Operation of Team Relationship Enhancement Communication Programs

LX Pantos operates communication programs to enhance mutual understanding among members and improve team relationships through personality and behavioral assessments. The company focuses on supporting the organizational adaptation of new team leaders and fostering communication and harmony within teams, and we improve these programs annually by collecting employee feedback.

2025 Performance of Team Relationship Enhancement Communication Programs

63 Sessions	**503** Participants

Creation of In-house Communication Culture

<u>Management-Member Communication</u>

LX Pantos operates various communication channels to activate communication between management and members. The company shares management status, global business expansion, and major policy directions with members through CEO messages, company-wide town hall meetings, and departmental meetings. In addition, we listen to members' opinions through Insight Lunches hosted by the CHO, conversations with the CHO, site visits, and small-group meetings, and link them to improvements in the organization and working environment. This communication operates as a two-way structure that collects and reflects members' opinions.

Management-Employee Communication Channels



<u>Employee Family Invitation Event</u>

Organized by the Junior Board, we host a family invitation event once a year during Family Month to contribute to strengthening the sense of belonging and forming emotional bonds for employees and their families.

2025 Family Invitation Event Performance

38 Family Participation	**130** Participants

<u>LX Pantos Information Delivery and Communication Channels</u>

LX Pantos operates an in-house communication platform based on participatory magazines and video content to facilitate smooth communication and information sharing among members. Through this, the company transparently shares management status and business information, and foster a healthy communication culture by enhancing organizational connectivity and mutual understanding.

- **Sharing Management and Business Information**
  - Sharing status of core and new business initiatives
  - Guidance on major achievements and changes in the external environment
  - Communication of management strategy and direction
- **Activation of Video-Based Communication**
  - Operation of in-house video production studio
  - Production of workplace introductions and member interviews
  - Provision of content for training, events, and town hall meetings
- **Strengthening Organizational Culture and Labor-Management Cooperation**
  - Operation of Pantos News and organizational culture content
  - Provision of prompt and consistent information to the entire company
  - Creation of a communication culture based on mutual understanding and trust

Grand Prize Winner in the Large Enterprise Category of the Korea Labor-Management Cooperation Awards

In May 2026, LX Pantos was awarded the Grand Prize in the large enterprise category at the 38th Korea Labor-Management Cooperation Awards, hosted by the Korea Enterprises Federation, in recognition of our achievements in building a cooperative labor-management culture. The company were highly evaluated for maintaining stable labor-management relations for approximately 50 years since our founding in 1977, reflecting member opinions in management through participatory communication channels such as the Labor-Management Council, Junior Board, and Industrial Safety and Health Committee, and expanding a communication-centered organizational culture through town hall meetings, management meetings, and family invitation events.

Social

Employee Management

Welfare Support

LX Pantos supports the work-life balance of all employees and pursues both individual growth and company development. The company operates various welfare programs under themes such as Life Care, Refresh Care, and Health Care, contributing to the creation of a corporate culture of mutual respect, and continuously monitoring and supplementing these programs to improve employees' quality of life.

Life Care

Activity	Activity Details
Selective (Flexible) Benefits Points	• Support for free selection of benefit programs through the provision of Life Care points
Lunch subsidy support	• Lunch subsidy support
Support for special family events	• Subsidy for expenses as a token of celebration or condolence for various family events • Funeral assistance services, including dispatch of support personnel • Disaster condolence payment support
Childcare support	• Maternity leave / parental leave (including male employees) • Operation of in-house daycare center • Flexible working hours available for reduced working time for pregnant employees
Employee housing fund support	• Cost subsidy for employees without a home when leasing or purchasing housing
Employees working away from their hometown Housing subsidy support	• Housing subsidy support upon relocation to a non-hometown work location
Tuition support for children in middle school, high school, and university	• Tuition support when an employee's child is enrolled in middle school, high school, or university
Communication expense support	• Mobile phone bill support
Company housing support for recruited talent	• Company housing support for talent recruited under company policy
Commuter Bus and Company Vehicle Support	• Operation of commuter bus • Provision and operation of company vehicles, including related expense support
Domestic relocation travel expense support	• Moving cost support for relocation to another region
Happy Care Service	• Gifts provided as a token of celebration or comfort for childbirth, birthdays, the CSAT exam, hospitalization, etc.
Language education expense support	• Support for 50% of language education expenses

Refresh Care

Activity	Activity Details
Refresh Leave	• Additional leave support beyond annual leave • Long-service award support
Use of recreational facilities	• Support for using company-owned recreational facilities
Informal group support	• Support for informal groups voluntarily formed by employees
In-house cafe and breakfast service	• Operation of in-house cafe • Breakfast and snack support
Operation of psychological counseling room	• Psychological counseling services (work stress, personal counseling, etc.) • Provision of team-building programs such as "Our Precious Team"

Health Care

Activity	Activity Details
Employee/family medical expense support	• Medical expense support to reduce the financial burden of medical costs for employees and their families (father/mother)
Employee/family health checkup support	• Comprehensive health checkup support for employees' spouses (age 35 and older, based on employee's age)
Special care services for pregnant employees	• Provision and use of maternity protection rooms • Pregnancy/childbirth congratulatory gifts • Use of prenatal checkup time • Application for reduced working hours for pregnant employees • Fertility treatment leave (paid), family care leave, prenatal • checkup leave, miscarriage/stillbirth leave, spousal miscarriage/ stillbirth leave, pre/post-natal leave, paternity leave, menstrual leave
Group accident insurance enrollment	• Employee group accident insurance
Provision of in-house healthcare services	• Support including massage chairs and Health Keeper services
Operation of fitness center	• Operation of in-house fitness center

Social

Human Rights Management

Human Rights and Labor Policy

LX Pantos complies with internationally recognized human rights and labor standards, such as the UN Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises, to protect the dignity and the right to pursue happiness of all employees and Supplier workers. Based on these standards, we have established our human rights and labor policy and regularly review its consistency with international standards.

LX Pantos regularly monitors and manages risks related to employee health and safety, working conditions, labor relations, career development, child and forced labor, and diversity, equity, and inclusion (DE&I) issues, as well as the human rights of external stakeholders. Furthermore, to prevent and remedy issues that may negatively impact human rights, we operate an internal reporting and investigation system for suspected human rights violations, an anonymous reporting channel, and a corrective action process.

Human Rights and Labor Policy Human Rights and Labor Policy Link

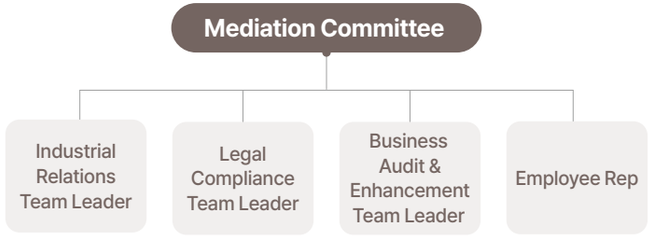
LX Pantos respects the dignity and right to pursue happiness of all workers across its supply chain. We comply with human rights and labor laws, international standards, and guidelines wherever we operate, and continuously work to improve working conditions. We also share this policy with stakeholders, incorporate their feedback, and transparently disclose related information.

- Identification of Worker Impact
- Employment Stability (Social Security)
- Working Hours
- Fair Wages
- Social Dialogue
- Guarantee of Freedom of Association
- Work-Life Balance
- Health and Safety
- Education and Skills Development
- Prohibition of Forced Labor and Child Labor
- Non-discrimination and Inclusion
- Privacy and Personal Information Protection

Human Rights Management Organization

To protect employee human rights and handle grievances, LX Pantos has appointed one employer representative and one employee representative from the Labor-Management Council as grievance handling committee members, operating a system for human rights protection and grievance resolution. If a report of workplace harassment or sexual harassment is received, one of the employee representatives is appointed as a harassment mediation committee member, and the existence of harassment is determined by the Mediation Committee.

Grievance Handling/Discrimination Response Mediation Committee



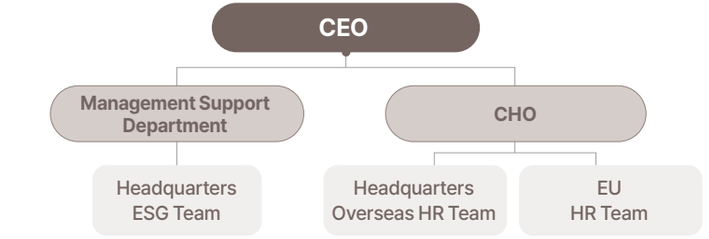
Employee Human Rights Education

LX Pantos conducts human rights education for employees to establish a culture of respecting human rights. We provide training on workplace harassment prevention, disability awareness, sexual harassment prevention, and gender sensitivity improvement for all employees, and include workplace harassment prevention training in the new team leader training curriculum. We also actively practice human rights protection by providing periodic sexual harassment prevention training to employees on overseas business trips.

Establishment of Human Rights and Labor Management System

To minimize risks associated with the rapidly changing labor environment and ESG management, LX Pantos established a human rights and labor management system starting with the EU region in 2025. Through a task force composed of the ESG Team, Overseas HR Team, and EU Regional Headquarters, we developed survey indicators reflecting global human rights and labor standards, and analyzed relevant regulations and stakeholder requirements to collect and analyze human rights and labor data for nine European subsidiaries. Moving forward, based on the results of this EU region assessment, we plan to gradually expand the scope of human rights impact assessments and establish company-wide common standards and management processes to systematically manage human rights and labor risks across our global operational sites.

Human Rights and Labor Task Force



Global HR & Labor Indicators	EcoVadis, GRI, OECD RBC, UNGP, CSDDD[1], ESRS
Labor Law Analysis by Country	Aligned with each country's regulations
Subsidiary Environmental Analysis	HR/labor status and risk analysis by subsidiary
Company-wide System Expansion	Phased rollout from the EU to other regions

1) CSDDD(Corporate Sustainability Due Diligence Directive)

Social

Human Rights Management

Human Rights Risk Management

LX Pantos respects the human rights of its own employees, supply chain workers, and all stakeholders. We foster a work environment that does not tolerate any form of inhumane treatment, including sexual harassment, violence, and coercive behavior, and we comply with labor laws and human rights-related regulations to minimize human rights risks.

Grievance Handling System

LX Pantos operates a grievance handling system to resolve issues related to employees' working conditions and human rights promptly and fairly. The company strives to protect the rights and interests of its members and create a healthy work environment through various reporting channels and systematic investigation and processing procedures.

• Operating Reporting Channels
- Operating internal portal and LX Group Shinmungo (whistleblowing system)
- Online and offline reporting available
- Providing support for anonymous and named reporting

• Fair Investigation and Processing
- Designating and operating dedicated organizations and personnel
- Guidance on grievance handling procedures and how to use them
- Conducting independent and objective investigations

• Protecting Whistleblowers
- Protecting anonymity and personal information
- Confidential management of investigation-related information
- Protecting reporters and those cooperating with investigations

• Follow-up Management
- Prohibiting retaliation and monitoring
- Promoting recurrence prevention and institutional improvement
- Enhancing effectiveness through checking processing results

Protection and Remediation Procedures for Victims of Discrimination and Harassment

LX Pantos recognizes discrimination and workplace harassment as serious human rights violations and operates a response system based on the employment rules. The company strives to create a safe and respectful work environment through a systematic process ranging from prevention to reporting, investigation, victim protection, and follow-up management.

• Prevention and Awareness Raising
- Prohibiting human rights violations such as sexual harassment, violence, and harassment
- Conducting regular prevention training
- Guidance on relevant policies and reporting procedures

• Reporting and Investigation
- Operating anonymous reporting channel on internal portal
- Conducting independent deliberation and mediation procedures
- Verifying facts and objective judgment

• Victim Protection
- Separation measures and work environment adjustment
- Implementing counseling support and protective measures
- Confidentiality during the investigation process and prevention of secondary victimization

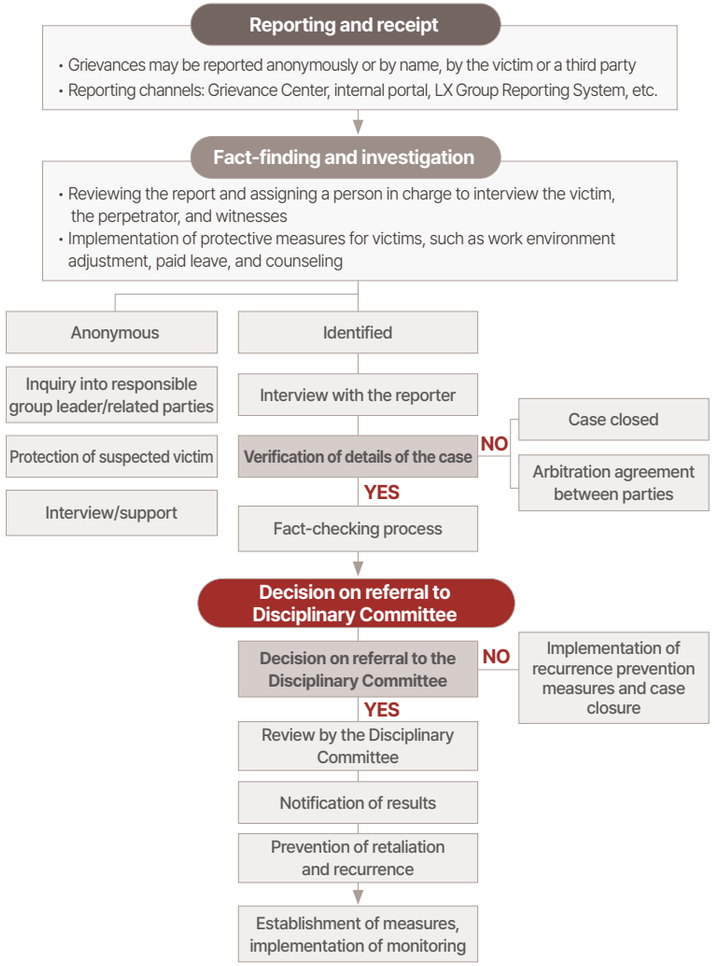
• Follow-up Management and Recurrence Prevention
- Implementing follow-up measures according to the degree of violation
- Operating post-case monitoring after case closure
- Establishing recurrence prevention measures and promotion of improvement activities

2025 Grievance Handling Performance[1)]

Number of reports	Processing rate
2 cases	100%

1) Performance based on headquarters

Grievance Handling Process



Social

Occupational Health and Safety

Occupational Health and Safety Management Organization

LX Pantos has established a dedicated safety management organization to systematically manage occupational safety and health across all operational sites. In Korea, the company have appointed occupational health and safety managers for each center, and for overseas branches in the U.S., China, Europe, etc., we have designated regional safety managers to produce and distribute safety training materials on a monthly basis. The company operates a reporting and response process under which any serious incident is immediately reported to the CEO, followed by the implementation of corrective actions. To prevent industrial accidents, LX Pantos conducts regular inspections and monitoring activities and continuously pursues safety improvement initiatives across its operations.

Domestic and Overseas OHS[1] Personnel

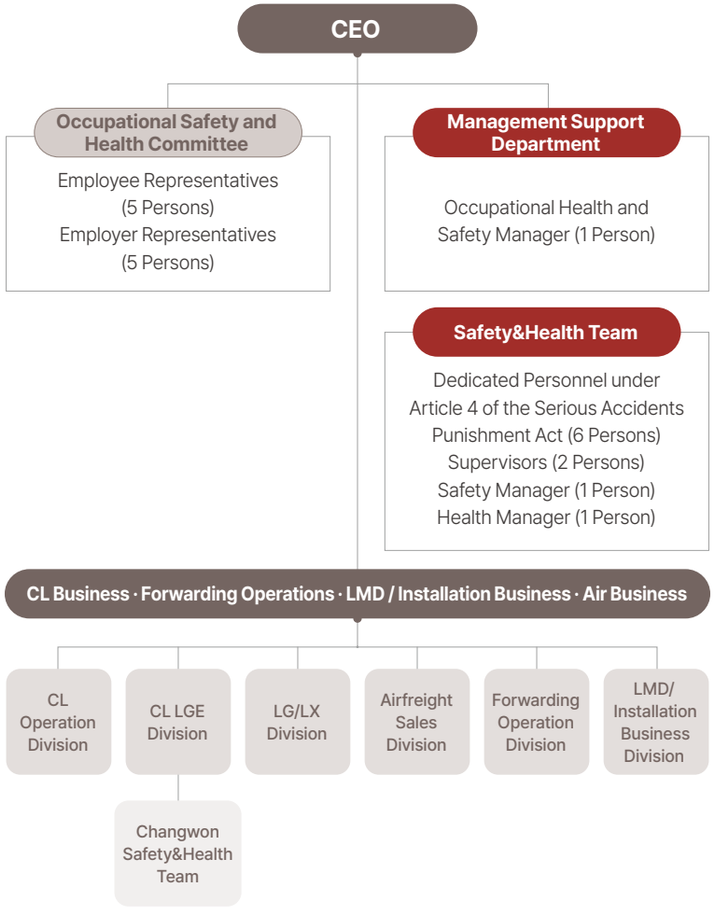
84 Domestic Centers (Logistics, Installation & Transportation)	Overseas Operations (U.S., China, Europe, etc.)
138 Site Safety Coordinators Appointed	Regional Safety Coordinators Appointed

Domestic OHS Management Personnel

OHS Oversight	
Overall Responsibility: Management Support Department	Dedicated Function: Safety&Health Team
Head Office	**Operational Sites**
Head Office OHS Lead	**Site OHS Leads**
1 Person (Management Support Department)	3 Persons (3 operational sites)
OHS managers	**Site Safety Leads**
2 Safety Managers· 1 Health Manager	42 Persons (including 11 contracted personnel)
	Safety Manager
	1 Person
Supervisors	**Supervisors**
2 Persons (Management Support Department)	91 Persons

1) OHS: Occupational Health and Safety

OHS Management Organizational Structure



Occupational Safety and Health Committee

LX Pantos operates an Occupational Safety and Health Committee in accordance with the Occupational Safety and Health Act to discuss and make decisions on important matters related to the safety and health of employees and workers at its operational sites. The Committee consists of five employer representatives and five employee representatives. Employee representatives are elected through a company-wide employee vote, and the Committee holds quarterly meetings to deliberate and resolve matters related to occupational health and safety.

Employer Representatives(5): CEO, Management Support Department (Occupational Health and Safety Manager), Head of Safety&Health Team, Safety Manager, Health Manager

Employee Representatives(5): 1 Employee Representative, 4 Employee Committee Members

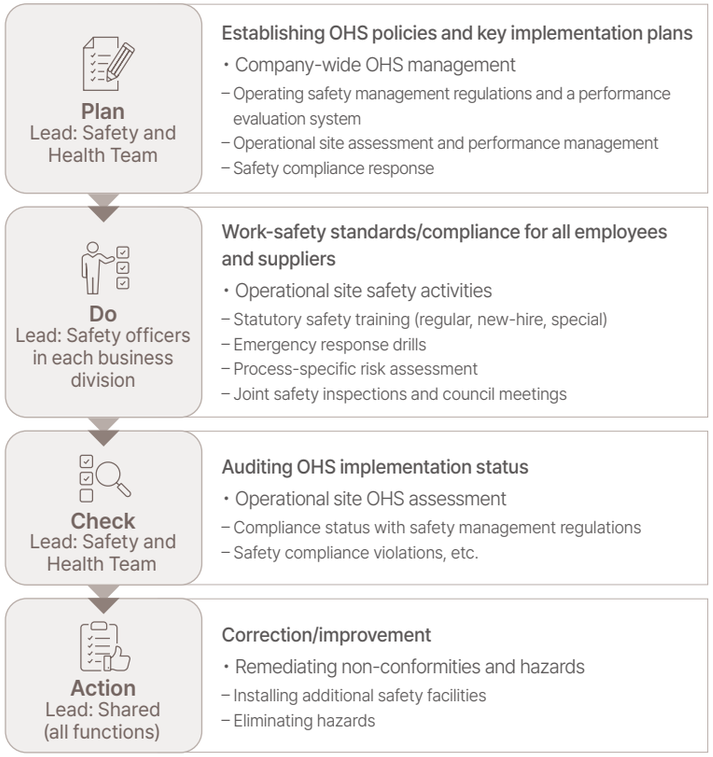
Social

Occupational Health and Safety

Occupational Health and Safety Management Activities

OHS Management Process

LX Pantos systematically operates its OHS management process through the PDCA (Plan-Do-Check-Action) cycle based on its Occupational Health & Safety Management system (ISO 45001).



Health and Safety Support Activities

LX Pantos systematically manages and monitors industrial accidents, and continuously works to drive improvements. Through this, the company maintains a work-related injury rate below the industry average and has achieved zero serious accidents for three consecutive years.

2025 Health and Safety Support Performance

Installed 16 safety fences and sensor-activated safety devices on wrapping machines
- Preventing pinch-point accidents by installing protective guards on wrapping machines

Provided 2,237 fire-evacuation rescue towels
- Securing critical escape time and preventing accidents through the distribution of rescue towels

Provided 174 fire blankets
- Strengthening initial fire extinguishing capabilities and preventing fire accidents through the provision of fire blankets

Provided heat- and cold-related illness prevention supplies
- Preventing accidents by providing seasonal protective supplies such as thermo-hygrometers, salt and glucose tablets, and heat packs

Emergency Response Drills

LX Pantos maintains emergency response manuals and conducts drills on a semi-annual basis to prepare for a range of industrial accident scenarios, including collisions, falls, falling objects, earthquake evacuation, storm and flood damage, hazardous chemical leaks, and fire. Each operational site establishes and carries out its own emergency response drill plan, while the headquarters Safety and Health Team reviews and manages the adequacy of the emergency manuals and the drill records.

Chemical Substance and Safety Equipment Management

LX Pantos prevents accidents caused by hazardous substances through its chemical substance and safety equipment management system. Hazardous substances contained in unloaded or received cargo are managed according to safe handling and storage procedures, and the company has established and complies with relevant regulations to this end. In addition, the company conducts regular safety inspections of all equipment at its operational sites.

Work-related Illness Management

LX Pantos manages work-related illnesses that may arise from or be aggravated by the working environment and practices. The scope of management covers acute, recurrent, and chronic health conditions, including musculoskeletal disorders, stress-related conditions, and psychological illnesses, and the number of work-related illness cases has been maintained at zero. The company conducts musculoskeletal hazard surveys and regular safety assessments across all operational sites in Korea. For new operational sites, it carries out risk assessments and hazard surveys from the early stages to prevent health-impairment risks in advance.

Musculoskeletal Hazard Survey Status and Performance

3 Year cycle (Regular)	84 operational sites covered (all domestic operational site)	100 % Completion Rate

Work-Related Illness Management Status

0 work-related illness cases	Regular safety assessments at all operational sites Bi-annually

Social

Occupational Health and Safety

Occupational Health and Safety Management Strategy

LX Pantos prioritizes health and safety in all of its business activities, strictly complies with relevant laws and regulations, and—through a systematic management framework—prevents industrial accidents and fosters a sustainable working environment. Furthermore, the company is taking the lead in building safe operational sites free from serious accidents by embedding health and safety practices firmly within the organization and strengthening the safety capabilities of its suppliers.

Health and Safety Management Policy and Goals

Achieving Zero Serious Accidents

LX Pantos recognizes adherence to the fundamentals and principles of "safety and health" as the top priority in its business activities, and—based on legal compliance and systematic management—prevents industrial accidents and creates a sustainable workplace.

Management Policy

1. Comply with domestic and overseas health & safety laws and regulations, and establish and implement a stringent management standard-based management system.
2. Proactively identify and eliminate hazards and risk factors, conduct prevention activities, and strive to build a safe and healthy workplace through investment and support.
3. Enhance health & safety awareness among executives, employees, and partner company workers, and expand a voluntary law-abiding prevention system.
4. The company operates a fair evaluation system and transparently discloses health & safety performance and issues to stakeholders.
5. The executives and employees of LX Pantos fulfill their assigned responsibilities and duties with a proactive attitude toward all health & safety activities.

Basic Principles of Safety Behavior

Minimize "blind spots in safety awareness" through establishment and operation of effective safety measures and timely support

SC Logistics	• Wear personal protective equipment • Practice daily safety inspections • Remove hazards/risk factors before work
Installation Logistics	• Wear personal protective equipment • Heavy-item work by two persons / one unit • Comply with product installation manual
Transport Logistics	• Comply with traffic laws • Make defensive driving a habit • Comply with logistics center safety rules

Action Plan

Internalization of Health & Safety Activities

- Assessment of operational sites and safety personnel
- Risk assessment with participation of all employees
- Unannounced safety inspections
- Diversification and substantiation of health & safety education

Securing Suppliers' Safety Capabilities

- Safety workshops and meetings
- Joint emergency response drills
- Management of qualified suppliers' evaluation implementation

Safety and Health Training

LX Pantos conducts systematic safety and health training for employees. We operate programs categorized into regular headquarters training (once per quarter), regular workplace training (once per month), and job-specific training (for safety and health management supervisors, managers, etc.). The company enhances the effectiveness of training by providing customized programs for target groups such as new hires and special employment workers, alongside CPR training. In addition, the company conducts regular and special safety training for approximately 80 suppliers and we closely monitor the status of training implementation and encourage active participation in the field through quarterly joint safety inspections and regular safety assessments.

Support for Member Health Management

LX Pantos provides regular comprehensive health checkups for employees and their spouses. We also operate an in-house infirmary staffed by medical personnel and have installed automated external defibrillators (AEDs) on every floor of our offices to prepare for emergency situations.

CPR and AED Training
- Provide training including cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) practice in all group education sessions
- 1,394 employees completed training in 2025, equivalent to 70% of domestic employees

Golden Time Keeper Operation
- Select Golden Time Keepers among top performers in CPR training after completing an advanced education course
- In the event of a cardiac arrest patient at the headquarters worksite, immediately perform CPR to secure the golden time (four minutes)

Air Ambulance Operation
- Swiftly secure the safety of overseas-dispatched employees in the event of physical & mental illness, personal accidents, or other medical or security risks
- Eligible persons: Resident employees, overseas business travelers, Korean GSE[1)]

1) GSE: Global Service Employee

Social

Occupational Health and Safety

Safety and Health Risk Management

Workplace Risk Assessment

LX Pantos identifies and improves hazardous and risk factors in the workplace in advance through Risk Assessment in which all employees participate, thereby preventing serious accidents and legal risks. Improvement measures are implemented based on the assessment results, and the results are reported to the CEO. In 2025, the company conducted Risk Assessment by process for all 88 operational sites, identifying a total of 7,284 risk factors and implementing improvement measures.

Workplace Risk Assessment Process

❶ Risk Assessment Manager Training
- Online and offline training for 131 risk assessment managers

❷ Workplace Risk Assessment
- All-employee participatory risk assessment

❸ Risk Assessment (On-site Inspection) and CEO Reporting
- On-site inspection of 8 workplaces, identification and improvement of 70 risk factors
- CEO reporting completed

❹ Risk Factor Improvement and Result Confirmation
- 7,284 risk factors identified across all workplaces and all improvements completed

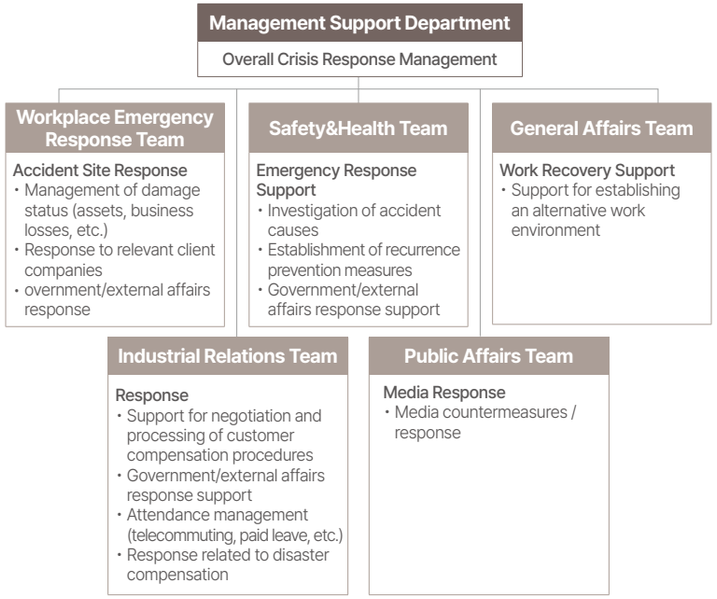
❺ Management Plan Establishment
- Implementation of surprise safety inspections and verification
- Reflection of risk assessment management items in safety inspection checklists

2025 Workplace Risk Assessment and Inspection Results

Risk Assessment Centered on Participation of All Employees
- After comprehensively inspecting the appropriateness of workers' participation in risk assessment, risk factors, and improvement measures, all identified hazard factors were fully resolved (improvement completed)

Ship Safety Management
- Conduct linked boarding inspections in connection with the Serious Accidents Punishment Act, the Maritime Safety Act, the Ship Safety Act, etc.
- A total of 10 non-conformities were identified during the first and second half boarding inspections, and all improvements were completed

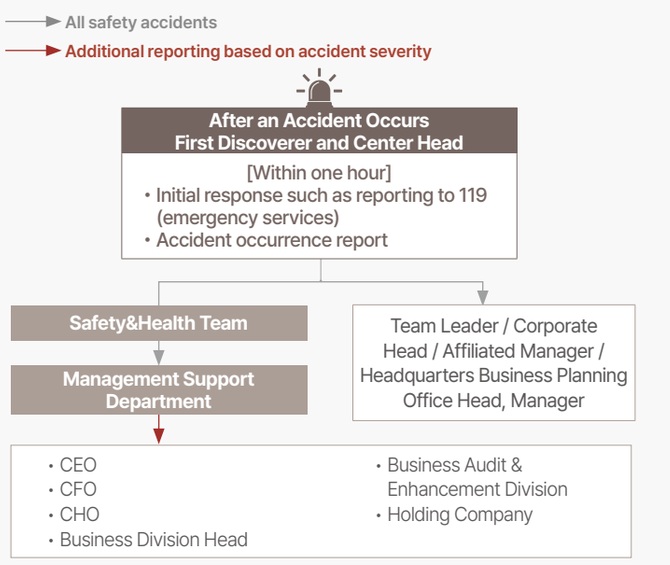
Crisis Response Organization



Accident Response Process

LX Pantos requires the initial discoverer or any employee who becomes aware of a safety accident to report it immediately according to the accident reporting system. Reported accidents are subject to additional reporting by the Management Support Department depending on the type and severity, and the crisis response organization is activated if necessary. The company applies the same safety and health management standards to all domestic and overseas workplaces, including the headquarters, and the safety accident and industrial disaster response process is operated according to consistent standards.

Safety Accident Response System



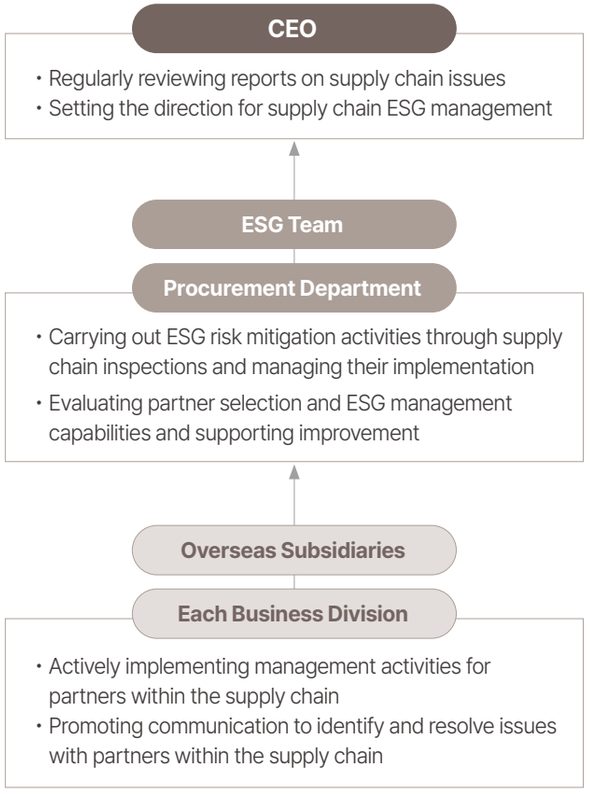
Social

Supply Chain Management

Supply Chain Management Organization

The ESG Team of LX Pantos collaborates with each business division and overseas subsidiary to manage partners within the supply chain and realize fair trade.

Supply Chain Management Organizational Structure



Supply Chain Management Strategy

LX Pantos has comprehensively revised related policies—including the supply chain ESG management principles and the partner ESG code of conduct—to respond to the EU's CSRD and CSDDD regulations, and has extended their application to all domestic and overseas subsidiaries. The company plans to collect ESG code of conduct pledges from and conduct self-inspections on its trading partners, centered on subsidiaries subject to CSRD regulations within the EU, and intends to expand the scope of ESG management across the entire overseas supply chain.

Policy and Contract Management

- Pledge to comply with the partner ESG code of conduct
- Focus on conducting anti corruption·information security inspections and sustainability assessments by reflecting ESG provisions in the basic contract

Support for Enhancing Partner ESG Management Capabilities

- Diagnosis of management capabilities through partner ESG inspections
- Provision of ESG education and management manuals
- Selection of high-risk partners and on-site inspections

Key Focus Areas for Supply Chain Management

Strengthening internal ESG management capabilities

Embedding eco-friendly management	Promoting workers' labor and human rights	Reinforcing ethical management (anti-corruption/ information security)

Minimizing external supply chain risks

Diagnosing the ESG management level across the entire logistics value chain	Operating ESG support programs for partners	Maintaining a sustainable supply chain

Supply Chain ESG Management Policy

LX Pantos establishes and adheres to supply chain ESG management principles. The company requires partners to sign a Pledge to Practice Ethical Management when concluding contracts, and there are no operational sites or partners with a high risk of child labor or forced labor—key conventions of the International Labour Organization (ILO[1]).

Supply Chain ESG Management Principles

Environment

Building an Eco-friendly Supply Chain

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

Social

Building a supply chain that considers labor and human rights protection, safe working environments, and the creation of social value

The company ensures that the human rights of all stakeholders within the supply chain are respected and that a safe working environment is established. In addition, for the creation of social value and mutual prosperity with local communities, the company seeks ways to strengthen support for SMEs, vulnerable groups, and local sourcing in carrying out its procurement activities, thereby contributing to the development of local communities.

Governance

Cooperative Relationships and Transparent and Fair Competition

The company builds mutually beneficial relationships with partners for the shared growth and win-win management of partners, and completes a continuous virtuous cycle with the supply market by providing transparent and fair competition opportunities based on compliance with procedures throughout the entire procurement process. The company complies with payment due dates in accordance with relevant laws and supports the financial stability and sustainable management of its partners. Based on mutual trust, the company lawfully manages and protects all information and materials obtained during the transaction process.

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.

1) ILO (International Labour Organization): A specialized agency under the United Nations (UN) established for the purpose of improving working conditions and protecting the rights of workers worldwide.

Social

Supply Chain Management

Supply Chain ESG Risk Management Process

1. Establishing the partner ESG management process
2. Application of ESG criteria when concluding contracts with partners
   1) Collecting signed Pledges to Practice Ethical Management
   2) Collecting partner ESG codes of conduct and compliance agreements
3. Partner ESG inspection
   1) Sharing supply chain ESG management principles
   2) Deriving deficiencies based on on-site due diligence
   3) Requesting improvement of deficiencies and monitoring
   4) ESG education and meetings
4. Partner ESG risk management

Inclusive Sourcing and Partner Management

LX Pantos adheres to the principle of inclusive sourcing to guarantee equal participation opportunities to all types of partners, including SMEs and local businesses. The company prohibits discrimination in the partner selection process, stipulates and implements the creation of a fair competition environment, and practices win-win cooperation through technical and financial support to strengthen the ESG capabilities of its partners.

Partner ESG Code of Conduct

LX Pantos establishes and operates a partner ESG Code of Conduct. The company collects the ESG Code of Conduct and compliance agreement from all domestic partners and Tier 1 international transportation partners at the time of contract signing (or renewal).

Partner ESG Code of Conduct and Compliance Agreement Link

Partner ESG Code of Conduct and Compliance Agreement

Purpose of Establishment

As a member of the global community, LX Pantos aims to become an integrated logistics company that fulfills its corporate social responsibilities and roles and pursues shared growth together with stakeholders. As part of this, while building an ESG management environment, the company strives to establish a sustainable business environment by adhering to fundamentals and principles in areas such as respect for workers' human rights, the creation of safe working environments, environmental responsibility, and business ethics.

Scope of Application

The Code of Conduct applies to all entities that provide goods and services to LX Pantos and its domestic/overseas subsidiaries, or that participate in bidding and conclude contracts for other transactions.
Partners subject to this Code may also be recommended to comply with the matters presented in this Code of Conduct throughout the supply chain (including their lower-tier partners, etc.).

Key Areas of the Partner ESG Code of Conduct

- Humanitarian Treatment
- Safety and Health
- Non-Discrimination and Prevention of Harassment
- Environment
- Labor
- Corporate Ethics
- Partner Responsibility

Supply Chain ESG Management Policy

LX Pantos establishes and adheres to supply chain ESG management principles. The company requires partners to sign a Pledge to Practice Ethical Management when concluding contracts, and there are no operational sites or partners with a high risk of child labor or forced labor—key conventions of the International Labour Organization (ILO[1)]).

ESG Assessment Index System

Environment
- Building an environmental management system and establishing policies, etc.
- Management of energy consumption and GHG emissions, etc.

Labor & Human Rights
- Prohibition of child·forced labor and compliance with human rights policies, etc.
- Implementation of an occupational health and safety system and safety education, etc.

Ethics
- Prevention of corruption: prohibition and monitoring of bribery, embezzlement, and acceptance of gifts, etc.
- Information security: building a system to protect customer data and business information, etc.

Sustainable Procurement
- Signing and implementation of the partner ESG code of conduct (CoC), etc.
- Strengthening of supply chain ESG risk assessment and follow-up management, etc

Risk Management Process

Step 1	Step 2	Step 3	Step 4	Step 5
Self-Assessment Questionnaire (SAQ)	Data Verification and Analysis	Risk Rating Calculation and On-site Due Diligence	Corrective Action Plan (CAP)	Improvement Implementation Monitoring
ESG Self-Assessment and Evidence Collection via Purchasing System	Review of Submitted Materials and Identification of Supplementary Requirements	Identification of High-Risk Groups and On-site Due Diligence	Establishment of vulnerability improvement plans and provision of guides	Inspection of improvement completion and delivery of follow-up feedback

Social

Supply Chain Management

Identification and Management of Supply Chain ESG Risks

Supply Chain Identification Status

LX Pantos selects and manages key partners as Tier 1 partners (key partners) to strengthen supply chain ESG management. In the international transportation field, the company designates shipping lines, airlines, and rail transport companies that handle a certain freight volume or more by transport mode as key partners; domestically, it designates warehouse management and home appliance installation agencies as key partners, and carries out ESG assessment and risk management.

Category			Target	Standard
Total no. of partners			2,872	All partners with transaction records in the previous year (including one-time transactions)
Key Partners	International transport	Sea	42	Container and ferry shipping companies participating in regular bidding in the first half of 2026
		Air	14	Airlines with a share of 1% or more based on annual freight volume in the previous year
		Rail	15	Rail transport companies with a share of 1% or more based on annual freight volume in the previous year
	Domestic cooperation	Warehouse operation	19	Warehouse operation and warehouse facility management service providers
		Logistics infrastructure setup	8	Partners with 3 or more orders in the second half of the previous year, or with a total order/construction amount of KRW 100 million or more
		Installation	55	Installation partners excluding sole proprietors
	Total		153	International Transport 71 + Domestic Cooperation 82

Total Partners
Out of **2,872** companies

Key Partners
Targeting **153** companies

Supply Chain ESG Inspection Details and Results

To manage ESG risks within the supply chain, LX Pantos conducts regular assessments and on-site inspections for key partners In 2025, the company performed ESG inspections on 124 out of 153 Tier 1 partners and for those classified as high-risk based on the assessment results, we conducted on-site due diligence and improvement activities.

Category	International Transport Partners	Warehouse Operation & Logistics Infrastructure Partners	Installation Partners
Responsible Department	Each Pricing Department	Purchasing Office	Installation Business Team
Target	· 42 partners inspected	· 27 partners inspected	· 55 partners inspected
Inspection Method	· Self-inspection · On-site due diligence	· Inspection via the PSRM[1] system by purchasing managers	· Document evaluation · On-site due diligence
Inspection Items (No.)	· Total of 20 items across 3 areas: environment, social, governance	· Total of 7 warehouse operation items · Total of 5 logistics infrastructure items	· 20 items - Environment 5, Social 10, Governance 5

ESG inspection conducted for 124 out of 153 key partners

Inspection results and outcomes	• Inspection of major ESG risks and confirmation of management level • On-site due diligence for high-risk group partners (4 companies)	• Derivation of improvement tasks for ESG management systems and operation status, and promotion of follow-up management	• On-site due diligence for high-risk partners (6 companies) • Implementation of ESG capability enhancement education • Awards for 10 outstanding partners

1) PSRM (Pantos Supplier Relationship Management): LX Pantos supply chain relationship management system.

Social

Fair Trade and Shared Growth

Fair Trade and Shared Growth Organization

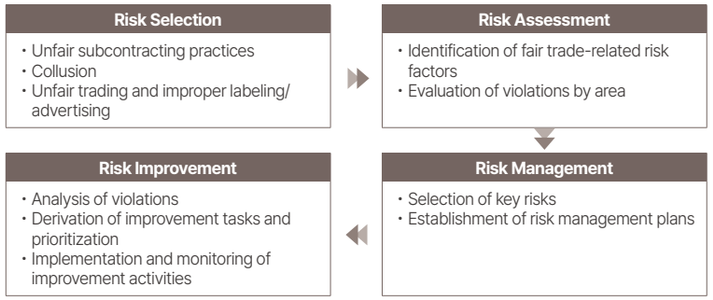
LX Pantos carries out systematic partner management activities based on its supply chain management strategy. To build a transparent supply chain system, the company operates a company-wide purchasing management organization, and the External Cooperation Team carries out activities to prevent fair trade and subcontracting issues in advance.

Fair Trade Activities

LX Pantos operates an integrated management system encompassing training, monitoring, dispute resolution, and external disclosure to establish a culture of fair trade within the supply chain. The company provides practical, hands-on fair trade training and conduct guides to all employees, and shares the latest legal trends and compliance cases through a monthly newsletter. Since 2023, the company has established a "Subcontract Dispute Mediation Committee" to resolve disputes with partners fairly and transparently, and discloses matters related to subcontract payments externally twice a year.

Category	Details
Training/Conduct Guide	• Training on collusion prevention, subcontracting, and unfair trade practice prevention (2025 results: 327 persons completed training, inspection of 33 centers completed) • Provision and operation of conduct guides on collusion prevention, subcontracting, unfair trade practice prevention, and business information collection
Newsletter Distribution	• Posting of monthly fair trade newsletter to all employees
Monitoring	• Continuous monitoring and improvement of collusion prevention and subcontracting transactions
Subcontract Dispute Mediation Committee	• Fair and reasonable dispute resolution through mediation and arbitration
Biannual External Disclosure	• Subcontract payment methods, payment amounts, payment periods • Subcontract Dispute Mediation Committee personnel/operation methods/status

Fair Trade Risk Management Process



Cooperation with Shipping Lines for Mutual Growth

LX Pantos has built cooperative infrastructure connecting shipping lines·forwarders·actual cargo owners based on its global network capabilities and stable freight volume, and has established a virtuous cycle structure for enhancing transport efficiency and expanding mutual business through strategic partnerships with national shipping lines. After acquiring the highest grade (Grade 1) of the Certified Excellence Shipping Company (CESS[1]) in 2021, the company maintained the same grade in the 2024 re-certification, and the certification is valid until 2027.

Mutual Growth Programs	Detailed Strategies
Building stable long-term cooperative relationships based on mutual trust	• Review of strategic shipping lines and routes based on cargo portfolio • Building shipping line/carrier cooperative relationships through long-term contract expansion
Promoting ocean/logistics digital platforms through shipper cooperation	• Discussion on dedicated transport volume operation for national shipping lines to revitalize digital platforms • Joint response to overseas shipping lines and carriers entering the domestic platform market
Strengthening national shipping line cooperation through ocean/logistics infrastructure expansion	• Joint promotion of new logistics businesses with national shipping lines • Joint discussion on securing domestic logistics infrastructure

1) CESS (Certified Excellence Shipping company and Shipper): A certification system introduced by the Korea Ocean Business Corporation in 2020 to strengthen the import/export competitiveness of national maritime shipping. It comprehensively evaluates efforts toward mutual growth among shippers, compliance with fair trade, and contribution to the shipping industry.

Support for Partner Shared Growth

Incentives for Partners

- Full support for group accident insurance premiums for install pros/sub-engineers
- Partial support for workers' compensation insurance premiums for install pros and the four major insurance premiums for sub-engineers (for voluntarily insured small business owners)
- 50% support for the purchase of work clothes for install pros/sub-engineers
- Support for childbirth congratulatory items for partner employees and install pros
- Cost discounts through company partnerships (supplies, funeral/wedding services, health checkups, accommodations, etc.)
- Refreshment and morale-boosting activities through various events (coffee cart events, provision of holiday gift sets, drinking water support, etc.)

Communication with Partners

- Operating VoE (Voice of Employee) reception channels for partners and install pros
  - Reception through LX Pantos' Jeong-Do (Ethical) Management page and website, etc.
  - Approximately 104 complaints received and resolved from 2020 to 2025 (unfair practices and unfair assignment, etc.)
  - Prevention of recurrence of the same cases through VoE closure processing and follow-up monitoring
- Ongoing bi-directional communication through workshops for LMD/Installation Business Division partner representatives, etc. (once per half-year)

Social

Fair Trade and Shared Growth

Support for Partner Shared Growth

Partner Performance Evaluation

LX Pantos operates a partner performance evaluation system and conducts regular evaluations every year based on items such as operational quality, ESG, and operational capabilities. According to the evaluation results, the company operates follow-up management policies such as awards for outstanding partners, improvement activities, and management of low-performing partners, thereby inducing improvements in partners' operational capabilities and service quality.

In 2025, the company implemented awards for outstanding partners (one grand prize winner, two excellence award winners) for the first time targeting warehouse operation partners, while continuously promoting shared growth activities such as improving operational productivity, enhancing partner welfare, and expanding joint sales through regular partner meetings.

Selection as a Training Institution for the Ministry of Employment and Labor's "Large-Small Enterprise Win-Win Academy"

LX Pantos' "LX Pantos LMD/Installation Academy," an education and training institution for home appliance installation personnel, was selected in April 2025 as a training institution for the "Large-Small Enterprise Win-Win Academy" jointly hosted by the Ministry of Employment and Labor and the Human Resources Development Service of Korea, providing education and training to SME partner workers.

In November of the same year, the company was additionally selected as an operating institution for two categories of the "Government Certification of Corporate Qualifications" (Home Appliance Installation Specialist Level 2, Air Conditioner Installation Specialist Level 2), recognizing the credibility of its job training and qualification operation system.

LX Pantos plans to continue contributing to the cultivation of professional personnel and the mutual development of the installation industry through the operation of credible education and training programs and qualification systems.

Case: Support for Partner Safety Management

LX Pantos strengthens its joint safety management system with partners to reinforce accident prevention capabilities across the supply chain. To this end, the company regularly conducts quarterly joint inspections with partners targeting all 84 operational sites in Korea, and immediately implements improvement measures for hazardous·risk factors identified on-site. Through this cooperative system, the company secures the safety of partner workers and realizes sustainable supply chain operations.

Partner Safety Management

LX Pantos expands and operates its occupational health and safety management scope to include partners. The company evaluates the safety management level of partners and supports improvements for deficiencies. Furthermore, the company has introduced a "Workplace Risk Factor Reporting System" so that partner workers can voluntarily report risk factors, and proactively eliminates potential risks by providing effective rewards such as mobile beverage gift vouchers for each report. In addition, the company operates a safety communication channel with partners through regular meetings.

Category	세부내용
Partner Support through MOU with the Ministry of Employment and Labor	• Establishment of a business agreement to prevent industrial accidents and spread a safety culture (Seoul Regional Employment and Labor Office) - Production and distribution of content to prevent air conditioner installation engineer fall accidents - Support for demonstrations and seminars on safety equipment for high-risk work targeting air conditioner installation companies - Joint safety inspection of two logistics partners with the Seoul Regional Employment and Labor Office (on-site·document detailed inspection and customized coaching based on accident cases)
Awards for Excellent Air Conditioner Installation Partner Safety Management	• Provision of approximately KRW 120 million in rewards targeting a total of 33 air conditioner installation partners - Monthly selection of outstanding partners by reflecting personal safety gear use and other factors during installation work
Support for New Operational Site Partner Safety Management Setup	• Provision of safety·health field management guides and stabilization support targeting seven partners at new operational sites - Guidance on safety·health activities such as key management points for supervisors - Methods for preparing and managing occupational safety·health-related documents - Derivation of risk factors and improvement management through operational site field inspections, etc.

Social

Social Contribution

Social Contribution Organization

LX Pantos defines the local community as a key stakeholder and has set sustainable mutual growth with the local community as a management goal. As the organization overseeing company-wide social contribution activities, the ESG Team is responsible for establishing social contribution strategies, planning and operating programs, and managing performance, while collaborating with each business division and domestic and overseas subsidiaries to promote social contribution activities.

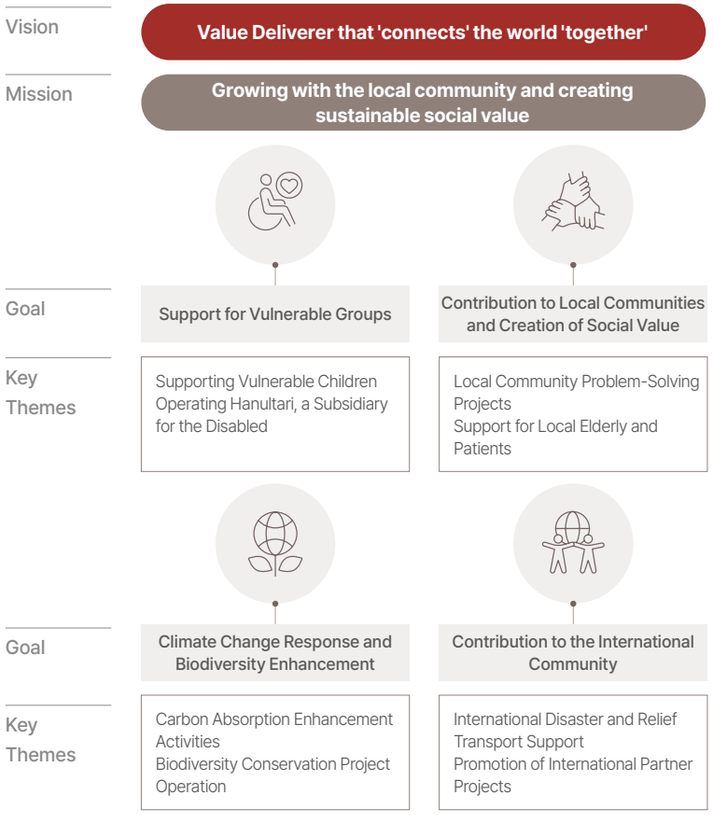
Social Contribution Organizational Structure



Social Contribution Strategy and Goals

Based on the vision of being a 'Value Deliverer that connects the world together,' LX Pantos aims to grow with the local community and contribute to sustainable social development.

Social Contribution Strategy and Goals



Social Contribution Roadmap



Social

Social Contribution

Spreading Social Value through Support for Vulnerable Groups

Support for Vulnerable Children

LX Pantos operates support programs for the growth and social integration of vulnerable children.

Provision of self-reliance support funds

Since 2020, we have been operating a long-term sponsorship program for children in care facilities. When a child enters a care facility, the company provides a certain amount every month into a housing subscription savings account and provide additional self-reliance support funds upon their discharge to help them establish a foundation for independence.

Financialsupport

Housing subscription savings account sponsorship to establish a foundation for self-reliance for children in care

- Seondeokwon, a child care facility in Jongno-gu
- The Salvation Army Seoul Huisaengwon, a child care facility in Seodaemun-gu
- Social Welfare Foundation Songjukwon, a child care facility in Seodaemun-gu
- Cheongun Orphanage, a child care facility in Dongjak-gu

Number of sponsored children

2024	2025	2026 (Planned)
Total 126 children	Total 167 children	Total 166 children

Operation of employee-underprivileged children companionship programs

LX Pantos operates a 'Companionship Program,' an experiential learning activity in which employees and children participate together. The company is expanding target subjects and scope of activities every year, and in 2025, we conducted activities combining environment and education, such as ecological education and surveys of freshwater fish inhabiting the Cheonggyecheon Stream with underprivileged children.

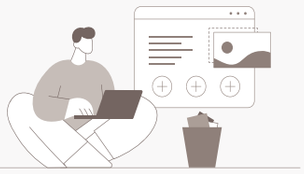
Mentoring support project for youth preparing for self-reliance

Through the 'LX Pantos Career Bridge' program, we provide mentoring and career counseling to youth preparing for self-reliance and children scheduled to leave care. In 2025, we invited children who have left care to LX Pantos for corporate tours and provided practical information on career choices.

Non-financial support

Housing subscription savings account sponsorship for children in care

- Visits to facilities such as Seondeokwon in Jongno-gu (once each in the first and second half of the year)
- Outdoor education related to freshwater fish and nature at The Salvation Army Seoul Huisaengwon in Seodaemun-gu
- Strengthening self-reliance skills for youth preparing for independence at Songjukwon in Seodaemun-gu
- Cheongun Orphanage, a child care facility in Dongjak-gu



Opening and operation of LX Green Learning Playgrounds

Through 'LX Green Learning Playgrounds,' LX Pantos creates welfare spaces exclusively for children where underprivileged children can learn elementary basic curricula (Korean, English, Mathematics, etc.) using VR devices and experience various physical activities. Through this, the company aims to support the guarantee of children's right to education and their balanced growth.

Starting with the first branch at Yeongdeungpo Social Welfare Center, followed by Busan, Jeonbuk, and Daejeon Social Welfare Centers, we opened the 5th branch at Daegu Social Welfare Center and the 6th branch at Jeju Social Welfare Center in 2025. LX Pantos is promoting the expansion of 'LX Green Learning Playgrounds' centered on the local communities where our operational sites are located.

Educational content

- **Convergence education**: Including basic curriculum for Korean, English, and Mathematics
- **Physical activities**: Archery, bowling, Dino Defense, etc.

Cumulative number of children served

Branch[1]	Cumulative number of children served[2]
1st Branch Yeongdeungpo	21,141
2nd Branch Busan	1,527
3rd Branch Jeonbuk	1,498
4th Branch Daejeon	2,565
5th Branch Daegu	246
6th Branch Jeju	623

1) Scheduled to open in the second half of 2026: 7th Branch Cheongju
2) Cumulative number of children as of December 2025

Social

Social Contribution

Spreading Social Value through Support for Vulnerable Groups

Support for Patients and Local Seniors

Under the management philosophy of "Connecting to a Sustainable Future," LX Pantos has provided medical expense donations and emotional support to children receiving treatment at Seoul National University Children's Hospital for the past 10 years since 2016, earning a plaque of appreciation in recognition of these efforts. Since 2021, the Company has also expanded its community contributions to include customized welfare programs for vulnerable seniors.

Support Program	Target	Support Activity	Activity Details
Patient support	Children with rare and incurable diseases	Pediatric patient treatment cost support	• **Delivery of annual donations to Seoul Children's Hospital** - Supporting essential equipment such as wheelchairs and assistive devices necessary for growth - Supporting surgery and treatment costs for patients from vulnerable groups - Providing medicines and treatment environment for timely treatment
Local senior support	Low-income, elderly living alone in the community	Daily care and living support for elderly living alone	• **For 415 elderly living alone affiliated with Jongno Senior Welfare Center** - Supporting summer kimchi, dehumidifiers, etc. to prepare for heat waves - Supporting nutritional supplements, electric mats, etc. to prepare for cold waves

Implementation of the "Green Remodeling" Housing Improvement Project for Vulnerable Groups

LX Pantos is promoting the Green Remodeling Support Project to improve living conditions and energy efficiency for vulnerable groups by replacing aging wallpaper, flooring, and windows. In 2025, the company replaced old aluminum windows with high-efficiency ones at Seoul Municipal Dream Tree Village, a child welfare facility, reducing heating energy consumption. It also replaced wallpaper and flooring in living quarters to improve insulation and resolve mold and humidity issues.

Operation of 'Hanultari,' a Standard Workplace for the Disabled

To promote the employment of persons with disabilities and create an inclusive workplace, LX Pantos established and has operated its subsidiary-type standard workplace for persons with disabilities, Hanultari Co., Ltd., since 2018. Hanultari provides tailored job opportunities for persons with disabilities in areas such as logistics support, office assistance, and facility management. The company has deployed social workers and professional counselors to support employee concerns and well-being, and provides dedicated accessibility facilities and customized welfare and benefit programs for employees with disabilities.

In recognition of these efforts, the company was named an 'Outstanding Employer of Persons with Disabilities' by the Ministry of Employment and Labor in 2022, and received a Prime Minister's Commendation at the 2023 'Government Commendation for Contributors to the Promotion of Employment for Persons with Disabilities.' In 2024, the company received the 'Beautiful Companionship Award' at a social contribution competition hosted by the Presidential Commission on National Cohesion, in recognition of its contribution to expanding employment opportunities for persons with disabilities.

Category	2025 Performance	External Standard
Employment rate of persons with disabilities[1)]	3.25%	Legal standard: Mandatory employment rate for persons with disabilities of 3.1%
Employment rate of persons with severe disabilities[2)]	75%	Statistical standard: 23.4% based on the Survey on the Economic Activities of Persons with Disabilities, first half of 2025
Employment rate of persons with mental disabilities[2)]	16%	Statistical standard: 10% based on the Survey on the Economic Activities of Persons with Disabilities, first half of 2025
Employment rate of women with disabilities[2)]	27%	Statistical standard: 23.5% based on the Survey on the Economic Activities of Persons with Disabilities, first half of 2025

1) Employment rate of persons with disabilities across LX Pantos
2) Employment rate of persons with disabilities at Hanultari

Received 'Jongno-gu District Mayor's Award' at the 2025 Superstar Jongno

LX Pantos received the Jongno-gu District Mayor's Award at the '2025 Superstar Jongno' in recognition of its social contribution activities. This is the result of the high evaluation received by the local community for its support of senior welfare facilities and local community volunteer activities.

Acquired +A Grade in "CSR in the Community"

LX Pantos acquired certification for the "CSR in the Community" hosted by the Ministry of Health and Welfare and the Korea National Council on Social Welfare in 2024, and received a +A grade in 2025. The "CSR in the Community" is a system that recognizes companies and institutions that have contributed to the local community in cooperation with non-profit organizations. LX Pantos was evaluated on its establishment of social contribution strategies and operation of local community mutual growth programs. The acquisition of the +A grade demonstrates that its social contribution activities are linked to the organization's operational system. LX Pantos plans to continue promoting social contribution activities linked to the local community in the future.

Social

Social Contribution

Climate Change Response and Biodiversity Enhancement Activities

Marine Ecosystem Protection: Eelgrass Planting and Marine Plogging

LX Pantos is promoting various ecosystem restoration activities in marine, urban, and forest areas to respond to climate change and conserve biodiversity. In particular, we are contributing to the restoration of natural capital and the creation of sustainable ecological environments through employee-participatory environmental social contribution programs.

Winner of the 'Minister's Award' at the 16th Happy Together Social Contribution Campaign

LX Pantos was awarded the Ministry of Climate, Energy and Environment Award at the '16th Happy Together Social Contribution Campaign' in recognition of its contributions to environmental ecosystem restoration and climate crisis response. The company was evaluated for its contribution to creating a sustainable ecosystem through environmental restoration activities promoted in various areas, including forests, urban centers, and marine environments.



Minister of Climate,
Energy and Environment Award

Urban Ecosystem Conservation

- Creating 'LX Pantos Nature Road' in cooperation with the Seoul Facilities Corporation
- Implementing tree planting and ecosystem restoration activities in Cheonggyecheon Stream
- Promoting ecological education and freshwater ecosystem surveys for children from vulnerable social groups in the local community



Urban Ecosystem Conservation Activities

Forest Restoration for Regeneration

- Promoting tree planting activities in the wildfire-damaged area of Okgye, Gangneung
- Operating a five-year project for forest creation and protection in the Yanggu region of Gangwon-do
- Executing activities to restore damaged trees and remove invasive plant species



Forest Regeneration and Care Activities

Marine Ecosystem Restoration

- Promoting a sea forest creation project in cooperation with Chungcheongnam-do, Taean-gun, and the Korea Fisheries Resources Agency
- Transplanting over 10,000 seaweed and seagrass plants annually until 2028
- Deploying employee-participatory eelgrass planting and marine plogging activities



Marine Ecosystem Restoration Activities

Social

Social Contribution

Contributing to Local Communities and Creating Social Value

Expanding Customized Social Contribution Centered on Global Hubs

LX Pantos promotes locally customized social contribution activities to coexist with the local communities where our overseas operational sites are located. We operate various social contribution programs tailored to the characteristics and circumstances of each region, and we are currently conducting activities in major overseas hubs such as Poland, Indonesia, and Thailand.

Entity	Major Activities and Achievements	Expected Effects and Value
Poland	• Donations to protect vulnerable groups in the local community (Wroclaw) • Donated equipment to volunteer fire departments and provided fire safety education for children • Held workshops to prevent social isolation among the elderly and persons with disabilities, and supported pediatric hospice medical care	**Respect for life and improved well-being** - Building a safety net for the local community and improving quality of life for underprivileged groups
Indonesia	• Donations for the renovation of educational and public facilities • Modernized high school athletic facilities and staff housing • Renovated prayer room ablution facilities and restrooms, reflecting the characteristics of Islamic culture	**mproved educational environment and respect for culture** - Built trust with the local community based on respect for local culture
Thailand	• Provided supplies to Thai veterans of the Korean War • Provided relief supplies for Myanmar earthquake recovery and participated in related CSR activities	**Strengthened historical ties and disaster relief** - Enhanced global disaster response cooperation and strengthened bilateral ties

Joint Project for Local Community Problem Solving

As a member of the 'Gwanghwamun ONE Team,' which consists of about 20 companies, government agencies, and non-profit organizations located in the Gwanghwamun area, LX Pantos participates in joint projects to solve local community problems and create ESG value.
The company is promoting a local community win-win cooperation model by linking the human and material resources and business capabilities of each organization, and we are carrying out sustainable practice activities such as tree planting and blood donation, support activities for the underprivileged such as meal service volunteering and participation in local markets, and support for bazaar operations.

Planning and Operation of Volunteer Day (V-Day)

LX Pantos designates November 22nd of each year as 'Volunteer Day (V-Day[1])' and operates social contribution activities in which employees participate. In 2025, the company carried out activities such as delivering briquettes of love, accompanying seniors(acting as conversation partners), and plogging.

01 Delivering Briquettes of Love	• Conducted briquette sharing activities in Gae-mi Village, Hongje-dong, Seodaemun-gu to support winter heating for energy-vulnerable groups in the local community • Approximately 100 employees participated and delivered 28,000 briquettes to energy-poor households
02 Companionship Activities for Seniors	• Conducted companionship (conversation partner) activities for seniors living alone to alleviate social isolation and emotional alienation of the elderly in an aging society • In connection with the Jongno Senior Welfare Center, Onnuri gift certificates were delivered to 100 seniors living alone • (100,000 KRW per person) and shopping support provided • Promoting emotional exchange and strengthening social bonds through conversation partner activities
03 Plogging Activities	• Conducted plogging activities for local environmental conservation and creation of a clean natural environment • Approximately 60 employees participated in the vicinity of Cheonggyecheon Stream and Inwangsan Mountain near the headquarters • Contributing to local environmental improvement by collecting trash around major walking trails and hiking paths

1) V-day: An abbreviation for Volunteer Day, it is LX Pantos' long-term social contribution project to coexist with local communities and practice corporate social responsibility.

NEXT ESG Logistics Contest

In April 2025, LX Pantos launched the 'NEXT ESG Logistics Contest' as a new program to foster future logistics talent and spread ESG values. A total of 144 teams applied for the contest, which was held over approximately five months with the goal of discovering ideas that combine logistics and ESG. Participants proposed ideas for enhancing the sustainability of the logistics industry, such as sustainable logistics, supply chain transparency, and digital technology-based logistics innovation. LX Pantos field experts served as team mentors for six weeks, supporting finalists in refining their ideas and reviewing commercialization potential for the teams that advanced to the finals.
Excellent ideas were selected by comprehensively evaluating the ESG value creation effect and business applicability, and the 'LX Pantos Farmcare' team, which proposed the idea of 'Agricultural Product Export Logistics Using Smart Farm Containers,' ultimately won the grand prize.



Logistics ESG Idea Contest

Social

Customer Value Management

Customer Value Management Organization

LX Pantos operates a customer value management organization with the goal of identifying and improving customer inconveniences and securing quality competitiveness by business area to realize sustainable consumer value. In addition, the company is enhancing customer value through customer satisfaction surveys and the management of Voice of Customers (VoC).

Customer Value Management Organizational Structure



Customer Value Management Strategy

Customer Value Management Behavioral Principles

Customer Trust
- Providing differentiated customer value to be trusted by customers -



Quality Management Policy Establishment

LX Pantos establishes its Quality Management Policy and carries out quality management activities to meet customer expectations and requirements.

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

- 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 system

Customer Value Management Strategy Framework

LX Pantos is establishing a customer-centric corporate culture through service quality improvement, system advancement, and process optimization.

Responsible Management	Establishing a customer-centric corporate culture to realize sustainable customer value management
Upgrade of System	Securing a customer-tailored control system through the customer pain point management system
Reinforcement of Competitiveness	Enhancing perceived quality by securing visibility across the entire customer experience journey
Realization of Customer Satisfaction	Realizing differentiated customer satisfaction by proactively responding even to potential customer pain points
Optimization of Process	Standardizing the work process system by reflecting international standards and maximizing efficiency
Improvement of Service Quality	Preventing and minimizing quality issues by establishing a company-wide integrated quality management system

Quality Management Framework

LX Pantos establishes a customer-centric quality management framework through system advancement and process optimization to provide safe logistics services at the time and place customers want.

Built on stronger quality competitiveness, LX Pantos delivers "Value beyond logistics" right by the customer's side.

Providing Optimal Solutions for Customer Satisfaction
Quality First, Satisfaction Follows

Approach to Quality

System Digitalization	Optimization of Process	Realization of Customer Satisfaction
Advanced IT system for Quality Management	Optimized Process for Quality Management	Customer-Centric solutions for Quality Managemnet

Strategic Goal

Building a quality management system based on IT systems	Providing quality indicators by area through dashboards	Operating global quality incident response processes
Activities to reduce logistics accidents through quality improvement processes	Operating an integrated management process for customer pain points	Listening to and improving customer VOC through regular satisfaction surveys

Social

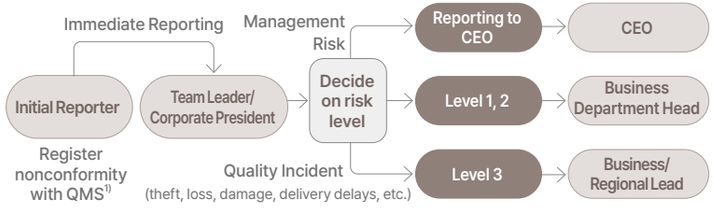
Customer Value Management

Customer Value Management Activities

Quality Incident Reporting Process

LX Pantos assesses the risk level based on the impact and scale when a quality incident occurs and reports it immediately to the responsible organizational leader to take initial action. Subsequently, the company reports to the management and records the incident in the quality management system to carry out improvement measures to prevent recurrence. The employee who becomes aware of the incident immediately reports it to the responsible organizational leader, who completes the initial report within the same day. After the incident is closed, preventive measures are established and implemented through root cause analysis.

Quality Incident Reporting System

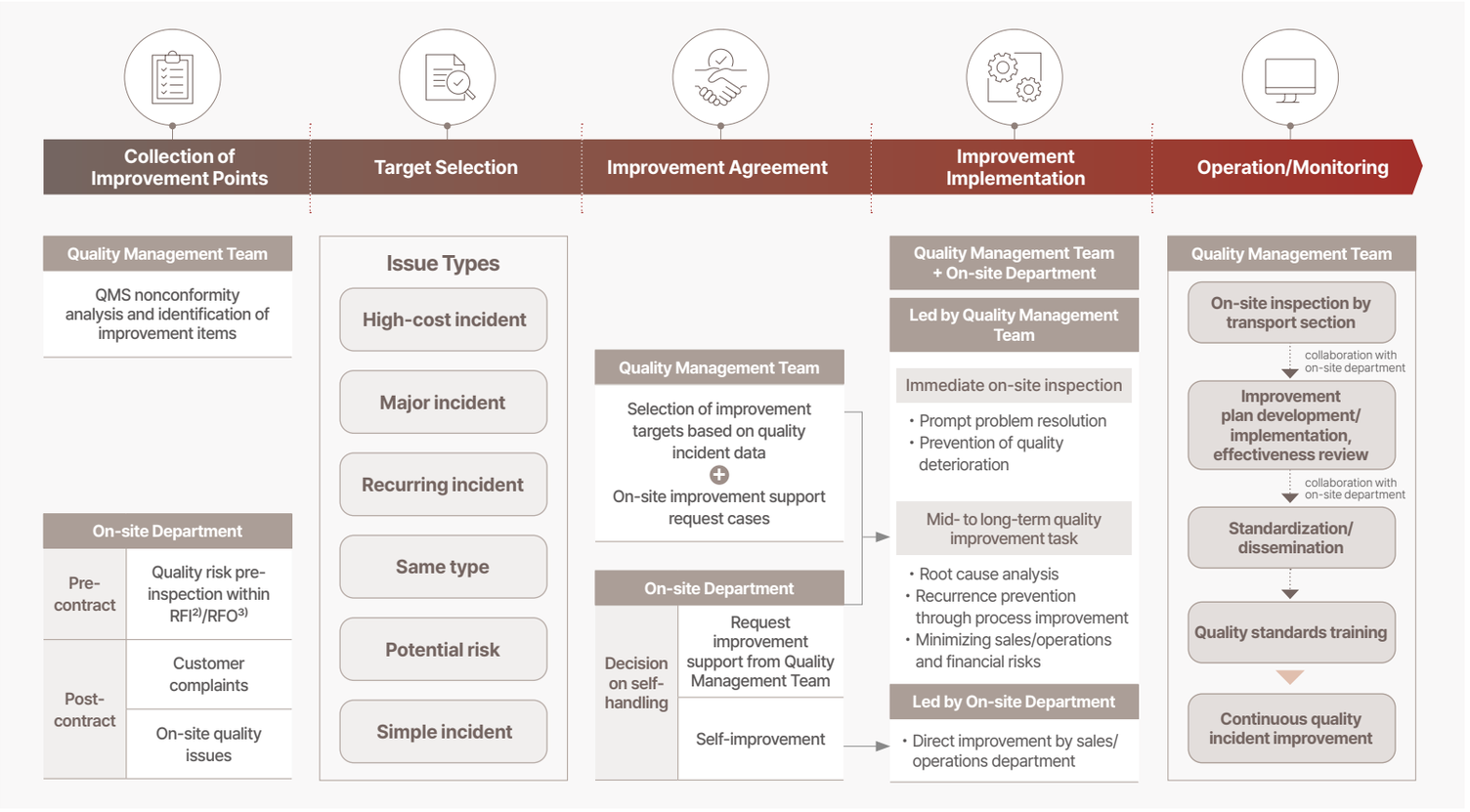


Reporting to CEO	• Undermined brand image, loss of life due to industrial accidents, legal violations, major incidents impacting business operations, etc. • For safety accidents, the safety accident reporting process applies
Level 1,2	• Aircraft/ship/vehicle accidents, strikes (lasting over 1 week), etc. • Estimated loss amount of KRW 50 million or more • For estimated loss amounts of KRW 300 million or more, inform CEO and CFO
Level 3	• Strikes, natural disasters, delivery delays, logistics disruptions, etc. • Estimated loss amount of KRW 3 million or more

1) QMS: Quality Management System

Company-wide Quality Improvement Process

LX Pantos' sales and operations employees request quality improvements from the Quality Management Team for issues that are expected to affect key customers or require improvement due to recurring quality incidents. Subsequently, company-wide quality improvement is supported based on the severity and urgency of each incident.



2) RFI: Request for Information
3) RFO: Request for Proposal/Quotation

Quality Management Team : Specialized quality management organization On-site Department : Sales/operations organization

Social

Customer Value Management

Customer Value Management Activities

Quality Management Improvement Activities

LX Pantos establishes a quality management system based on the ISO 9001 standard. Standards for cargo transport and storage are compiled into quality standard procedures along with best practices for accident prevention and are regularly updated and disseminated.



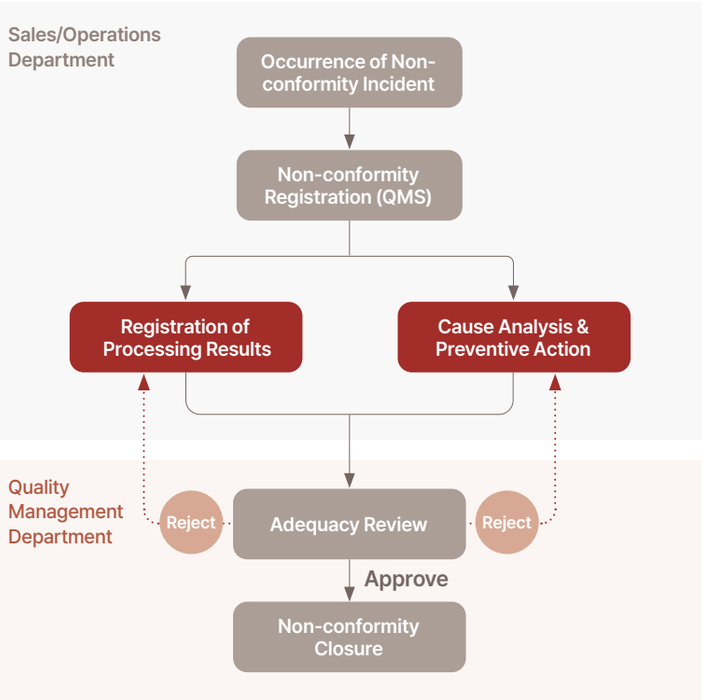
Quality Management System

LX Pantos manages quality issues and customer pain points on an IT system basis through the Quality Management System. By building a database of incident information, the company analyzes the occurrence trends of recurring incidents and drives improvement activities.

Components	Features
Dashboard	Providing visibility into quality-related status and indicators at a glance
Irregularity	Managing nonconformity registrations, progress updates, improvement activities, and implementation results
CPPM	Integrating customer VOC and employee-reported pain points into the system
Q-Index	Providing various quality-related status indicators that can be confirmed by organization/customer

Non-conformity Improvement Process

LX Pantos operates a CAPA[1)]-based non-conformity improvement process to eliminate the root causes of quality incidents and prevent recurrence.



1) CAPA (Cause Analysis & Preventive Action): Accident prevention activities through root cause analysis of non-conformities and improvement activities

Social

Customer Value Management

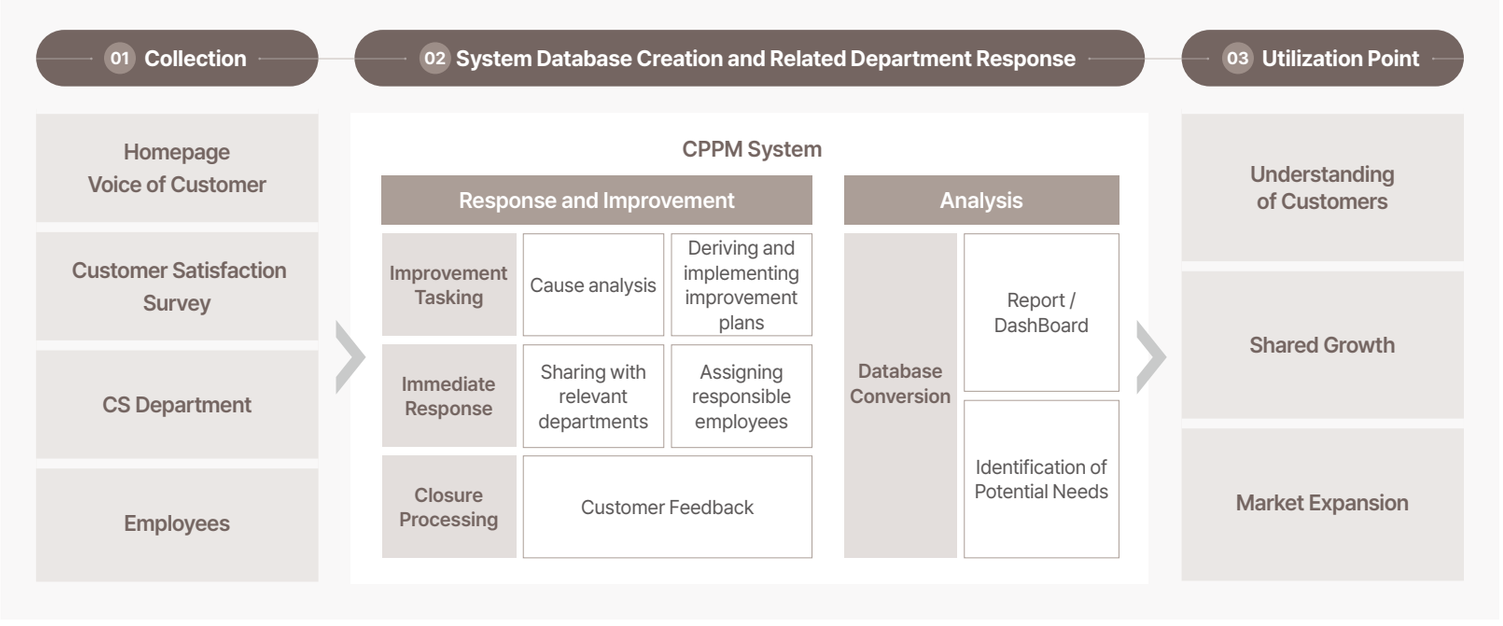
Customer Value Management Risk Control

Customer Complaint Handling Process and Satisfaction Survey

LX Pantos operates the 'Voice of the Customer' platform on its website to collect customer complaints, inquiries, and suggestions. By establishing the CPPM[1] system, the received content is processed by taking necessary actions after analysis, and data collected from multiple channels is integrated and managed.

1) CPPM (Customer Pain Point Management): LX Pantos' management system that integrates and analyzes customer pain points to support rapid response

Customer Pain Point Management Process



Enhancing Customer Satisfaction

Conducting Regular Satisfaction Surveys	• Regularly collecting and operating customer pain points through professional research firms
Collecting and Analyzing Quality Issues and Customer Pain Points	• Collecting and analyzing quality issues and customer pain points arising on-site
Providing Future Value for Customers	• Identifying customers' future needs and improving logistics from the customer's perspective • Continuous shared growth through partnerships with customers
Understanding Customers' Fundamental Needs	• Research and analysis based on each industry sector and market trends • Providing optimal logistics solutions aligned with industry trends

Customer Satisfaction Survey Results

LX Pantos conducts an annual customer satisfaction survey covering its customers to evaluate quality performance and customer satisfaction. The company monitors satisfaction trends by customer on an annual basis and reflects them in quality improvement.

2025 Overall Comprehensive Satisfaction for Forwarding Business



2025 Overall Comprehensive Satisfaction for CL Business



Social

Information Security

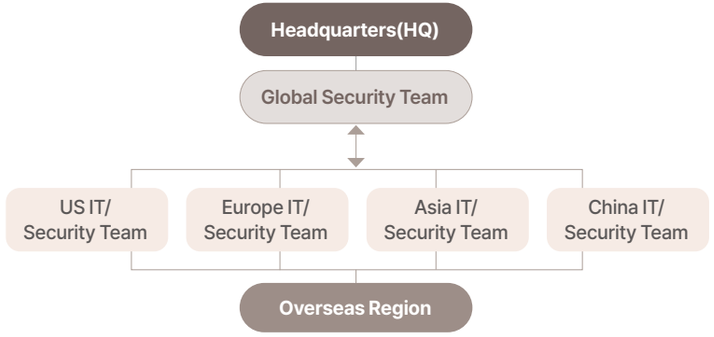
Information Security Organization

LX Pantos operates an Information Security Committee that oversees the establishment of information security policies and the management of responsible employees, and appoints a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO) in accordance with relevant laws. Through the Information Security Working Council, the company carries out activities such as regular exchange of views among responsible employees of related departments, issue resolution, and response to security breach incidents. For key overseas subsidiaries, an overseas security management organization is established to regularly exchange work updates between the headquarters and the security management department of each region, and to carry out security compliance analysis, security risk management, incident response system operation, and acquisition of global security certifications.

Information Security Organizational Structure



Overseas Security Management Organizational Structure



Information Security Policy

Information Security Policy

LX Pantos has established an information security policy in accordance with applicable Korean laws and operates detailed security guidelines and manuals. The policy and related guidelines are reviewed and updated at least annually to reflect regulatory changes. The company complies with legal requirements for the collection, processing, storage, and disposal of personal information and follows established procedures for security risk assessment, secure software development, and responses to cybersecurity and personal data breach incidents.

Composition of Information Security Guidelines and Manuals

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

Information Security Activities

LX Pantos has established an information security framework aligned with global standards and global information security certifications (ISO 27001, TISAX[1]) in 2022, which are renewed periodically. The company also responds to inspections by external authorities, including the Personal Information Protection Commission and the Korea Communications Commission, conducts internal audits, and continuously strengthens internal controls to ensure regulatory compliance and prevent security incidents.

1) TISAX: A global information security certification specialized for the automotive industry, operated by the European Network Exchange (ENX) based on standards established by the German Association of the Automotive Industry (VDA).

Information Security Training

LX Pantos regularly conducts information security and personal information protection training for all employees. In 2025, the company introduced customized training reflecting job characteristics for the first time for domestic personal information handlers, enhancing training effectiveness. In addition, the company operates online training courses to improve training accessibility for employees at operational sites and regional offices nationwide. Along with this, the company continuously provides security notices through various channels such as groupware bulletin boards and PC pop-ups, striving to raise employees' information security awareness and spread a security culture.

Information Security Training Details

Category	Training Target	Training Method	Learning Content
Differentiated training for personal information handlers	• CIO, CHO, LMD/ installation business managers, totaling 93 employees	• Offline training through invited external experts	• Differentiated training by IT/HR/ installation job type
Employee Personal Information Protection Training	• 1,891 employees	• Online training via LX Academy	• Meaning of personal information and precautions when using it • Personal information management and response in case of leakage • Corporate response strategies according to changes in information security concepts and paradigms • Prevention and response methods to protect the organization from security threats
Overseas Subsidiary Employee Information Protection Training	• 3,655 office employees at overseas subsidiaries	• Online training through a global information security training platform	• Workplace access security • Password security • Phishing email security • Personal information protection (EU GDPR[2]) • Security during business trips

2) EU GDPR: EU General Data Protection Regulation

Social

Information Security

Information Security Activities

Overseas Information Security Enhancement Activities

LX Pantos analyzes regional compliance requirements relevant to each overseas subsidiary and manages associated risks to continuously improve security standards. The company operates security training programs for employees of overseas subsidiaries to support their ability to respond to actual information security threats in their daily operations. In addition, the company has established an overseas information security incident response process, operating a risk control management framework.

Information Security Assurance Activities

LX Pantos operates an information security and personal information protection management framework to protect the information assets of customers, employees, and stakeholders. To prevent risks of information leakage, cyberattacks, and personal information breaches, the company conducts security control, access right management, and internal control. In the event of a security breach incident, the company responds swiftly in accordance with the IRP (Incident Response Plan) and response manual. In addition, the company complies with relevant laws throughout the entire process of personal information collection, use, and storage, and continuously pursues inspection and investment activities to improve the level of information security.

2025 Key Achievements

- **Operating Information Security Management System**
  - Operating IRP and security incident response process
  - Continuous monitoring through security control system
- **Strengthening Personal Information Security**
  - Operation of personal information consent and management procedures
  - Renewal of personal information protection liability insurance
- **Managing Security Risks**
  - Conducting information security internal inspections
  - Operating controls for confidential information processing, sharing, and storage
- **Maintaining Information Security Certifications**
  - Operating management framework based on ISO 27001, ISMS-P, and TISAX

2026 Key Initiatives

- **Advancing Security Infrastructure**
  - Review of expanding the introduction of EDR1) and personal information security solutions
  - Strengthening of security control systems
- **Responding to Risks Proactively**
  - Expanding regular inspections of business processes and systems
  - Strengthening the response framework for new security threats
- **Managing Cyber Risks**
  - Reviewing the adoption of company-wide cyber insurance
  - Advancing cyber incident response capabilities
- **Continuous Improvement**
  - Expanding information security investment
  - Strengthening the information protection framework at a global level

1) EDR: Endpoint detection and response

Information Security Certifications

LX Pantos has acquired and maintains major domestic and international certifications to strengthen its information security and supply chain security capabilities. The company holds ISMS-P, ISO 27001, ISO 28000, and TISAX certifications, and in 2025, it acquired CyberVadis certification to respond to the security requirements of European clients and enhance global credibility.

Certification	Details	Validity Status	Target
ISMS/ ISMS-P	• KISA information security management system certification • Information security and personal information protection management system certification	• Initially acquired in 2019 • Re-acquired in 2024 • Certification maintained through follow-up review in 2025 • 2nd follow-up review planned in 2026	ISMS: Express service ISMS-P: Relocation installation service
TISAX	• Automotive logistics security certification • Information security management system specialized in automotive supply chains, data protection measures, and prototype security level evaluation	• Acquired in 2024 • Certification scope expansion to target sites planned in 2026	Automotive electronics logistics services
ISO 27001	• ISO information security management system certification • Information security management system	• Acquired in 2013 • 2022 version transition review completed in 2025	Global W&D service[2]
ISO 28000	• ISO supply chain security management system certification	• Maintained since acquisition in 2022	HQ, Incheon Airport Center
TAPA FSR	• TAPA (Transported Asset Protection Association) Facility Security Requirements (FSR) certification • Ensuring continuous improvement of the effectiveness and efficiency of the security management system	• Maintained since acquisition in 2013	Incheon Airport Center
CyberVadis	• Security certification for corporate third-party (supplier) cyber risk assessment and management	• Initially acquired in 2025 • New review planned in 2026	CL business (GSI WMS, LSP[3])

2) Global W&D (Warehouse & Distribution) Business: A comprehensive logistics business that performs storage (warehousing) and delivery (distribution) of goods locally overseas in an integrated manner
3) LSP (Logistics Service Provider): Logistics service provision business

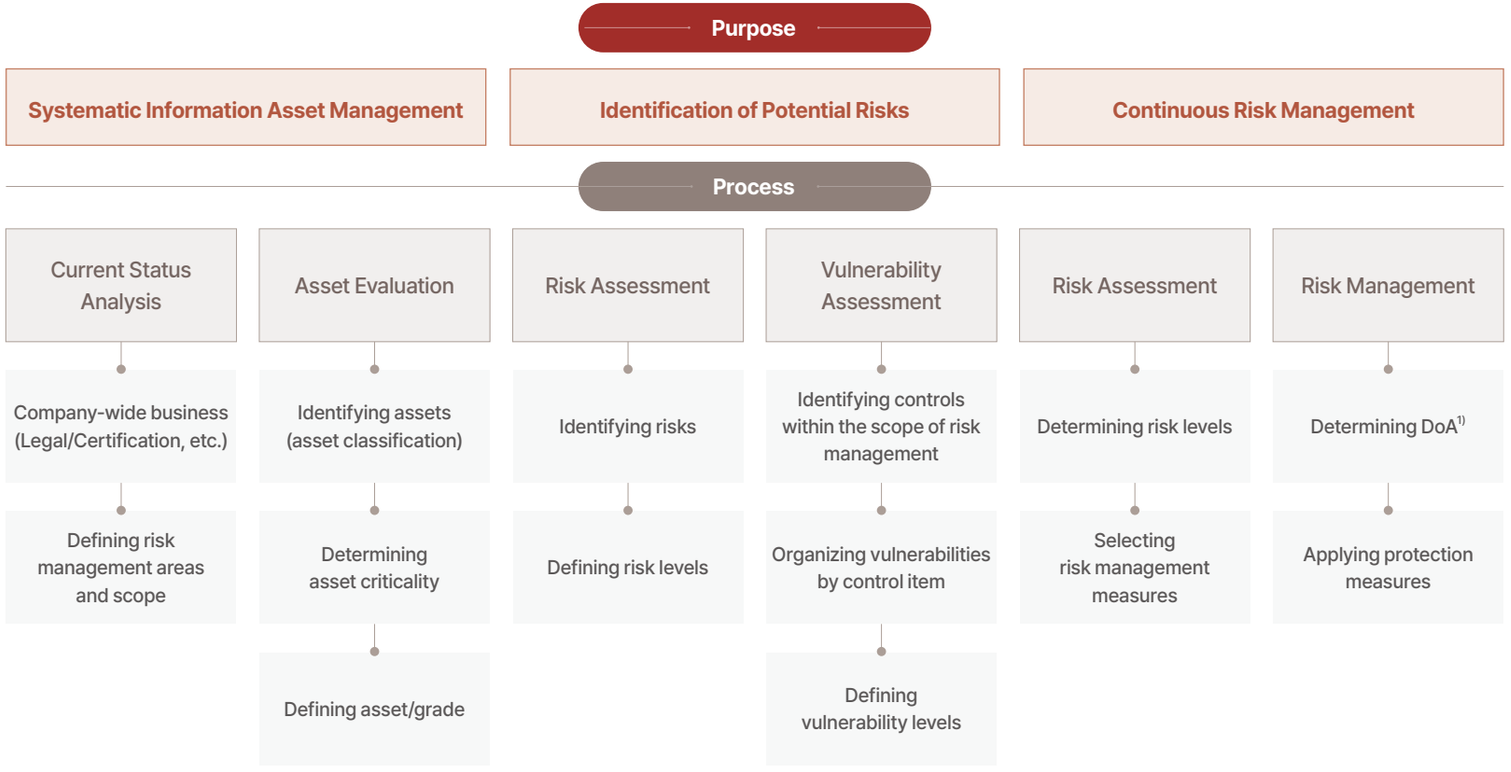
Social

Information Security

Information Security Risk Management

Conducting Information Security Risk Assessment

LX Pantos identifies its information assets, designates managers, and conducts technical and managerial vulnerability diagnoses every year according to their importance. The company carries out infrastructure vulnerability diagnoses and mock hacking through external experts every year for ongoing risk management and improvement, and in 2026, the company plans to continuously contract specialized diagnostic personnel to focus on inspecting and improving protective measures for company-wide systems.



1) DoA(Degree of Acceptance): The level of risk that the organization can accept

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

LX Pantos conducts regular inspections of the status of personal information processing in order to supervise and strengthen security for assignees that process personal information. In the event of any issues, the company takes prompt follow-up measures.

Classification	Details
Purpose	• Raising awareness of personal information security among entrusted companies and preventing personal information leakage accidents
Inspection Target	• Total of 88 companies • Assignees entrusted with processing customer and employee personal information
Inspection Method	• Verification of compliance documentation and provision of improvement guidelines for personal information security • Inspection by personal information processing • Follow-up measures for non-prepared items
Follow-up Measures	• Follow-up measures for non-compliant assignees (including improvement requests and provision of guidelines)

Internal Whistleblowing Procedure for Information Security Issues among Stakeholders

LX Pantos operates an internal reporting procedure for information security-related issues such as information leakage, misuse of confidential information, and violation of security regulations. All stakeholders, including employees, supplier workers, and partners, can report under their real name or anonymously through the Cyber Reporting Center, enabling the company to identify security incidents early and respond promptly.

LX Cyber Reporting CenterReporting Channel : LX Cyber Reporting Center> Report Corruption > Report (Anonymous)

GOVERNANCE



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Governance

Business Conduct

Board of Directors

Board Composition

Pursuant to the Articles of Incorporation and relevant laws, LX Pantos' Board of Directors consists of a total of four directors, including two inside directors and two non-executive directors. Board members are carefully appointed based on independence, diversity, and expertise, without discrimination based on cultural background such as gender, race, religion, or political views. As the highest decision-making body representing the interests of various stakeholders including shareholders, the Board oversees key management issues. It deliberates and resolves on matters prescribed by laws and the Articles of Incorporation, duties delegated by the general shareholders' meeting, as well as major management policies and key business execution issues.

To enhance prompt decision-making and accountable management, the CEO, Lee Yong-ho, also serves as the Chairperson of the Board in accordance with the Board Regulations(Article 5). Business execution matters not specified in the Board operating regulations are delegated to the CEO, while the performance of directors' duties is strictly supervised. In addition, when matters involving conflicts of interest(such as self-dealing) are tabled in accordance with relevant laws, the voting rights of the director concerned are restricted, thereby thoroughly ensuring the fairness of Board operations.

Board Composition Status[1)]

Name	Role	Main Career	Term
Lee Yong-ho	CEO/ Chairperson	LX Pantos CEO	~27.03
Park Jang-soo	Inside Director	LX Pantos CFO	~29.03
Choi Sung-gwan	Non-executive director	LX Holdings CFO	~29.03
Min Byung-il	Non-executive director	LX International CFO	~27.03

1) Based on the period following the regular general shareholders' meeting on March 25, 2026.

Board Independence

To secure the Board's expertise, LX Pantos ensures that two of its four directors are non-executive directors, making up the majority. The company creates an environment in which directors can freely express their opinions and engage in discussion on all agenda items tabled at the Board, thereby operating the Board based on independent judgment. In accordance with Article 398 of the Commercial Act and the Fair Trade Act, the company strictly restricts transactions between directors and the company, and limits the voting rights of directors with a conflict of interest. In addition, the company further strengthens the independence and objectivity of the Board through the auditor's oversight of Board execution.

Board Operation

In accordance with the Articles of Incorporation and the Board Regulations, LX Pantos convenes regular board meetings to deliberate on key agenda items related to management and business. In particular, the company applies stringent board operation standards on par with those of listed companies, continuously strengthening its execution and supervisory functions as the highest decision-making body. The Board is convened quarterly as a rule but may be held at any time as required by management needs. Resolutions on agenda items are passed fairly with the attendance of a majority of all directors and the approval of a majority of those present. In addition, to support directors' thorough review of agenda items, the company strictly observes the prior notice procedure under Article 10 of the Board Regulations. On average, the company notifies the convening of the meeting and a summary of the agenda items six days before the meeting, and provides detailed agenda materials in writing three to four days in advance. Furthermore, through its in-house legal and compliance support organization, the company actively supports the lawful and transparent operation of all Board procedures.

No. of Board Meetings Convened **7** 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

As part of its ESG management, LX Pantos regularly reports ESG-related agenda items to the Board in order to anticipate business risks in advance and respond proactively. The Board regularly receives reports on and approves key ESG issues—including materiality assessment results—and the contents of this Sustainability Report. The reported agenda items are submitted once a year and finally approved after review by the Board.

Every January, the issue of "occupational safety and health plans" is tabled at the regular board meeting, while "internal trade among affiliates and self-dealing transactions" is tabled in November. In addition, when there is a possibility of significant financial or non-financial risks arising in management, or when there are matters closely related to material ESG issues, the company submits them as board agenda items. At the February 2025 board meeting, the agenda for launching a new business in electric vehicles and related charging infrastructure was approved.

ESG-related Key Resolutions

Session	Date	Classification	Agenda
1st	2025. 1. 23	Approved	Approval of the occupational safety and health plan
2nd	2025. 2. 27	Approved	Approval to launch a new business (operation of electric vehicles and related charging infrastructure, and control services)
7th	2025. 11. 4	Approved	Approval of self-dealing transactions with affiliates

Governance

Business Conduct

Ethics and Compliance Management Organization

To implement systematic and unified ethics and compliance management company-wide, LX Pantos establishes and operates a dedicated organizational structure. To eliminate market obstacles and to drive performance and strengthen competitiveness within the organization, the company has established a Business Audit & Enhancement Division responsible for management diagnosis and improvement functions, thereby systematically practicing Jeong-Do (ethical) management. To further strengthen this system, the company continuously expands regular domestic and overseas diagnostic activities and ongoing monitoring for irregularities, and consistently promotes training activities to spread a culture of ethical management.

Ethics and Compliance Management Organizational Structure



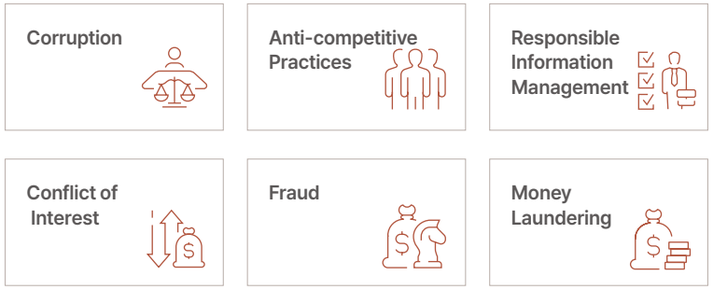
Ethics and Compliance Management Strategy

LX Code of Ethics

LX Pantos upholds ethical management as a core value, strictly ensuring that all business activities and decisions adhere to its Code of Ethics. The company's Code of Ethics includes provisions that guarantee fair trade and competition and prevent corruption, providing clear behavioral guidelines for the various situations employees may encounter in their daily work. Every employee bears the responsibility to comply with this Code of Ethics, and the company continues to build a trusted corporate culture on this basis.

LX Code of Ethics Link

Components of the Code of Ethics



Pledge to Practice Ethical Management

LX Pantos has all employees and partners regularly sign the "Pledge to Practice Ethical Management," thereby ensuring compliance with the LX Code of Ethics and the practice of ethical management.

Prevention of Corruption and Bribery

LX Pantos strictly prohibits employees from engaging in illegal acceptance of gifts, money, entertainment, or kickbacks, in order to maintain ethical and transparent relationships in transactions with partners. For sensitive transactions, the company establishes a separate approval process through a "Controlled Budget White Paper" and manages them in advance according to clear standards. In cases where money or valuables are unavoidably received, they are reported immediately through the gift reporting system, and if return is difficult, they are handled by donating them to a social welfare organization. Through this, the company ensures that all employees do not accept illegal benefits, and creates a fair trade environment by communicating the same standards to its partners. In addition, if an improper request or unethical situation arises, the company provides clear procedures so that it can be reported through the Business Audit & Enhancement Division or the company's LX Ethics Hotline.

Anti-corruption Prevention	• Prohibiting improper acceptance such as money, entertainment, and hospitality • Operation of the Controlled Budget White Paper for sensitive transactions • Application of prior approval procedures and management standards
Reporting & Action	• Operation of the gift reporting system • Donation of non-returnable money/valuables to social welfare organizations • Immediate reporting and investigation when corruption occurs
Spread of Fair Trade Culture	• Sharing ethical standards with partners • Operation of the LX Ethics Hotline and reporting channels • Providing reporting procedures for improper requests and unethical conduct

Governance

Business Conduct

Ethics and Compliance Management Strategy

Operation of the Reporting System

LX Pantos operates an "Ethics Hotline" for employees, business partners, and external stakeholders to report ethics-, human rights-, and grievance-related concerns. All reports are investigated through an independent review process, with the anonymity and protection of whistleblowers given the highest priority.

Established as part of the company's ethics and integrity management framework, the system provides a fair and anonymous reporting channel for employees and stakeholders across the value chain, including workers, customers, partners, and local communities. Reports can be submitted via the online portal, email, mail, or fax, with a 24-hour digital reporting channel available to enhance accessibility. All reports are reviewed promptly and fairly by the internal audit department and the dedicated ethics management organization, with corrective actions and follow-up improvements implemented where necessary. LX Pantos also strictly protects the identity of whistleblowers and prohibits any form of retaliation. Through this system, the company protects the rights of employees and stakeholders while strengthening organizational integrity and sustainability.

Reporting Targets	Reporting Channels
• Misconduct, unfair transactions, and partner grievances • Human rights violations such as sexual harassment, discrimination, and workplace bullying • Information leakage and other violations of ethics regulations	• Operation of the Ethics Hotline portal and Cyber Reporting Center • Providing various reporting channels such as online, email, and mail • Available to employees, partners, and external stakeholders
Investigation and Follow-up	**Whistleblower Protection**
• Investigation and fact-checking of received reports • Action in accordance with internal regulations when a violation occurs • Promoting recurrence prevention and system improvement activities	• Compliance with the principles of anonymous reporting and confidentiality • Protecting whistleblowers and prohibition of retaliation • Operating a fair and independent handling process

2025 Report Receipt and Investigation Status

Total reports 43 cases
Employee reports 24 cases
Partner grievances 19 cases
Investigation completion rate 100%

Types of Reports

Acts of receiving favors from stakeholders
- Guarantee of money, entertainment and hospitality, convenience, loans, debt repayment, surety, and promises of other future benefits

Improper equity participation in business partners
- Acquisition of stocks or investments, joint investments, or joint real estate acquisitions

Lack of transparency in partner selection
- Improper contributions, improper transactions, and information leakage of suppliers

Illegal/improper use of company assets
- Misuse of tangible/intangible assets, embezzlement, and diversion

Manipulation of documents/accounts and false reporting
- Accounting fraud and information manipulation

Others
- Negligence of duty, lax management, abuse of authority, and damage to dignity, etc.



E-Mail: business_audit_enhancement@lxpantos.com
Tel: 02-3771-3936
Address: Business Audit & Enhancement 1 Team, 58 Saemunan-ro, Jongno-gu, Seoul
Cyber Reporting Center: https://ethics.lxmdi.co.kr

Ethics and Compliance Management Activities

Employee Training and Internal Promotion for Management Internalization

LX Pantos conducts company-wide customized training and awareness campaigns to foster a transparent organizational culture. The company provides tailored training based on the roles and positions of employees across domestic and overseas operations and subsidiaries. For sales personnel, it offers practical ethics training on partner selection and entertainment expense management, while overseas expatriates receive training focused on local legal risks and organizational operations. To improve accessibility for multinational employees, LX Pantos also publishes webtoon-format newsletters in four languages (Korean, English, Chinese, and Spanish). The newsletters cover key risk topics, including workplace harassment, information security, conflicts of interest, unfair practices, and corruption (bribery and money laundering, etc), helping employees strengthen practical compliance awareness.

Target	Major Theme	Activity Type	Frequency
All employees	Ethical management newsletter	Online post, company-wide email	Once a month
	Ethical management campaign video	In-house signage broadcast	Year-round
Persons in charge of organizations in and outside Korea	Distribution of ethical management violation case studies	Company-wide email distribution	Once a year

Corruption Monitoring System

LX Pantos has established a monitoring system to detect abnormal signs across its operations, helping prevent corruption and compliance violations while continuously assessing and managing risks. The company has developed Key Risk Indicators (KRIs) for major management areas, including fund disbursements, transactions, expenses, and entertainment, and shares and applies them across all domestic and overseas operations. Through this system, LX Pantos provides a dashboard that identifies corruption risks, helping prevent issues while improving profitability, growth, and operational efficiency.

Governance

Risk Management

Risk Management Organization

LX Pantos operates a risk management governance system to identify and manage in advance the risks that may arise during new business development and investment. The CEO holds the ultimate responsibility for risk management, and the departments in charge of Corporate Planning, Accounting, Legal/Compliance, and Business Audit/Enhancement operate a corrective action process that periodically reviews financial and non-financial risks. Key risks are reviewed through the Order Review, the Internal Transaction Review Committee, and the company-wide Investment Review Committee.

The Order Review is a deliberative body that comprehensively evaluates the business and operational structure, contract structure, customer creditworthiness, and collection and payment terms of projects targeting Strategic Customer (SC) clients. The Internal Transaction Review Committee is a committee that reviews the fairness, transparency, and appropriateness of internal transactions for businesses involving affiliates such as LG and LX, and is composed of the CEO, CFO, business division heads, and members under the CFO. The Investment Review Committee is a body that deliberates on risks related to investments accompanying orders or strategic investments; it conducts integrated practical reviews with relevant departments on agenda items for which the proposing department has completed a preliminary review, and evaluates factors such as the feasibility, risk, and inefficiency of investment plans. For orders and investments, post-monitoring is conducted to review actual losses and the implementation of prior deliberation results.

Business Risk Management Function Organization



Internal Audit Management Organization

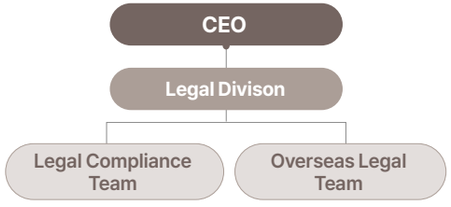


2025 Investment Review Performance

No. of Investment Reviews held **21** times

No. of agenda items reviewed **52** Cases

Legal Affairs and Corruption Risk Management Organization



Application of KPIs as Risk Management Indicators

LX Pantos incorporates non-financial risk indicators—such as enhancement of customer-integrated logistics value and the resolution of quality incidents—along with global financial risk management indicators into the KPIs of C-level executives.

Details of KPI Integration

CFO
- Global profit and loss management, strengthening tax risk management, and enhancing improvement activities for overseas business issues

Financial management Affairs Division
- Strengthening tax risk management, and standardizing global financial management and strengthening risk management

Business Audit & Enhancement Division
- Reviewing overseas subsidiary business issues, monitoring the soundness of overseas subsidiary operations, and promoting ethical management education and culture

Management Support Department
- Establishing a self-disciplinary safety management prevention system, carrying out quality incident improvement, providing intensive care for key dissatisfied customers, and preventing fair trade risks

Legal Divison
- Improving the litigation/dispute management system, announcing and urging compliance with regulations on delegation related to litigation and disputes, and conducting full inspection of overseas warehouses and managing insurance enrollment status

Corruption Risk Assessment

LX Pantos has a system in place to report corruption matters discovered during compliance activities to the Board and management, based on its compliance control standards. Specific risk assessments related to corruption are professionally conducted under the supervision of the legal organization and management, and all matters that arise are strictly handled as confidential to maintain the security of management.

Governance

Risk Management

Business Risk Management

Business Risk Management Process

LX Pantos clearly documents and operates regulations on order review, internal transaction review, and investment review. Each review process is strictly conducted in accordance with standardized procedures, and the company comprehensively evaluates financial and non-financial risks to manage them proactively. Through this, the company strengthens the foundation for sustainable business operations by identifying potential risk factors in advance and establishing response measures.

Internal Transaction Review Process

LX Pantos continuously operates the Internal Transaction Review Committee to strengthen the fairness and appropriateness of internal transactions. For each transaction, the company carries out the review procedure by comprehensively considering factors such as whether the business is existing or new, the scale of sales, and the type of competitive or non-competitive transaction, thereby preventing the conclusion of unreasonable contracts and securing appropriate profitability. These efforts help establish transparent and fair trade practices and contribute to enhancing the trust of stakeholders.

Order Review Process

Final Bid Submission D-1

Internal Review of Bid Participation by Team/Corporation	Division VRB	Business Department VRB	CFO Pre-Review	Company-wide VRB	VRB Post-Monitoring
Team/Corporation	Division ※ Overseas subsidiaries: regional manager/ general manager	Business Division Planning Team	Proactive Profitability Team	Proactive Profitability Team	Business Division Planning/Preliminary Profitability Management Team

Business Department Review → End

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 Division Planning Office/Team Proactive Profitability Team Each review committee member	Investment Review Committee	CEO Investment Review Committee	LX Pantos Board of Directors	Proposal Department	Preliminary Profitability Management Team/ Proposal Department

Business Risk Management Training

LX Pantos operates various training programs to ensure that all employees recognize business-related risks and respond to them effectively. In 2025, the company conducted order and investment management training for employees in charge of overseas planning and management, thereby strengthening overseas investment risk assessment capabilities. The company also provided on-demand training on the order and investment review process for all employees both domestically and internationally, thereby establishing an organizational culture that can proactively manage risks from the early stages of a business.

Investment Management Training

- **Training target:** New employees and personnel in charge of overseas planning/management
  - Conducted a total of five sessions in 2025
- **Content:** Investment management system, investment management regulations, introduction of best/worst cases, etc.

Order Management Training

- **Training target**: Domestic and overseas employees
- **Conducted order review/internal transaction review training 14 times in 2025**
  - Regular offline training: two sessions, for overseas planning staff
  - On-demand online training: 12 sessions, mainly for overseas sales staff
- **Content:** Order review and internal transaction review regulations, pipeline system usage, introduction of best/ worst cases, etc.

Governance

Risk Management

Tax Risk Management

LX Pantos sets the thorough understanding and strict compliance with domestic and overseas tax laws and regulations as its top priority. The company faithfully fulfills taxpayer obligations, such as the diligent submission of documentation required by the tax authorities of each country, thereby realizing transparent and accountable tax management. In addition, for international transactions with overseas subsidiaries, the company strictly complies with domestic tax laws and Transfer Pricing Guidelines[1] to ensure that all transactions are set at the "arm's length price" for tax purposes.

1) Transfer Pricing Guidelines: A principle requiring that the price (transfer price) applied when multinational corporations trade goods, services, assets, etc., between affiliates in different countries must be set as an 'arm's length price' under tax law.

Compliance Risk Management

LX Pantos thoroughly carries out company-wide compliance activities every year in accordance with laws and compliance control standards. In addition to internal compliance activities, the company forms a consultative body among compliance officers across group companies to continuously improve compliance performance. To strengthen ethical management and compliance management, the company makes various efforts and thoroughly monitors and manages legal violations to identify and prevent risks in advance. Over the past three years, the number of legal violations has remained at zero, and going forward, the company will do its best to thoroughly comply with laws and realize ethical management through continuous management and strict control.

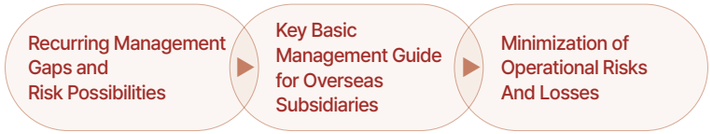
Internal Accounting Control System

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 reliability of its accounting information and disclosures. The company establishes control activities to identify and mitigate business risks. The internal accounting control team reviews the system annually, and the internal accounting controller reports the results to the shareholders' meeting, the Board of Directors, and the auditor. In 2025, the design evaluation of the internal accounting control system was conducted once for 24 teams, while the operation evaluation was conducted four times for 70 teams from the second half of 2025 through January 2026. The evaluations confirmed that there were no significant deficiencies affecting the financial statements.

Overseas Subsidiary Risk Management

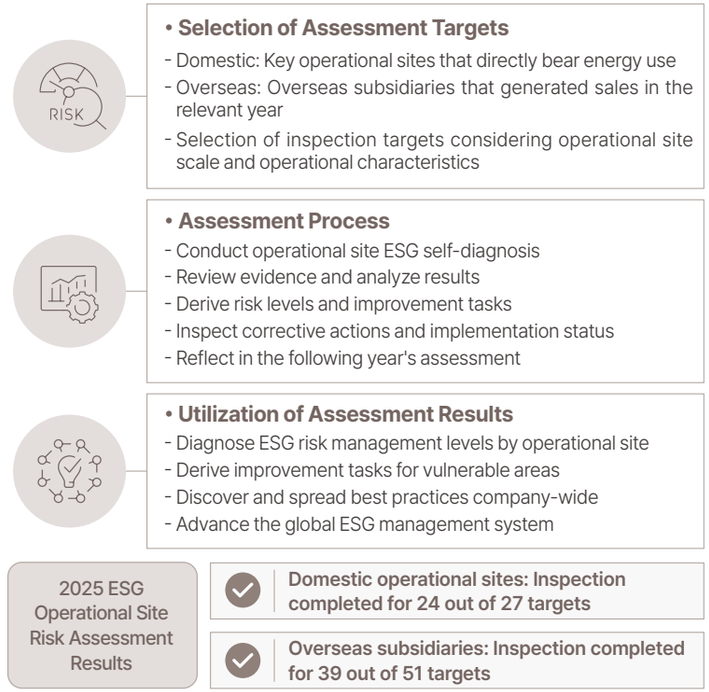
LX Pantos recognizes the increased risk of recurring management gaps as the scope of overseas subsidiary management expands. Accordingly, the company established and distributed the "Core Management Guidelines for Overseas Subsidiaries" by identifying key issues and risks frequently encountered by overseas subsidiaries.

The guide presents the key management items that overseas subsidiary managers must review and comply with across major management areas, including contracts, investment, orders, operations, quality and ESG, security, and finance. By standardizing management practices and strengthening preventive review and management processes, LX Pantos minimizes operational risks and potential losses at its overseas subsidiaries.



ESG Risk Assessment at Operational Sites

LX Pantos conducts regular ESG risk assessments for domestic and overseas operational sites[2] to enhance the level of global ESG management and to manage operational site risks. The company diagnoses the ESG management level and potential risks of operational sites based on inspection items by area—environmental, social, ethical, and sustainable procurement. In addition, depending on the assessment results, the company establishes a Corrective Action Plan for operational sites that require improvement and monitors the implementation status.



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

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Financial Performance

Consolidated Financial Statement

(Unit: KRW)

Category	2023	2024	2025
I. Assets			
(1) Current assets	1,573,040,604,515	2,043,609,120,119	1,998,523,075,489
1. Cash and cash equivalents	430,243,217,837	530,424,995,408	544,501,587,166
2. Short-term financial instruments	15,385,534,867	1,276,993,463	1,025,665,195
3. Accounts receivable	945,817,780,638	1,222,123,703,753	1,234,377,644,948
4. Contract assets	25,855,850,881	55,302,267,161	31,526,128,001
5. Notes receivable	25,356,380,412	20,990,992,581	32,023,261,524
6. Unrealized gain	659,847,855	736,620,405	1,323,746,787
7. Advance payments	5,207,977,784	12,512,178,792	9,611,777,328
8. Prepaid expenses	77,631,917,778	150,055,916,668	108,892,027,161
9. Other current assets	44,507,015,809	46,021,659,077	33,517,065,098
10. Inventory	2,375,080,654	4,163,792,811	1,724,172,281
(2) Non-current assets	1,131,041,509,950	1,246,069,033,163	1,807,432,513,539
1. Investment assets	191,531,723,941	198,527,917,020	324,325,431,354
2. Investments in subsidiaries and associates	44,017,876,305	43,162,769,729	55,135,726,394
3. Premises and equipment	275,410,464,293	297,492,538,302	703,612,865,941
4. Intangible assets	260,780,024,709	256,726,152,950	232,862,774,433
5. Deferred tax assets	9,878,758,785	7,706,071,990	12,177,460,210
6. Other non-current assets	29,349,935,025	32,120,382,919	42,050,552,250
7. Right-of-use assets	300,989,402,615	399,983,370,866	372,118,767,148
8. Retirement payment assets	19,083,324,277	10,349,829,387	11,529,197,388
Total assets	**2,704,082,114,465**	**3,289,678,153,282**	**3,805,955,589,028**

(Unit: KRW)

Category	2023	2024	2025
II. Liabilities			
(1) Current liabilities	1,083,944,647,201	1,459,847,471,596	1,408,350,184,115
1. Short-term borrowings	5,317,643,351	108,213,800,000	41,137,960,000
2. Accounts payables	601,885,561,367	782,678,975,036	726,762,750,935
3. Non-trade payables	55,403,319,522	71,484,333,001	87,424,334,773
4. Advance received	2,643,241,860	4,546,883,417	6,057,883,941
5. Withholdings	13,676,586,274	12,770,238,401	17,768,441,120
6. Current tax liabilities	16,692,607,194	49,736,083,789	18,953,994,503
7. Accrued expenses	51,002,243,492	86,431,190,477	79,030,537,886
8. Current portion of long-term debt	156,378,408,800	74,809,457,381	121,926,948,884
9. Contract liabilities	62,156,948,692	124,450,760,335	129,514,214,054
10. Deposits received	5,156,892,935	6,035,147,483	5,807,702,158
11. Other current financial liabilities	2,860,180,800	4,299,984,426	8,102,832,046
12. Current lease liabilities	104,014,423,169	124,867,990,697	155,393,865,213
13. Current provisions	6,756,589,745	9,522,627,153	10,468,718,602
(2) Non-current liabilities	472,703,054,890	510,142,827,877	843,759,080,980
1. Bond	69,911,876,847	59,944,761,661	259,472,021,785
2. Long-term borrowings	145,980,536,400	113,337,380,000	267,865,538,574
3. Retirement payment liabilities	6,521,004,188	7,738,081,211	7,884,056,573
4. Deferred tax liabilities	30,562,296,797	28,787,707,029	66,624,388,602
5. Provision	11,365,727,840	8,325,646,277	10,185,798,562
6. Other non-current liabilities	5,918,051,628	6,594,660,731	7,273,705,058
7. Lease liabilities	202,443,561,190	285,414,590,968	223,348,232,986
Total liabilities	**1,556,647,702,091**	**1,969,990,299,473**	**2,252,109,265,095**

Financial Performance

Consolidated Financial Statement

(Unit: KRW)

Category	2023	2024	2025
III. Equity			
1. Capital stock	10,000,000,000	10,000,000,000	10,000,000,000
2. Capital surplus	5,411,750,185	5,411,750,185	5,279,744,582
3. Other equity	-12,928,449,873	-12,928,449,873	-13,521,777,891
4. umulated other comprehensive income	11,185,034,491	60,488,161,093	179,050,423,192
5. Retained earnings	1,130,172,781,816	1,248,054,658,979	1,263,777,858,618
Controlling interest	1,143,841,116,619	1,311,026,120,384	1,444,586,248,501
Non-controlling interest	3,593,295,755	8,661,733,425	109,260,075,432
Total equity	1,147,434,412,374	1,319,687,853,809	1,553,846,323,933
Total liabilities and equity	**2,704,082,114,465**	**3,289,678,153,282**	**3,805,955,589,028**

Financial Performance

Consolidated Income Statements

(Unit: KRW)

Category	2023	2024	2025
I. Sales	6,879,346,838,527	8,063,339,457,044	7,983,549,087,101
II. Cost of sales	-6,220,616,718,699	-7,275,099,164,177	-7,213,250,802,984
III. Gross profit	658,730,119,828	788,240,292,867	770,298,284,117
IV. Selling, general, and administrative expenses	-502,713,165,329	-566,369,920,826	-618,146,071,163
V. Operating Income	156,016,954,499	221,870,372,041	152,152,212,954
VI. Non-operating income	-11,057,094,419	-3,611,318,503	-30,452,264,842
1. Finance income	135,190,486,281	143,339,525,684	114,260,729,529
2. Finance costs	-152,558,455,126	-149,589,167,643	-157,862,787,861
3. Income related to associates and subsidiaries	5,585,164,460	-419,737,408	5,558,376,565
4. Other non-operating income	725,709,966	3,058,060,864	7,591,416,925
VII. Continuing operations income before income tax	144,959,860,080	218,259,053,538	121,699,948,112
VIII. Income tax expense	-48,645,454,640	-64,121,179,053	-39,873,571,592
IX. Net income	96,314,405,440	154,137,874,485	81,826,376,520
Net income attributable to:			
Equity attributable to owners of parent	95,882,062,800	153,054,262,858	75,851,033,549
Non-controlling interests	432,342,640	1,083,611,627	5,975,342,971
Earnings per share of owners of parent			
Basic and diluted EPS	47,941	76,527	37,926

Consolidated Statements of Comprehensive Income

(Unit: KRW)

Category	2023	2024	2025
Net income	96,314,405,440	154,137,874,485	81,826,376,520
Other comprehensive income:	75,187,950,347	52,773,071,552	119,185,403,652
Items that will be reclassified to profit or loss	13,325,776,869	44,123,238,247	22,610,599,562
1. Unrealized gain on equity securities under equity method	6,401,303	-	-
2. Profit or loss from foreign exchange transaction	13,319,375,566	44,123,238,247	22,610,599,562
Items that will be reclassified to profit or loss	61,862,173,478	8,649,833,305	96,574,804,090
1. Financial assets at fair value through profit or loss	68,928,161,500	5,422,219,000	95,402,638,000
2. Remeasurements of the net defined benefit liability	-7,065,988,022	3,227,614,305	1,172,166,090
Total items that will not be reclassified to profit or loss	61,862,173,478	8,649,833,305	96,574,804,090
Total comprehensive income	171,502,355,787	206,910,946,037	201,011,780,172
Profit attributable to:			
Equity attributable to owners of parent	171,133,873,467	205,585,003,765	195,585,461,738
Non-controlling interests	368,482,320	1,325,942,272	5,426,318,434

ESG Factbook

GHG Emissions by Operational Site

Scope 1, Scope 2 GHG Emissions[1), 2)]

Category	Unit	2023	2024	2025
Total Scope 1, Scope 2 GHG emissions	tCO_2eq	32,538	33,988	53,982
Domestic	tCO_2eq	32,538	33,988	39,328
Scope 1 emissions	tCO_2eq	22,471	23,050	24,845
Scope 2 emissions	tCO_2eq	10,067	10,938	14,483
Overseas[3)]	tCO_2eq	-	-	14,654
Scope 1 emissions	tCO_2eq	-	-	3,671
Scope 2 emissions	tCO_2eq	-	-	10,983
Greenhouse gas emission intensity	tCO_2eq/KRW million	0.01	0.01	0.01

1) Organizational boundary: As of December 2025, set for the HQ and subsidiaries (entities accounting for 95% of cumulative revenue and under operational control).
2) While energy consumption at domestic operational sites decreased compared to the previous year, domestic greenhouse gas emissions increased due to the expansion of logistics centers and the expansion of the organizational boundary following business growth in 2025.
3) New indicators calculated in 2025

Scope 3 GHG Emissions[4)]

Category	Unit	2023	2024	2025
Total Scope 3 greenhouse gas emissions (domestic operational sites)	tCO_2eq	5,508	22,488	10,715
Purchased goods and services	tCO_2eq	2,587	2,315	5,208
Fuel and energy-related activities	tCO_2eq	1,747	2,200	2,859
Waste	tCO_2eq	-	1,502	1,313
Employee business travel	tCO_2eq	1,174	1,274	1,335
Investments	tCO_2eq	-	15,197	-[5)]

4) Calculated for the head office entity, which accounts for 50.5% of LX Pantos' consolidated revenue.
5) From 2025, C15 (investments) emissions are included in Scope 1 and 2 emissions for calculation.

GHG Emissions by Gas[6)]

Category	Unit	2023	2024	2025
Total GHG emissions (by gas)	tCO_2eq	32,538	33,988	39,328
CO_2	ton	32,093	33,529	38,816
CH_4	kg	1,316	1,361	1,493
N_2O	kg	1,347	1,390	1,550

6) Due to the nature of the logistics industry, there are no HFCs, PFCs, or SF6 emissions, based on domestic standards

Expected GHG Reduction[7)]

Category	Unit	2023	2024	2025
Expected Scope 1 reduction	tCO_2eq	27	47	7
Expected Scope 2 reduction	tCO_2eq	315	312	312
Expected Scope 3 reduction[8)]	tCO_2eq	11,061	12,775	35,880

7) Expected greenhouse gas reduction is an estimate calculated based on the performance of greenhouse gas reduction activities implemented in the current year, and may differ from actual reductions.
8) Expected Scope 3 reduction is calculated based on TCR·TSR rail freight Modal Shift performance* and multi-use cup usage performance.
* (Emissions per TEU for sea transport - Emissions per TEU for rail transport) X Cargo volume (TEU)

ESG Factbook

Environmental Management

Water Usage

Category	Unit	2023	2024	2025
Total water withdrawal	ton	64,809	58,909	83,737
Tap water	ton	64,809	58,909	83,737
Groundwater	ton	0	0	0
Other (rainwater, etc.)	ton	0	0	0

Environmental Education and Management Standard Certification

Category	Unit	2023	2024	2025
Participation in environmental issue education activities				
Number of participants in internal/external environmental issue education	Persons	240	131	157
Ratio of participants in internal/external environmental issue education	%	12	7	8
Acquisition of environmental management standard certification				
Ratio of operational sites certified for environmental management standards (ISO 14001)[1)]	%	-	55.5	58.5

1) From 2025, the calculation criteria were changed to be based on the revenue of operational sites holding ISO 14001 certification (Korea HQ, Shanghai China, and Poland entity) relative to global revenue. Past data has been restated accordingly, and 2023 data is not included as retroactive calculation was not possible.

Environmental Law Violations[2)]

Category	Unit	2023	2024	2025
Status of environmental law violations				
Number of violations of legal obligations/regulations	Cases	0	0	0
Amount of fines related to the above	KRW	0	0	0

2) The scope of calculation includes administrative sanctions (fines, corrective orders, business suspension, etc.) and penalties imposed by competent authorities for violations of environment-related laws (Clean Air Conservation Act, Water Environment Conservation Act, Wastes Control Act, Chemicals Control Act, Soil Environment Conservation Act, etc.) during the reporting period. The calculation scope is based on LX Pantos domestic operational sites, and simple recommendations or guidance are excluded from the calculation.

Energy

Energy Consumption[3)]

Category	Unit	2023	2024	2025
Energy consumption[3)]	TJ	904.3	815.1	938.9
Electricity	MWh	38,008	42,635	54,341
LNG (city gas, natural gas)	Nm^3	746,008	624,668	939,357
Diesel	L	11,441,499	9,707,289	9,683,261
Gasoline	L	2,287,108	364,657	329,209
LPG	ton	-	810	15
Energy intensity	TJ/KRW million	0.00028	0.00023	0.00026

3) Organizational Boundary: As of December 2025, covering the headquarters and subsidiaries (entities accounting for 95% of cumulative revenue and holding operational control).

Circular Economy

Waste Generation and Recycling[4)]

Category	Unit	2023	2024	2025
General (non-hazardous) waste				
Volume	ton	400	15,685	14,132
Incineration	ton	209	63	11
Landfill	ton	52	10	0.03
Recycling	ton	139	15,612	14,121
Non-recycled waste volume	ton	261	73	11
Non-recycled waste ratio	%	65.3	0.5	0.1

4) Until 2023, waste generation was calculated for the LX Gwanghwamun Building. From 2024, the management scope was expanded to include the S-Tower and 23 additional logistics centers, and designated waste (other waste materials, waste home appliances, etc.) is properly treated through LG affiliates and external treatment companies. From 2025, Scope 3 Category 5 (waste generated in operations) emissions are calculated for the HQ (LX Gwanghwamun Building), which accounts for 50.5% of consolidated revenue.

ESG Factbook

Employee Management

Employee Status and Diversity

Category			Unit	2023	2024	2025
Domestic	Total number of employees[1]		Persons	2,000	1,981	1,987
	Age	Under 30 years old	Persons	241	242	203
		Ratio of employees under 30	%	12	12	10
		30 or older and under 50	Persons	1,580	1,522	1,561
		Ratio of employees 30 or older and under 50	%	79	77	79
		50 or older	Persons	179	217	223
		Ratio of employees 50 or older	%	9	11	11
	Employment type	Regular male employees	Persons	1,406	1,397	1,393
		Regular female employees	Persons	555	540	559
		Total number of regular employees	Persons	1,961	1,937	1,952
		Non-regular male employees	Persons	22	21	24
		Non-regular female employees	Persons	17	23	11
		Total number of non-regular employees	Persons	39	44	35
		Ratio of non-regular male employees	%	2	2	2
		Ratio of non-regular female employees	%	3	4	2
		Total ratio of non-regular employees	%	2	2	2
		Non-regular workers - number of self-employed	Persons	0	0	0
		Non-regular workers - personnel provided by businesses primarily engaged in employment activities	Persons	39	44	35
		All directly hired employees	Persons	2,000	1,981	1,987
		Indirectly-employed workers	Persons	2,832	2,871	3,093
	Gender	Male	Persons	1,428	1,418	1,417
		Female	Persons	572	563	570
EU[2), 3)]	Total number of employees		Persons	-	-	1,481
	UK		Persons	-	-	121
	Netherlands		Persons	-	-	160
	Spain		Persons	-	-	68
	Sweden		Persons	-	-	12
	Hungary		Persons	-	-	13
	Turkiye		Persons	-	-	29
	Poland		Persons	-	-	922
	Germany		Persons	-	-	38
	France		Persons	-	-	118

Category				Unit	2023	2024	2025
Female Employees	Domestic	Female managers		Persons	21	28	28
		Female executives		Persons	0	1	1
		Newly hired female employees		Persons	45	19	45
		Total number of female employees		Persons	572	563	570
		Ratio of female employees in the entire organization		%	28.6	28.4	28.7
		Ratio of female employees in top management positions in the entire organization[4]		%	0.00	0.05	2.50
		Ratio of female employees in managerial positions in the entire organization[5]		%	8.0	9.8	10.1
	EU[6]	UK	Number of female employees	Persons	-	-	78
			Ratio of female employees	%	-	-	64
		Netherlands	Number of female employees	Persons	-	-	109
			Ratio of female employees	%	-	-	68
		Spain	Number of female employees	Persons	-	-	30
			Ratio of female employees	%	-	-	44
		Sweden	Number of female employees	Persons	-	-	10
			Ratio of female employees	%	-	-	83
		Hungary	Number of female employees	Persons	-	-	10
			Ratio of female employees	%	-	-	77
		Turkiye	Number of female employees	Persons	-	-	15
			Ratio of female employees	%	-	-	52
		Poland	Number of female employees	Persons	-	-	473
			Ratio of female employees	%	-	-	51
		Germany	Number of female employees	Persons	-	-	17
			Ratio of female employees	%	-	-	45
		France	Number of female employees	Persons	-	-	25
			Ratio of female employees	%	-	-	21

1) The number of employees in this report differs from the figures disclosed in the business report depending on whether registered executives are included or excluded.
2) Reflecting the nature of global business, this report includes employees of EU entities (UK, Netherlands, etc.) in the reporting scope starting from 2025. The total number of employees for 2023 and 2024 (2,000 / 1,981) is calculated based only on employees at domestic operational sites, while the total number of employees for 2025 (3,468) is the sum of 1,987 domestic employees and 1,481 EU entity employees.
3) 2025 is the first reporting year to include EU entities in the employee reporting scope. Detailed data for EU entities, such as by age group, employment type, and gender, are not integrated at the HQ level due to differences in HR management systems by local entity, so this report only provides data based on the total headcount.
4) The criteria for calculating the ratio of female employees have been changed following the revision of the scope of top management in 2025 (including C-level executives, division heads, and those at the level of director or above); data for 2023–2024 were calculated based on the criteria prior to the revision.
5) Positions at the level of team leader or above
6) New calculation indicators for 2025

ESG Factbook

Employee Management

Employee Status and Diversity

Category				Unit	2023	2024	2025
Employee gender pay ratio	Domestic	Female employee wage ratio compared to male employee		%	87.4	87.6	89.7
	EU[1]	UK	Female employee wage ratio compared to male employee	%	-	-	99
		Netherlands	Female employee wage ratio compared to male employee	%	-	-	83
		Spain	Female employee wage ratio compared to male employee	%	-	-	69
		Sweden	Female employee wage ratio compared to male employee	%	-	-	88
		Hungary	Female employee wage ratio compared to male employee	%	-	-	49
		Turkiye	Female employee wage ratio compared to male employee	%	-	-	65
		Poland	Female employee wage ratio compared to male employee	%	-	-	93
		Germany	Female employee wage ratio compared to male employee	%	-	-	91
		France	Female employee wage ratio compared to male employee	%	-	-	82

Category			Unit	2023	2024	2025
Persons with disabilities[2]	Domestic	Total No.	Persons	12	9	9
		Male No.	Persons	11	9	9
		Female No.	Persons	1	0	0
		Male Ratio	%	91.67	100	100
		Female Ratio	%	8.33	0	0
		Total Ratio	%	0.60	0.45	0.45
		Ratio of executives[3] with disabilities in the entire organization	%	0	0	2.6
		Ratio of managers[4] with disabilities	%	1.1	0.7	0.7
Patriots and veterans[5]	Domestic	No.	Persons	24	25	22
		Ratio	%	1.2	1.3	1.1
Foreigners	Domestic	No.	Persons	11	9	10
		Ratio	%	0.6	0.5	0.5

1) New calculation indicators for 2025
2) Criteria for calculating employees with disabilities: The number of employees with disabilities at domestic operational sites is calculated using the same criteria as the mandatory employment rate for persons with disabilities, which is reported annually to the Korea Employment Agency for Persons with Disabilities under the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities. For overseas entities, this is not separately calculated in this report due to differences in the definition and registration criteria for persons with disabilities in each country.
3) The criteria for calculating the ratio of women have been changed following the revision of the scope of top management in 2025 (including C-level executives, division heads, and those at the level of director or above); data for 2023–2024 were calculated based on the criteria prior to the revision.
4) Positions at the level of team leader or above
5) Scope of calculation for patriots and veterans: "Patriots and veterans" is a concept unique to Korea, referring to persons eligible for veterans' benefits under the Framework Act on National Veterans' Affairs and related laws (persons of distinguished service to independence, persons of distinguished service to the State, persons eligible for veterans' compensation, etc.). This item covers only employees working at LX Pantos domestic operational sites. Overseas entities are excluded from the calculation as this concept does not apply to them.

ESG Factbook

Employee Management

Employee Recruitment and Turnover Status

Category	Unit	2023	2024	2025
Total No. of recruitment	Persons	129	74	144
New hires	Persons	26	0	100
Experienced employees	Persons	103	74	44
Male	Persons	84	52	99
Female	Persons	45	22	45
20s	Persons	55	23	105
30s	Persons	57	42	30
40s	Persons	13	8	7
50s or above	Persons	4	1	2
Number of resigned employees	Persons	106	94	124
Turnover rate[1)]	%	5.3	4.8	6.2
Voluntary turnover rate	%	4.3	3.6	3.6
Number of voluntary resignees	Persons	86	71	72
Average Years of Service	Years	8.6	10.2	10.4

1) The calculation criteria for this indicator were changed starting from 2025, and the 2023 and 2024 figures have been restated in accordance with the revised criteria.

Remuneration and Compensation System

Category	Unit	2023	2024	2025
Retirement Pension				
No. of Defined benefit (DB) retirement pension subscribers	Persons	1,965	1,919	1,849
No. of Defined contribution (DC) retirement pension subscribers	Persons	40	62	110

Parental Leave

Category	Unit	2023	2024	2025
Parental leave users				
Female	Persons	33	28	53
Male	Persons	10	16	20
Total	Persons	43	44	73
Parental leave usage rate				
Female	%	95	77	94
Male	%	4	4	10
Total	%	30	28	39
Employees working for one year or more after returning from parental leave				
Female	Persons	26	34	33
Male	Persons	7	12	12
Total	Persons	33	46	45

ESG Factbook

Employee Management

Regular Performance Evaluation and Career Development

Category				Unit	2023	2024	2025
Employees receiving regular performance and career development evaluations	Domestic	Total No. of employees		Persons	2,000	1,981	1,987
		No. of employees evaluated		Persons	1,818	1,858	1,838
		Ratio of employees evaluated		%	90.9	93.8	92.5
	EU[1]	UK	No. of employees subject to evaluation	Persons	-	-	121
			Ratio of employees subject to evaluation	%	-	-	100
		Netherlands	No. of employees subject to evaluation	Persons	-	-	152
			Ratio of employees subject to evaluation	%	-	-	95
		Spain	No. of employees subject to evaluation	Persons	-	-	68
			Ratio of employees subject to evaluation	%	-	-	100
		Sweden	No. of employees subject to evaluation	Persons	-	-	12
			Ratio of employees subject to evaluation	%	-	-	100
		Hungary	No. of employees subject to evaluation	Persons	-	-	12
			Ratio of employees subject to evaluation	%	-	-	92
		Turkiye	No. of employees subject to evaluation	Persons	-	-	29
			Ratio of employees subject to evaluation	%	-	-	100
		Poland	No. of employees subject to evaluation	Persons	-	-	868
			Ratio of employees subject to evaluation	%	-	-	94
		Germany	No. of employees subject to evaluation	Persons	-	-	28
			Ratio of employees subject to evaluation	%	-	-	74
		France	No. of employees subject to evaluation	Persons	-	-	118
			Ratio of employees subject to evaluation	%	-	-	100
Employees subject to regular performance and career development evaluations	Domestic	Male		Persons	1,322	1,341	1,343
		Female		Persons	496	517	495
		Office job		Persons	1,717	1,762	1,745
		Technical job		Persons	101	96	93
Job or professional promotion related training	Domestic	Total No. of employees		Persons	2,000	1,981	1,987
		No. of employees who received training related to job or professional promotion		Persons	965	796	827
		Ratio of employees who received training related to job or professional promotion		%	48	40	42

Employee Training

Category				Unit	2023	2024	2025
Total no. of employees who participated in training	Domestic	Total no. of employees who participated in training		Persons	2,000	1,981	1,987
	EU[1]	UK	No. of employees who completed career development training	Persons	-	-	1
			Completion rate	%	-	-	1
		Netherlands	No. of employees who completed career development training	Persons	-	-	3
			Completion rate	%	-	-	2
		Spain	No. of employees who completed career development training	Persons	-	-	0
			Completion rate	%	-	-	0
		Sweden	No. of employees who completed career development training	Persons	-	-	0
			Completion rate	%	-	-	0
		Hungary	No. of employees who completed career development training	Persons	-	-	2
			Completion rate	%	-	-	15
		Turkiye	No. of employees who completed career development training	Persons	-	-	1
			Completion rate	%	-	-	3
		Poland	No. of employees who completed career development training	Persons	-	-	922
			Completion rate	%	-	-	100
		Germany	No. of employees who completed career development training	Persons	-	-	0
			Completion rate	%	-	-	0
		France	No. of employees who completed career development training	Persons	-	-	26
			Completion rate	%	-	-	22
Total training hours (Domestic)				hours	80,484	81,675	79,265
Training hours per employee	Domestic			hours	40.24	41.23	39.89
	EU[1]	UK		hours	-	-	21.3
		Netherlands		hours	-	-	8.5
		Spain		hours	-	-	5
		Sweden		hours	-	-	2
		Hungary		hours	-	-	13
		Turkiye		hours	-	-	21
		Poland		hours	-	-	20
		Germany		hours	-	-	1.4
		France		hours	-	-	13
Total training cost				KRW	1,329,239,744	1,056,705,215	1,457,371,213
Training cost per employee				KRW	664,620	533,420	733,453

1) New calculation indicators for 2025

ESG Factbook

Employee Management

Working Environment/Labor and Human Rights

Category		Unit	2023	2024	2025
Ratio of employees covered by collective bargaining agreements[1), 2), 3)]		%	-	-	89.9
Domestic		%	-	-	100
EU	UK[4)]	%	-	-	N/A
	Netherlands	%	-	-	6.3
	Spain	%	-	-	100
	Sweden	%	-	-	100
	Hungary[4)]	%	-	-	N/A
	Turkiye[4)]	%	-	-	N/A
	Poland	%	-	-	100
	Germany[4)]	%	-	-	N/A
	France	%	-	-	100

1) Calculated for the Korean headquarters and 9 European subsidiaries (64.44% of consolidated revenue); countries without an official body due to unmet legal requirements are excluded.
2) New calculation indicator for 2025
3) A 'collective bargaining agreement' refers to a legally binding agreement between employee representatives and the company that sets working conditions such as wages, working hours, benefits, and leave.
4) There are no employees subject to collective bargaining agreements, as there is no legal obligation to establish an employee representative body or labor-management consultative body, or because the operational site does not meet the relevant establishment requirements.

Category			Unit	2023	2024	2025
Certification of labor or human rights management standards	Ratio of domestic operational sites certified under ISO 45001 or other labor or human rights management standards[5), 6)]		%	-	54.5	58.6
No. of incidents of child labor and forced labor	Domestic		Cases	0	0	0
	EU[7)]	UK	Cases	-	-	0
		Netherlands	Cases	-	-	0
		Spain	Cases	-	-	0
		Sweden	Cases	-	-	0
		Hungary	Cases	-	-	0
		Turkiye	Cases	-	-	0
		Poland	Cases	-	-	0
		Germany	Cases	-	-	0
		France	Cases	-	-	0

5) As the calculation criterion was changed in 2025 to the ratio based on the revenue of operational sites holding ISO 45001 certification relative to global revenue (Korean headquarters, Indonesian and Polish subsidiaries), historical data has been restated.
6) This indicator began to be reported from 2025 with an established calculation criterion. The 2024 data was retroactively calculated on the same basis, while 2023 is not included as retroactive calculation was not feasible.
7) New calculation indicator for 2025

ESG Factbook

Employee Management

Working Environment/Labor and Human Rights

Category				Unit	2023	2024	2025
Diversity, anti-discrimination, and harassment prevention training (*Disability awareness training)	Domestic	No. of employees who received training		Persons	1,939	1,949	1,922
		Ratio of employees who received training		%	97	98	97
		Workplace harassment prevention training hours		hours	3,610	3,740	4,000
	EU[1]	UK	Numbers of Participants	Persons	-	-	50
			Completion rate	%	-	-	41
		Netherlands	Numbers of Participants	Persons	-	-	0
			Completion rate	%	-	-	0
		Spain	Numbers of Participants	Persons	-	-	4
			Completion rate	%	-	-	6
		Sweden	Numbers of Participants	Persons	-	-	0
			Completion rate	%	-	-	0
		Hungary	Numbers of Participants	Persons	-	-	1
			Completion rate	%	-	-	8
		Turkiye	Numbers of Participants	Persons	-	-	0
			Completion rate	%	-	-	0
		Poland	Numbers of Participants	Persons	-	-	0
			Completion rate	%	-	-	0
		Germany	Numbers of Participants	Persons	-	-	0
			Completion rate	%	-	-	0
		France	Numbers of Participants	Persons	-	-	0
			Completion rate	%	-	-	0
Sexual harassment prevention training	Domestic	No. of employees who received regular training[2]		Persons	1,967	1,933	1,963
		Ratio of employees who received regular training		%	98	98	99
		No. of employees who received training (for overseas business travelers)		Persons	355	457	473

Category				Unit	2023	2024	2025
No. of discrimination and harassment cases received and handled	Domestic	No. of cases received		Cases	-	3	2
		No. of cases handled		Cases	-	3	2
		Handling rate		%	-	100	100
	EU[1]	UK	No. of cases	Cases	-	-	0
			No. of cases handled	Cases	-	-	0
		Netherlands	No. of cases	Cases	-	-	0
			No. of cases handled	Cases	-	-	0
		Spain	No. of cases	Cases	-	-	0
			No. of cases handled	Cases	-	-	0
		Sweden	No. of cases	Cases	-	-	0
			No. of cases handled	Cases	-	-	0
		Hungary	No. of cases	Cases	-	-	0
			No. of cases handled	Cases	-	-	0
		Turkiye	No. of cases	Cases	-	-	0
			No. of cases handled	Cases	-	-	0
		Poland	No. of cases	Cases	-	-	0
			No. of cases handled	Cases	-	-	0
		Germany	No. of cases	Cases	-	-	0
			No. of cases handled	Cases	-	-	0
		France	No. of cases	Cases	-	-	0
			No. of cases handled	Cases	-	-	0

1) New calculation indicator for 2025
2) Calculated on a cumulative annual basis, including duplicate counts

ESG Factbook

Occupational Safety and Health

Status of Occupational Safety and Health Training

Category			Unit	2023	2024	2025
Domestic	Regular safety training	Training hours(HQ)	hours/quarter	3	3	3
		Participants(HQ)	Persons	1,300	1,440	1,410
		Training hours(operational site)	hours/quarter	6	6	6
		Participants(operational site)	Persons	505	450	590
	Supervisor training	Training hours	hours/year	16	16	16
		Participants	Persons	94	93	87
EU[1)]	UK	Participants	Persons	-	-	58
		Average training hours per employee	hours	-	-	48
	Netherlands	Participants	Persons	-	-	0
		Average training hours per employee	hours	-	-	6
	Spain	Participants	Persons	-	-	24
		Average training hours per employee	hours	-	-	6
	Sweden	Participants	Persons	-	-	0
		Average training hours per employee	hours	-	-	0
	Hungary	Participants	Persons	-	-	13
		Average training hours per employee	hours	-	-	1
	Turkiye	Participants	Persons	-	-	8
		Average training hours per employee	hours	-	-	-
	Poland	Participants	Persons	-	-	316
		Average training hours per employee	hours	-	-	8
	Germany	Participants	Persons	-	-	0
		Average training hours per employee	hours	-	-	0
	France	Participants	Persons	-	-	13
		Average training hours per employee	hours	-	-	15

1) New calculation indicator for 2025

Work-related Injuries Status

Category			Unit	2023	2024	2025
Domestic	No. of work-related injuries	Employees	Cases	0	0	1
		Partners	Cases	5	4	18
	work-related injury rate	Employees	%	0.02	0.04	0.13
		Partners	%	0.59	0.14	0.63
	Lost Time Injury Frequency Rate (LTIFR)	Employee LTIFR	Cases/ million working hours	0	0	0.27
	Lost time incidents occurred	Employees		0	0	1
		Partners	Cases	17	9	18
EU[1)]	UK	No. of work-related safety accidents	Cases	-	-	0
		No. of work-related illnesses	Cases	-	-	0
	Netherlands	No. of work-related safety accidents	Cases	-	-	1
		No. of work-related illnesses	Cases	-	-	0
	Spain	No. of work-related safety accidents	Cases	-	-	0
		No. of work-related illnesses	Cases	-	-	0
	Sweden	No. of work-related safety accidents	Cases	-	-	0
		No. of work-related illnesses	Cases	-	-	-
	Hungary	No. of work-related safety accidents	Cases	-	-	0
		No. of work-related illnesses	Cases	-	-	-
	Turkiye	No. of work-related safety accidents	Cases	-	-	-
		No. of work-related illnesses	Cases	-	-	-
	Poland	No. of work-related safety accidents	Cases	-	-	15
		No. of work-related illnesses	Cases	-	-	0
	Germany	No. of work-related safety accidents	Cases	-	-	0
		No. of work-related illnesses	Cases	-	-	0
	France	No. of work-related safety accidents	Cases	-	-	4
		No. of work-related illnesses	Cases	-	-	0

ESG Factbook

Occupational Safety and Health

Safety and Health

Category				Unit	2023	2024	2025
Domestic	Employee health and safety risk identification/ assessment	No. of operational sites where assessment was conducted		sites	93	93	84
		Ratio of operational sites where assessment was conducted		%	100	100	100
	Management-employee joint health/safety committee	No. of employees within the scope of application		Persons	2,000	1,981	2,000
		No. of employees represented in the health/safety committee		Persons	10	10	10
		Ratio of employees represented in the health/safety committe		%	1	1	1
EU[1)]	Operational site risk identification/ assessment	UK	No. of operational sites where assessment was completed	sites	-	-	3
			Assessment completion rate	%	-	-	75
		Netherlands	No. of operational sites where assessment was completed	sites	-	-	2
			Assessment completion rate	%	-	-	33
		Spain	No. of operational sites where assessment was completed	sites	-	-	4
			Assessment completion rate	%	-	-	100
		Sweden	No. of operational sites where assessment was completed	sites	-	-	1
			Assessment completion rate	%	-	-	100
		Hungary	No. of operational sites where assessment was completed	sites	-	-	2
			Assessment completion rate	%	-	-	100
		Turkiye	No. of operational sites where assessment was completed	sites	-	-	2
			Assessment completion rate	%	-	-	100
		Poland	No. of operational sites where assessment was completed	sites	-	-	8
			Assessment completion rate	%	-	-	100
		Germany	No. of operational sites where assessment was completed	sites	-	-	2
			Assessment completion rate	%	-	-	100
		France	No. of operational sites where assessment was completed	sites	-	-	3
			Assessment completion rate	%	-	-	100

Supply Chain Management

Supply Chain Management Status

Category		Unit	2023	2024	2025
Total no. of partners	No. of domestic partners	sites	3,440	3,915	2,750
	No. of overseas partners	sites	49	79	122
	No. of partners holding contracts that include environmental/ labor/human rights/ethics-related clauses	sites	296	441	601
	Ratio of partners holding contracts that include environmental/ labor/human rights/ethics-related clauses	%	8.5	11.0	20.9
No. of Tier 1 partners	Sea freight forwarding	sites	24	42	42
	Air freight forwarding	sites	19	21	14
	Rail freight forwarding	sites	6	16	15
	Domestic warehouse management and home appliance installation partners	sites	150	150	82
No. of partners that underwent environmental impact assessment[1)]		sites	-	-	124
No. of partners that underwent social impact assessment[1)]		sites	-	-	124

1) New calculation indicator for 2025

ESG Factbook

Supply Chain Management

Supply Chain Management Status

Category		Unit	2023	2024	2025
Partners that underwent sustainability risk assessment (partner ESG self-assessment)	No. of Tier 1 partners[1]	Units	49	79	153
	No. of Tier 1 international transport partners that underwent desk assessment	Units	19	42	124
	No. of high-risk partners identified through desk assessment[2]	Units	-	-	10
	No. of high-risk partners that underwent on-site assessment[2]	Units	-	-	8
	Ratio of high-risk partners that received on-site assessment[2]	%	-	-	80
No. of partner employees (buyers) who received sustainable procurement training		Persons	146	71	61
Monetary value provided to partners	Financial support	KRW	4,431,084,552	4,468,084,262	5,271,957,946
Partner grievance handling	No. of grievances received	Cases	14	23	19
	No. of grievances handled	Cases	14	23	19

1) From 2025, the calculation criterion for Tier 1 partners was changed to include warehouses, logistics infrastructure, and installation partners in addition to international transport partners (ocean/air/rail) (2024: international transport partners only).
2) 2023–2024: Data restated due to typographical errors.

Social Contribution

Social Contribution Investment and Participation

Category		Unit	2023	2024	2025
Community investment amount	Total amount	KRW	590,621,889	276,570,000	1,048,737,646
	Charitable donations (company)	KRW	552,728,889	244,883,000	803,104,000
	Charitable donations (employees)	KRW	37,893,000	31,687,000	28,596,000
	Commercial initiative amount[3]	KRW	-	-	217,037,646
	Donations per KRW 100 million in revenue	KRW	8,585.5	3,430.0	13,136.3
Social contribution participation	Annual no. of participants	Persons	66	322	381
	Total participation hours	Hours	577	1,215	1,590
	Participation hours per person	Hours	8.7	3.8	4.2

3) New calculation indicator for 2025

Information Security

Information Security/Cybersecurity

Category		Unit	2023	2024	2025
No. of information security incidents		Cases	0	0	0
No. of information security law violations		Cases	0	0	0
Complaints related to customer privacy or personal information breaches		KRW	0	0	0
Complaints related to customer privacy or personal information breaches	No. of substantiated complaints received from external parties	Cases	0	0	0
	No. of complaints from regulatory bodies	Cases	0	0	0
No. of employees subject to information security training[4]		Persons	-	1,973	5,639

4) New calculation indicator for 2025; 2024 was calculated for domestic employees, while 2025 was calculated for both domestic and overseas employees.

ESG Factbook

Board of Directors

Board Structure and Operations

Category		Unit	2023	2024	2025
Board composition		Persons	5	5	4
	Insidee directors (standing directors)	Persons	2	2	2
	Other non-executive directors	Persons	3	3	2
Board diversity					
	No. of male directors	Persons	4	5	4
	No. of female directors	Persons	1	0	0
	Ratio of female directors on the board	%	20	0	0
Board operations					
	No. of board meetings held	Times	7	8	7
	Board attendance rate	%	100	100	100
	No. of esg-related agenda items reviewed	Times	2	2	3
	No. of reports on material matters	Times	1	1	3

Board and Employee Remuneration

Category	Unit	2023	2024	2025
Number of board members receiving remuneration	Persons	5	4	4
Rate of change in median annual total remuneration of all employees excluding the highest-paid individual	%	5.6	6.4	4.5
Ratio of the highest-paid individual's annual total remuneration to the median annual total remuneration of all employees[1)]	Times	7.2	13.2	13.5

1) Due to a change in the calculation criterion, historical data and units were restated; calculated based on base salary.

ESG Factbook

Ethics and Compliance Management

Ethics and Compliance Management Assessment, Violation Report[1)]

Category		Unit	2023	2024	2025
Domestic	No. of ethics-related internal reports	Cases	30	14	25
	No. of corruption cases				
	Incidents in which employees were dismissed or disciplined for corruption-related violations	Cases	8	2	2
	Incidents in which contracts with partners were terminated or not renewed due to corruption-related violations	Cases	2	2	1
	Public legal cases regarding corruption brought against the organization or its employees	Cases	1	0	1
	Total no. of confirmed corruption cases	Cases	11	4	4
Whistleblowing system operation status					
	No. of reports registered	Cases	44	39	43
	No. of valid cases handled	Cases	44	39	43
No. of operational sites assessed for corruption risk		Sites	13	8	9
	Ratio of operational sites assessed for corruption risk	%	28	17	20
Ratio of operational sites where internal ethics audits or risk assessments were conducted[2)]		%	3	4	81

1) Includes all global operational sites, both domestic and overseas.
2) Changed calculation criterion applied from 2025.

Violation of Laws and Voluntary Rules[3)]

Category		Unit	2023	2024	2025
Violations of anti-corruption and anti-bribery laws					
	No. of violations	Cases	0	0	0
	No. of guilty verdicts	Cases	0	0	0
	Amount of fines	KRW	0	0	0
No. of pending legal proceedings regarding late payment charges					
	No. of violations	Cases	0	0	0
Anti-competitive practices, unfair trade practices such as market dominance					
	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
Violations of laws/regulations and voluntary codes concerning the health and safety impacts of products and services					
	Incidents resulting in a fine or penalty	Cases	0	0	0
	Incidents resulting in a warning	Cases	0	0	0
	Incidents of non-compliance with voluntary codes	Cases	0	0	0
Other socioeconomic violations					
	Amount of fines	KRW	0	0	0
	No. of violations	Cases	0	0	0
No. of non-monetary sanctions					
	No. of sanctions in other social and economic aspects	Cases	0	0	0

3) Significant legal violations subject to calculation are those with monetary sanctions of USD 10,000 or more per case, such as administrative fines, penalties, etc., imposed for legal violations during the reporting period.

ESG Factbook

Ethics and Compliance Management

Code of Business Conduct, Ethics and Compliance Management Training

Category				Unit	2023	2024	2025
Domestic	Ethical management training completion status	No. of training participants[1]		Persons	2,000	1,981	1,987
		No. of employees completed the training[1]		Persons	2,000	1,981	1,987
		Training completion rate		%	100	100	100
EU[2]	Ethics training completion status	UK	No. of training participants	Persons	-	-	121
			Training completion rate	%	-	-	100
		Netherlands	No. of training participants	Persons	-	-	160
			Training completion rate	%	-	-	-[3]
		Spain	No. of training participants	Persons	-	-	68
			Training completion rate	%	-	-	0
		Sweden	No. of training participants	Persons	-	-	12
			Training completion rate	%	-	-	0
		Hungary	No. of training participants	Persons	-	-	13
			Training completion rate	%	-	-	100
		Turkiye	No. of training participants	Persons	-	-	29
			Training completion rate	%	-	-	0
		Poland	No. of training participants	Persons	-	-	922
			Training completion rate	%	-	-	100
		Germany	No. of training participants	Persons	-	-	38
			Training completion rate	%	-	-	100
		France	No. of training participants	Persons	-	-	118
			Training completion rate	%	-	-	100

1) The calculation criterion for this indicator was changed from 2025, and the 2023 and 2024 figures have been restated according to the changed criterion.
2) New calculation indicator for 2025
3) Separate corporate ethics training is not conducted; only the integrity management newsletter is shared.

Risk Management

Risk Management Status

Category	Unit	2023	2024	2025
No. of internal transaction review committee meetings held[4]	times	116	217	351

4) The calculation criterion for this indicator was changed from 2025, and the 2023 and 2024 figures have been restated according to the changed criterion.

GRI Content Index

Statement of use: LX Pantos has reported the information cited in this GRI content index for the period from January 1, 2025 to December 31, 2025 in accordance with the GRI Standards 2021.
GRI 1 Used: GRI 1: Foundation 2021
Applicable GRI Sector Standards: As of the publication date of this report (June 2026), no GRI Sector Standards have been issued for LX Pantos' business area (integrated logistics services), and therefore, they have not been applied.

GRI Content Index

GRI STANDARDS		Disclosure	Page	Remark
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	2-4	Restatements of information	-	Data changed from the previous year is separately noted
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	2-19	Remuneration policies	49th Business Report, pp.285-288	Refer to the Business Report [2. Director remuneration, etc.]
	2-20	Process to determine remuneration	49th Business Report, pp.285-288	Refer to the Business Report [2. Director remuneration, etc.]
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	2-26	Mechanisms for seeking advice and raising concerns	53, 77-78	
	2-27	Compliance with laws and regulations	98-99	
	2-28	Membership associations	108-109	
	2-29	Approach to stakeholder engagement	19	
	2-30	Collective bargaining agreements	46	

GRI Content Index

GRI Content Index

GRI STANDARDS		Disclosure	Page	Remark
Material Topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	20	
	3-2	List of material topics	21	
Material Topic 1: Climate change mitigation and adaptation				
GRI 3: Material Topics 2021	3-3	Management of material topics	22, 30-38	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	35, 86	
	305-2	Energy indirect (Scope 2) GHG emissions	35, 86	
	305-3	Other indirect (Scope 3) GHG emissions	35, 86	
Material Topic 2: Energy				
GRI 3: Material Topics 2021	3-3	Management of material topics	22, 39-40	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	39-40, 87	

GRI STANDARDS		Disclosure	Page	Remark
Material Topic 3: Sustainable Logistics Services				
GRI 3: Material Topics 2021	3-3	Management of material topics	22, 41-43	
Non-GRI	-	Sustainable logistics initiatives	41	
Material Topic 4: Customer Value Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	22, 68-71	
Non-GRI	-	Customer satisfaction	71	
Material Topic 5: Employee Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	23, 46-51	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	90	
	401-2	Welfare and benefits available only to regular (full-time) employees, which are not extended to temporary or part-time staff	51	
	401-3	Parental leave	90	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	91	
	404-2	Programs for upgrading employee skills and transition assistance programs	48-49	
	404-3	Percentage of employees receiving regular performance and career development reviews	91	

GRI Content Index

GRI Content Index

GRI STANDARDS		Disclosure	Page	Remark
Material Topic 6: Information Security				
GRI 3: Material Topics 2021	3-3	Management of material topics	23, 72-74	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	96	
Material Topic 7: Risk Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	23, 79-81	
Material Topic 8: Business Conduct				
GRI 3: Material Topics 2021	3-3	Management of material topics	23, 76-78	
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	99	
	205-3	Confirmed incidents of corruption and actions taken	98	
Material Topic 9: New Growth Drivers and Business Diversification				
GRI 3: Material Topics 2021	3-3	Management of material topics	10-17, 23	

SASB Index / WEF Index

SASB Index(Sustainability Disclosure Topics & Accounting Metrics)

LX Pantos discloses the relevant indicators for the Air Freight & Logistics sector under the transportation industry according to SASB Industry standards in this report.

Topic	Code	Accounting Metric			Page	Remark
Greenhouse Gas Emissions	TR-AF-110a.1	Gross global Scope 1 emissions (domestic operational sites)	Quantitative	tCO_2-eq	86	
Greenhouse Gas Emissions	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	-	34	
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-320a1	Employee industrial accident rate	Quantitative	%	94	
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	-	54-57	
Activity Metrics						
TR-AF-000.A		RTK: (1) road transport (2) air transport		RTK	-	
TR-AF-000.B		Load factor: (1) road transport (2) air transport		%	-	
TR-AF-000.C		Number of employees and truck drivers		Persons	-	

WEF Index (WEF Stakeholder Capitalism Metrics)

LX Pantos complies with the global standard ESG disclosure framework, which integrates financial and non-financial indicators to measure corporate long-term value creation and sustainability performance, in accordance with the WEF Stakeholder Capitalism Metrics.

Pillar	Theme	Core Metrics	Page
Principles of governance	Governing purpose	Setting purpose	27
	Quality of governing body	Governance body composition	76, 97
	Stakeholder engagement	Material issues impacting stakeholders	19-23
	Ethical behavior	Anti-corruption	77-78, 98
		Protected ethics advice and reporting mechanisms	77, 79
	Risk and opportunity oversight	Integrating risk and opportunity into business process	33, 53, 57, 59, 61, 71, 74
Planet	Climate change	Greenhouse Gas Emissions	30-35, 86
		TCFD implementation	30-40
		Paris-aligned GHG emissions targets and impact of Greenhouse gas emissions	34-35
	Nature loss	Land use and ecological sensitivity	44
	Freshwater availability	Water consumption and withdrawal in water-stressed areas	38, 87
Employees	Dignity and equality	Diversity and inclusion	88-89
		Pay equality	47, 90
		Wage level	-
		Risk for incidents of child, forced or compulsory labor	53
	Health and well-being	Health and safety	54-57
	Skills for the future	Training provided	48-49, 52
Prosperity	Employment and wealth generation	Absolute number and rate of employment	90
		Economic contribution	83-84
		Financial investment contribution	-
	Innovation of better products and services	Total R&D expenses	-
	Community and social vitality	Total tax paid	-

TCFD Index

TCFD Index

Category	Disclosure Metric	Page
Governance	a) Board oversight of climate-related risks and opportunities	30
	b) Management's role in assessing and managing climate-related risks and opportunities	
Strategy	a)Climate-related risks and opportunities the organization has identified over the short, medium, and long term	31-32
	b) The impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	
	c) The resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
Risk Management	a) The organization's processes for identifying and assessing climate-related risks	33
	b) The organization's processes for managing climate-related risks	
	c) How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	
Metrics and Targets	a) The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	34-35
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	
	c) The targets used by the organization to manage climate-related risks and opportunities and performance against targets	

UNGC Index

UN Global Compact Index

Category		Accounting Metric	Page
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	52
	Principle 2	Businesses should make active efforts to ensure they are not complicit in human rights abuses.	52-53
Labor	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,	46
	Principle 4	the elimination of all forms of forced and compulsory labor,	52, 92
	Principle 5	the effective abolition of child labor, and	52, 92
Environment	Principle 6	the elimination of discrimination in respect of employment and occupation.	47, 52-53
	Principle 7	Businesses should support a precautionary approach to environmental challenges,	31-33, 35
	Principle 8	undertake initiatives to promote greater environmental responsibility, and	30-44
Anti-Corruption	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	35, 36, 41-44
	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	77-78, 98-99

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.	63-67
	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.	63-67
	SDGs 3. Good Health and Well being	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.	54-57
	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	63-67
	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.	46-51
	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.	38, 87
	SDGs 7. Affordable and Clean Energy	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	39-40
	SDGs 8. Decent Work and Economic Growth	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.	46-51

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.	58-60
	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.	63-67
	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.	30-38
	SDGs 12. Responsible Consumption and Production	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	44
	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.	30-38
	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.	37
	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.	44
	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.	52-53, 77-78
	SDGs 17. Partnerships for the Goals	17.14 Enhance policy coherence for sustainable development.	25-28

Certifications/Awards and Major Memberships

Major Certifications (Domestic)

Category	Certificate	Certifications	Expiration Date
Domestic	Authorized Economic Operator Certificate - 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	~Sep 2028
	ISO 13485 (Medical Device – Quality Management System)	SGS	~Apr 2029
	ISO 14001 (Environmental Management System)	Korean Register	~Sep 2028
	ISO 45001 (Occupational Health and Safety Management System)	Korean Register	~Sep 2028
	ISO 28000 (Security Management System)	Korean Register	~Jul 2028
	ISO/IEC 27001 (Information Security Management System)	BSI	~28.11
	Excellent Green Logistics Practice Company	Ministry of Land, Infrastructure and Transport	~28.01
	Excellent Logistics Company	Ministry of Land, Infrastructure and Transport	~28.10
	CESS (Certified Excellent Shipping Company)	Ministry of Oceans and Fisheries	~27.05
	TAPA (Supply chain security and safety certification)	Bureau Veritas (BV)	~28.02
	ISMS (Information Security Management System)	Korea Association for ICT Promotion	~27.11
	ISMS-P (Personal Information and Information Security Management System)	Korea Association for ICT Promotion	~27.11
	CEIV Pharma (Air Transport of Pharmaceuticals)	IATA	~29.06
	CEIV Fresh (Air Transport of Perishables)	IATA	~29.03
	CEIV Li-Batt (Transport of Lithium Batteries)	IATA	~27.04
	GDP (Good Distribution Practices)	SGS	~28.06
	Smart Logistics Center	Korea Transport Institute	~26.10
	Defense Logistics Security Measurement	Defense Security Command	~27.09
	TISAX (Trusted Information Security Assessment Exchange)	German Association of the Automotive Industry (VDA)	~26.10
	CSR (Corporate Social Responsibility) in the Community	Ministry of Health and Welfare, Korea National Council on Social Welfare	~26.12
	Large-Small Enterprise Win-Win Academy	Ministry of Employment and Labor, Human Resources Development Service of Korea	~28.12
	Government Certification of Corporate Qualifications	Ministry of Employment and Labor, Human Resources Development Service of Korea	~28.11
	LEED Gold Certification	USGBC	Permanent

Major Certifications (Overseas)

Category	Certificate	Certifications	Expiration Date
China	ISO 9001	DNV	~Nov 2026
		DNV	~Jun 2027
	ISO 14001	DNV	~Oct 2027
	AEO	세관	~Jan 2029
Indonesia	ISO 9001	URS	~Jul 2028
	ISO 45001	URS	~Jul 2028
	ISO 27001	BSI	~Nov 2028
Japan	ISO 27001	BSI	~Nov 2028
Singapore	ISO 9001	QAI	~Feb 2028
	TAPA	BV	~Apr 2028
Malaysia	ISO 9001	TUV	~Sep 2027
	TAPA	TAPA APAC	~Jul 2026
USA	C-TPAT (Tier 2)	Customs (CBP)	~Jul 2026
Brazil	AEO	Customs	~Mar 2027
Colombia	ISO 9001	BV	Permanent
Poland	AEO	Customs	~Nov 2028
	ISO 27001	BSI	~Apr 2029
	ISO 9001	PCC-CERT	~Apr 2029
	ISO 14001	PCC-CERT	~Apr 2029
	ISO 45001	PCC-CERT	~Jul 2026
	SEVESOIII	Fire Service	~Oct 2026
	TISAX	VDA	Permanent
Germany	AEO	Customs	Permanent
France	AEO	Customs	Permanent
UK	AEO	Customs	~Dec 2028
	ISO 9001	BSI	Permanent
Netherlands	AEO	Customs	~Nov 2028
	ISO 27001	BSI	Permanent
Spain	AEO	Customs	~Nov 2028
Hungary	ISO 27001	BSI	~May 2026
India	ISO 9001	UKASL	Permanent
Egypt	AEO	Customs	Permanent

Certifications/Awards and Major Memberships

Major Awards

Category	Award Details	Awarding Body	Date of Award
Award	'Grand Prize in Large Enterprise Category' in the 38th Korea Labor-Management Cooperation Award	Korea Enterprises Federation	May 2026
	'Minister of Environment Award' in the 16th Happy Together Environmental Contribution Award	Korea Institute of Sustainable Management	Feb 2026
	Social Contribution 'Jongno-gu District Mayor Award'	Jongno-gu Council	Oct 2025
	'Beautiful Companion Award' from the Presidential Committee for National Cohesion	Presidential Committee for 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' Merit Award for Affiliated Organizations	Seoul Metropolitan City	Nov 2023
	'Silver Tower Order of Industrial Service Merit' in the 30th Korea Logistics Award	Korea Chamber of Commerce and Industry	Nov 2022
	'Grand Prize' in the 23rd Korea Logistics Award	Korea Logistics Society	May 2020

Major Memberships

Organization/Association	Note
Korea Integrated Logistics Association	Vice Chairman
Korea Enterprises Federation	Vice Chairman
Korea Chamber of Commerce and Industry, Seoul Chamber of Commerce and Industry	Standing Committee Member
Korea International Trade Association	Member
Korea Enterprises Federation	Member
Korea Customs & Logistics Association	Member
Korea International Freight Forwarders Association	Member
AEO Promotion Association	Member
International Air Transport Association (IATA)	Member
Korea Electrical Engineers Association	Member
Korea Electrical Contractors Association	Member
Korea Fire Safety Institute	Member
Korea Chemicals Management Association	Member
Korea Occupational Safety and Health Agency	Member
Korea Industrial Health Association	Member
Korea Freight Forwarders Association	Member
Korea Trucking Association	Member
Korea Trucking Association Mutual Aid Cooperative	Member
Korea Small-sized Personal Trucking Association	Member
Transported Asset Protection Association (TAPA)	Member
Women's Empowerment Principles	Member
UN Global Compact	Member
Korea Defense Transportation and Logistics Association	Member

Independent Assurance Statement

Overview

BSI (British Standards Institution) Group Korea (hereinafter referred to as the "Assurer") was requested to verify LX Pantos 2026 Sustainability Report (hereinafter referred to as the "Report"). The Assurer is independent of LX Pantos and has no major operational financial interest other than assurance. This assurance opinion statement is intended to provide information related to the assurance of 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 the information and data presented 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 specified scope and providing 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 2025 included in the Report, Some data included first half of 2026.
- 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]

205-2~3, 302-1, 305-1~3, 401-1~3, 404-1~3, 418-1

Methodology

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

- A top-level review of issues raised by external parties that could be relevant to organizations policies to provide a check on the appropriateness of statements made in the report.
- Discussion with managers and staff on organization's approach to stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the departments responsible.
- 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.

Independent Assurance Statement

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.

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 Customers, Partners, External stakeholders/experts, Local Communities and Domestic/International employees as Key Stakeholder Groups. 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 to reflect on 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 9 material issues through the relevant process, and disclosed GRI topic standards disclosures related to material issues in the Report.

• **Responsiveness: Responding to material sustainability topics and related impacts**

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 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;

- LX Pantos established a sustainability performance management system for major subsidiaries, including overseas subsidiaries, and calculated and reported key performance indicators such as greenhouse gas emissions. It may be effective to specify internal control procedures for the established sustainability performance management system.

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. 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.

2026. 06. 18

Jungwoo Lee
Lead Assurer, LCSAP

Seonghwan Lim
Managing Director

AA1000
Licensed Report
000-4/V3-GEWPW

GHG Verification Statement

Scope 1, 2 (Domestic operational sites)

Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by LX Pantos Co., Ltd. (here after "Company") to verify the company's Greenhouse Gas emissions for the calendar year 2025 ("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 GHG emissions reporting and certification under the GHG emission trading scheme ("ETS") (Notification No. 2025-64 of Ministry of Environment) based on ISO14064-1. DNV expressly disclaims any liability or responsibility for any decisions, whether investment or otherwise, based upon this assurance statement.

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 operational sites of LX Pantos
- **Reporting Boundary** : Scope 1 (Direct emissions), Scope 2 (Indirect emissions)
- **Reporting Period** : 2025.01.01 ~ 2025.12.31

Verification Approach

The verification has been conducted in accordance with the verification principles and tasks outlined in the "Verification Guideline for the Operation of the GHG Emission Trading Scheme (Notification No. 2025-165, Korean Ministry of Environment)," based upon a reasonable level of assurance. DNV planned and performed our work to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion concerning the reported emissions, applying a 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 conducted, the information related to the GHG statement has been properly calculated and reported in accordance with the above reporting criteria.

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

(Unit: ton CO_2eq)

Year	Direct Emissions (Scope 1)	Indirect Emissions (Scope 2)	Total Emissions
2025	24,845.097	14,482.629	39,327

※ The total emission above may differ from the sum of direct and indirect emissions due to the application of rounding at the business-site level.

May 12, 2026

CEO **Jang-Seop Lee**
DNV Business Assurance Korea Ltd



GHG Verification Statement

Scope 1, 2 (Overseas operational sites)

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', '2019 Refinement to the 2006 IPCC Guidelines'. 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 overseas operational sites
- **Reporting Boundary** : Scope 1 (Direct emissions), Scope 2 (Indirect emissions)
- **Reporting Period** : 2025.01.01 ~ 2025.12.31

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 level 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_2eq)

Year	Direct Emissions (Scope 1)	Indirect Emissions (Scope 2)	Total Emissions
2025	3,671	10,983	14,655

※ 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.

June 08, 2026

CEO **Jang-Seop Lee**
DNV Business Assurance Korea Ltd



GHG Verification Statement

Scope 1, 2 (Overseas Operational Sites)

Scope 1 & 2 GHG Emissions of LX Pantos Overseas Operational Sites

No.	Operational Sites	Direct Emissions (Scope 1)	Indirect Emissions (Scope 2)	Total
1	LX PANTOS (CAMBODIA) CO., LTD.	-	18	18
2	LX PANTOS (THAILAND) CO., LTD.	-	226	226
3	LX PANTOS AMERICA, INC.	449	982	1,431
4	LX PANTOS ARABIA CO., LTD.	-	1,387	1,387
5	LX PANTOS ARGENTINA S.A.	1	6	8
6	LX PANTOS AUSTRALIA PTY LTD.	-	23	23
7	LX PANTOS CHILE SPA	-	53	53
8	LX PANTOS COLOMBIA S.A.S	1	6	7
9	LX PANTOS FRANCE S.A.R.L.	5	49	54
10	LX PANTOS GERMANY GMBH	-	13	13
11	LX PANTOS HUNGARY KFT.	60	8	67
12	LX PANTOS INDIA PVT. LTD.	-	98	98
13	LX PANTOS JAPAN INC.	9	160	169
14	LX PANTOS LOGISTICA DO BRASIL LTDA.	-	3	3
15	LX PANTOS LOGISTICS (BEIJING) CO., LTD.	-	9	9
16	LX PANTOS LOGISTICS (HONGKONG) CO., LTD.	44	431	475
17	LX PANTOS LOGISTICS (NINGBO) CO., LTD.	7	4	11
18	LX PANTOS LOGISTICS (QINGDAO) CO., LTD.	19	24	43
19	LX PANTOS LOGISTICS (SHANGHAI) CO., LTD.	86	1,266	1,352
20	LX PANTOS LOGISTICS (SHENZHEN) CO., LTD.	30	45	75
21	LX PANTOS LOGISTICS TAIWAN CO., LTD.	-	438	438
22	LX PANTOS MALAYSIA SDN. BHD.	-	285	285
23	LX PANTOS MEXICO S.A. DE C.V.	-	758	758
24	LX PANTOS NETHERLANDS B.V.	68	639	707
25	LX PANTOS PANAMA, S.A	-	113	113
26	LX PANTOS PHILIPPINES, INC.	61	51	112
27	LX PANTOS POLAND SP. Z O. O.	1,705	1,694	3,400
28	LX PANTOS SINGAPORE PTE. LTD.	-	404	404
29	LX PANTOS SPAIN, SLU	19	17	36
30	LX PANTOS SWEDEN AB.	-	2	2
31	LX PANTOS TURKEY LOJISTIK VE TICARET STI.	15	10	25
32	LX PANTOS U.K. LTD.	148	11	159
33	LX PANTOS USA, INC.	164	403	567
34	LX PANTOS VIETNAM CO., LTD.	-	331	331
35	PANTOS BUSINESS SERVICES (TIANJIN) CO., LTD.	4	18	22
36	PANTOS LOGISTICS KAZAKHSTAN LTD.	-	3	3
37	PANTOS LOGISTICS L.L.C.(DUBAI)	1	14	15
38	PT. LX PANTOS INDONESIA	422	20	443
39	PT. LX PANTOS JAKARTA (W/H)	344	968	1,312
	Total Emissions	**3,671**	**10,983**	**14,655**

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 domestic operational sites
- **Reporting Boundary** : Scope 3 (Other Indirect emissions – Category 1, 3, 5, 6)
- **Reporting Period** : 2025. 01. 01 ~ 2025. 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 level 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

As a result of verifying the information related to the Company's greenhouse gas statement in accordance with the verification criteria, no matters were found that would indicate inappropriate calculation or inclusion of material errors.

- **DNV represents "unmodified" opinion on Greenhouse Gas Emissions.**

(Unit: ton CO_2eq)

	Category	Emissions
1	Purchased goods and services	5,208
3	Fuel and energy-related activities not included in Scope 1 and 2	2,859
5	Waste generated in operations	1,313
6	Business travel	1,335
	Total Emissions	**10,715**

※ 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.

May 20, 2026

CEO **Jang-Seop Lee**
DNV Business Assurance Korea Ltd




LX Pantos