

2022 E-LAND WORLD Sustainability Report

Everyone's Sustainability for Generations



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

About this Report

Inquiries about the Report

Address 159, Gasan Digital 1-ro, Geumcheon-gu, Seoul
Department in charge E-Land World ESG Management Office
Email ELANDESG@eland.co.kr

Date of publication

2023.08.31

User Guide for Interactive PDF of the Report

This ESG Report has been created as an interactive PDF for readers' convenience.

Clicking on the icons will take you to relevant pages and webpages within the report.



Go to the first page



Go to Table of Contents



Go to relevant website

Report Overview

This report is the very first sustainability report of E-Land World and includes the results of our sustainability efforts and activities in 2022. Through this report, E-Land World intends to transparently disclose our sustainability performance and commitment to our stakeholders, and to use it as a key communication channel to listen to their voices and reflect them in our management activities.

Reporting Standards

This report complies with the requirements of the Global Reporting Initiative Standards 2021 (GRI 2021), the international guidelines for sustainability reports.

Reporting Period

The report covers our management activities from January 1, 2022 through December 31, 2022. Significant achievements made in the first half of 2023 were also included even though they are outside of the reporting period. In the case of quantitative performance, we have presented three years of data from 2020 to 2022 so that readers can identify trends. The E-Land World Sustainability Report will be published on a yearly basis in coming years.

Reporting Scope

The scope of this report is based on the domestic operations of the Fashion Business Division of E-Land World, and the financial results have been prepared in accordance with Korean International Financial Reporting Standards (K-IFRS). Non-financial information is also presented based on the fiscal year. Some cases where the scope of reporting is different are marked so that readers can notice them.

Reporting Assurance

To ensure the reliability and quality of the report, the Company has conducted a third-party independent assurance by the Korean Standards Association, a third-party assurance organization, which are available at page 73.

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Contents

Message from the CEO

Business Overview

E-Land World	07
Mission & Value	08
Brands	11

ESG for Everyone

ESG Management Direction	14
ESG Management System	15
Stakeholder Engagement	16
Double Materiality Assessment	17

Everyone Enjoy Excellence

Enjoyness for Earth

Eco-Friendliness and Resource Recirculation	20
---	----

Sharing for Everyone

Co-Prosperity Management	26
Social Contribution	30

Growth for Everyone

Talent Management	40
Quality Management	43
Safety and Health	45

Rightness for Everyone

Governance	51
Human Rights Management	53
Ethical Management	55
Risk Management	57
Information Protection	58

Appendix

Financial Performance	61
ESG Data	62
GRI Content Index	69
Third-Party Assurance Statement	73
Award and Membership Status	75

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Message from the CEO



“ E-Land World is making our utmost efforts to maintain sustainable growth based on active ESG management strategies. ”

Dear valued customers, shareholders, employees, partner companies, communities, and all stakeholders who have shown unwavering support for us,

It is with great pleasure and gratitude that we share with you our commitment to ESG management through our very first Sustainability Report. The year 2022 was a year of uncertainty and change, amidst challenging conditions caused by the prolonged COVID-19 pandemic and the global economic recession. Not only has this drastically changed the way we live our lives, but it has also led to a greater emphasis on the environment, health and safety and an ever-expanding demand for ESG management. The fashion industry is no exception. Amidst an unpredictable and challenging market environment and rapidly changing trends, E-Land World is committed to achieving sustainable growth based on an active ESG management strategy.

Since its foundation in 1980, E-Land World has strived to fulfill its social responsibilities based on its mission to create a world where everyone can enjoy with reasonable prices and the best quality, and its four business philosophies of “Sharing”, “Rightness”, “Growth” and “Serving”. These corporate philosophies are directly aligned with the core values of ESG management, which has recently become an issue of special importance around the world. In 2022, we laid the foundation for practicing systematic and effective ESG management in the face of the environmental crises, social responsibility, and demands for transparent governance.

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

We are committed to achieving net-zero carbon emissions by 2050, taking the lead in the RE100 movement, and contributing to the realization of eco-friendly social values and solving environmental problems. In order to actively respond to climate change, fulfill our environmental responsibilities, and internalize environmental management, the Company is focusing on the development and production of eco-friendly products using recycled materials. We are fully aware of the seriousness of environmental problems that may be caused by the production process of our products. With this in mind, we make use of techniques that save water and energy consumed in the production process and minimize the use of chemicals. We are also actively engaged in support projects and environmental awareness campaigns to protect the environment of other countries where our production facilities are located. Our management focuses on practicing the true sense of sustainable fashion. The Company will continue to make various efforts for eco-friendly business and technology development so as to expand positive impact on environmental issues.

Expanding our support and social contribution activities for the vulnerable and marginalized in the midst of the unexpected COVID-19 crisis, the year 2022 was a year of reflection on the sustainability of our society. We believe that the essence of ESG management is to prioritize the health and safety of our customers, employees, partner companies, stakeholders, and local communities, and to promote co-prosperity, rather than simply responding to the needs of society and investors. Given this, E-Land World will ensure the satisfaction and safety of our customers by thorough quality management, always listening to their voices to actively address areas for improvement. In addition, we will make utmost efforts for the safety and health of our employees and the development of their capabilities, further strengthening our capacities to grow together with every stakeholder in the supply chains. We intend to continuously support the ESG management of our partner companies as well. E-Land World promises to continuously diversify social contribution activities to fulfill our social responsibilities and realize co-prosperity as a company that leads fashion.

Through our differentiated management philosophy and core values, E-Land World has been practicing the ethical philosophy of “transparent and fair business activities.” Considering corporate ethics to be a top priority, we continue to establish transparent governance structure that our stakeholders believe in by building sound governance structure and Board of Directors with expertise, diversity and independence. Based on the 'E-Land Code of Ethics', we strive to internalize a culture of honest ethical management into our daily business processes. Having established a management system that integrates and manages both financial and non-financial risks, we are striving to prevent risks before they affect our business. Deeply recognizing that ethical management and fair competition contribute to achieving corporate competitiveness and social development, we will continue to make efforts to realize transparent and sound corporate governance.

With the very first publication of the Sustainability Report, we will continue to communicate with our stakeholders and take the lead in creating a sustainable society with a brighter future. We are deeply grateful to your unwavering support and consideration, and ask for your continuous encouragement and interest in our efforts and challenges for sustainable management.

Thank you.

CHOI WOONSIK

CEO & President of E-Land World

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Business Overview

E-Land World	07
Mission & Value	08
Brands	11

About this Report

Contents

Message from the CEO

Business Overview

E-Land World

Mission & Value

History

Brands

ESG for Everyone

Everyone Enjoy Excellence

Appendix

E-LAND WORLD

E-LAND WORLD FASHION

F **Leads the fashion in Korea**
E-Land World has 15 brands including SPAO, the first global SPA brand in Korea, and New Balance.





1 **Ranked 1st in domestic sales**
E-Land's fashion brands are expected to reach KRW 1.5207 trillion in sales in 2022, enough for every citizen in Korea to own two of the Company's products.

G **Continue to expand to global markets**
Starting with Chinese fashion market, E-Land World has been expanding to different countries including Italy, the United States, and more through global mergers and acquisitions.

E-Land World

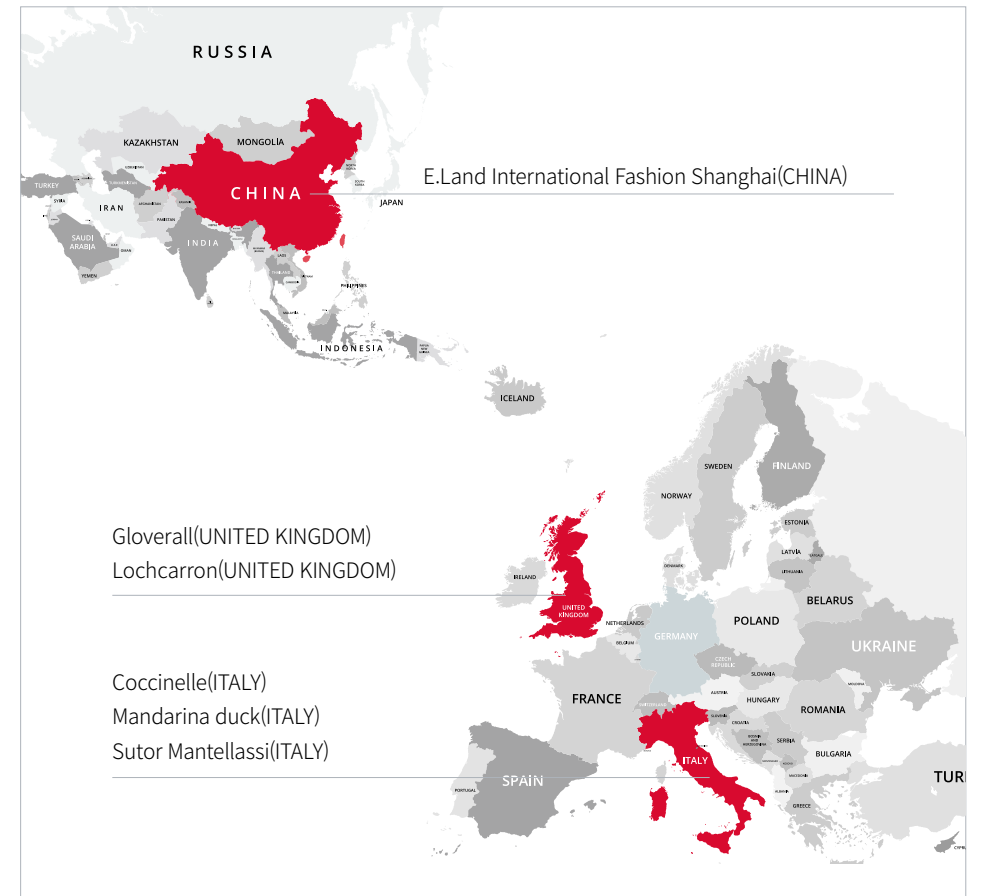
Company name	E-LAND WORLD CO.,LTD.
HQ address	E-Land World Building, 159, Gasan Digital 1-ro, Geumcheon-gu, Seoul
Date of Establishment	February 1982
CEO	CHOI WOONSIK, CHOI JONG RANG
No. of employees	2,951(as of 2022)
Major business	Manufacturing and retailing of fashion (sports, SPA, women's apparel, ect.)
Website	www.elandfashion.com

Key performance in 2022

Total assets  KRW 3.1590 trillion	Revenue  KRW 1.5207 trillion
Operating profit  KRW 270.3 billion	Net profit  KRW 121.4 billion

Overseas Business

E-Land World is present in 10 countries across Asia, the Americas, and Europe, gaining momentum as we expand our customer base overseas.



About this Report

Contents

Message from the CEO

Business Overview

E-Land World

Mission & Value

History

Brands

ESG for Everyone

Everyone Enjoy Excellence

Appendix

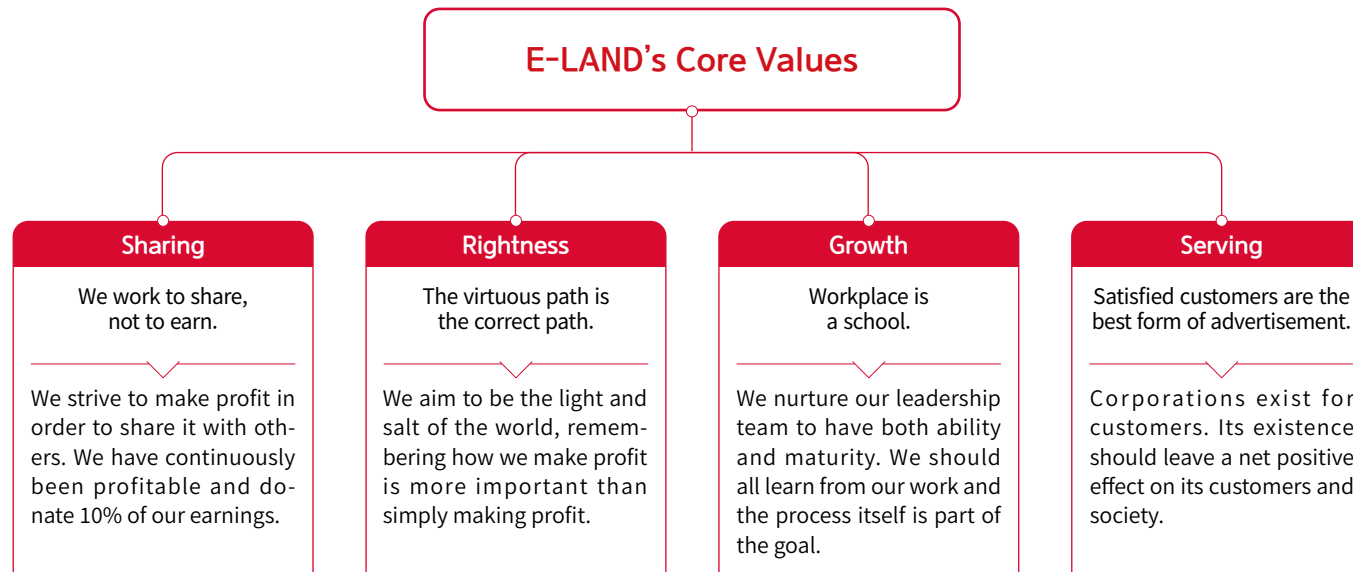
Mission & Value

E-LAND Mission

**We create a world where “Everyone Enjoys”
by providing high quality goods at reasonable prices.**

E-LAND started in 1980 with a mission to allow everyone to wear fashionable clothes at reasonable prices. Since then, we have expanded our business into retail, F&B, hotels, construction and entertainment businesses both domestically and overseas. We strive to serve everyone throughout the globe, regardless of race, age and gender.

Our Value



The History of E-Land World

About this Report

Contents

Message from the CEO

Business Overview

E-Land World

Mission & Value

History

Brands

ESG for Everyone

Everyone Enjoy Excellence

Appendix

1980-1989

Entering the Fashion Market

1980 Opened England, a small, bonded clothing store in front of Ewha Womans University

1989 Entered the children's wear market



1990-1999

Entering the Brand Business

1990 Launched watch and jewelry brand, and started womenswear business

1991 Established E-Land Foundation

1994 Entered fashion business in China

1999 Entered the U.S. market



2001-2009

Strategic M&A

2001 Received the Knowledge Management Award



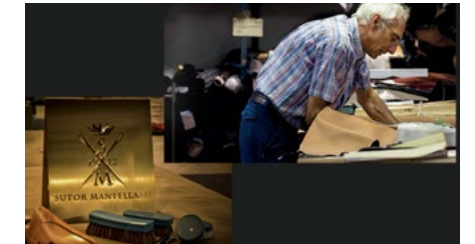
2008 Concluded license agreement with "New Balance"

2009 Launched SPA brand, "SPAO"
Acquired "Thanh Cong" in Vietnam



2010-2019

Expanded Global Market



2010 Became the first Korean company to reach KRW 1 trillion in sales in China's fashion market Signed M&A with European luxury brand

2011 Introduced women's SPA brand, "MIXXO"

2012 Launched shoes SPA, "SHOOPEN"

2018 Won the fourth award of the "Zhonghua Charity Award"



About this Report

Contents

Message from the CEO

Business Overview

E-Land World

Mission & Value

History

Brands

ESG for Everyone

Everyone Enjoy Excellence

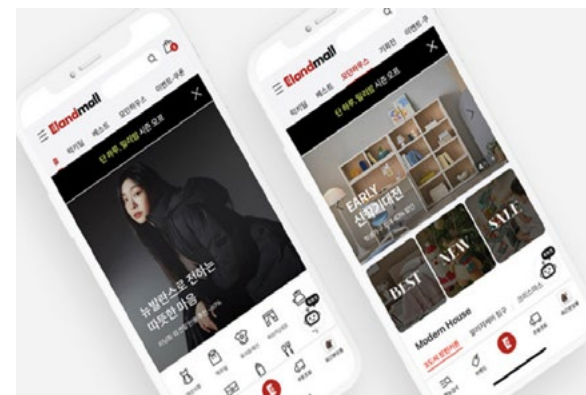
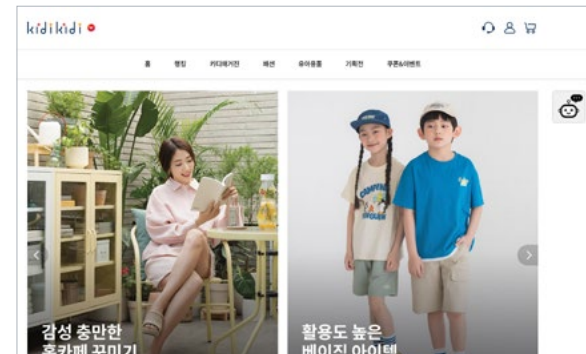
Appendix

2020-2021

Enhanced Online Platform

2020 Introduced Kidikidi, online platform for children's wear

2021 Opened official websites for fashion brands (SPA0, New Balance, MIXXO)



2022-2023

Shared Growth

2022 Awarded the Minister of SMEs and Startups Citation

2022 Ranked the best grade in Fair Trade Agreement implementation evaluation for 4 consecutive years

2022 Selected as 'A Good Partner Company for Agents' by Korea Fair Trade Commission for 2 consecutive years



About this Report

Contents

Message from the CEO

Business Overview

E-Land World

Mission & Value

History

Brands

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Brands

E-Land World has 15 fashion brands in Korea and operates 9 online platforms. Through sports, SPA, women's apparel, and global brands, the Company continues to grow into a global fashion company.

Major Businesses

SPA

SPA

As Korea's first global SPA fashion brand launched in 2009, SPAO provides clothing and miscellaneous goods in patterns that fit our body shapes, with the best materials in the world, in colors that match our skin, and at prices that are affordable for everyone. SPAO aims to elevate the quality of daily fashion as a brand that can be enjoyed by people of all ages with basic items and designs tailored to the latest trends. SPAO is positioning itself as Korea's leading SPA brand, with sales of KRW 303.9 billion in 2022, up 30% from the previous year.



New Balance

New Balance, whose name means “creating a new balance on unbalanced feet,” has grown from a 26-billion-won to a 700-billion-won-brand in annual sales since E-Land World acquired the Korean license for New Balance in 2008. Since then, the brand has expanded into various sports lines including running, soccer, baseball, and tennis, as well as lifestyle categories including premium lines, “Made in USA and UK”, and recently into the Women's and Kids categories.



About this Report

Contents

Message from the CEO

Business Overview

E-Land World

Mission & Value

History

Brands

ESG for Everyone

Everyone Enjoy Excellence

Appendix

E-Land World Fashion Businesses

Casual & Women's Apparel



SPAO

MIXXO

WHO.A.U.
Californian Dream

SHOOPEN
SHOES SPA

Roem

EBLIN
LINGERIE

CLOVIS

Sports



new balance

FOLDER

new balance.
Kids

Accessories & Apparel (Overseas)



GLOVERALL
1951

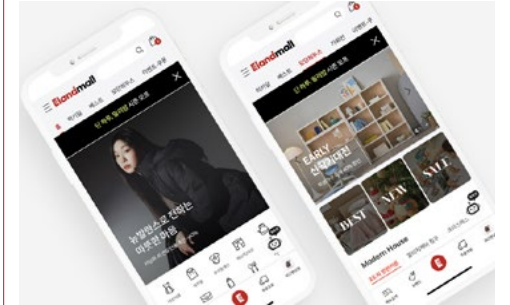
COCCINELLE

MANDARINA DUCK

LOCHCARRON


SUTOR MANTELLASSI

Online Platform



E-LAND MALL

kidikidi

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

ESG for Everyone

ESG Management Direction

14

Stakeholder Engagement

16

ESG Management System

15

Double Materiality Assessment

17



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

ESG Management Direction

ESG Management System

Stakeholder Engagement

Double Materiality Assessment

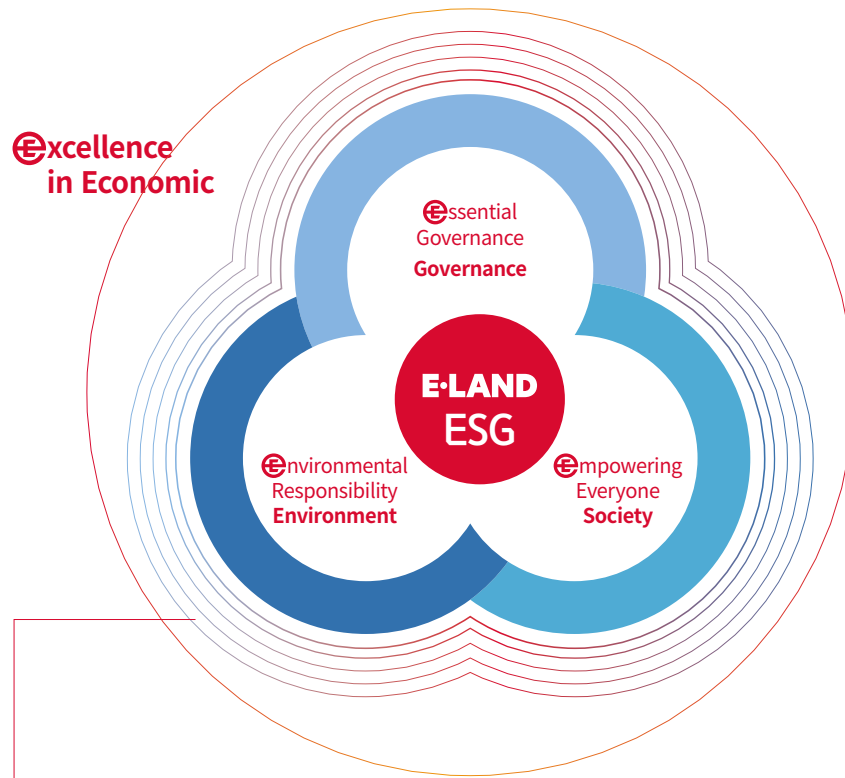
Everyone Enjoy Excellence

Appendix

ESG Management Direction

In 2022, E-Land Group established the strategy called “Pieconomics” to create social and environmental values based on ESG management and to generate profits from expanded markets and spheres of influence. Pieconomics is a strategy that ‘grows the pie’, recognizing the fact that the creation of non-financial value has a positive impact on the creation of financial value. Based on the Pieconomics strategy, E-Land World has established an ESG 2025 roadmap to realize mutual synergies with E-Land Group.

E-Land Group’s ESG Strategy



Pieconomics

Expand the market and spheres of influence (pie) of E-Land

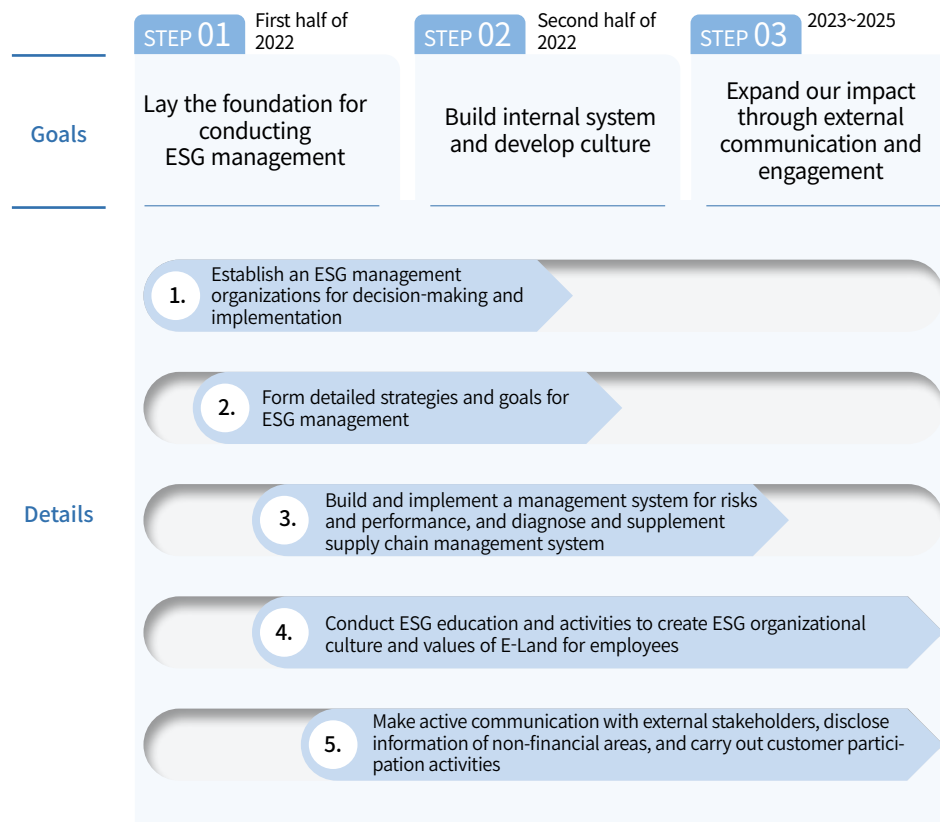
E-Land Group has a “Pieconomics” strategy that creates social and environmental value through ESG management, which in turn generates profits in expanded markets and spheres of influence.

ESG Mission	Everyone’s Sustainability for Generations				
Area	G Essential Governance	E Environmental Responsibility	S Empowering Everyone	+	Excellence in Economic
Major directions	<p>Create governance as a foundation for responsible management</p> <ul style="list-style-type: none"> Enhance stakeholder engagement ESG organization Establish ESG-based decision-making criteria and manage performance Strengthen ethical management 	<p>Increase environmental responsibility</p> <ul style="list-style-type: none"> Expand green products/ services Manage and reduce waste Manage air and carbon emissions Make transition to renewable energy Introduce environmental management for supply chain 	<p>Strengthen responsibilities and capabilities for stakeholders</p> <ul style="list-style-type: none"> Support employee for growth, engagement, and immersion Manage social responsibility of supply chain Enhance product quality and responsibility Achieve shared growth with communities Raise the awareness as corporate citizenship 		<p>Strengthen E-Land’s differentiated competitiveness</p> <ul style="list-style-type: none"> Strengthen global business Increase investment in new business and R&D Conduct knowledge management
Key areas					

ESG Management System

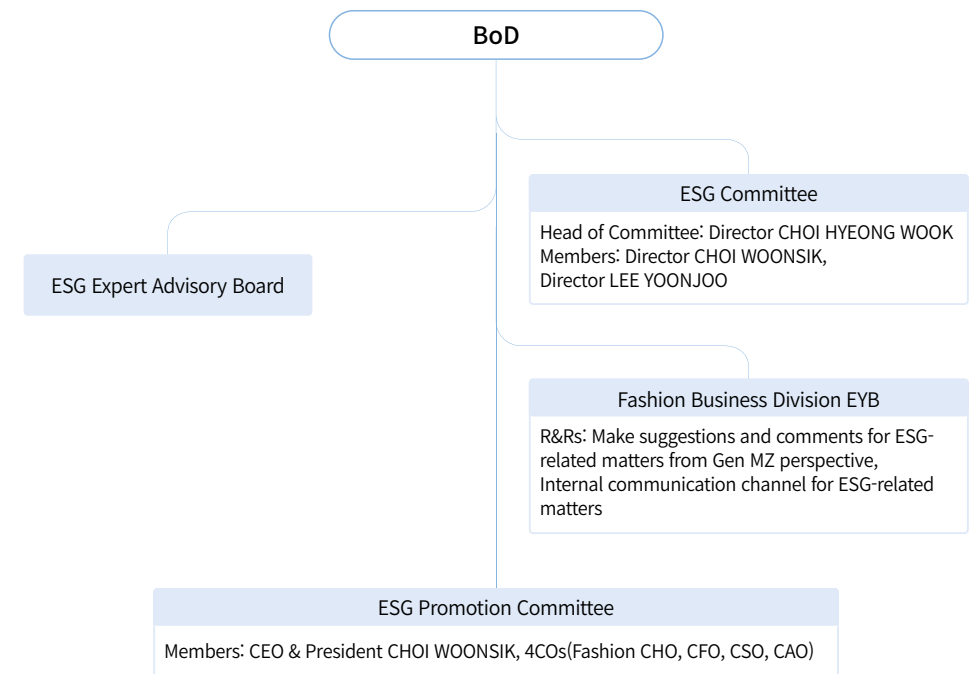
ESG Roadmap 2025

Starting in 2022, E-Land World has developed an ESG Roadmap 2025 to internalize ESG management by the year 2025. With 2022 as our first year of sustainable management, we are committed to continuing our efforts in five areas to achieve our goals for each step.



ESG Management System

In 2022, E-Land World established an organization to promote sustainability management to lay the foundation for the implementation of ESG management. The ESG Promotion Committee was built to establish detailed strategies and goals for ESG direction and sustainability management which ensures that ESG goals and strategies are properly aligned with current departments and internal members for their operation. In addition, the ESG Committee within the Board of Directors discusses issues related to sustainability management across the company and makes decisions on the results and plans for implementing ESG initiatives and countermeasures against major risk factors.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

ESG Management Direction

ESG Management System

Stakeholder Engagement






Double Materiality Assessment

Everyone Enjoy Excellence

Appendix

Stakeholder Engagement

E-Land World makes continuous efforts to identify and communicate with key stakeholders who influence our business activities. With our communication channels for each group of employees, customers, and suppliers, we collect ideas from stakeholders and reflect them into management activities.

Stakeholder Groups	Communication Channels with Stakeholders	Issues of Interest
Executives and employees 	<ul style="list-style-type: none"> • Website • Labor-Management Council • Cultural activities in the Company • Online QR Reporting / E-Land Reporting Box 	<ul style="list-style-type: none"> • Creating happy company culture • Supporting benefits and wellness • Ensuring workers' safety and human rights • Management-labor relations • Securing and developing talented employees
Customers 	<ul style="list-style-type: none"> • Website • Voice of Customer (VoC) Survey • Company introduction book • Customer center 	<ul style="list-style-type: none"> • Product safety • Customer satisfaction • Resource recycling and eco-friendly products / services
Partner companies 	<ul style="list-style-type: none"> • Meetings with partner companies • Reporting channels for unfair behavior 	<ul style="list-style-type: none"> • Win-Win Management with partner companies • Fair Trade • Ensuring human rights of workers in partner companies • Securing product quality competitiveness
Shareholders and investors 	<ul style="list-style-type: none"> • IR and Disclosures • General Meeting of Shareholders 	<ul style="list-style-type: none"> • Investing in new businesses and strengthening R&D • Stakeholder communication • Transparent governance
Local communities 	<ul style="list-style-type: none"> • E-Land CSR Foundation • Community contribution activities such as donations and volunteering 	<ul style="list-style-type: none"> • Fulfilling social responsibility • Social contributions for the marginalized and disadvantaged • Ensuring diversity and social inclusion

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

ESG Management Direction

ESG Management System

Stakeholder Engagement

Double Materiality Assessment

Everyone Enjoy Excellence

Appendix

Double Materiality Assessment

While a company’s business activities affect the environment and society as a whole, some changes in the environment and society are also affecting the company’s business environment. E-Land World conducted its materiality assessment based on the concept of ‘double materiality’, which considers the mutual influence between the company and the environment and society. By analyzing not only the social and environmental impacts of the company’s business activities, but also the possible impact on corporate value and finance from an external perspective, we derived nine material issues that are important to E-Land World.

STEP 01

Form a pool of ESG issues

- Developed a pool of 25 issues specific to E-Land World based on global disclosure/assessment initiatives and disclosure standards/analysis of peers and global leaders

STEP 02

Analyze social and environmental impacts

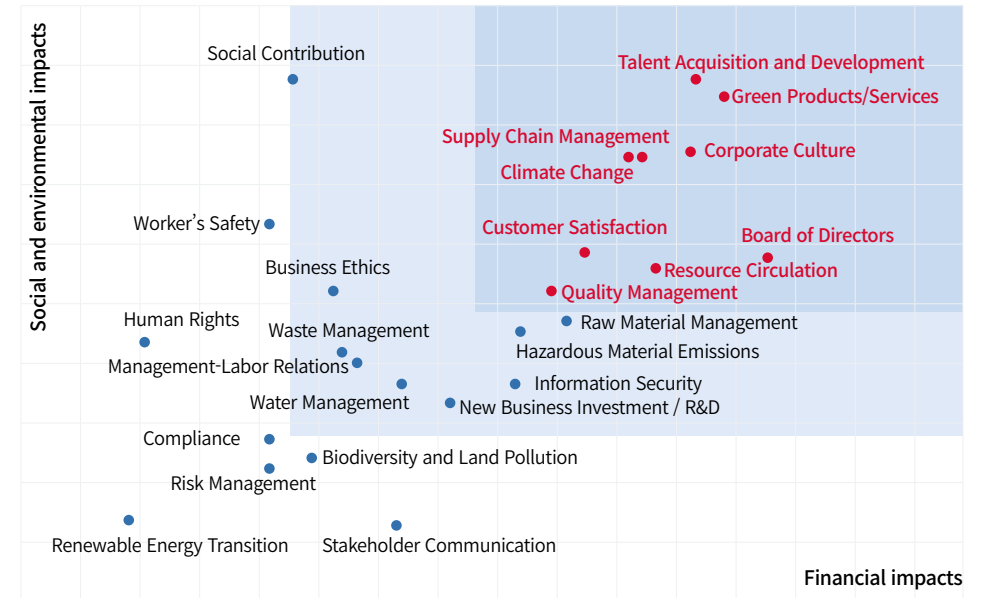
- Conducted benchmarking analysis against peers and global leaders
- Carried out media analysis of economic, environmental, social performance and ESG issues
- Analyzed internal and external stakeholder surveys of employees, external experts, and others (September 5 - October 10, 2022)

Understand financial impacts

- Studied and reflected international standard metrics such as MSCI, SASB, etc.
- Analyzed corporate ESG strategies
- Examined internal stakeholder surveys among finance employees (September 5 - October 10, 2022)

STEP 03

- Identified 9 issues after conducting a comprehensive assessment to quantify the social, environmental and financial impacts of each issue.
- Decided the final set of material issues after internal review was made on the 9 issues identified



Material issues in 2022

Rank	Area	Issue	Page in the Report
1	E	Green Products/Services	20~22p
2	S	Talent Acquisition and Development	40~42p
3	S	Corporate Culture	42p
4	G	Board of Directors	51~52p
5	S	Supply Chain Management	26~29p
6	E	Climate Change	23p
7	E	Resource Circulation	20~23p
8	S	Customer Satisfaction	43~44p
9	S	Quality Management	43~44p

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

ESG Management Direction

ESG Management System

Stakeholder Engagement

Double Materiality Assessment

Everyone Enjoy Excellence

Appendix

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyness for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Appendix

Everyone Enjoy Excellence

Enjoyness for Earth

19

Growth for Everyone

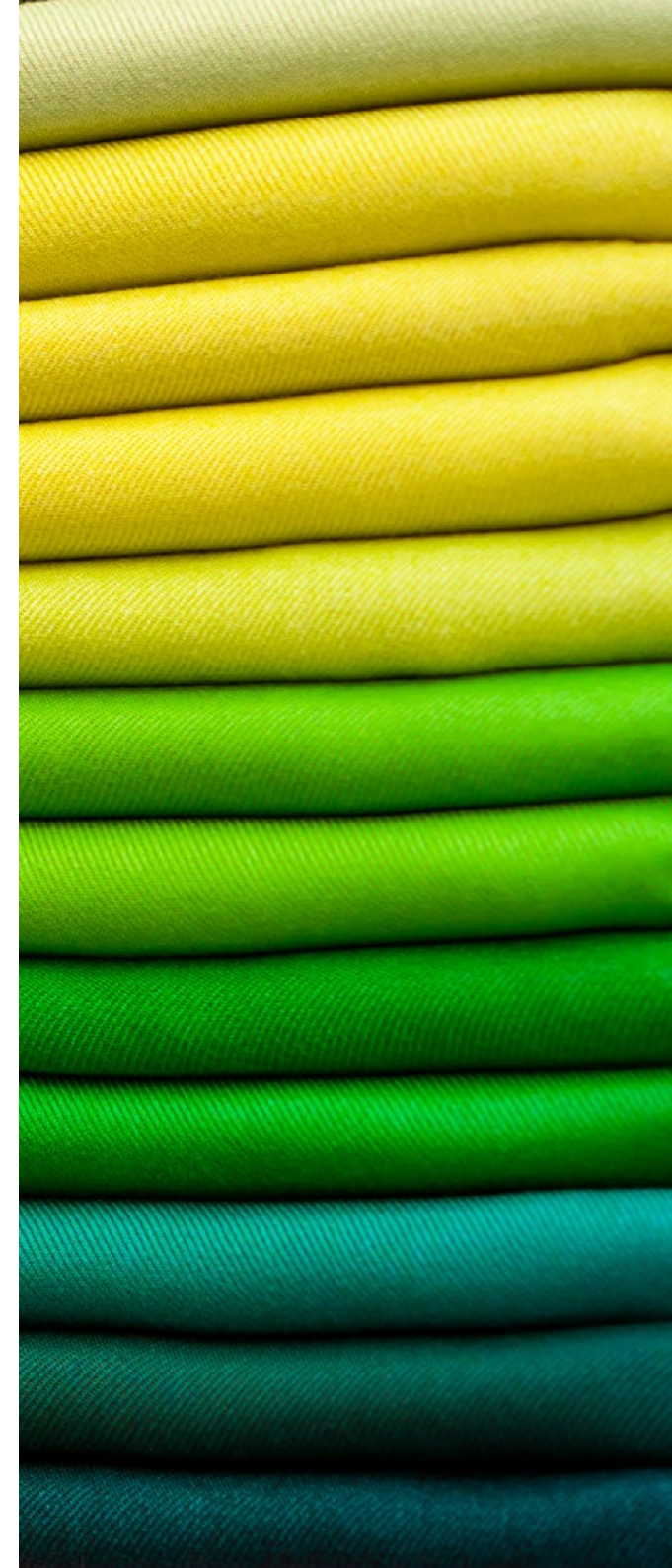
39

Sharing for Everyone

25

Rightness for Everyone

50



Enjoyness for Earth

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyness for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Appendix



E-Land World aims to fulfill its environmental responsibilities by implementing eco-friendly policies to slow down climate change. Reflecting the characteristics of the fashion industry, we develop materials and products for resource recirculation and try to minimize the waste of resources. In addition, each brand in our fashion business division hosts campaigns tailored to its products to raise awareness of environmental conservation.

Eco-Friendly Products and Services

Environmental & Social Materiality ●●●●○
Financial Materiality ●●●●○

Risk & Opportunity

Increased number of customers looking for “value spending” and strengthening their brand preferences

Approach

Produce more upcycled products utilizing discarded textiles and materials

Climate Change

Environmental & Social Materiality ●●●●○
Financial Materiality ●●●●○

Risk & Opportunity

Increased number of disasters and catastrophes due to climate change

Approach

Encourage the use of renewable energy by building eco-friendly offices

Resource Circulation

Environmental & Social Materiality ●●●●○
Financial Materiality ●●●●○

Risk & Opportunity

Increased environmental damage caused by the disposal of used products

Approach

Participate in the recycling of waste plastics, such as making clothes by using waste plastic bottles



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Appendix

Eco-Friendliness and Resource Recirculation

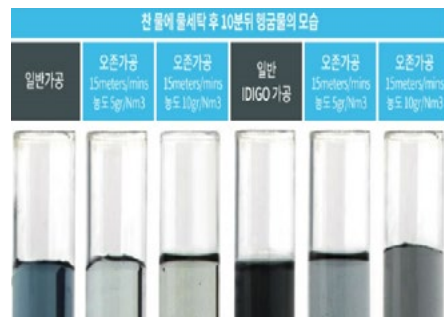
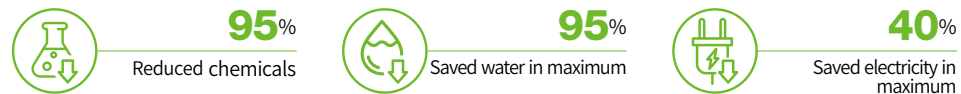
E-Land World intends to move towards a circular economy that minimizes the environmental impact of waste and improves the reuse and recycling of resources used in the production of our products.

Developing Materials and Products for Resource Recirculation

Since 2019, E-Land World has been using sustainable materials to help recycle resources and raise consumer awareness. Our brands such as SPAO, MIXXO and WHO.A.U are expanding their product lines that upcycle textiles and materials that would otherwise be discarded to minimize environmental impact. We will continue to develop materials and products that consider the environmental impact from the design and production stages, such as eco-friendly materials that contribute to the circular economy and reducing water and energy usage in the production process.

SPAO's Eco-Friendly Denim Products

Among SPA brands, denim product is the first item that needs to be changed as it accounts for a high percentage of sales and is produced in large quantities. SPAO's eco-friendly denim product is produced by applying Sustainable Ozone Technology(Jeanologia technology with over 20 years of history in eco-friendly production), which minimizes environmental pollution during the production process.



Sustainable ozone technology test by SPAO



SPAO Denim Cell negotiating on product materials at ISKO's headquarters

Types of Eco-Friendly Denim

- Denim made from recycled materials**

Denim repurposed with by-products of the finest textiles that are unnecessarily discarded during the weaving process.
- Naturally grown denim**

Denim which used less water and pesticides in the growing process
- Denim made with eco-friendly processes**

Denim which saved water and electricity in the fabric processing



Eco-friendly denim products displayed in a store

Developing Green Upcycled Products

Duck Fiber

Duck feathers that would otherwise be discarded in the production of other products are recycled into a new filling material that is specially processed to retain its texture and volume. Duck fiber is an eco-friendly filling that is less expensive and more insulating than duck down.

Flower down

Flower down is a sustainable, natural filling made from a blend of 20% kapok (natural fiber, and cotton) and 80% down (recycled down, duck & goose blend/85% down, 15% feathers). This eco-friendly filling material has a good volume to it, allowing it to retain the same warmth as regular goose down even with less weight.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyness for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Appendix

Fashion for future

Go Go Challenge

E-Land World participated in the Go Go Challenge, a campaign organized by the Ministry of Environment to reduce the use of disposable and plastic products. Through the campaign, we introduced “Thanh Cong,” our textile R&D center in Vietnam. Thanh Cong is the main production base of E-Land Fashion, producing clothes using eco-PET yarn made from recycled plastic bottles and eco-wood yarn made from rayon which is produced through eco-friendly process by using wood.

New Balance: Reusable Reform Bags

New Balance is selling reformed bags made from reusable one on its online store as a benefit for its NB membership tier, which includes an ESG component. The product has gained attention for raising awareness of resource conservation through upcycling and giving the product a new personality.

New Balance: Green Leaf Line

As part of its ESG campaign, New Balance launched the campaign “We are Green Forests and We are Green Seas” on Earth Day, April 22 last year. Launching more than 50% of apparel and footwear, including the New Balance 574 in the Green Leaf line, these products made from eco-friendly materials are produced without using harmful chemicals. More than 50% of shoe’s upper material is made from eco-friendly, reused materials and the sole is made from 3% or 5% green recycled materials. As part of the campaign, we used eco-friendly packages by using eco-polybags made from naturally degradable cornstarch.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyness for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Appendix

New Balance Kids: Zero Waste Garden Campaign

New Balance Kids hosted a Zero Waste Garden pop-up store where customers who brought down jackets they don't wear anymore received a New Balance reusable bag as an alternative to disposable bags. The down jackets collected at the event are turned into high-quality down and feathers through Prauden's eco-friendly processing process, contributing to resource recirculation. The pop-up store also provided kids with gardening classes and atelier, where children could plant seeds to create their own zero-waste gardens or try handcrafting with flowers and plants, encouraging them to care about environment.



ECO-Friendly MIXXO

Under the slogan "Eco-Friendly MIXXO", MIXXO has released six different styles of eco-friendly apparel, including jumpers and T-shirts made from recycled materials. Among these products, the "short jumper made from recycled material" uses "regen yarn", which is made by reprocessed yarn discarded during the production process. The "organic cotton T-shirt" uses yarn made from organic cotton grown in soil that has not been treated with pesticides and herbicides for more than three years.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

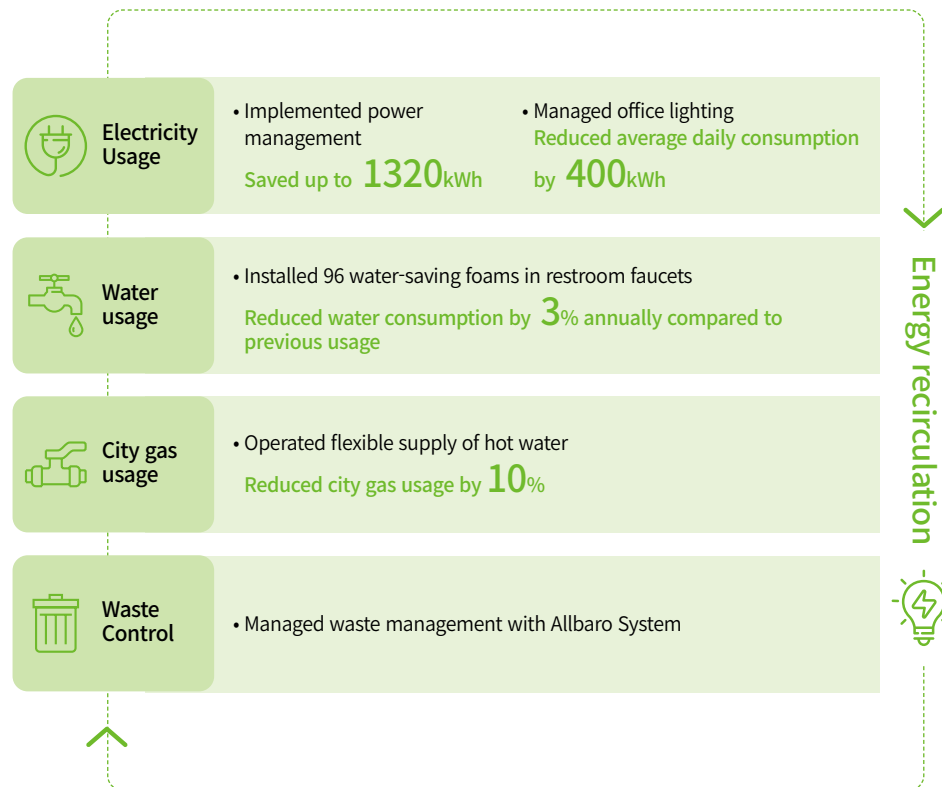
Rightness for Everyone

Appendix

Environmental Management

In an effort to minimize environmental impact and enhance corporate sustainability, E-Land World actively promotes environmental management and calculates energy consumption within the boundaries of the organization. At the headquarters, we monitor the usage of electricity, water, and heating on a daily, weekly, and monthly basis based on the number of internal workers season, time, and situation, and tries to improve energy consumption by identifying the cause of increased usage. For waste disposal, we use the Allbaro System to manage the entire process of waste disposal in real time and report on performance. We also collaborate with Hyosung TNC, an eco-friendly textile company, to produce recycled clothing from waste plastic bottles.

Energy Management



Green Building - Magok R&D Center

E-Land World plans to give stronger momentum to ESG management by reducing greenhouse gas emissions through green building and expanding the use of renewable energy. As of 2022, we are building the Magok R&D Center. A building subject to submission of an energy-saving plan under Article 14 of the Green Building Construction Support Act, the Magok R&D Center has obtained preliminary certificate of energy efficiency rating of 1+ according to the standards for the design of green buildings in Seoul and will be certified as Grade 2 (Excellent) of Green Standard for Energy and Environment Design (G-SEED). Through the R&D Center, E-Land World plans to strengthen its ESG management capabilities by developing smart textiles, smart distribution management systems, and eco-friendly promotional contents.



View of Magok E-Land Global R&D Center building

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Appendix

Interview with E-Land World Employees

Eco-friendly product R&D

Choi Seung Kyu / Lee Seung Jae / Kim Jong Hyuk / Jo Seo Yeon / Shin Eun Same / Gu Seo A



Q1. Please tell us about your roles and responsibilities. What are the differentiating factors of eco-friendly product and material strategies of E-Land World to lead the way in sustainable fashion?

We are in charge of the production of jeans-related products at E-Land World. We use recycled cotton (RUC/PIW/PCW) from Türkiye, Pakistan, Vietnam, and Thailand, as well as COTTON USA's eco-friendly materials and ozone-treated jean materials for producing casual wear. E-Land World applies ESG management from the production of basic materials of the jeans to manufacturing actual products. In particular, we apply 'Sustainable Ozone Technology' that minimizes environmental pollution during the production process. This is called Jeanologia, a technique of more than 20 years of experience in green processing. SPAO, another fashion brand in E-Land World, uses this technique to produce eco-friendly denim. In addition to using the eco-friendly process, SPAO makes use of recycled materials and naturally grown fabrics for producing green denim. We plan to launch all denim products with eco-friendly materials by 2023.

Q2. What would be the most important activity you would like to highlight in the area of eco-friendly products and materials at E-Land World, and what have been the results of that activity?

Through our activities of opening pop-up stores and doing the online marketing for SPAO, E-Land World has been able to reach out to customers with the concept that products and the environment can be thought of as one. The underlying concepts of these activities are reprocessing about 10% of the nonwovens that are discarded during the yarn production process to generate other yarns, recycling yarns from customers' old clothes, and minimizing the large amount of polluted water discharged from the surface treatment of fabrics through ozone treatment. These activities have raised awareness among young people, especially those in their 20s and 30s, about SPAO's commitment to making sustainable products and have helped establish the eco-friendliness of SPAO's denim products. We believe that producing sustainable products has become an inevitable practice, not a fad, and it is important to recognize it as a task to be taken for granted in the future. To this end, E-Land World will do its best to continue the ESG management in the future, starting with the publication of the Sustainability Report.

Sharing for Everyone

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyness for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Appendix



E-Land World is committed to ensuring that all stakeholders enjoy a dignified life. We select, manage, and support our partner companies in a systematic manner to grow and prosper together. In addition, we protect the socially disadvantaged by returning 10% of our net profit to society in cooperation with the E-Land CSR Foundation. The Company tries to contribute to our society by offering various programs where our employees voluntarily participate in social contribution activities.

Supply Chain Management

Environmental & Social Materiality ●●●○○
Financial Materiality ●●●○○

Risk & Opportunity

Corporate value to be enhanced when supporting ESG management of partner companies

Approach

Evaluate manufacturing facilities, quality, human resource management, ESG ratings, etc. when selecting partner companies

Social Contribution*

Environmental & Social Materiality ●●●○○
Financial Materiality ●●●○○

Risk & Opportunity

Increased need to spread social value through community participation and corporate activities

Approach

Protect the socially vulnerable by returning 10% of net profit to society

*Not identified as a material issue but reported as a management concern given the company's activities.

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Co-Prosperity Management

Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix

Co-Prosperity Management

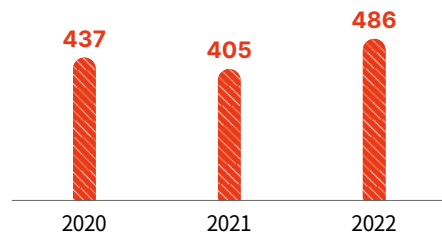
To grow and prosper together with our partners, E-Land World tries to realize the value of co-prosperity management, where the growth of our partners is linked to the growth of our company, based on the belief that ‘the competitiveness of our partners is our competitiveness’.

Managing Partner Companies

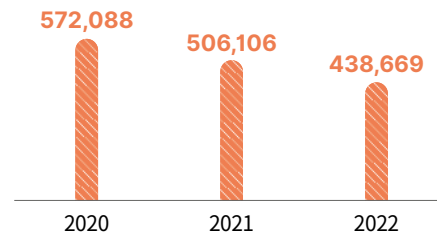
E-Land World provides its partner companies with financial support needed and different programs for improving productivity, purchasing raw materials, developing market and managing business innovation. Through joint development of new products and materials, performance sharing, and technical support and protection with partners, we try to create win-win partnerships that enhance their competitiveness as well. In addition, we have organized a Shared Growth Committee and strive to grow together with our partner companies based on close collaboration and support from various departments.

Partner Companies

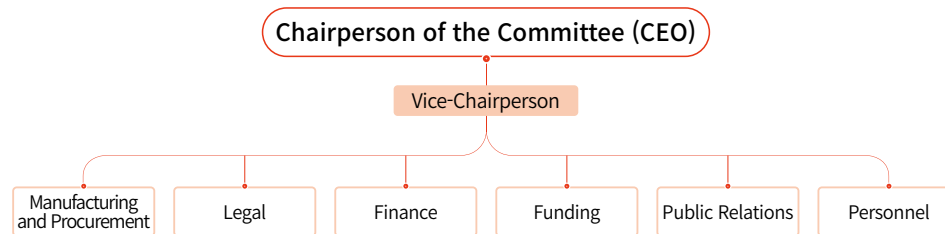
Total number (Number of companies)



Total size of purchase (KRW: Million)



Shared Growth Committee



Selecting Partner Companies

In order to evaluate, register, and manage partner companies through fair and reasonable procedures, E-Land World has established “policy on selecting partner companies” and “policy on signing contracts with partner companies for co-prosperity”.

How to Select Partner Companies

When selecting partner companies, we consider key factors such as management of plant manufacturing facilities, quality, human resource, and work environment, and ESG evaluation ratings. We make consultation with relevant departments to make the selection process fair and transparent.

Article 5 [Granting Equal Opportunity to Start Transactions]
 The Company shall not restrict or discriminate against a business selected or registered as a partner company without a justifiable reason, including the opportunity to participate in bidding for the commencement of transactions.

Checklist for evaluating partner companies

Factory Management	Manufacturing Facilities	Quality Control	Product Quality Check	Quality Assurance	
Employee Management	Work Environment	Normal and defective products classification	Management Evaluation	Comprehensive Evaluation Results	ESG Evaluation Results

Policy on Signing Contracts with Partner Companies for Co-Prosperity

In accordance with "Good Practices for Signing Contract among Large, Medium and Small Companies for Co-Prosperity" by Fair Trade Commission, the policy sets forth the guidelines to be followed to ensure that the interests of partner companies are fairly reflected in contractual agreements and to prevent E-Land World from abusing its superior bargaining power in transactions, thereby hindering the principle of contractual freedom.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Co-Prosperity Management
Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix

Supporting Partner Companies

Since 2014, E-Land World has been promoting shared growth by establishing a win-win cooperation system for small and medium-sized companies. The focus of the shared growth program has been expanding from “R&D support for partners to strengthen their own competitiveness” to “supporting for sustainable management of partner companies”. The Company has a track record of providing the largest R&D support to partner companies among fashion conglomerates.

Shared Growth Business Performance

Shared Growth Business Categories

Details and Performance

Developing new products on the condition of purchasing them (2013~2022)	Carried out 5 projects	
Innovation Partnerships (2018~2022) - Support projects for productivity and quality improvement (2022) - Carbon-neutral projects such as low-carbon and eco-friendly technology development (2022)	Supported KRW 930 million	Completed 46 projects
Performance Sharing Program (2018~2022)	Completed 84 programs	
Win-win job program for small-, medium- and large-sized enterprises (2019-2021)	22 partner companies	29 trainees
Innovation-driven Wage Gap Elimination Agreement (2019~2022)	KRW 14.1 billion	
Contribution to the win-win cooperation fund (2014~2022)	KRW 2.6 billion	KRW 2.25 billion in supporting SMEs
Operation of win-win payment system, R&D support, specialized education support for SMEs, and technical assignments		
Recruitment support programs for SMEs, exhibition participation support, free lease, patent support		

Shared Growth Programs



Win-Win Loan

- E-Land World and the bank set a limit on the Win-Win Fund, and finance it with the interest from the subscribed deposit to support lower interest rates on win-win loans to partner companies.



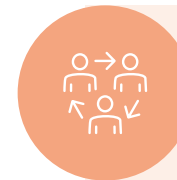
Support for Raw Materials Provision

- In order to reduce the cost and support management stabilization of partner companies, E-Land World purchases raw materials needed to manufacture goods and supplies them to partner companies at a certain price.



Technical Support

- Upon request, E-Land World experts visit partner companies to provide consulting support on production facilities, quality control, productivity improvement, FTA, etc.



Performance Sharing

- E-Land World and its partners carry out joint activities for cost reduction, quality and productivity improvement, management innovation, and marketing.
- The performance of these activities is shared with each other through a pre-agreed contract.



Training Support

- To help our partners strengthen their competitiveness, E-Land World provides education programs for the development of work capabilities of executives and employees of 1st and 2nd suppliers.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyness for Earth

Sharing for Everyone

Co-Prosperity Management
Social Contribution

Growth for Everyone

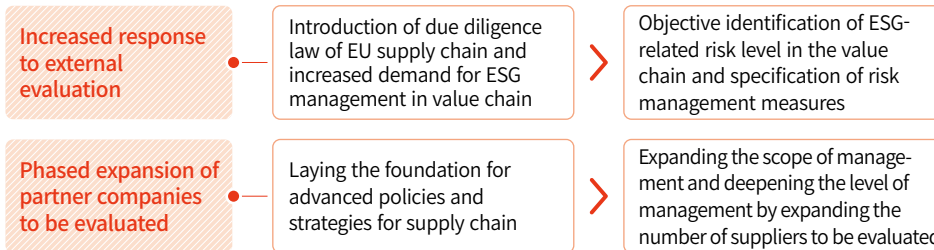
Rightness for Everyone

Appendix

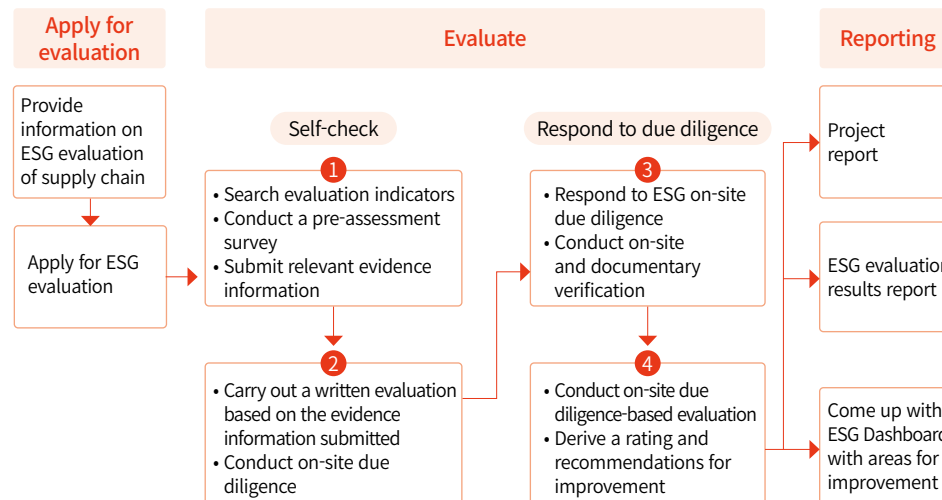
Evaluating ESG Management of Partner Companies

As the demand for sustainable management from domestic and international stakeholders spreads to the supply chain, E-Land World takes into consideration ESG management when selecting and evaluation partner companies so that ESG management can be firmly established throughout our supply chain. Focusing on reducing “risk”, which is the core of ESG management, we are implementing policies to diagnose and manage the level of ESG management of our partners. The Company will further strengthen the sustainability of the entire supply chain by adding values through incentives, risk diagnosis, and support based on partner companies’ ESG performance.

Pending Issues and Evaluation Focus of ESG Management



ESG Evaluation Process



Quality Management of Partner Companies

As the importance of responsible supply chain and quality management increases, we are establishing quality management processes and providing quality training to help our partner companies establish their own quality assurance capabilities and enhance their competitiveness.

Quality Management Process of E-Land World



Quality Management Checklist

Select a Factory	<ul style="list-style-type: none"> Criteria for factory registration E-evaluation
Raw/Materials Inspection	<ul style="list-style-type: none"> Raw materials Auxiliary materials Material list
Washing Test	<ul style="list-style-type: none"> Test criteria
Approval Confirmation	<ul style="list-style-type: none"> Document check Sample check Pattern check Sample production quantity standard
Product inspection/feedback	<ul style="list-style-type: none"> Product extraction
Storage Consultation	<ul style="list-style-type: none"> Reception Confirmation Quantity Feedback
Shipment Inspection	<ul style="list-style-type: none"> Inspection method Report criteria



Quality management training to prevent recurrence of defects

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Co-Prosperity Management

Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix

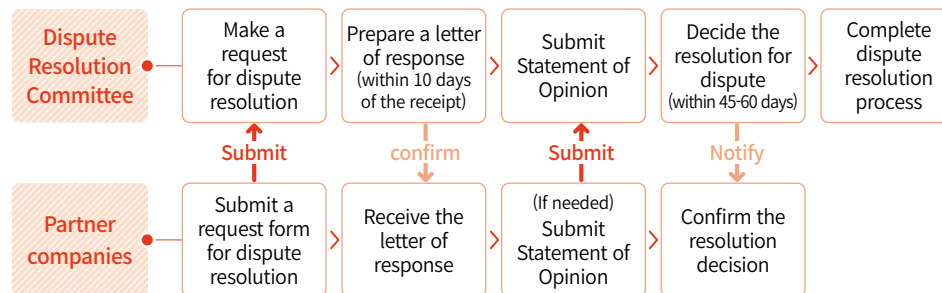
Communicating with Partner Companies

To establish a trust-based management system for co-prosperity with our partner companies, E-Land World has established and implemented the operating rules for Subcontract Dispute Resolution Committee, and operates channels where unfair trades and unethical management (fraud reports) regarding subcontractors and agents can be reported. By utilizing the online reporting channel as a window to collect various opinions as well as grievances and suggestions from partner companies, we continue to strengthen communication with them and create a transparent transaction culture.

Reporting Channels for Unfair Practices

When a report is submitted through the online reporting channel, the report is sent to the Fair Trade Team and Audit Office, who directly address the issues before reporting it to the CEO.

Dispute Resolution Process



Communication channel for unfair action and resolution decision

Special Performance



Selected as 'Best Company' in Implementing Fair Trade Agreement for the Fourth Consecutive Year

Having been recognized for its excellent compliance with the Fair Trade Act, introduction of standard contracts, and enhanced cooperation and support for mutual growth with partner companies, including financial, technological, and human resources support, E-Land World obtained the highest rating in evaluation of Fair Trade Agreement Implementation in 2022 for the fourth consecutive year. Under the fair trade agreement, large-sized companies agree in advance to provide funding, technology, etc. to small and medium-sized firms, or to apply trade conditions that are higher than those stipulated by law, in order to help SMEs grow together. The idea is to promote co-prosperity among large, medium and small-sized companies, which will strengthen industrial competitiveness so that customers can fully enjoy the benefits. The company will continue to introduce and implement various systems to grow together with partner companies.



Selected as a "Good Partner Company for Agents" for the Second Consecutive Year

E-Land World has been selected as a good partner company for agents by the Korea Fair Trade Commission for two years in a row. A "Good Partner Company for Agents" an initiative to spread a win-win culture with agents, and E-Land World was recognized for increasing omni sales by utilizing an online and offline win-win model with agents, and for guaranteeing a five-year contract renewal right for stable operation of agents. In addition, the Company was recognized as an exemplary case for its effort to prosper together with agents, including the creation of a shared growth fund, support for transportation costs and tax and labor-related education, and the development of products exclusively for agents. At a time when online business is becoming increasingly important, E-Land World plans to further expand its support programs to help agents successfully establish themselves in the online market and earn stable profits offline.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Co-Prosperity Management

Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix

Social Contribution

Based on the first core value, "Sharing", we are committed to solving social problems, growing together with the community, and realizing our social responsibility by returning 10% of our net profit to society every year.

Mission and Vision for Social Contribution

●

Mission

A world where everyone lives with dignity

●

Unite to solve the root problems of marginalized and disadvantaged neighborhoods from a "customer" perspective.
Rapidly intervene with "families in crisis" in the blind spot to help them restore daily routines and change lives.

Social Contribution Performance

Total amount of support for the marginalized in 2022

 KRW **1,026** million

Total amount of community support in 2022

 KRW **1,568** million

Amount of support for overseas children in 2022

 KRW **162** million



COVID-19 home treatment support campaign for the vulnerable

CSR Core Values

Serving	Honesty	Excellence	Cooperation
We are respectful, considerate and committed to all our customers.	We believe that the right path is a shortcut.	We pursue continuous innovation with professionalism.	We work in partnership with diverse stakeholders.



Mission Statement

We are light and salt in a world that seeks to be valued and touched.
We serve the marginalized with God's love and integrity.
We work as dedicated servants, honest stewards, and exceptional managers.



Principles

- Sincerity** Customer (beneficiary) centric, good neighbor to the underprivileged
- Sustainability** Businesses that create lasting value → Avoid one-time, promotional projects
- Transparency** Transparent accounting and feedback → Disclose the results after external accounting audit, make monthly announcement for financial statement



Code of Conduct

- We serve rather than give.
- We seek credit rather than fame.
- We share bread and gospel together.
- We work in God's will.
- We are good stewards who use donations well.
- We work with our feet in the field.
- We are willing to go to hard-to-reach places.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Co-Prosperity Management
Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix

Social Contribution Programs



E-Land World
Fashion Business Division

Programs

- Donation to Nanuri Community Children’s Center (2020, 2022)
- One-day Soccer Class (2022)

E-Land World Fashion Business Division and Donation to Nanuri Community Center for Children

The Fashion Business Division of E-Land World continues to meet with multicultural single-parent families and children from low-income families through its sponsorship of the Nanuri Community Center for Children. To keep the children warm in winter, we donated padded jackets from SPAO and New Balance as well as hygiene items such as masks and self-care kits. An open cultural space for children and teenagers who need protection, Nanuri Community Center for Children offers different programs to help them grow into healthy adults. The Company will continue to support the Center by spreading the warmth of sharing with the children and encourage our employees to volunteer to spend quality time together with children.

Sport Business Unit’s Soccer Talent Donation to Children’s Center

On November 1, 2022, the Company held a one-day soccer class at Hi-Top Field in Gwangmyeong-si to have fun with the children of Nanuri Community Center, which our Fashion Business Division continues to support. Employees from sports business unit taught the children simple soccer skills such as passing, shooting, and goal determination, and then divided them into two teams for a soccer match. After the game, the Fashion Business Division delivered soccer balls and gifts to the children who participated in the soccer class and sat down together for friendly conversation. Some children brought their soccer balls and asked the teachers for autographs. Developing and expanding our talent sharing programs to match our brand characteristics, we will continue to fulfill our social responsibilities as a corporate citizen through various volunteer activities centered on the local community.



Donation and volunteer activities at the Nanuri Community Center for Children

Talent donation for on day soccer class



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Co-Prosperity Management
Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix



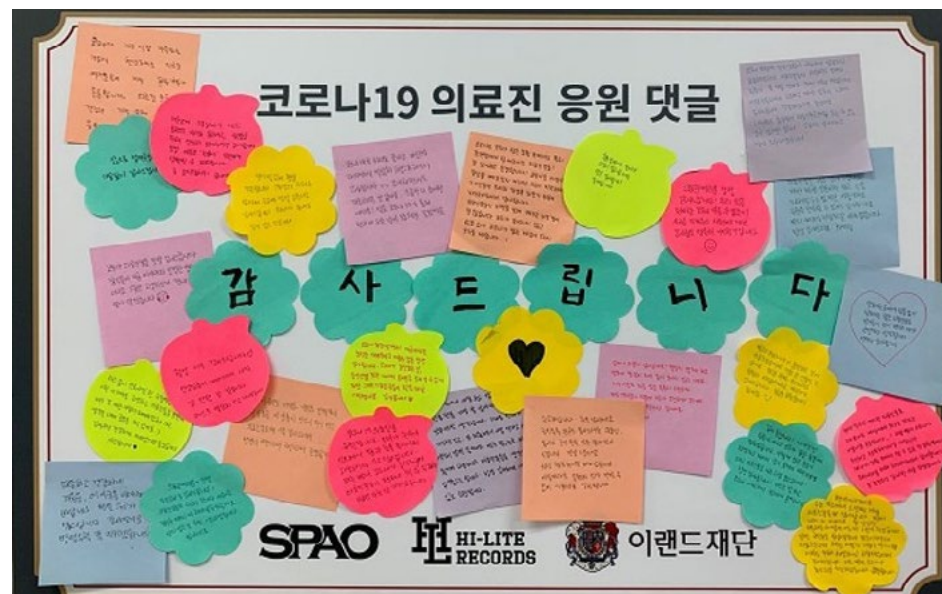
SPAO

Programs

- Donated “WARMTECH” products to COVID-19 medical staff in Seoul (2021)
- Donated proceeds from Dahong Edition (2021)
- Waged “BLUE FOR ECO” campaign to improve drinking water for ethnic minorities (2021)
- Donated collaboration work to the Independence Hall (2021)
- Delivered goods to support persons of merit from Afghanistan (2021)
- Conducted 'My Hidden Hero' campaign (2022)

Donated thermal innerwear 'WARMTECH' to COVID-19 medical staff

SPAO and the E-Land Foundation donated thermal innerwear products to medical staff who are working to prevent the spread of COVID-19 in the midst of a cold wave. The fund was raised through a matching donation from the E-Land Foundation to the proceeds of a product collaboration between SPAO and Hi-Lite Records, Korean independent hip hop record label, and an additional KRW 500 was donated for each comment supporting the medical staff. Delivering thermal innerwear products with these proceeds, we expressed our gratitude to the medical staff and soldiers at 12 outdoor screening clinics in Seoul who were struggling to protect the health and safety of citizens in the cold wave.



“WARMTECH” Campaign

Donated proceeds from “Dahong Edition” by SPAO X Dahong

In 2021, SPAO launched the ‘Dahong Edition’ in collaboration with ‘Dahongi’, the cat of TV star Park Soo-hong. Parts of the proceeds from the Dahong collaboration products were donated to Veterinarians Without Borders and an abandoned animal care center. SPAO's first collaboration work with companion cats, the collaboration product is taking initiative to promote the adoption of abandoned animals and improve awareness about stray cats in connection with social contribution activities such as donations.



SPAO & Dahong

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Co-Prosperity Management

Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix

Blue For Eco campaign to improve drinking water for ethnic minorities

SPAO and the E-Land Foundation donated KRW 10 million for ethnic minorities in Vietnam so that they can install water wells through Blue For Eco campaign. The campaign is a social contribution program that installs wells, water tanks, and water purification facilities in Vietnam with a certain portion of the profits from SPAO's eco-friendly denim products produced using green processes and green materials. The money raised through the campaign was used to solve the drinking water problem at daycare centers and middle schools in Võ Nhai district in Thái Nguyên province Vietnam, where we are conducting support programs with ethnic minority children. The campaign is meaningful in that it helps ethnic minorities with difficulty having drinking water through eco-friendly products. We will continue to carry out various social contribution activities to solve the drinking water problem in the coming years.



KE kindergarten, Dong Ban kindergarten and Thong Nhat middle school



"Blue For Eco" campaign

Delivered winter supplies to support persons of merit from Afghanistan

In an effort to support persons of merit from Afghanistan to stay warm in Korea, SPAO donated a total of KRW 52.83 million worth of winter supplies, including clothes and shoes, to the office of Red Cross Seoul. Our employees personally delivered winter items such as clothes and shoes to 79 families (391 people), along with letters of welcome and encouragement in the hope that they could stably settle down in Korea. This provided an opportunity to convey the warmth of the Korean people through the delivery of goods and to show that Korean society cares persons of merit from Afghanistan and their stable settlement in Korean.

Donation of winter goods



KRW **52.83** million



79 families, **391** persons



Delivering winter supplies to persons of merit from Afghanistan



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyness for Earth

Sharing for Everyone

Co-Prosperity Management

Social Contribution

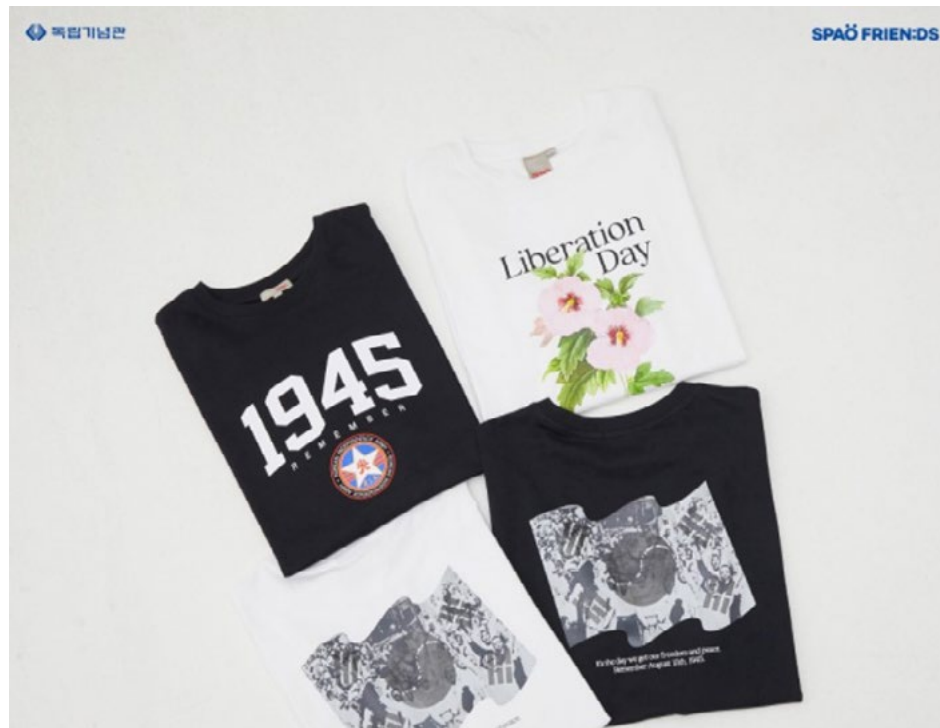
Growth for Everyone

Rightness for Everyone

Appendix

Collaboration products between SPAO and the Independence Hall of Korea

Donating proceeds from product collaboration between SPAO and the Independence Hall of Korea. In commemoration of the 76th National Liberation Day, SPAO introduced collaboration products with the Independence Hall of Korea, a research institution specializing in the history of the independence movement. The t-shirts featured graphics reminiscent of Korea's independence fighters, such as the Mugunghwa (national flower), Taegeukgi (national flag), and Liberation Army badges, to convey the message of remembering history. By donating a portion of the proceeds from the collaboration with the Independence Hall back to the Independence Hall, SPAO tried to make the activity even more meaningful, and will continue to introduce products that utilize Korean culture and history to inspire the people in the future.



Collaboration products of SPAO x the Independence Hall

My Hidden Hero campaign between SPAO and E-Land Foundation

With the slogan “Let everyone know the good things heroes do,” the “My Hidden Hero” campaign is a program to help volunteers or organizations who are doing their duty quietly without much recognition, and to spread the word about their good deeds. We donated 10,000 thermal innerwear of SPAO to the first hero of this campaign, the Korea Best Drivers Association. Wearing uniforms with the word “Best Driver” on them the association members not only control traffic in cold weather, but also conduct various safety-related volunteer activities such as rescue efforts and keeping school children safe. SPAO delivered thermal innerwear as a token of our appreciation in the hope that they will protect the heroes from the cold on the cold winter road.



“My Hidden Hero” Campaign



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Co-Prosperity Management

Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix



New Balance

Programs

- Donated to international drinking water development project (2021)
- MyNB campaign (2017- present)
- “Run for Your Dream” campaign for aspiring track and field athletes (2022)

Campaign for resolving international problem of drinking water

Partnering with THE NORTH FACE and E-Land Retail for an edition event, New Balance donated a portion of the proceeds from the event to international drinking water development projects. New Balance sold adult sneakers starting at KRW 39,000 and New Balance kids' shoes starting at KRW 25,000 as a 'good consumption' event, where a portion of the sales proceeds were donated to the World Vision for drinking water improvement projects. New Balance will continue to develop and implement participatory social contribution activities with customers.

MyNB Campaign

Every year since 2017, New Balance has organized MyNB donation campaigns once or twice a year for aspiring athletes. In 2021, we invited deaf children who want to be baseball players from Chungju Sungsim School in Chungcheongbuk-do Province to a one-day coaching day with Korean professional baseball player Kang Baek-ho and American major leaguer Kim Ha-seong. On the Day of Persons with Disabilities in 2022, we partnered with the E-Land Foundation to sponsor deaf teenagers and delivered scholarships and sponsorship items totaling KRW 52 million to 13 teams and kids wishing to be baseball players from the Korea Deaf Baseball Softball Federation. A total number of 11,442 customers participated in the MyNB campaign, which was made possible by New Balance's double matching, auction proceeds from celebrity's items, and additional donations from the E-Land Foundation



“Good Consumption” event to resolve international drinking water problem

“Run for Your Dream” Campaign for Aspiring Athletes

Hosting the Run on Seoul Women's 10K Race, New Balance, together with the E-Land Foundation, delivered donation money and sporting goods raised through the Run for Your Dream campaign to kids who wish to be athletes. The Run for Your Dream campaign allows users of the running application MyNB to donate accumulated points based on the distance they run in races to New Balance, which then utilizes the points to provide sporting goods and scholarships to aspiring athletes. Through the campaign, we delivered sports goods worth KRW 20 million and scholarships worth KRW 6 million to teenagers from Korea Junior Athletics Federation. We plan to continue our contributions to actively support those who want to be sports players to make their dreams come true.



MyNB Campaign



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Co-Prosperity Management

Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix



SHOOPEN

Programs

- Supported for psychotherapy for abused children (2019)
- Waged donation campaign for people with Lou Gehrig's disease (2020)
- Donated supplies for the vulnerable (2021)

'Draw a Dream' Campaign for Abused Children

SHOOPEN's philanthropic endeavors are aimed at "value consumption", enabling companies and customers to donate together. Launching a collaboration product with Marimond, a lifestyle brand that acts for human rights, in 2019 to help children who have been abused, we donated KRW 900 for every product sold to Good Neighbors International to support psychotherapy projects for those children. SHOOPEN wants our children, the future leaders, to heal their minds and become positive and healthy members of our society.

Donating Goods to the Underprivileged

As part of the product voucher program, we donated shoes and bags worth KRW 200 million to the G Foundation, an NGO for international development cooperation. The donated items were delivered to female youth and single-parent families through the G Foundation, and the proceeds from sales at the Foundation Store were used to support vulnerable groups such as children and youth from low-income families, single parents, and the elderly living alone. Through the donation project, we will continue to participate in the virtuous cycle of resources and actively work to ensure that the vulnerable are not marginalized in our society.

"Blink Challenge" Donation Campaign for People with Lou Gehrig's Disease

To commemorate the launch of the 2020 standard running shoes SHOOPEN held a contactless donation campaign with "bigwalk", an application which enables users to donate by walking. With the "Blink Challenge to walk together to raise the value", a new way to donate to the campaign by simply walking or running after installing the bigwalk app, donations were accumulated in proportion to the number of steps and distance, and the collected funds were delivered to people with Lou Gehrig's disease, with a goal of 1 million steps in three weeks.



G Foundation, NGO for international development cooperation

Donated shoes and bags worth KRW **200** million



Blink Challenge to walk together to raise the value

1 million steps



Donation Ceremony for Draw a Dream Campaign



Supplies donation by SHOOPEN



"Blink Challenge" Donation Campaign



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyness for Earth

Sharing for Everyone

Co-Prosperity Management

Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix



New Balance Kids

Programs

- Campaign to Prevent Missing Children (2022)

“The Way Home”, a Campaign to Prevent Missing Children

On the occasion of International Missing Children's Day, we launched 'The Way Home' campaign with the National Police Agency, which makes it easy to register fingerprints and other pre-registration information. According to the National Police Agency, more than 20,000 reports of missing children are received every year. It is said that the average time to find a child without prior registration is 56 hours while the average time to find a child with prior information such as fingerprints is less than an hour. To widely publicize this, we installed fingerprint registration information boards at New Balance Kids stores in Seoul and Gyeonggi-do Province, conducted a campaign to give away New Balance homepage mileage points through a lottery.



'The Way Home' campaign



MIXXO

Programs

- Good Luck Good Job (2023)

“Good Luck Good Job” to Support Young Women Preparing for Independence

In celebration of International Women's Day on March 8, 2023, MIXXO held its eighth “Good Luck Good Job” campaign with the E-Land Foundation. Since 2019, the campaign has been sponsoring young women leaving child welfare facilities with formal suits for their interview and other items needed for employment in order to support them as they take their first steps into society. MIXXO provided about KRW 20 million worth of sponsorship to deliver the interview suits, and various companies and organizations provided additional support to deliver a total of KRW 53 million worth of items. Up to date, we have sponsored 920 young women preparing for independence with a cumulative value of KRW 336 million. We will continue to collaborate with various companies to provide generous support to young women preparing for independence in the future.



Delivering donated items through Good Luck Good Job Campaign



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Co-Prosperity Management

Social Contribution

Growth for Everyone

Rightness for Everyone

Appendix

Interview with Stakeholder

Milal Welfare Foundation
Han Sang Wook, Director of Goodwill



Q1. Tell us about yourself and your organization, and how you got involved with E-Land World.

My name is Han Sang Wook Director of Goodwill at the Milal Welfare Foundation. The Milal Welfare Foundation is a social welfare corporation founded in 1993 based on the Christian spirit, aiming to fully integrate people with disabilities into society, supporting the rights and dignified lives of the socially disadvantaged. The cooperation with E-Land World began through the relationship between Chairman Park Song Soo of E-Land Group and Chairman Hong Jeong Gil of the Milal Welfare Foundation. In 1997, E-Land Construction built and opened the 'Milal School', a special school for the disabled. Since then, E-Land World has been donating goods to the 'Goodwill Store Milal Songpa', which opened in 2011, to help create jobs for the disabled. Since 2013, about 2.8 million items have been donated, translating into a value of KRW 14.2 billion.

Q2. What kind of social contribution activities have you conducted in collaboration with E-Land World and how have they positively impacted your organization?

One of the representative activities includes the 'Employee Donation of Goods' campaign held on the 1st floor of E-Land World in late 2019 and the 'Share This Heart' campaign held twice at NC Department Store in 2019. The significance of the 'Employee Donation of Goods' campaign was that many employees participated in donating their valuable items. In addition, 'Share This Heart', the first donation campaign for customers at a department store, was a very good opportunity to introduce Goodwill Stores to many customers.

Q3. What are the social contribution activities of E-Land World that have impressed you, and what do you expect from E-Land World in the future?

E-Land World is carrying out a product voucher project for low-income multicultural single-parent with NGO partners. This is a project that also involves the Goodwill Stores of the Milal Welfare Foundation, which is meaningful in that we can leverage our network to provide practical help to the local communities. E-Land World donates resalable goods to the Goodwill Store, and the Goodwill Store uses the proceeds from the resale to expand employment for people with developmental disabilities, as well as provide vouchers to multicultural single-parent families referred by the E-Land Foundation through local organizations. Since 2021, nine of the Milal Goodwill Stores have participated in the program, providing vouchers to 90 families annually, with plans to expand to more sites this year, and the E-Land Foundation regularly provides high-quality donated goods from its affiliates for the sustainable operation of the NGO partners. In this way, the Goodwill Store has led the business model of virtuous cycle in cooperation with the E-Land Foundation and NGOs, and is also leading the way in ESG management by attracting the participation of other NGOs running social enterprises.

We look forward to expanding the activities of E-Land Group's affiliates to create jobs for people with disabilities and promote their independence. The various models of social contribution cooperation that will be formed through E-Land Group's continuous sponsorship and donations will be a great example for society.

Growth for Everyone

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Appendix



In order to become a company where talented people can demonstrate their capabilities, E-Land World strives to foster talented employees and improve corporate culture. As part of quality management, we have established a step-by-step monitoring system checks the quality of our products at each stage. The Company tries to realize universal life satisfaction for all stakeholders through excellent products of ours.

Customer satisfaction

Environmental & Social Materiality ●●●○○
Financial Materiality ●●●○○

Risk & Opportunity

Need to secure competitive advantage to respond diversifying customer needs

Approach

Identify quality issues by operating consultation channels for customers

Secure and foster talented employees

Environmental & Social Materiality ●●●●○
Financial Materiality ●●●●○

Risk & Opportunity

Poor employee motivation leading to decreased work efficiency and difficulty recruiting talented professionals.

Approach

Foster talent by implementing EBG training (E-LAND Business Golden Rule) customized for each job category

Corporate Culture

Environmental & Social Materiality ●●●●○
Financial Materiality ●●●●○

Risk & Opportunity

Rising interest in fair evaluation and compensation, and employee benefits

Approach

Enhance employee communication to build a flexible and positive organizational culture

Quality Management

Environmental & Social Materiality ●●●○○
Financial Materiality ●●●○○

Risk & Opportunity

Increased demand on product quality and design requirements, decreased quality reliability due to defective products

Approach

Conduct and monitor step-by-step quality inspections to make supplier quality data



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Talent Management

Quality Management

Safety and Health

Rightness for Everyone

Appendix

Talent Management

We envision a world where everyone enjoys, employees' happiness leads to customers' satisfaction, and customers' satisfaction leads to the growth of the entire society.

Securing and Fostering Talented Employees

Based on our four core values (Sharing, Rightness, Growth, and Serving), we select talented individuals who will grow with us together. To verify job performance capabilities, we conduct systematic personality tests and on-the-job interviews, and provide onboarding trainings to help new hires quickly adapt to the workplace, enabling personalized career development. In addition, we plan to operate an internal referral system from 2022 to create a culture of working with good colleagues.

Direction of Talent Management



We provide diverse and semi-higher education opportunities for our employees and are developing young global CEOs through our 3x5 CDP program*.

* 3x5 CDP(Career Development Path): A career path with five levels of advancement every three years



To celebrate the 30th anniversary of the Company in 2011, we announced an industry-leading payment plan. Our pay-for-performance system, which consists of base salary, payment by achievement, and performance pay, is a source of pride for our top talent.



Since its inception, the company has held various cultural activities such as the singing festival, family retreat, all-employee athletic meeting, and Gimhap year-end party.



E-Land has high ethical management standards and allows its employees to work with conscience.



Through our internal recruitment program, employees can work in a variety of businesses and industries including fashion, retail, hospitality, food service, IT, and construction, as well as welfare foundations.

Recruitment Process



1. Document Screening

Identify candidates who fit your hiring criteria, and then select them through a document screening process.



2. E-Land Strength & Aptitude Test (ESAT)

Carry out personality, verbal, and quantitative tests to determine organizational adaptability and job suitability



3. On-the-job Interview

Interview employees in a one-stop methods by applying various ways to screen competencies, values, and potential for development



4. Final Interview

One-on-one executive interviews with candidates who pass the on-the-job interview.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Talent Management

Quality Management

Safety and Health

Rightness for Everyone

Appendix

Training Programs for Employees

E-Land World has a strategy to develop talented people who meet the challenges required by each position and job function and perform effectively. For our vision, “a world where everyone enjoys”, we put our customers first and aim to nurture top-class talented employees to lead sustainable growth.

Customized Training by Position

E-Land World offers EBG Trainings (E-Land Business Golden Rule) customized for each position and job category, and implements training programs for new, experienced and newly-promoted employees, and leaders.



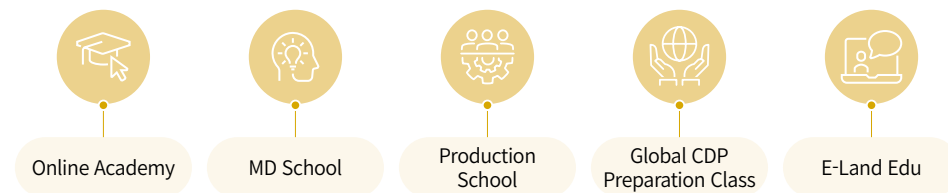
New Employee Training



Career Onboarding Training

Training to Enhance Job Capabilities

E-Land World has various online and offline training programs to help our employees strengthen their job capabilities, and support language education to foster global talent. In 2023, we plan to set up a “Production School” to strengthen the expertise of production workers.



On-the-Job Training

E-Land World provides store managers with trainings in sales, products, VMs, etc. needed for field work. We also offer trainings for senior store managers who are brand leaders to help them grow further into the best professionals in the field.



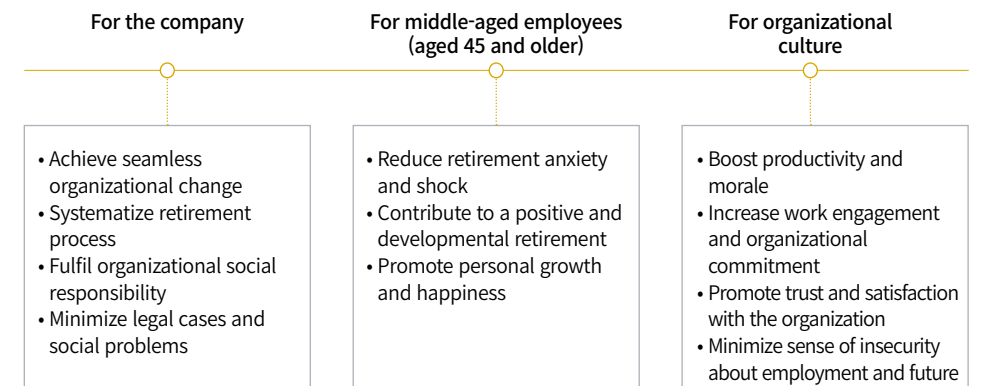
Onboarding training for store managers



Support Program for Retired Employees

E-Land World has programs for middle-aged employees to support their future and new challenges. We intend to provide practical support to help these individuals regain control of their work and life until retirement and remain active in society even after retirement.

Purpose and Expectations of Support Program for Retired Employees



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Talent Management

Quality Management

Safety and Health

Rightness for Everyone

Appendix

Employee Benefits

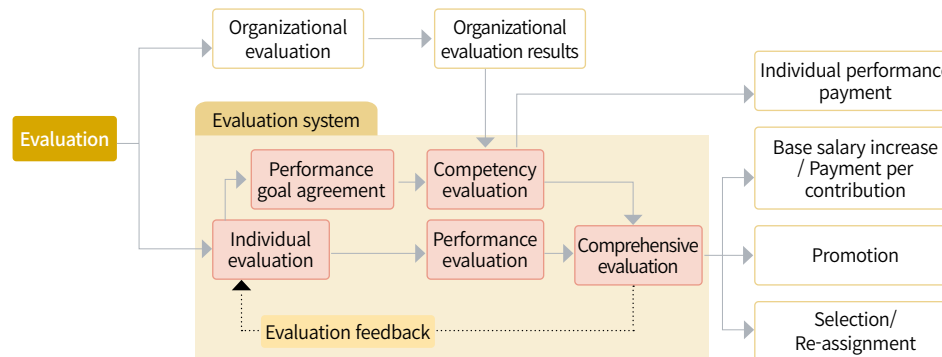
We have one of the best benefits programs in the industry, including affiliate discounts, welfare points, comprehensive health checkups, and access to in-house daycare centers. These programs are equally provided to all employees regardless of regular workers or contractors.

Affiliate Discounts	Resort discounts	Welfare points
Comprehensive Health Checkup	Group accident insurance	Allowance and leaves for congratulations and condolences
On-site daycare center	Employee savings and loans	Cultural Events

Employee Evaluation and Compensation System

When evaluating the performance of our employees, E-Land World organizes a committee to evaluate their achievements and capabilities objectively and fairly. The results of employee evaluations are used for talent development, promotion, compensation, and position assignment. With a systematic process, we try to ensure fair evaluations of our employees' performance.

Employee evaluation process



Communication

E-Land World organizes various cultural events and activities to make active communication among colleagues and strengthen solidarity by building a sense of unity. With our cultural events such as taking part in in-house clubs, volunteer activities, athletic competitions, and song festivals, and creating YouTube content, we intend to strengthen communication among employees and build a flexible and positive organizational culture.



In-house clubs and volunteer activities

Employee Diversity

E-Land World is a place where anyone can be given a fair chance to grow into a leader if they can provide stronger value to our customers regardless of gender, age, or level of education. Based on diversity and inclusion, the Company has established a recruitment system for the disabled in 2014 and provide favor to people with disabilities and people of national merit when we hire new employees. As a result, we have achieved the standard ratio of direct hires for people with disabilities and been recognized as a workplace with equal employment for men and women. The Company was also highly evaluated for its employment of female workers and female executives.

Employee diversity

Item	2020	2021	2022
People of national merit	5 (0.2%)	5 (0.2%)	5 (0.2%)
People with disabilities	48 (2.0%)	74 (2.9%)	71 (2.4%)

Female executives

Item	2020	2021	2022
Total	1366 (56%)	1466 (58%)	1777 (60%)
Executive	3	1	2
Managerial level	245 (10%)	217 (9%)	263 (9%)
New hires	1254 (52%)	1656 (66%)	2126 (72%)



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Talent Management

Quality Management

Safety and Health

Rightness for Everyone

Appendix

Quality Management

E-Land World has established a quality management system to ensure the safety and trust of our customers and systematically manage the quality of our products.

Quality Management System

We implement thorough management for quality and safety of all products and services throughout the entire company to prevent possible harmful effects caused by quality defects. The Company has a quality inspection group and specify strict quality standards to prevent product defects and nonconformities. In doing so, we make our utmost effort for customer satisfaction and safety through self-inspection activities at all sites.

Quality Standards and Quality Checks

In an effort to systematically manage the quality of our products, we set and revise our safety and quality standards in a continuous manner. All our products must meet the requirements of the quality management standards from production to shipment. Based on phased quality checks and weekly monitoring, we collect data on brands and suppliers with high defect rates, abnormal cases and safety information and make use of those to improve the defect rate. We have even stricter management for quality in the case of children's products by ensuring that they meet design standards in addition to meeting criteria of harmful substances.

Quality Assurance Policy



Quality Assurance System

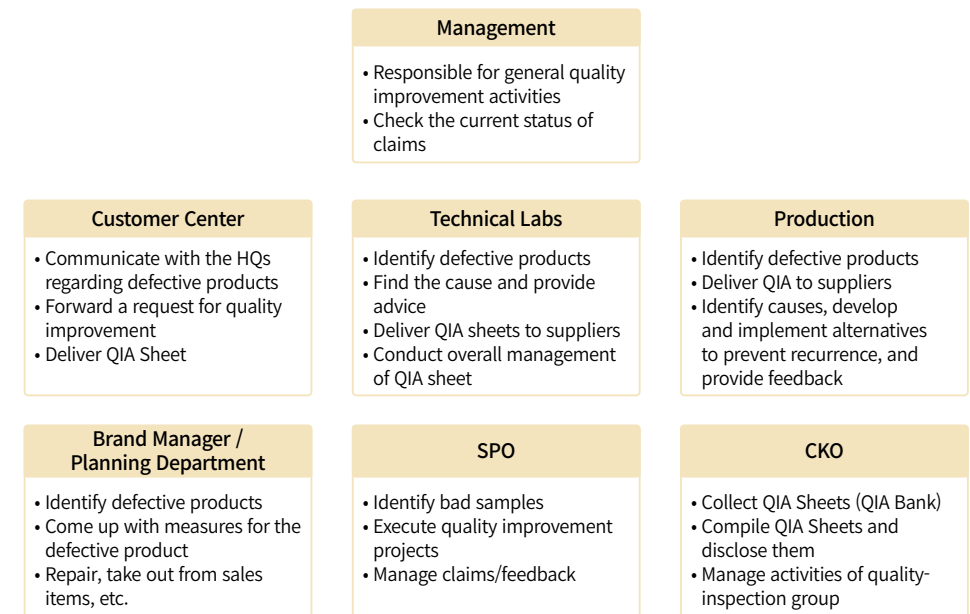
- 1 Identify product defects
- 2 Contact the Customer Center
- 3 Share the details of quality defects
- 4 Provide feedback and make an improvement

Customer center

E-Land World is dedicated to ensuring the safety of our customers by actively checking and improving the safety of our products. To enhance customer safety and satisfaction, and develop a customer-first culture, we operate a channel where customer can make consultation with us based on which we try to identify all quality issues at any time.

Quality Inspection Groups

In the event of a product quality issue, employees in charge of each field, including management, conduct weekly activities for quality control to take timely actions and prevent any recurrence.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Talent Management

Quality Management

Safety and Health

Rightness for Everyone

Appendix

Quality Control for Partner Companies

E-Land World controls the quality of products manufactured by our manufacturing partners from selecting factories to inspecting outgoing products. We ensure safety of our products as all partner companies of E-Land World are required to fully understand and comply with our quality and safety standards when they deliver their products.

Safety and Quality Requirements for Partner Companies



Safety Requirements

- Matters to fully understand for KC Testing
- Safety standards for textile products
- Safety standards in using cold protection mask
- Safety standards for leather products
- Safety standards for umbrella and sunshade
- Safety standards for children's Jewelry
- Synthetic resins
- Common safety standards for children's products
- Stability test applicable to auxiliary material items



Quality Requirements

- Quality standards for apparel raw material
- Quality standards for washability of finished garment
- Applied products by clothes
- Quality standards for raw material of miscellaneous good
- Applied products by item
- Quality standards for auxiliary materials

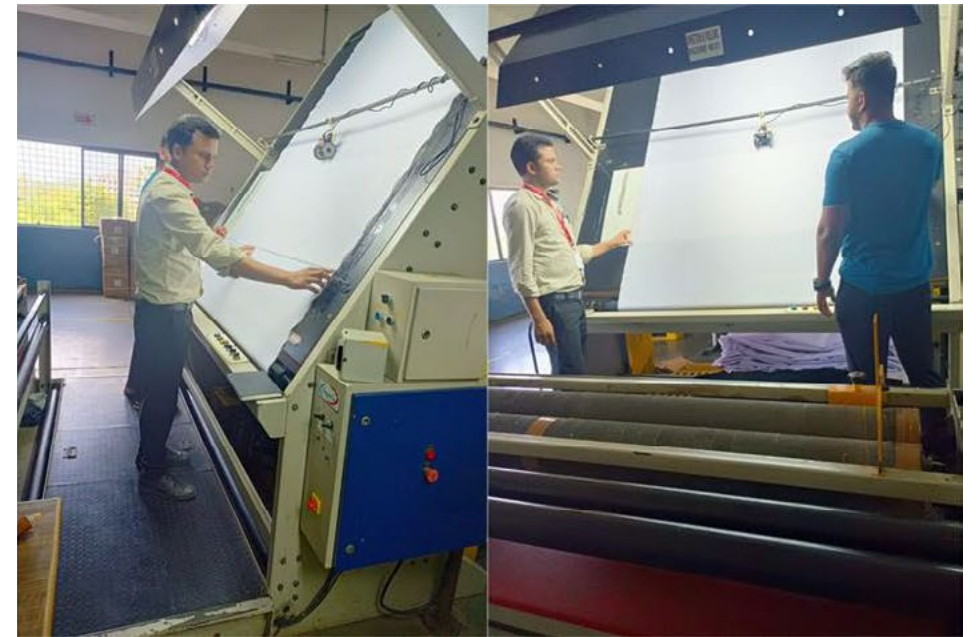


Quality Standards for Functionality

- Drying rate, absorptiveness, cool touch, antibacterial and thermal functions, UV protection, deodorization, etc.

Quality Management Activities for Partner Companies - Onsite Inspectors

Based on our quality inspection system, we periodically inspect the manufacturing and quality control of partner companies. With on-site inspectors, we provide early warning of quality issues and take on-site measures to resolve quality issues at an early stage. We regularly evaluate the manufacturing and quality levels of products from partner companies and prevent them from producing products that do not meet our quality standards.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Talent Management

Quality Management

Safety and Health

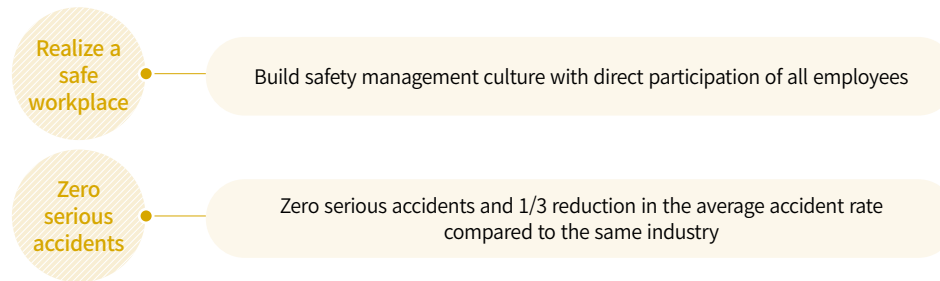
Rightness for Everyone

Appendix

Safety and Health

The safety and health of our employees and customers is the top priority and core value of E-Land World. We are determined to promote the safety and health of our employees by preventing possible safety and health accidents and creating a comfortable working environment.

Long-Term Goals for Health and Safety



2023 Goals for safety and health management

- 1 Reduce industrial accidents by 50%

Item	2022	2023 Goals	Reduction goal compared to the previous year
Stores	0.21%	0.105%	0.11% reduction
HQs	0.03%	0%	Zero accident

- 2 Provide training, supplies, and support to protect employees from infectious diseases. Promptly respond when there are confirmed cases or contacts with them by implementing measures to prevent further transmission.
- 3 Provide wellness programs to help employees manage preexisting conditions, prevent illness, stay emotionally stable, and improve their health.

Safety and Health Management Policy

In 2021, E-Land World decided to maintain and promote the safety and health of its workers as a key management policy, and established the 2022 Safety and Health Management Policy to create a safe and comfortable work environment. We are committed to making continuous improvement and providing active support to realize our goal of reducing industrial accidents by 50%.

Safety and Health Management Policy

1. Establish necessary plans for the safety and health of each employee, comply with the Occupational Safety and Health Act and safety and health-related laws and regulations, and make utmost effort to improve the level of safety and health.
2. Prevent safety accidents in advance by minimizing harmful risk factors and create a comfortable and safe work environment.
3. Assign safety and health activities to all employees as one of their main responsibilities, and provide appropriate education and training to fulfill their roles and responsibilities.
4. Establish an internal communication system for all employees so that they can actively participate in safety and health activities.
5. Build safety and health goals and activity plans, implement them, and regularly check and evaluate them.

Health and Safety Management System

In 2021, E-Land World reorganized its safety and health organization system to improve the safety and health for its employees. We established the Safety Management Head Office under the leadership of CEO to perform the function as a control tower for disaster safety at each business site and enhance the professionalism of safety and health at worksites.

Safety and Health Management Plan

E-Land World has established a “safety and health management plan” after getting approval by the Board of Directors. Stipulating in the Occupational Safety and Health Management Regulations that prior consultation with workers’ representatives must be carried out when establishing the Plan, the Company actively listens to the voice of employees. The plan specifies the roles of the safety and health management organization and the establishment of measures to eliminate and mitigate harmful and dangerous factors identified through risk assessment. In doing so, the Company intends to strengthen safety and health management by checking the implementation of safety and health improvement procedures and reviewing the implementation of response manuals for serious accidents.

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Talent Management

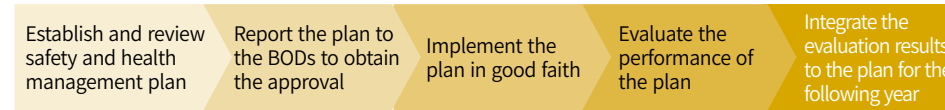
Quality Management

Safety and Health

Rightness for Everyone

Appendix

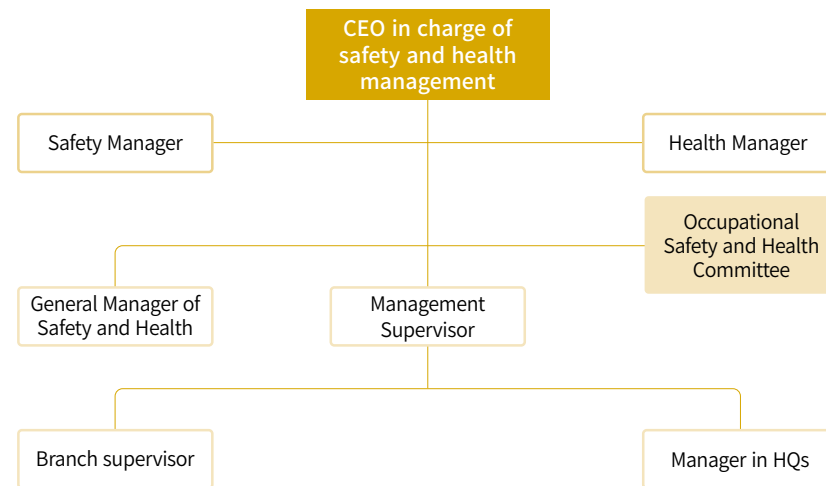
Establishment and Implementation of Safety and Health Management Plan



Occupational Safety and Health System

Having appointed a safety and health management officer, E-Land World systematically manages the entire corporation and headquarters to comply with the Occupational Safety and Health Act and related laws and regulations, and prevents safety accidents from occurring in advance. We do have separate management standards for places and tasks with a higher risk of safety accidents, continuously striving to improve safety and health by raising the awareness of all employees through safety and health inspections, branch inspections, and related education.

Occupational Safety and Health System in HQs



Occupational Safety and Health Committee

E-Land World has established and operates an Occupational Safety and Health Committee to prevent serious industrial accidents from happening and strengthen the safety and health system. Composed of an equal number of workers and employers, the Committee meets on a quarterly basis to discuss safety and health issues. The main agenda of the Committee includes an industrial accident prevention plan, safety and health management regulations, safety and health of workers, work environment inspections, and measures to prevent major industrial accidents. Through this effort, we continue to improve safety management processes and manage safety and health risks.

Occupational Safety and Health Committee Meetings (Quarterly-basis, Four times a year)

Quarter	Key agenda, deliberation and decisions
1st Quarter	<ol style="list-style-type: none"> 1. Changes to the process related to the Serious Accident Punishment Act 2. Deliberation and resolution on revision of the 2022 Safety and Health Management Regulations 3. Pre-check and application for those eligible for general medical examination
2nd Quarter	<ol style="list-style-type: none"> 1. Inspection of occupational safety and health compliance at all worksites 2. Enhanced training for supervisors 3. Review on improvement activities for the second half of the year
3rd Quarter	<ol style="list-style-type: none"> 1. Establishment of criteria that restricts driving of company vehicles in the early morning 2. Promotion of safety inspection of conveyors at Cheonan Logistics 3. Improvement of illumination standards for Cheonan Logistics dock and internal passageways 4. Collective training for management supervisors in Q4 5. Plan to improve the completion rate of regular occupational safety and health education 6. Appointment of new safety managers
4th Quarter	<ol style="list-style-type: none"> 1. Establishment of Safety and Health Plan for Fashion Corporate 2023 and report it to the BOD 2. Management of archives of occupational safety and health-related documents 3. Report on hazardous factors for musculoskeletal system and suggesting improvements 4. Collective training for management supervisors 5. Notices to strengthen occupational safety and fire management by business sites 6. Emergency response manual for office building 7. Management of safety and health status of fashion-business facilities

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Talent Management

Quality Management

Safety and Health

Rightness for Everyone

Appendix

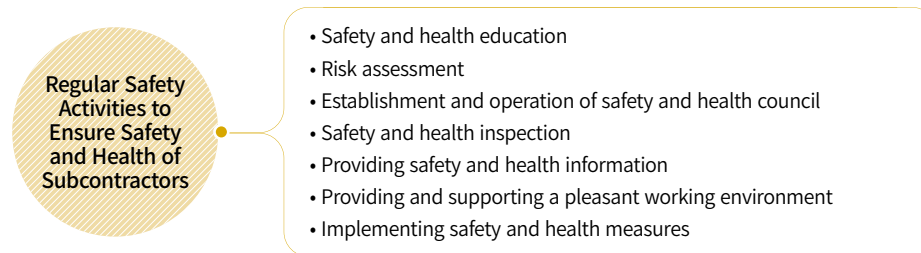
Health and Safety Risk Management

Safety and Health Risk Assessment

E-Land World makes a regular assessment of safety and health of employees and the work environment at all business sites at the company level. We categorize tasks according to the level of risk involved at each workplace, and establish systematic and enhanced measures to prevent possible safety accidents. We conduct continuous monitoring and risk reassessment to prevent recurrence of safety accidents, and carry out regular and frequent assessments to identify possible accidents and disasters and to predict the frequency of accidents and disaster outcomes.

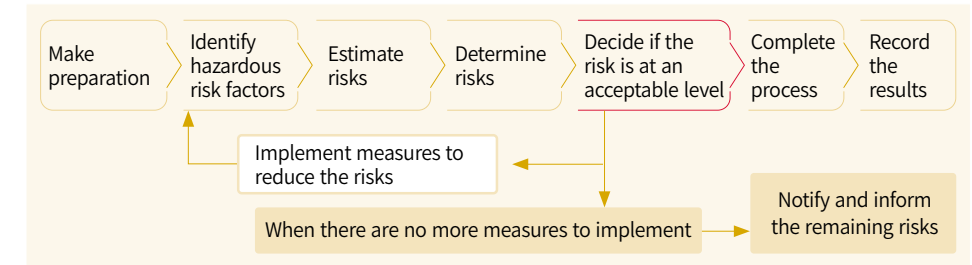
Safety Management of Partner Companies

E-Land World sees our suppliers as partners for growth engine who we can build a safe industrial ecosystem together. Wishing to become a true partner for mutual growth beyond a simple buyer-supplier relationship with our resident suppliers, we have formed a consultative body that can actively integrate the requests from both sides of buyer and supplier. We also conduct and inspect occupational safety and health for our partners, putting their safety as our top priority.



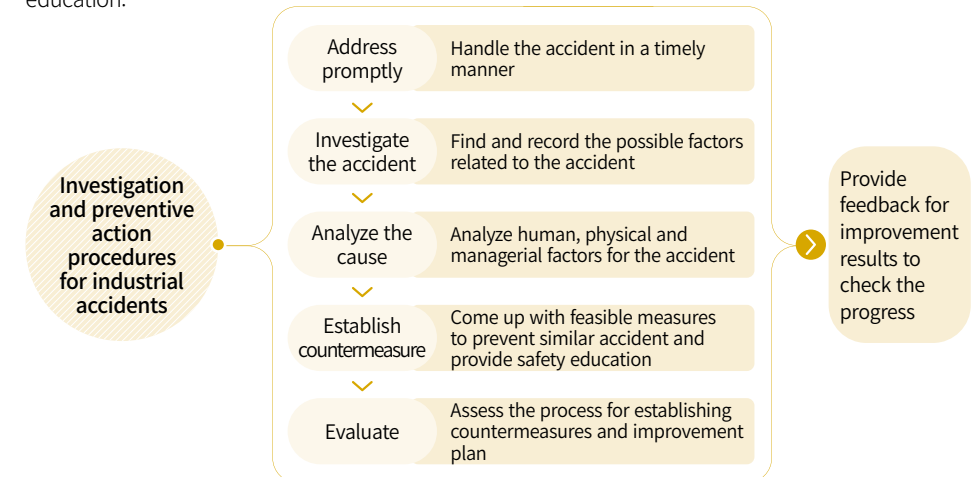
Assessment Process of Safety and Health Risk

- Risk assessment starts with preparation followed by identifying hazardous risk factors, estimating and determining risks, and establishing and implementing measure to reduce risks.
- The assessment is not a one-time process, but a series of five steps until the level of risk is reduced to an acceptable level.



Measures to prevent the recurrence

In the event of a work-related industrial accident, E-Land World establishes a dedicated response team to promptly address the accident, investigate the exact cause and establish measures to prevent recurrence of accidents. The safety and health management supervisor seeks measures to prevent recurrence of accidents, establishes improvement plans, and conducts prevention education.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Talent Management

Quality Management

Safety and Health

Rightness for Everyone

Appendix

Safety Culture for Employees

Safety Manuals and Training Activities

E-Land World has established and revised risk assessment manuals to prevent safety accidents, create a pleasant working environment and promote the safety and security of workers. In addition, we provide safety and health training to workers and manage their completion rate in order to help them develop the ability to appropriately respond to dangerous situations by acquiring knowledge about occupational safety and prevent industrial accidents from happening.

Target and Training Hours on industrial safety and health

Training	Target	Training hours
Regular training	HQ employees	6 hours or longer, every quarter
	Store employees	3 hours or longer, every quarter
	Newly appointed supervisors	16 hours or longer per year
Training when hired	New hires	1 hour or longer
		8 hours or longer
Training when work changes	Employees whose important work have changed	1 hour or longer
		2 hours or longer
Special training	Separately decided	Separately decided



Regular training on safety and health for supervisors of MIXXO / FOLDER / New Balance

Workplace Safety Management

E-Land World has established a safe environment system to promote the safety and health of employees in directly-owned stores and logistics centers. The directly-owned stores have risks such as musculoskeletal diseases caused by repetitive work with heavy objects and fall accidents caused by ladder work while the logistics centers have risks of accidents caused by conveyors of dangerous machinery and forklifts. To prevent any accidents caused by these risk factors, the Company tries to identify and improve possible risk factors through risk assessments, joint inspections, and listening to workers' opinions.

Health Promotion Activities

E-Land World carries out comprehensive medical checkups every year, provides consultations with professional doctors based on the results of the checkups, and monitors basic data of employees in high-risk groups for intensive observation. We also run health promotion programs such as smoking cessation clinics and training on the management of job stress and depression. In order to make timely response to the COVID-19 pandemic, we have operated company-wide notice boards, real-time communication via email, telecommuting, and disinfection activities.



Gardening counseling for emotional management 'I'll tell you with flowers'



Emotion management letter 'Hello, my heart'

Walk-Around Inspection

We immediately eliminate risk factors found through walk-around inspections and monitor whether new systems or factors are posing another threat. After conducting joint inspections through a consultative body comprised of members from various departments, we collect their opinions and conduct on-site walk-around inspections and multi-disciplinary joint inspections on a regular basis to identify risks from various perspectives.

Listening to Employees' Voice

We listen to employees' voice through communication channels to better manage their safety and health. The Company posts the results of decisions made at the Occupational Safety and Health Committee meetings on our intranet, and collect reports on hazardous factors in the workplace through the "Online QR Code Reporting System". In order to increase opportunities for eliminating occupational health and safety risks and expand the openness, we also conduct a "written survey to listen to the voice of our employees" to directly collect their ideas.

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Talent Management

Quality Management

Safety and Health

Rightness for Everyone

Appendix

Interview with E-Land World Employees

Safety and Health Management Team

**Hwang Tae Yang / Lee Seung Won / Hwang Hye Jung /
Chang Chan Hee / Kim Sun Young**



Q1. Please tell us about your work and roles, and what kind of efforts you are making to create a safe workplace.

As we believe that safety is the most important core value in management, we try to make a proper response accordingly. To strengthen safety and health management, we are also making various attempts to apply the safety and health management system to the business in line with compliance control standards. To achieve zero industrial risk and accidents, we prioritize the safety and health of our employees and business partners, implementing effective safety and health activities, and focus on strengthening education for occupational safety and health to raise workers' awareness. In addition, we have established a line organization consisting of the head of safety and health management, general manager of safety and health, and management supervisors, and a staff organization such as the safety management headquarters to form and implement safety and health management plans.

Q2. The importance of safety and health of employees in the workplace has been growing along with strengthened Serious Accident Punishment Act. What are the most important safety and health activities that E-Land World is implementing in response to this?

For safety and health management, E-Land World collects opinions from workers through various channels, including the "Occupational Safety and Health Committee", "a survey to listen to the voice of employees" when assessing risks, and "QR Online report for harmful and dangerous factors at the workplace". In particular, the Occupational Safety and Health Committee deliberates and resolves important issues related to safety and health at the workplace. Consisting of members from both sides of workers and employers, the Committee makes decisions through a consultation process at least once every quarter, and posts the results of the meetings on the company's intranet. Since not all workers can participate in the Committee meetings, we have opened an online channel to allow more workers to participate and express their opinions. Each of our workplaces is equipped with facilities for hazardous risk prevention and health promotion rooms necessary for safety and health activities, providing relevant education and operating various health management programs. Health management programs include smoking cessation clinics, education on managing job stress and depression, and annual medical checkups to provide consultations with specialist based on the results of the checkup.

Q3. What are the goals and plans in the field of safety and health to improve the sustainability of E-Land World?

Our goal in the field of safety and health is to achieve "accident-free management" by establishing, implementing and internalizing the safety and health management system that enables safety management to be implemented down to the bottom of the site through the voluntary participation of all employees. We recognize "safety" and "health" as core values and plan to establish a global base for safety standards and inspections by obtaining ISO 45001(Safety and Health Management System) certification. In doing so, we can meet the requirements of occupational health and safety management to promote the safety and health of employees and prevent occupational accidents. We will do our best to ensure a safe working environment for our employees, and with the publication of the first Sustainability report as a starting point, we will continue to make efforts for practical ESG management.

Rightness for Everyone

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Appendix



Leading Right Management



Under the ethical philosophy of “transparent and fair management activities”, E-Land World organizes a committee within the Board of Directors to establish transparent and sound governance and fulfill their roles. In order to prevent financial and non-financial risks and minimize losses, the Company has established an ongoing risk management system. We are determined to fulfill our responsibilities as a social enterprise by protecting our stakeholders.

Board of Directors

Environmental & Social Materiality ●●●○○
Financial Materiality ●●●●●

Risk & Opportunity

Increased vulnerability to business and non-financial risk factors due to lack of governance

Approach

Establish an ESG committee within the BoD to make decisions on management ESG-related issues.

Corporate Ethics*

Environmental & Social Materiality ●●●○○
Financial Materiality ●●●○○

Risk & Opportunity

Internal corruption caused by unethical behavior of employees

Approach

Strengthen ethical awareness through compliance with the E-Land Code of Ethical Practice

*Report management issues that were not identified as material, but considered to be related to company's activities.

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone**Governance**

Human Rights Management

Ethical Management

Risk Management

Information Protection

Appendix

Governance

Since its foundation, E-Land World has been practicing the ethical philosophy of “transparent and fair business activities” through its differentiated management philosophy and core values. We continue to fulfill our roles and responsibilities as the light and salt of society by establishing transparent and sound governance.

Composition of BoD

The Board of Directors of E-Land World is composed of five directors. As stipulated in the Rules of Operation of the Board of Directors, the Chairperson is selected from the directors by BoD resolution. Pursuant to Article 43 of the Articles of Association (Composition and Convening of the Board of Directors), the BoD decides on important matters of the Company's business.

Composition of BoD

Category	Name	Gender	Position and career background	Position
Internal directors (5)	CHOI JONG RANG	Male	CEO (Former) CEO of E-Land China BG (Concurrent) E-LAND Fashion (Shanghai) Co. Ltd.	CEO
	CHOI WOONSIK	Male	CEO (Former) Oversaw Global SPAO of E-Land World	CEO
	CHOI HYEONG WOOK	Male	Vice President (Former) Head Office of Strategic Planning, E-Land World (Concurrent) E-Land Retail (affiliate)	CSO
	LEE YOONJOO	Female	Executive Director (Former) E-Land Retail CF (Concurrent) E-Land Retail (affiliate)	CFO
	KO KOANJU	Male	Managing Director (Former) Head of Finance Head Office, E-Land World (Concurrent) In charge of investment of E-Land (affiliate)	Head of Tax Division

Diversity and Independence of BoD

E-Land World's BoD is comprised of experts from different fields, including management, finance, and accounting. We try to maintain diversity of members to ensure that we are not biased toward specific backgrounds and fields. We intend to achieve gender balance on the board by appointing a female director. The Directors with diverse backgrounds and expertise in their respective fields take responsibilities for overall management of the Company. The members of the BOD are appointed by the general meeting of shareholders, and director candidates to be appointed by the general meeting of shareholders are selected by the BOD and finalized as an agenda item to be submitted to the general meeting of shareholders. Each member of the BoD oversees E-Land World's business and fulfils their responsibilities for external affairs.

Operation of BoD

The BoD meeting is convened by the CEO or a member (director) designated by the BoD with one day's notice and resolves important matters of the company. As “ESG management” emerged as an important business topic in 2021, the Company established a dedicated ESG organization and implemented a professional ESG management system. In 2021 and 2022, we provided ESG trainings for key executives and employees, and conducted a project to come up with ESG management plans.

Operation of BoD



19
Number of BoD meetings



111
Number of Agenda

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Governance

Human Rights Management

Ethical Management

Risk Management

Information Protection

Appendix

BoD Evaluation and Compensation

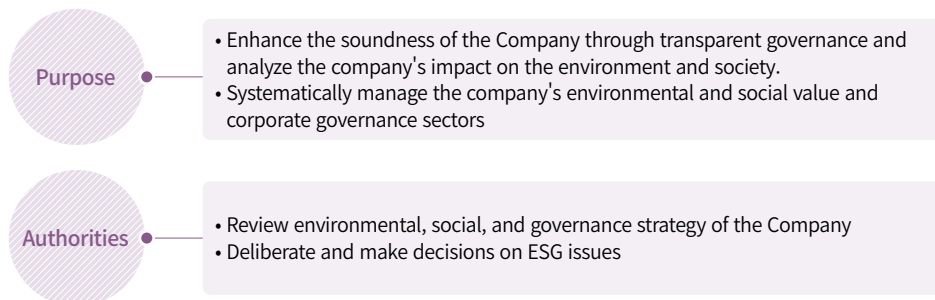
Determined through a resolution of the general meeting of shareholders, BoD remuneration is divided into fixed and performance-based salaries. In accordance with the Regulations for the Treatment of Executives (Resolution of the Board of Directors), we evaluate the BoD and determine their remuneration based on their position, the nature of their delegated duties, and the performance results of the previous year. The average compensation of executives is disclosed in the business report, and the criteria for executives receiving compensation of KRW 500 million or more is explained.

Item	Number of persons	Amount approved by general meeting of shareholders
Registered directors	5	KRW 8 billion
Auditor	1	KRW 400 million

BoD Committees

E-Land World has two committees within the BoD: Asset & Liability Management Committee and ESG Committee. A deliberative body for environmental, social and governance issues for the Company, the ESG Committee consults, resolves, and promotes ESG-related management issues. By establishing the “ESG Committee Regulations” as the bylaws, the committee's roles, authorities, and responsibilities are defined to promote ESG management. The Asset & Liability Management Committee was established to comprehensively manage the assets and liabilities of E-Land World to minimize risks and maximize profits.

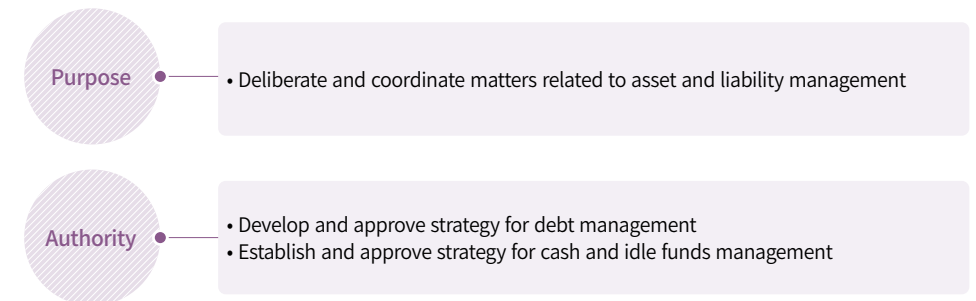
ESG Committees



ESG Committee Regulation

Item	Description
Purpose	Decide the function, composition and authority of ESG committee
Function and authority	Deliberate and decided ESG related management issues as an ESG consultative body within BoD
Composition	① Chairperson is appointed among Committee members. ② Committee consists of three or more directors with one year term. ③ Professional advisory body can be composed of external experts. ④ Secretary is in charge of promoting ESG-related work in the Committee.
Resolution	Resolved if a majority of the members are present and a majority of the members present agree. ※ External advisors do not have voting rights
Agenda	ESG strategy direction, initiatives, implementation of the previous year's ESG initiatives, non-financial environment and social issues, communication with ESG-related stakeholders and other ESG-related matters.

Asset & Liability Management Committee



Composition of Committees within BoD

Committee	CHOI WOONSIK	CHOI HYEONG WOOK	LEE YOONJOO	KO KOANJU
ESG Committee	●	● Chairperson	●	
Asset & Liability Management Committee		●	● Chairperson	●



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Governance

Human Rights Management

Ethical Management

Risk Management

Information Protection

Appendix

Human Rights Management

E-Land World strives to build and spread a human rights management system throughout our corporate activities that emphasizes the human rights of all stakeholders, including customers, employees, partner companies, and local communities. To this end, we regularly conduct trainings to raise the human rights awareness of our employees.

Human Rights Policy

The Company complies with international standards and guidelines related to human rights, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. Reflecting these principles of human rights management in E-Land's Ten Codes of Ethics, we make our utmost effort to prevent and resolve negative impacts of our customers, employees, partner companies, and community members on human rights.

Basic Principles of Human Rights

- [Mutual Respect]** We respect and use polite language among employees and partner companies.
- [Healthy Life]** We do not engage in unhealthy personal life and sexual harassment, and live a dignified and frugal life.
- [Fair treatment]** We provide growth opportunities without discrimination based on gender, origin, etc. and take responsibility for work results.

Human Rights Management Policy

Actively implementing human rights management, the Company prohibits any discrimination based on gender, age, race, disability status, religion, etc. We respect diversity and prevent workplace harassment, and include actions in case of such occurrence in our employment rules, which are posted internally. We ensure equal opportunities without discrimination in the entire process of recruitment, evaluation, compensation, and training, and seek to improve employees' awareness of human rights and enhance their willingness to implement them. In principle, the Company prohibits the employment of minors. For female employees, various family-friendly welfare systems are introduced such as telecommuting for pregnant women and flexible work systems, working-hour reduction during pregnancy and childcare.

Prohibition of gender discrimination

- Prohibition of gender discrimination in job assignment, promotion, and training of executives and employees.

Prohibition of discrimination against persons with disabilities

- Eliminate workplace bias against people with disabilities
- Increase the recruitment of employees with disabilities
- Participate in training to raise the awareness of the disabled

Prevention of and measure for sexual harassment in the workplace

- Participate in training to prevent sexual harassment in workplace
- Establish a grievance committee and the principle of non-disclosure
- Prevent sexual harassment by customers, etc.

Prohibition of and measures against workplace harassment

- Prohibit any behavior that causes physical or mental distress or creates a hostile work environment
- Take part in training on preventing workplace harassment
- Protect victimized employees, maintain confidentiality, and prohibit adverse treatment

Special Performance



Awarded at Korea Disability Employment Promotion Competition in 2019 (SPA0)

Promoting Employment of People with Disabilities

We are taking the lead in promoting the human rights of people with disabilities by facilitating the employment of the disabled. In 2014, we established and expanded our disability employment system by hiring a worker with severe disabilities as a salesperson at our SPA0 store in Myeongdong, Seoul. In 2019, we entered a partnership with the Korea Employment Agency for the Disabled to establish and expand work experience courses at training centers in Seoul, Gyeonggi, Daejeon, and Daegu for people with a developmental disability, actively supporting the development of job skills to nurture workers with disabilities. The Company also established a system for students from the center to get job at SPA0 stores. Based on these efforts, we were awarded the Iron Tower Order of Industrial Service Merit at the Korea Disability Employment Promotion Competition in 2019 for actively creating jobs for people with disabilities. Currently, there are 71 employees with disabilities working at E-Land World. We continue to expand the employment of people with disabilities with the goal of hiring one disabled employee per store nationwide.

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Governance

Human Rights Management

Ethical Management

Risk Management

Information Protection

Appendix

Internal Human Rights Management Activities

Human Rights Education

E-Land World regularly conducts education to strengthen the awareness of all employees about human rights and spread a culture where individual diversity is respected. Compulsory trainings to raise awareness of people with disability, to prevent workplace bullying and sexual harassment are conducted for all employees on a yearly basis.

Training to raise awareness of the disabled

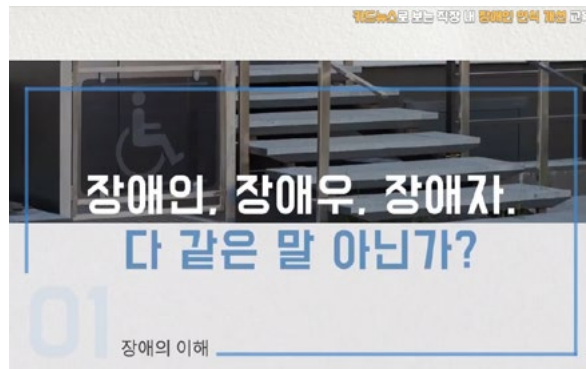
By conducting more than one hour of disability awareness training for employees every year, E-Land World intends to eliminate workplace prejudice against people with disabilities and expand the number of employees with disabilities by creating stable working conditions.

Training to prevent sexual harassment

In an effort to prevent sexual harassment in the workplace and ensure that all employees work in a safe working environment, the Company provides preventive education on relevant laws, sexual harassment prevention, relief methods for human rights, and company policies.

Training to prevent bullying in the workplace

In order to prevent workplace harassment and create a healthy organizational culture, we provide trainings on the concept of workplace bullying and how to deal with it when it occurs, and strive to create a culture where all employees respect each other.



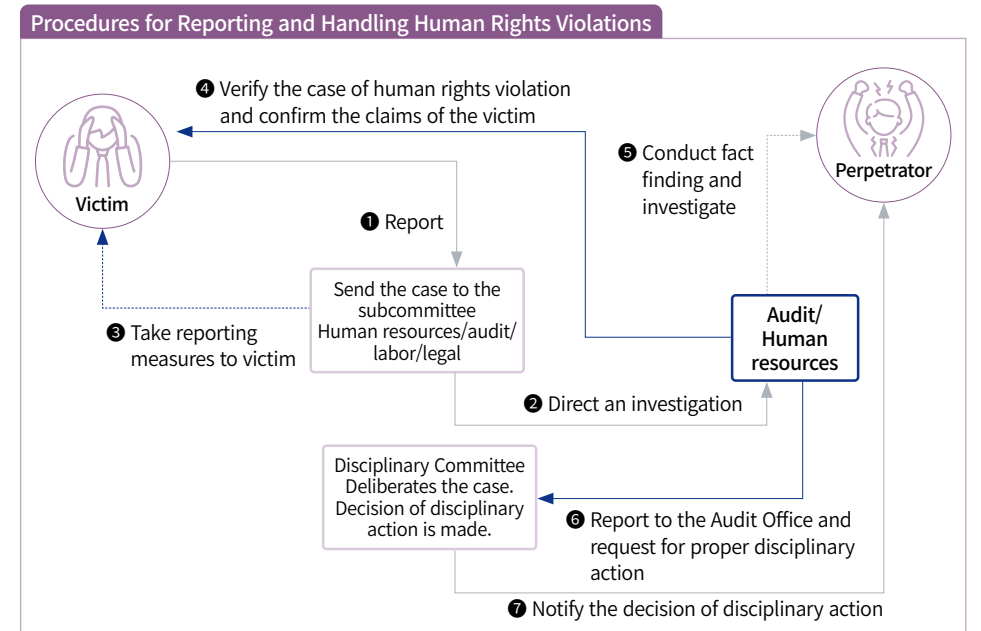
Educational materials to improve awareness of people with disabilities

Reporting System for Violation against Human Rights

We operate various reporting channels to receive reports of human rights violations such as gender discrimination, workplace bullying, and sexual harassment. These channels include online reporting center, the E-Land Reporting Box which can be reported through the mobile app, and others that can be reported by email or phone. Reports are sent directly to the Audit Office who then investigates the case. The information about the victim and the incident is encrypted to ensure strict confidentiality.

Procedures for Reporting and Handling Human Rights Violations

In accordance with the response process in the event of a human rights violation, a human resources subcommittee comprised of human resources, audit, labor, legal, and related departments is formed to conduct a prompt and thorough investigation with the audit and human resources departments within seven days. Throughout the investigation and handling process, we protect the informant and the victim, observe the obligation of confidentiality, and take strict measures against the perpetrator if human rights violation is confirmed.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Governance

Human Rights Management

Ethical Management

Risk Management

Information Protection

Appendix

Ethical Management

Putting corporate ethics as top priority, E-Land World practices honest and ethical management to gain the trust of stakeholders through transparent and fair business activities.

Code of Ethics

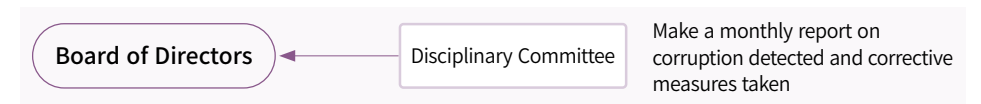
We have established the “E-Land 10 Code of Ethics” and the “E-Land Ethical Practice Guidelines” to establish honest and ethical management system and practice the core values of the Company. The Code of Ethics is posted on the intranet bulletin board accessible to employees and on the E-Land’s website for ethical management accessible to external stakeholders to encourage all employees to practice ethical behavior in dealings with customers and suppliers, and to enhance customer value by creating a sense of trust with stakeholders.

E-Land’s 10 Code of Ethics

[Respect for Customers]	Provide value that touches customers to be loved and trusted.
[Compliance]	Comply with laws and regulations and business standards applicable to our management philosophy and business activities
[Transparent transactions]	Do not engage in unfair behavior toward our suppliers or pursue private interests. Conduct fair and transparent transactions.
[Anti-Corruption]	Do not request or receive any money, gifts, entertainment, special consideration, request, favor, etc. from our suppliers.
[Private and public affairs]	Do not improperly acquire or privately use the assets, goods, and funds of the company and its partner companies.
[Information Protection]	Do not disclose any information or secrets learned about customers, partners, and business.
[Mutual Respect]	Respect and use polite language among employees and partner companies.
[Healthy Life]	Do not engage in unhealthy personal life and sexual harassment, and live a dignified and frugal life.
[Fair treatment]	Provide growth opportunities without discrimination based on gender, origin, etc. and take responsibility for work results.
[Accident Prevention]	Protect the environment and make every effort to ensure customer safety and prevent accidents.

Organization Dedicated to Ethical Management

To respond to demands for corporate ethics and comply with laws and regulations, the Board of Directors and the Disciplinary Committee work together to promote ethical management. For transparent and fair ethical management, we manage internal and external ethical issues, establish, educate, and monitor ethical management policies, and operate anti-corruption programs. The results of corruption detected, and corrective measures taken by anti-corruption programs are reported to the BoD every month.



E-Land Ethical Practice Guidelines

The Ethical Practice Guidelines was established to enhance the competitiveness of the Company through fair transactions with suppliers and to protect the Company and its employees from fraudulent risks.

Items	Guidelines
Meals	Refrain from dining with vendors (In case of dining, pay for your own meals)
	Do not pass the team’s dinner expenses to subcontractors (partner companies, vendors)
Congratulations and condolences	Do not directly or indirectly inform your family events to partner companies.
Money	Do not engage in monetary transactions including accepting money, acting as a payment delivery agent, borrowing and lending.
Gifts	Do not accept any gifts.
Entertainment	Do not host or receive entertainment, drinking occasions, etc.
Transactions	Do not make business transactions with persons with personal relationship



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Governance

Human Rights Management

Ethical Management

Risk Management

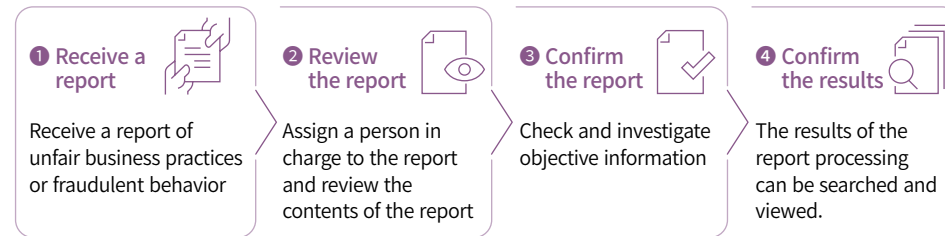
Information Protection

Appendix

Anti-Corruption Reporting

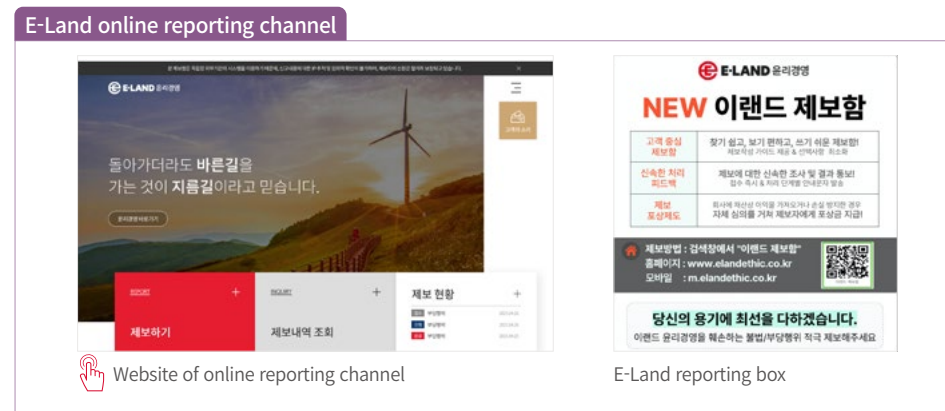
E-Land World has a reporting channel available to all employees and stakeholders. Any unethical situation or behavior that violates the laws and company regulations can be anonymously reported through the channel. In 2023, we reorganized the customer-centered reporting channel to promptly investigate reports and notify the results. For reports that bring financial benefits to the company or prevent loss, we deliberate the case and provide rewards to a whistleblower.

Process for reporting ethics violation



Whistleblower Protection

Using the independent system of an external organization, IP tracking and arbitrary verification of the contents of the report can't be made, and identity of the whistleblower is strictly protected. The Audit Office is committed to strictly managing related information to protect the identity of whistleblowers and prevent identity disclosure.



Ethical Management Activities

Ethics Education for Employees and Partner Companies

We regularly carry out ethics education programs for employees to raise their awareness of ethical management. Depending on the enactment and revision of laws and regulations and the changing environment, the Company provides face-to-face training on ethical regulations related to specific issues. In addition, we continue to improve the ethical awareness of all employees and stakeholders by visiting our partner companies and store owners to provide trainings in person.

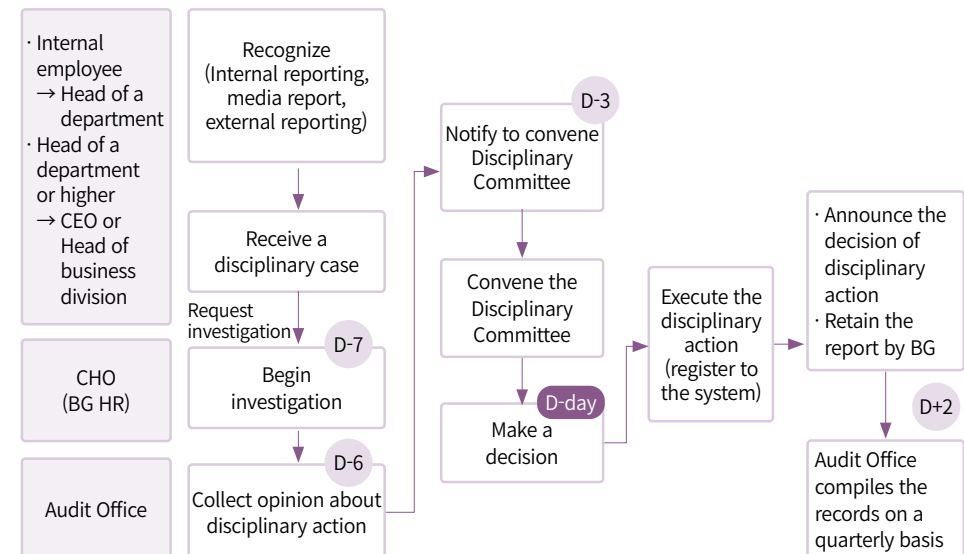
Ethics Education for Stakeholders

In 2023, we ran training courses for 63 stakeholders of our partner companies, focusing on what to look out for when doing business with E-Land World.

2023 Training courses for **63** stakeholders of our partner companies

Disciplinary System for Ethics Violations

When E-Land World receives a report of an ethics violation, a disciplinary department and a disciplinary committee are formed, the Company sets a time limit for disciplinary action and addresses it within 7 days. Recognizing a case of ethics violation, we delegate an investigation to the audit to derive a disciplinary opinion, hold a disciplinary committee with the relevant department to make a decision and make effort to prevent recurrence after the disciplinary action is taken.



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Governance

Human Rights Management

Ethical Management

Risk Management

Information Protection

Appendix

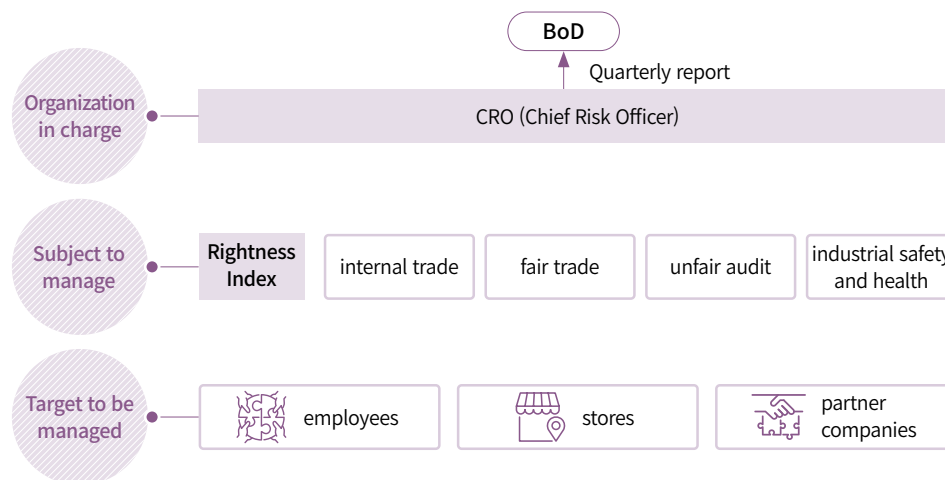
Risk Management

E-Land World has established and runs an enterprise-wide risk management system to minimize losses by predicting risks in advance and making effective response.

Risk Management System and Procedure

With the “Rightness Index” check, E-Land World has established and operates an enterprise-wide risk management system. We categorize risks across corporate activities into four categories (internal transactions, fair trade, fraudulent audit, and occupational safety and health) to prevent potential risks in all areas, including fair trade, intellectual property rights, audit, occupational safety, and information protection, and to conduct an integrated management for the entire response process when issues arise.

The CRO is in charge of managing risks and reports the status of risk management to the BoD on a regular and frequent basis. We proactively prevent risks by checking the Rightness Index for employees, stores, and partner companies twice a year, and immediately report and respond to issues to the BoD and conduct additional monitoring. We also conduct company-wide special audits every quarter to identify and improve deficiencies and report all progress and monitoring to the BoD. Depending on the specificity of the risk, we hire an external law firm to conduct company-wide risk checks if necessary, and strive to prevent risk factors in a stable manner.



Integrated management for financial and non-financial risks

Financial Risk Management

E-Land World is committed to the preparation and disclosure of reliable financial statements for all business activities and transactions. We operate a control system for internal accounting to proactively and thoroughly review errors that could cause financial statements to be misleading and to detect and prevent fraud.

Non-Financial Risk Management

Fair Trade Risk Management

Through the evaluation of the Fair Trade Commission for subcontractors and fair trade agreements with agents, the Company checks risk factors and continues to improve business processes and revise company regulations to comply with the law.

Occupational Safety Management Team

We have established a systematic response mechanism to occupational safety and health to minimize safety and health risks for all employees. We inspect sites on a daily, weekly, and monthly basis, monitor risk situations, and take immediate action against risks identified.

Evaluating risk level of occupational safety and taking measures for improvement (2022)

	Risk factors	Preventive measures for industrial accidents
HQs	<ul style="list-style-type: none"> Musculoskeletal Disorders Fire hazards 	<ul style="list-style-type: none"> Operated an Occupational Safety and Health Committee Improved safety awareness through paid services for safety and health education
Stores	<ul style="list-style-type: none"> Musculoskeletal Disorders Fall from a ladder Fire hazard 	<ul style="list-style-type: none"> Conducted classroom training on safety and health for supervisor (twice a year) Conducted monthly safety training Daily, weekly, monthly fire prevention checklist
Logistics Centers	<ul style="list-style-type: none"> Risk of heavy lifting accidents, such as getting caught in dangerous machinery. Risk of electrical fire 	<ul style="list-style-type: none"> Evaluated and set standards for supplier safety and health Strengthened firefighting facilities and conducted monthly fire drills Implemented daily, weekly, and monthly fire prevention checklists



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Governance

Human Rights Management

Ethical Management

Risk Management

Information Protection

Appendix

Information Protection

E-Land World recognizes that protecting corporate and customer information in a safe manner is an important activity for sustainable management to fulfill its responsibility as a social enterprise.

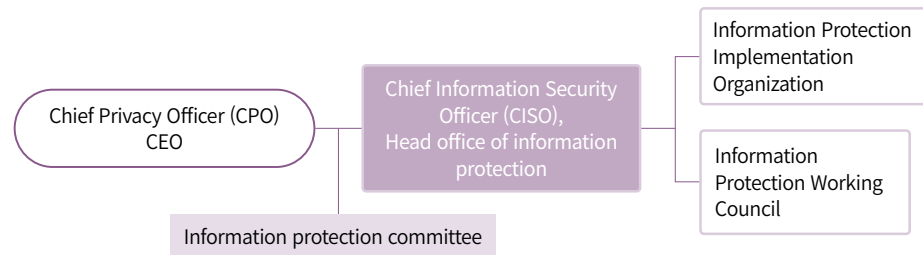
Information Protection Policies and Controls

Information Protection Policy

Having established information protection policies and guidelines, and disclosed them on the Company's intranet for all executives and employees, E-Land World ensures that we all have the same goals and direction for information protection. Internal inspections and external audits of information assets, namely information and information systems, are conducted annually to ensure that information assets are properly protected. When protection measures turn out to be insufficient, supplementary measures are promptly devised and implemented. Every year, the Company checks vulnerabilities of customer information and information systems with internal and external experts, and conducts simulated hacking, internal audits, and risk assessments. We carry out education and campaigns on information protection for employees and conduct annual ISMS (Information Security Management System) audits from a national organization (KISA).

Information Protection Organization and Management System

To protect information assets from different threats and manage them safely, E-Land World operates an information protection organization consisting of the Chief Privacy Officer (CPO), Chief Information Security Officer (CISO), and information protection officers (head of brand) of each BU/brand. Within the organization, the Information Protection Committee, Information Protection Working Council and Information Protection Implementation Organization are formed to ensure that the information protection policy and the internal management plan for personal information, including 20 guidelines, are systematically operated and managed.



Raising Information Protection Awareness

We provide trainings to all employees to raise their protection awareness and establish a culture of information protection. Information protection education is customized for each job, including trainings for general information protection, specialized information protection, employees in charge of handling personal information, and IT/ security. To prevent advanced persistent threats (APTs) that infect PCs by hiding malware in email attachments or URLs, the Company regularly conducts mock drills to respond to breaches and carries out information protection campaigns.

Education and training for information protection (2022)

Trainings	When	Details
Personal information protection	January – December, 2022	Online training for personal information protection for employees (Generals)
Trainings for each job	January – December, 2022	Online and offline trainings depending on BUs and teams
Key issues of information protection "1-Point Email" education	January – December, 2022	Administration account and document management, CCTV operation in stores, site managers, antivirus checks for relevant departments such as e-commerce, marketing, planning, response to malicious emails, etc.
Mock drills for breaches	May 2022	APT simulation training to understand infringement response procedures and prevent malware infection



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Enjoyment for Earth

Sharing for Everyone

Growth for Everyone

Rightness for Everyone

Governance

Human Rights Management

Ethical Management

Risk Management

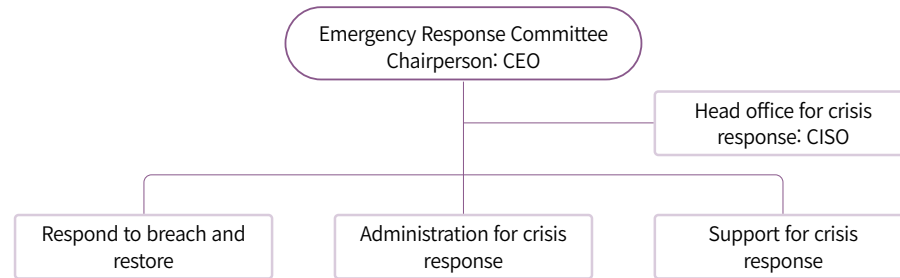
Information Protection

Appendix

Strengthening Information Protection Response

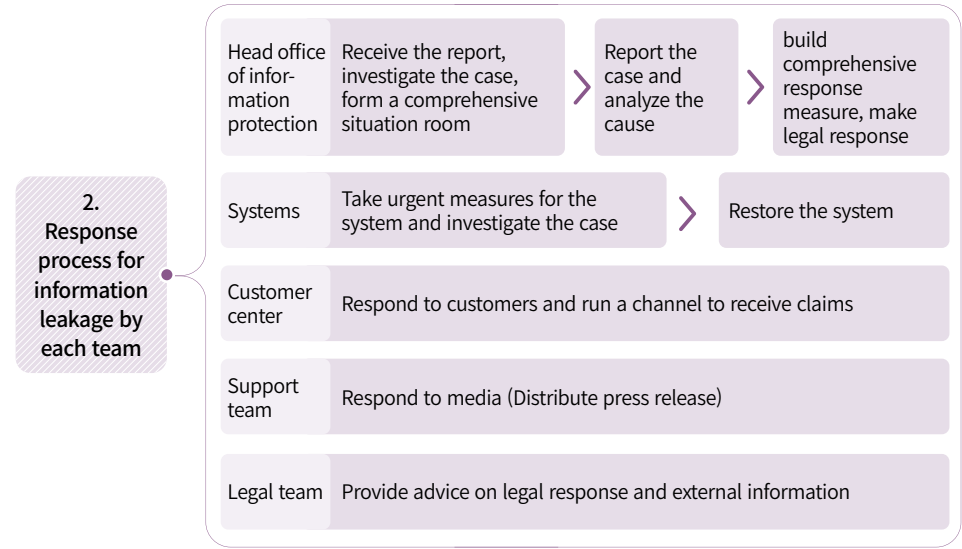
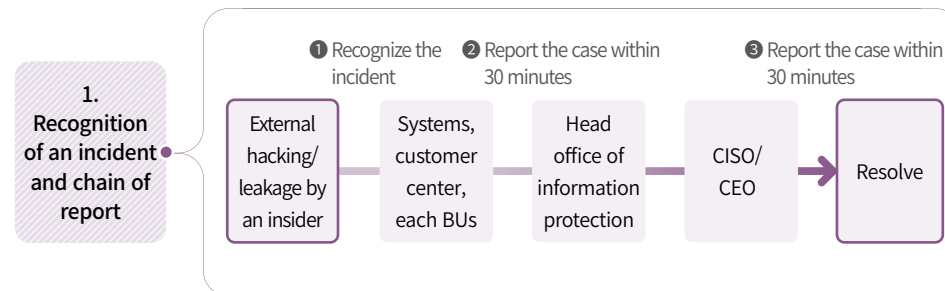
E-Land World runs a response organization for an information protection crisis to promptly and effectively deal with information system failures and business interruptions that may occur due to fires, power outages, earthquakes, explosions, and environmental pollution accidents. We have established a reporting system for business continuity plans and emergency contact networks.

Organization



Procedures for Responding to Personal Information Leakage

We regularly conduct different mock drills to respond to various emergencies. In the event of a system failure or information leakage, the first employee to recognize it reports to the head of information protection of each BU/brand/department within 30 minutes who then reports it to the Chief Information Security Officer (CISO) within 30 minutes to make a quick response, including the establishment of a comprehensive situation room.



Information Protection Certification

To verify and improve the protection and operation systems for information asset in a continuous manner, we maintain Information Security Management System (ISMS) certification and try to build secure information systems. We must comply with 80 items (234 detailed items) required by the ISMS Certification Committee and be evaluated through pre-audit, on-site audit, and post-audit to prove that the Company maintains and manages the information protection management system properly.

Improvement Activities for Information Security Management System



Obtaining the Information Security Management System (ISMS) certification in 2017, we are maintaining the ISMS certification for seven consecutive years to this year in order to ensure that we have an information security management system that meets domestic and international standards.

Maintain **ISMS** certification for 7 years as of 2023

Information Security Management System (ISMS) Certificate¹⁾

1) Scope of certification: Online service of E-Land World



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Appendix

Financial Performance	61	Third-Party Assurance Statement	73
ESG Data	62	Award and Membership Status	75
GRI Content Index	69		



[About this Report](#)[Contents](#)[Message from the CEO](#)[Business Overview](#)[ESG for Everyone](#)[Everyone Enjoy Excellence](#)**Appendix****Financial Performance**[ESG Data](#)[GRI Content Index](#)[Third-Party Assurance Statement](#)[Award and Membership Status](#)

Financial Performance

Economic Performance

Title of Account	Unit	2020	2021	2022
Net revenue	KRW million	1,054,897	1,162,328	1,520,661
Net profit	KRW million	(110,130)	22,990	121,422
Total assets	KRW million	2,853,908	3,094,686	3,159,016
Tax and public imposition	KRW million	6,523	7,023	24,724
Economic value retained	KRW million	12,424	76,433	200,763
Revenues	KRW million	1,080,795	1,207,393	1,554,896
Operating costs	KRW million	888,831	958,274	1,137,143
Wages and benefits	KRW million	94,579	95,369	106,622
Community investments	KRW million	4,233	2,867	5,777

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

ESG Data

Environmental Performance

Greenhouse Gas Emissions¹⁾

Item	Metric	Unit	2020	2021	2022
Scope 1 & 2 ²⁾	Scope 1 emissions	tCO ₂ eq	15.36	14.73	13.37
	Scope 2 emissions	tCO ₂ eq	2,271.92	2,289.98	2,628.24
Total Greenhouse Gas Emissions		tCO ₂ eq	2,287.28	2,304.71	2,641.61

1) The calculation of GHG emissions is based on the Intergovernmental Panel on Climate Change (IPCC) guidelines, direct emissions (Scope 1) are calculated for gas usage and indirect emissions (Scope 2) are calculated for electricity usage.

2) The scope of GHG emissions calculation is based on the Pungse Logistics Center, which is used by E-Land World's Gasan Office and Fashion Business Division. Since Pungse Logistics Center doesn't have individual electric meters for each floor, the total electricity consumption was divided by the number of floors to calculate Scope 2.

Energy Consumption

Item	Metric	Unit	2020	2021	2022
Energy consumption ¹⁾	Total energy consumption	TJ	47.78	48.14	55.18
	Electricity consumption	TJ	47.48	47.85	54.92
	Consumption for heating (city gas)	TJ	0.30	0.29	0.26

1) The scope of energy consumption calculation is based on the Pungse Logistics Center, which is used by E-Land World's Gasan Office and Fashion Division. Since Pungse Logistics Center doesn't have individual electric meters for each floor, the total electricity consumption was divided by the number of floors to calculate Scope 2.

Water Usage

Item	Metric	Unit	2020	2021	2022
Water	Water consumption ¹⁾	ton	15,881	15,271	15,872

1) The scope of water consumption calculation is based on the usage of Gasan Office as the Pungse Logistics Center uses groundwater, making it difficult to collect water usage data.

Waste

Item	Metric	Unit	2020	2021	2022
Waste	Waste disposal ¹⁾	ton	100.70	106.33	109.93

1) The scope of waste disposal is based on the usage of Gasan Office, all the wastes are consigned

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

ESG Data

Social Performance

Employees Status

Item	Unit	2020	2021	2022
Total employees ¹⁾	Persons	2419	2522	2951
Age	< 30 years	1708	1778	2085
	30~50 years	660	689	799
	> 50 years	51	55	67
	Male	1053	1056	1174
Gender	Female	1366	1466	1777
Number of regular workers	Persons	1208	1122	1304
Gender	Male	590	521	536
	Female	618	601	768
Number of contract workers	Persons	175	197	281
Gender	Male	67	73	118
	Female	108	124	163
Number of part-timers	Persons	1036	1203	1366

1) Based on the 2022 business report: 1,369 employees with no fixed term (including 37 short-timer workers), 1,582 employees with a fixed term (including 1,038 short-time workers).

Employee Diversity

Item	Unit	2020	2021	2022
No. of female in executive positions	Persons	1366	1466	1777
- Executive	Persons	3	1	2
- Management	Persons	245	217	263
- Newly-hired	Persons	1254	1656	2126
Person of national merit	Persons	5	5	5
The disabled	Persons	48	74	71

Recruitment and Turnover

Item	Unit	2020	2021	2022
Total No. of recruitment in Korea	Persons	2250	2725	3464
Age	< 30 years	2210	2666	3346
	30~50 years	38	58	114
	> 50 years	2	1	4
	Male	996	1069	1338
Gender	Female	1254	1656	2126
Total No. of turnover in Korea	Persons	2625	2689	3252
Age	< 30 years	2494	2520	3079
	30~50 years	130	167	172
	> 50 years	1	2	1
Gender	Male	1169	1085	1304
	Female	1456	1604	1948
Voluntary turnover ratio	%	16.46	19.30	16.92
Total turnover ratio ¹⁾	%	108.52	106.62	110.20

1) Total No. of turnover / Total No. of employees*100

Parental Leave

Item	Unit	2020	2021	2022
No. of employees entitled to parental leave	Male	119	123	134
	Female	126	130	150
No. of employees taking parental leave	Male	5	12	12
	Female	30	26	37
No. of employees returning to work after parental leave ended	Male	4	9	8
	Female	20	20	13
No. of employees working for 12 months after returning to work	Male	3	7	8
	Female	19	18	12
% of employees working for 12 month after returning to work	Male	75	77.78	100
	Female	95	90	92.31
% of employees returning to work after taking parental leave	Male	80	75	66.67
	Female	66.67	76.92	35.14



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

ESG Data

Social Performance

Wage

Item	Unit	2020	2021	2022	
Total work hours by employees	Hours	4,886,000	4,944,000	5,840,000	
Total annual salary	KRW million	74,185	73,558	82,600	
Average salary per employee ¹⁾	KRW million	28	29	29	
Gender	Male	KRW million	26	27	27
	Female	KRW million	23	24	24

1) Including all positions (employees in HQs, salesperson, etc.)

Collective Agreement

Item	Unit	2020	2021	2022
% of employees covered by collective agreement ¹⁾	%	0	0	0

1) E-Land World doesn't have any collective agreement. However, the details of agreements are applied to and shared with all employees in accordance with internal regulations

Education and Training (E&T)

Item	Unit	2020	2021	2022
Average E&T cost per employee in managerial position	KRW	136,335	123,465	92,234
Average E&T hour per employee	Hours	38	37	38
Average E&T cost per employee	KRW	58,620	38,368	48,437

Employee Performance Evaluation¹⁾

Item	Unit	2020	2021	2022	
% of employees at each position with regular performance evaluation	%	50.89	44.96	45.37	
Position	permanent worker	%	100	100	100
	Male	%	56.03	49.34	45.62
Gender	Female	%	45.24	41.00	43.24

1) For regular employees in the HQs

Safety and Health

Item	Unit	2020	2021	2022	
No. of employees covered by Occupational Health & Safety Management System	Persons	2419	2522	2951	
% of employees covered by Occupational Health & Safety Management System	%	100	100	100	
Injuries	No. of injuries	Case	6	17	18
Deaths	No. of deaths	Case	0	0	0
No. of severe accidents excluding deaths	Case	0	0	1	
No. of employees affected by industrial accidents	Persons	6	18	18	
No. of industrial accidents	Case	6	18	17	
Lost time Injury Frequency Rate (LTIFR) ¹⁾	%	0.07	0.21	0.23	
Total No. of death of partner companies	Persons	0	0	0	
Disease	No. of diseases	Case	0	1	0
	No. of death by the disease	Persons	0	0	0

1) Based on inquiry data of industrial accident rate of Ministry of Employment and Labor

Human Rights Violation

Item	Unit	2020	2021	2022
No. of reports on human rights	Case	0	0	0
No. of reports addressed	Case	0	0	0
No. of discrimination or bullying cases	Case	0	0	0
No. of employees participating human rights education (completion rate)	Persons(%)	2463(100)	2469(100)	2848(100)



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

ESG Data

Social Performance

Donation

Item	Unit	2020	2021	2022
Donation in cash	KRW million	7,349	1,195	3,145
Donation in kind	KRW million	1,998	8,593	2,448

Support for the elderly

Item	Unit	2020	2021	2022
No. of employees participating in senior care	Persons	6,521	8,310	7,392
No. of free meals served	-	616,018	480,757	490,235
No. of senior employment with the job support	Persons	770	887	946

Support for the marginalized

Item	Unit	2020	2021	2022
Out-of-home youth	No. of families supported	-	164	247
	Amount of support	KRW	23,056,600	75,000,000
Families in emergency and crisis	No. of families supported	-	666	660
	Amount of support	KRW	893,126,610	1,219,744,781
Multicultural families	No. of families supported	-	11	50
	Amount of support	KRW	6,600,000	30,000,000

Scholarship Projects

Item	Unit	2020	2021	2022
No. of scholarship holders	Persons	164	247	267
Scholarship amount	KRW	339,643,189	351,477,220	136,581,499

Community support

Item	Unit	2020	2021	2022
Support with coal briquette	KRW	26,700,000	25,000,000	30,000,000
Support with Kimchi	KRW	80,000,000	25,000,000	50,000,000
Support with gift for children with cancer	KRW	897,500		
Support with bazaar proceeds	KRW	25,000,000	30,000,000	40,000,000
Support with E-Land World event invitation	KRW	100,000,000		20,000,000
Shopping basket of love	No. of families supported	-	1,120	1,200
	Amount of support	KRW	95,731,320	81,780,500
Angel with a basket	No. of families supported	-		1,004
	Amount of support	KRW		700,000,000
In-kind support	New Balance (MY NB)	KRW	33,858,990	37,890,990
	SPAO	KRW	100,000,000	62,827,600

Overseas Support Project

Item	Unit	2020	2021	2022
Sponsorship with overseas children	No. of children with sponsorship	-	266	345
	Amount of support	KRW	179,720,000	166,600,000

Commodity Voucher Project

Item	Unit	2020	2021	2022
No. of families supported	-	-	177	247
Amount of support	KRW	-	106,200,000	148,200,000

* Based on activities of E-Land CSR Foundation



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

ESG Data

Social Performance

Senior Welfare Center

Item	Unit	2020	2021	2022
Senior Welfare Center	KRW	2,204,797,118	1,838,233,204	2,008,516,570
Day Care Center	KRW	46,000,000	48,500,000	41,000,000
Nursing Home	KRW	100,000,000	17,000,000	-

Social Service Facilities for People Without Self-Sustainability

Item	Unit	2020	2021	2022
Health & Life	KRW			13,500,000
La joie du Tchad	KRW	20,000,000		
Venice Government	KRW	129,789,000		
Shalom House	KRW	21,600,000	21,600,000	21,600,000
SEUM	KRW	20,000,000	20,000,000	20,000,000
Yeomyung School	KRW	60,000,000	60,000,000	40,000,000
JeonSeuk Social Welfare Foundation	KRW	9,419,381		
Home of Peace	KRW	18,000,000	18,000,000	18,000,000
Refuge pNan	KRW	14,400,000	14,400,000	14,400,000
Hanbeot School	KRW			11,900,000

Support for Welfare Program

Item	Unit	2020	2021	2022
Solidarity Orphan Rights Interests	KRW	3,705,000		
Geumcheon-gu Office	KRW	4,459,000	9,236,500	10,535,980
Emergency relief fund	KRW	1,035,516,870	31,856,000	
Housing for the homeless	KRW	268,500,000	204,000,000	123,000,000
Support for the homeless (Dream Hub)	KRW		10,000,000	
EugeneBell Foundation	KRW	220,100,000		
Jeollanam-do Province Family Foster Care Support Center	KRW		17,800,000	1,300,000
Team and Team	KRW	100,000,000	99,620,000	99,620,000

Overseas and 3rd World Support Programs

Item	Unit	2020	2021	2022
Support for foreign workers in Korea	KRW	46,000,000	36,000,000	36,000,000
Domestic and international religious training and research	KRW	204,000,000	164,000,000	164,000,000
Support for Christian magazines and documents	KRW	104,000,000	54,000,000	54,000,000
Support for schools in 3rd world	KRW	73,200,000	73,200,000	73,200,000
Cross-cultural understanding and cooperation programs	KRW	108,000,000	68,000,000	68,000,000
Support for medical checkups for overseas volunteers	KRW	160,513,900	255,205,361	69,955,369
Regular sponsorship of overseas volunteers	KRW	2,101,449,840	2,425,569,084	2,519,793,200
Overseas volunteer training program	KRW	186,000,000	186,000,000	136,865,040
Overseas ship service project	KRW	178,374,000	114,250,875	111,186,375

* Based on activities of E-Land CSR Foundation



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

ESG Data

Social Performance

Current Status of Partner Companies

Item	Unit	2020	2021	2022
Total number of partner companies	Companies	437	405	486
Total purchase amount	KRW million	572,088	506,106	438,669
No. of 1 st suppliers	Companies	235	187	208
No. of 2 nd suppliers	Companies	202	218	278

Managing Partner Companies

Item	Unit	2020	2021	2022
% of partner companies who received ESG management evaluation	%	-	-	17
% of partner companies who received ESG management evaluation every year	%	-	-	10
Amount paid to partner companies with good results of ESG management evaluation	KRW	-	-	26,000,000
No. of partner companies who completed ESG education and training	Companies	-	-	23
No. of complaints reported by partner companies	Cases	0	0	0
No. of complaints resolved out of reported ones	Cases	0	0	0

Compliance of product and service regulations

Item	Unit	2020	2021	2022
Fines imposed due to violations of product and service safety and health regulations	KRW	0	0	0
Fines imposed due to violations of marketing-related regulations	KRW	0	0	0
Fines imposed due to violations of product and service labelling regulations	KRW	0	0	0

Information Protection

Item	Unit	2020	2021	2022
% of business sites with information protection certification	%	100	100	100
Information security investments as a percentage of total IT budget	%	0.89	0.61	1.41
Total IT budget	KRW million	13,601	22,737	28,150
Amount of investment related to information security	KRW million	121	138	397
No. of cases raised by regulators about customer privacy violations	Cases	0	0	1
No. of complaints from external parties about customer privacy violations	Cases	0	0	0
No. of customer data leakages, thefts, and losses	Cases	0	0	0



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

ESG Data

Governance

BoD Composition

Item	Data	Unit	2020	2021	2022
BoD composition	No. of other non-executive directors	Persons	0	0	0
	No. of external directors	Persons	0	0	0
	Total No. of people in BoD	Persons	6	6	5
BoD activities	No. of resolutions	Cases	88	108	111
	No. of BoD meetings held	Cases	21	22	19
	Internal director attendance rate	%	-	90.9	81.4

BoD Diversity

Item	Data	Unit	2020	2021	2022
BoD diversity	No. of female directors among the registered directors who are not controlling shareholders and their relatives	Persons	1	1	1
	No. of directors (< 30 years)	Persons	0	0	0
	No. of directors (30~50 years)	Persons	1	1	1
	No. of directors (> 50 years)	Persons	5	5	4
	No. of directors (Male)	Persons	5	5	4
	No. of directors (Female)	Persons	1	1	1

Anti-Corruption

Item	Data	Unit	2020	2021	2022
Reporting channel	No. of reports from the channel	Cases	66	39	64
	No. of reports resolved among reported through the channel	Cases	66	39	64
Anti-corruption education	No. of employees who received anti-corruption education 1)	Persons	-	-	1655
	No. of members in the BoD who received anti-corruption education	Persons	-	-	6
Anti-competitive behavior	No. of legal actions for anti-competitive behavior or violations of antitrust laws	Cases	-	-	-
Legal violations	No. of legal violations	Cases	1	2	2
	No. of corruption cases	Cases	0	0	0
Corruption Cases	No. of instances where workers were fired or disciplined for corruption cases	Cases	0	0	0
	No. of business partner contracts terminated or not renewed due to corruption cases	Cases	0	0	0
	No. of incidents of code of conduct/ethics violations	Cases	0	0	0



About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

GRI Content Index

Statement of use : Having applied the GRI Standards, the Company prepared “E-Land World 2022 GRI Standards” based on ESG management performance from January 1, 2022 to December 31.

GRI 1 used : GRI 1 : Foundation 2021

Applicable GRI Sector Standards: There are no applicable GRI Sector Standards as of July 2023, the date of publication of E-Land World report.

GRI Standard 2021	Disclosure item	Indicator	Page	Remark
General disclosures				
The organization and its reporting practices	2-1	Organizational details	7	
	2-2	Entities included in the organization’s sustainability reporting	2	
	2-3	Reporting period, frequency, and contact point	2	
	2-4	Restatements of information	Not applicable	
	2-5	External assurance	73	
Activities and workers	2-6	Activities, value chain and other business relationships	7, 11~12, 26, 67	
	2-7	Employees	63	
	2-8	Workers who are not employees	63	
Governance	2-9	Governance structure and composition	15, 51	For member’s term, refer to p.252 in Business Report
	2-10	Nomination and selection of the highest governance body		Refer to p.262~263 in Business Report
	2-11	Chair of the highest governance body	51	
	2-12	Role of the highest governance body in overseeing the management of impacts	15, 52	
	2-13	Delegation of responsibility for managing impacts	15	
	2-14	Role of the highest governance body in sustainability reporting	15	
	2-15	Conflicts of interest	Information incomplete	
	2-16	Communication of critical concerns	15, 52	In the case of major decisions of the ESG Committee, refer to p.252 in Business Report
	2-17	Collective knowledge of the highest governance body		Refer to p.259~261 in Business Report
	2-18	Evaluation of the performance of the highest governance body	51	
	2-19	Remuneration policies	51	
2-20	Process to determine remuneration		Refer to p.263~265 in Business Report	
2-21	Annual total compensation ratio	Information incomplete		

※ “Business Report” refers to the 41st Business Report for January - December 2022.



GRI Content Index

GRI Standard 2021	Disclosure item	Indicator	Page	Remarks
General disclosures				
	2-22	Statement from the highest governance body	4~5	
	2-23	Policy commitments	53	
	2-24	Embedding policy commitments	54	
Strategy, policies and practices	2-25	Processes to remediate negative impacts	29, 54, 56, 57	
	2-26	Mechanisms for seeking advice and raising concerns	29, 54, 56	
	2-27	Compliance with laws and regulations		Refer to p. 274~275 in Business Report
	2-28	Membership associations	N/A	
Stakeholder engagement	2-29	Approach to stakeholder engagement	16	
	2-30	Collective bargaining agreements	64	
Material Topics				
GRI 3:Material Topics 2021	3-1	Process to determine material topics	17	
	3-2	List of material topics	17	
Eco-friendly products and services				
GRI 3:Material Topics 2021	3-3	Management of material topics	19	
non-GRI	-	Environmental impact of eco-friendly products	20	
Securing and fostering talented employees				
GRI 3:Material Topics 2021	3-3	Management of material topics	39	
GRI 401 : Employment	401-1	New employee hires and employee turnover	63	
	401-2	Benefits provided to full-time employees	42	
	401-3	Parental leave	63	
GRI 404 : Training and Education	404-1	Average hours of training per year per employee	64	
	404-2	Programs for upgrading employee skills and transition assistance programs	41	
	404-3	Percentage of employees receiving regular performance and career development reviews	64	
Corporate culture				
GRI 3:Material Topics 2021	3-3	Management of material topics	39	
GRI 405 : Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	42, 51, 63	Refer to p.259~261 in Business Report
Board of Directors				
GRI 3:Material Topics 2021	3-3	Management of material topics	50	
non-GRI	-	Operation of Board of Directors	68	

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status



GRI Content Index

GRI Standard 2021	Disclosure item	Indicator	Page	Remarks
Material Topics				
Supply chain management				
GRI 3:Material Topics 2021	3-3	Management of material topics	25	
GRI 204 : Procurement Practices	204-1	Proportion of spending on local suppliers	26, 67	
non-GRI	-	Support for suppliers	27	
non-GRI	-	ESG evaluation of suppliers	28	
non-GRI	-	Quality management of suppliers	44	
Response to climate change				
GRI 3:Material Topics 2021	3-3	Management of material topics	39	
GRI 302 : Energy	302-1	Energy consumption within the organization	62	
GRI 305 : Emissions	305-1	Direct (Scope 1) GHG emissions	62	
	305-2	Indirect (Scope 2) GHG emissions	62	
Resource recirculation				
GRI 3:Material Topics 2021	3-3	Management of material topics	19	
GRI 306 : Waste	306-3	Waste by type and disposal method	62	
Quality Management				
GRI 3:Material Topics 2021	3-3	Management of material topics	39	
GRI 416 : Customer health and safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	67	
	417-2	Incidents of non-compliance concerning product and service information and labeling	67	
GRI 417 : Marketing and labeling	417-3	Incidents of non-compliance concerning marketing communications	67	
Customer Satisfaction				
GRI 3:Material Topics 2021	3-3	Management of material topics	39	
non-GRI	-	Communication for customer satisfaction	43	

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

GRI Content Index

GRI Standard 2021	Disclosure item	Indicator	Page	Remarks
Topic Standard Disclosures				
GRI 403 : Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	45, 64	
	403-2	Hazard identification, risk assessment, and incident investigation	47	
	403-3	Occupational health services	45	
	403-4	Worker participation, consultation, and communication on occupational health and safety	45, 46	
	403-5	Worker training on occupational health and safety	48	
	403-6	Promotion of worker health	45, 48	
	403-8	Workers covered by an occupational health and safety management system	64	
	403-9	Work-related injuries	64	
	403-10	Work-related ill health	64	
	GRI 406 : Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	64
GRI 205 : Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	68	
GRI 418 : Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	67	

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

Third-Party Assurance Statement

Dear Management and Stakeholders of E-LAND WORLD

Introduction

The Korean Standards Association (“KSA”) was commissioned by E-LAND WORLD to perform a third-party Assurance Engagement of ‘2022 E-LAND WORLD SUSTAINABILITY REPORT’ (the “Report”). KSA presents independent opinions as follows as a result of feasibility of the data contained in this Report. E-LAND WORLD has sole responsibility for content and performance contained in this Report.

Independence

As an independent assurance agency, KSA does not have any kinds of commercial interest in businesses of E-LAND WORLD apart from undertaking a third-party assurance on the Report. We have no other contract with E-LAND WORLD that may undermine credibility and integrity as an independent assurance agency.

Assurance Standards and Level

This Assurance Engagement followed the AA1000AS v3 assurance standards to provide Moderate Level assurance. We checked the four principles of inclusivity, materiality, responsiveness and impact in combination with information credibility of the Report. We also reviewed Universal Standard and Topic Specific Standard whether the Report content was created in accordance with the GRI Standards.

Assurance Type and Scope

- Assurance Provider performed Type1 assurance that assessed compliance with four principles of AA1000AP (AccountAbility Principles) 2018, as well as the accuracy and reliability of performance information contained in the report.

The assurance scope is from January 1 2022 to December 31 2022 and the assurance focused on systems and activities including policies and goals, businesses and programs, standards, and achievements of the Company’s sustainability management. While the company’s environmental and social data as well as financial data was verified, the scope of review concerning stakeholder engagement was limited to the materiality assessment process.

Assurance Methodology

We used the following methods to gather information, documents and evidence with respect to the assurance scope.

- Confirmation of E-LAND WORLD’s stakeholder participation and materiality assessment process by sustainability expert.
- Analyses of articles related to E-LAND WORLD’s sustainability management published by domestic media outlets
- Review of the consistency between the financial performance data and the company’s audit report/publicly announced data by Certified Public Accountant.
- Verification of consistency between environmental information disclosure data and information provided by greenhouse gas verification inspector.
- Examination of internal documents and basic materials

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

Assurance Results and Opinions

KSA reviewed the draft version of this Report to present our opinions as an assurance provider. Modifications were made of the Report content if deemed necessary. We were not aware of any significant errors or inappropriate descriptions in this Report as a result of our Assurance Engagement. As such, we present our opinions of the 2022 E-LAND WORLD SUSTAINABILITY REPORT as follows.

Inclusivity

- Has E-LAND WORLD engaged its stakeholders in strategically responding to sustainability?
KSA believe E-LAND WORLD is aware of the importance of stakeholder participation and is making an all-out effort to establish a process that will increase their participation. E-LAND WORLD has selected stakeholders including employees, customers, partners, shareholders and investors, local communities and related organizations to receive diverse feedbacks and opinions.

Materiality

- Has E-LAND WORLD included material information in the Report to help stakeholders make informed decisions?
We are not aware of any significant omissions or exclusions of data that is material to stakeholders. We verified that E-LAND WORLD conducted materiality assessment with issues identified from analyses of internal and external environments and reported according to the result.

Responsiveness

- Has E-LAND WORLD appropriately responded to stakeholder requirements and interest in this Report?
We verified that E-LAND WORLD responded stakeholders' needs and interests through reflecting stakeholders' opinions in the Report. We are not aware of any evidence that E-LAND WORLD's response to significant issues of stakeholders was reported inappropriately.

Impact

- Has E-LAND WORLD appropriately monitored its impact on the stakeholders?
We verified that the Company is monitoring and assessing its impact on the stakeholders by conducting an enhanced verification of its standard business activities. Furthermore, it has been verified that the Company appropriately publishes its findings in the Report.

GRI Standards Disclosure

We confirmed that this Report was prepared in accordance with GRI Standards. Based on data E-LAND WORLD provided, we also confirmed a validity of the contents related to *Universal Standards and Topic Standards*.

July 2023

Myung-Soo Kang
KSA Chairman & CEO




The Korean Standards Association (KSA), established as a special corporation in accordance with the Law for Industrial Standardization in 1962, serves as a knowledge service provider that distributes and disseminates such services as industrial standardization, quality management, sustainability management, KS certification and ISO certification. The KSA is committed to the sustainable development of Korean society as an ISO 26000 national secretary, certified GRI training partner, AA1000 assurance provider, KSI (Korea Sustainability Index) operator, and UN CDM DOE (development operational entity), and as an assurance provider of the Korean government's greenhouse gas energy target management system.

About this Report

Contents

Message from the CEO

Business Overview

ESG for Everyone

Everyone Enjoy Excellence

Appendix

Financial Performance

ESG Data

GRI Content Index

Third-Party Assurance Statement

Award and Membership Status

Award and Membership Status

Date	Award status	Awarded by
December 2022	Selected as a 'Good Partner Company for Agents' by Korea Fair Trade Commission for 2 consecutive years	Korea Fair Trade Commission
November 2022	CHOI WOONSIK (CEO) received Minister of Trade, Industry and Energy Award	Ministry of Trade, Industry and Energy
November 2022	Awarded the Minister of SMEs and Startups Citation for shared growth	Minister of SMEs and Startups
March 2022	Exemplary Taxpayer Award	Korea Customs Service
December 2022	Ranked the best grade in Fair Trade Agreement implementation evaluation for 4 consecutive years	Korea Fair Trade Commission



E-LAND WORLD Sustainability Report 2022 was printed on FSC® (Forest Stewardship Council®)-certified paper in soy oil ink.

