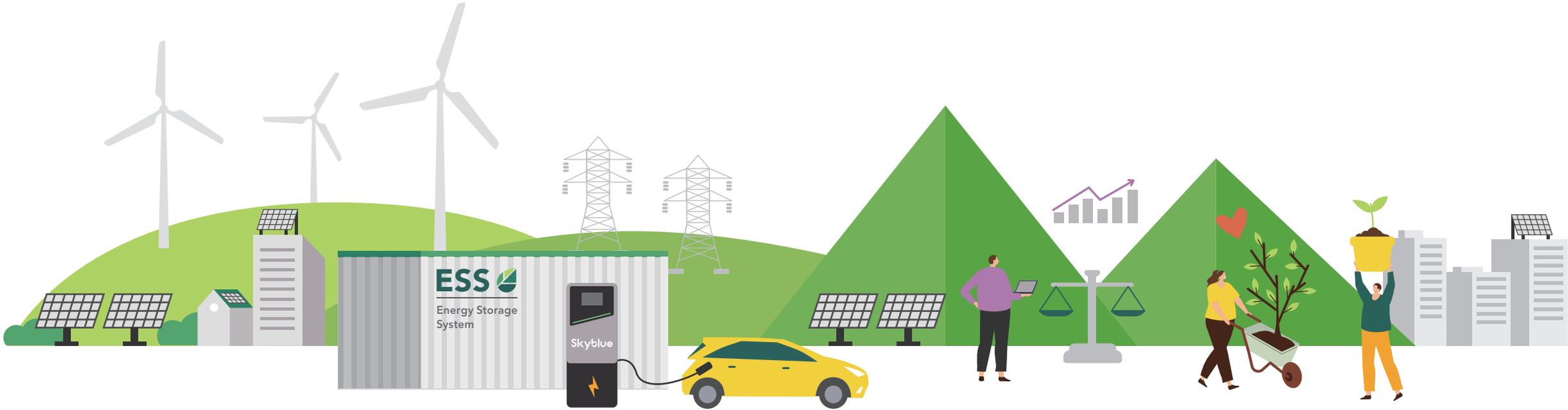


MAKING AN IMPACT ON THE EARTH IN 2023

Gridwiz Impact Report 2023



Gridwiz



About This Report

Gridwiz, delivering clean energy services to Heal the Earth, presents how it impacted the Earth and society in 2023.



Cover Story

Gridwiz's business is dedicated to creating a world where everyone enjoys clean energy by providing efficient energy management and services utilizing wind and solar power. We visually depict the day when we can all cherish a clean earth together.

Report Overview

Gridwiz has been publishing ESG reports since 2022 to share the impact on the environment, society, and economy as it operates its services. As a provider of clean-tech energy services, the company has included activities for sustainable development in the report. Moving forward, we aim to build trust through active communication with stakeholders.

Reporting Principles

This report was prepared in accordance with the Global Reporting Initiative (GRI) standards for sustainable management reporting. Additionally, it references some content from the Sustainability Accounting Standards Board (SASB) and incorporates the principles of the UN Sustainable Development Goals (SDGs). The financial information included in this report complies with K-IFRS (Korean International Financial Reporting Standards).

Reporting Period

This report covers activities from January 2023 to December 2023, with significant achievements included up to the first quarter of 2024. For quantitative performance data, information from 2021 to 2023 is included for trend comparison.

Reporting Scope

This report includes financial and business performance information for Gridwiz and some of its subsidiaries, while non-financial performance includes only the achievements of Gridwiz.

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INTRODUCTION

Gridwiz is an energy service startup
aspiring to create a society
where all can access clean energy to ultimately **Heal the Earth.**

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CEO Message



“ Gridwiz is steadily realizing our mission of ‘Heal the Earth, by making a world where everyone can enjoy clean energy.’ ”

Respected stakeholders of Gridwiz,

As the representative of Gridwiz, an energy tech company, I extend my greetings to all of you with heartfelt gratitude.

Thanks to your unwavering support, Gridwiz is steadily realizing our mission of “Heal the Earth, by making a world where everyone can enjoy clean energy.” As a company that integrates core values for a sustainable future into our business and provides solutions, we take great pride and responsibility in our work.

Gridwiz operates as a specialized entity in the energy sector, focusing on demand response solutions, battery energy storage solutions, renewable energy solutions, E-Mobility charging solutions, and more, all in pursuit of a sustainable energy future. We are committed to pioneering and leading in new markets, leveraging our influence to bring about positive impacts not only for our customers but also for local communities, the environment, and the well-being of future generations.

Through this report, we aim to transparently share the impact Gridwiz is making on society and the environment, showcasing our efforts to minimize negative impacts while continuously expanding our positive influence. By transparently communicating our efforts and impact, we hope to build trust in Gridwiz’s business and strengthen communication with our stakeholders.

Gridwiz promises to continue striving to fulfill our mission.

We sincerely thank you for accompanying Gridwiz on our journey of continuous growth.

Sincerely, **KuHwan Kim** Gridwiz CEO

Company Profile

Established in 2013, Gridwiz is an energy tech company that gathers energy data worldwide, striving to create a future where everyone can utilize clean and sustainable energy.

Company Overview

Name of company	Gridwiz	Total Assets	KRW 1,223 billion
CEO	KuHwan Kim	Sales	KRW 1,319 billion
Establishmen	March 2013	Operating Profit	KRW 16 billion
Headquarters	1010 Building, 25 Sanun-ro 208beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, South Korea		

Company History

2013 ~ 2017

- 2013** • Founded
- 2014** • Opened the Demand Response (DR) market and initiated services
- 2015** • Achieved green technology certification
- 2016** • Received the Green Technology Award at the Korea Excellent Business Awards
• Received the Korea Energy Efficiency Award from the Minister of Trade, Industry and Energy
• Received the Korea Technology Award from the Minister of Trade, Industry and Energy
- 2017** • Received the Presidential Award for contributions to venture business activation
• Developed the BESS operation solution
• Developed the Solar Power Plant operation solution

2018 ~ 2021

- 2018** • Received the Asia-Pacific Demand-Side Management Growth Excellence Leadership Award by Frost & Sullivan
• Received the Green Technology Award at the Korea Excellent Business Awards
- 2019** • Launched Skyblue, Korea's first EV-enabled demand management charging service
- 2020** • Developed the solar power forecasting algorithm
- 2021** • Secured Series C investments and reached KRW 70 billion in accumulated value
• Received the Excellent Green Energy Business Award for the Skyblue service

2022 ~ 2023

- 2022** • Named a Global Cleantech 100 company
• Received the ESG Brand Award
- 2023** • Joined the SET (Start Up Energy Transition) 100 List in the Clean Energy & Storage category
• Selected as a renowned energy company in Gyeonggi Province
• Received the Korea Climate Award from the Environmental Minister
• Received a commendation from the Minister of Industry, Trade and Resources at the C-Tech Forum
• Awarded the \$3 Million Export Top Prize by the Ministry of Trade, Industry and Energy

Business Profile

Every year, the impacts of climate change are expanding globally, leading to human and economic losses. Particularly, carbon emissions in the energy sector account for 87% of total emissions, significantly influencing climate change. Therefore, the world is setting targets and striving for change towards carbon neutrality and the transition to clean energy.

Aligned with global carbon neutrality goals and national policies, companies are tasked with numerous challenges related to energy transition and carbon emissions reduction. Additionally, there is a growing concern about the stability of power systems to accommodate the rapid increase in clean energy.

Gridwiz addresses energy-related issues and concerns by providing demand response solutions, battery energy storage solutions, renewable energy solutions, and EV charging solutions. Through a variety of services tailored to the needs of diverse customers, Gridwiz works towards resolving energy-related issues and alleviating energy concerns.

Issues	Mission	Gridwiz Services
Climate Change	Energy Cost Reduction	Demand Response Solutions
Carbon Emissions	Carbon Emissions Reduction	Battery Energy Storage Solutions
Energy Transition	Clean Energy Transition	Renewable Energy Solutions
	Power Grid Stability	EV Charging Solutions

Gridwiz, as an energy tech company, is committed to providing services for a sustainable energy future and taking responsibility for our impact, leading the era of energy transition.

1



We offer services for everyone to use clean energy, addressing the variability and intermittency of renewable energy and striving to contribute to grid stability.

2



We explore various methods to achieve carbon neutrality and prioritize providing our customers with the most realistic and suitable RE100 services.

3



By integrating various distributed energy resources such as demand response, battery energy storage, clean energy, and electric vehicles, we provide energy solutions, leading the way in stable energy transition.

Business Philosophy

Gridwiz is creating a world where everyone can enjoy clean energy. Gridwiz’s customers include everyone who produces, supplies, and uses energy. Gridwiz aims to provide services with the goal of our customers continuously producing clean energy, supplying it reliably, and using it comfortably. Through our services and technology, we will operate a sustainable business by building harmonious relationships not only with our customers but also with the environment and society.

Mission

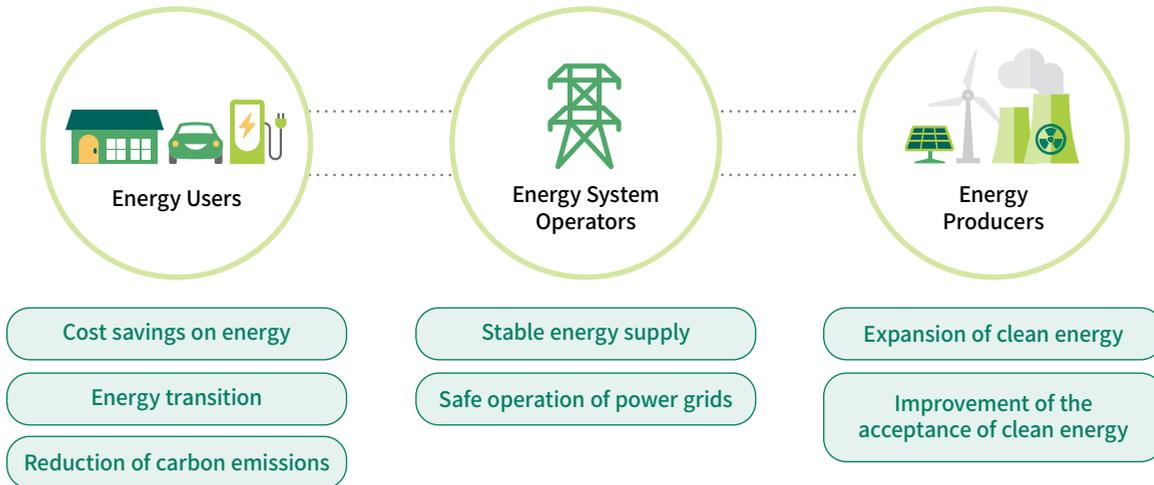
Heal the Earth, by making a world where everyone can enjoy clean energy.

Vision

We provide sustainable and reliable clean energy services by connecting all energy data.

Gridwiz’s Customers

Our customers are all those who have concerns amid the long journey towards transitioning to clean energy.



is dedicated to creating a world where everyone enjoys clean energy.

One, Sustainable Business

Gridwiz is at the forefront of technological development and innovation to provide sustainable energy services. We strive to minimize the environmental impact throughout the production, supply, and consumption processes of energy.

Two, Customer-Centric Services

Gridwiz is dedicated to providing services that enable customers to use clean energy safely and conveniently. We are committed to continuously improving our services based on customer feedback.

Three, Equal Corporate Culture

Gridwiz supports a work environment where diverse members can work equally. We provide equal opportunities for everyone to grow with the company and support them in developing diverse capabilities.

2023 Gridwiz Highlights

Exceeding KRW 1 Trillion in Cumulative Customer Revenue



- Achieved cumulative customer revenue exceeding KRW 1 trillion through Gridwiz energy solutions

Expansion of Global Influence



- Export revenue from overseas EM solutions in 2023 : \$690 million
- Expansion of eco-friendly E-Mobility services targeting Indonesia

Contribution to the Advancement of Korean Energy Industry



- Participation in new DR markets on the Mainland
- Participation in pilot projects for improving the power market system in Jeju

Solving Customers' Energy Concerns



- Total energy savings for client companies in 2023 : 44,875,102 kWh
- Total carbon emissions reduction for clients in 2023 : 21,436.836 tCO₂eq. → Equivalent to planting approximately 171,495 Hinoki cypress

Increasing the Value of Electric Vehicles



- Skyblue electric vehicle-energy service: Achieved over 20,000 charger enrollment in the service

Proactive ESG Response



- Conducted ESG education for all employees
- Joined and actively participated in the ESG Alliance

Strengthening Governance Transparency



- Establishing and disseminating internal regulations
- Setting and applying internal accounting management standards

Expansion of Social Contribution Activities



- Conducted activities under the K-RE100 and K-EV100 initiatives
- Conducted energy and ESG education for high school and university students
- Donation of revenue from demand response projects through collaboration with local governments
- Donation for disaster reliefs, etc

Enhanced Stakeholder Communication



- Launch of a new YouTube channel
- Regular sharing of SNS updates
- Regular newsletter publication
- Hosting customer workshops

Enhancement of ESG Management System



- Establishment of ESG management roadmap and strategy
- Publication of the first ESG impact report by an energy startup
- Strengthening the environmental management/quality management system

Fostering a Culture of Mutual Growth



- Selected as an excellent company for job creation in Gyeonggi Province
- Regular internal and external training programs to support growth

Awards in 2023



- Joined the SET (Start Up Energy Transition) 100 List in the Clean Energy & Storage category
- Received the Korea Climate Award
- Awarded the \$3 Million Export Top Prize
- Received a commendation from the Minister of Industry, Trade and Resources

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ESG Management Roadmap

Gridwiz has established an ESG management roadmap for sustainability in the Environmental (E), Social (S), and Governance (G) aspects.

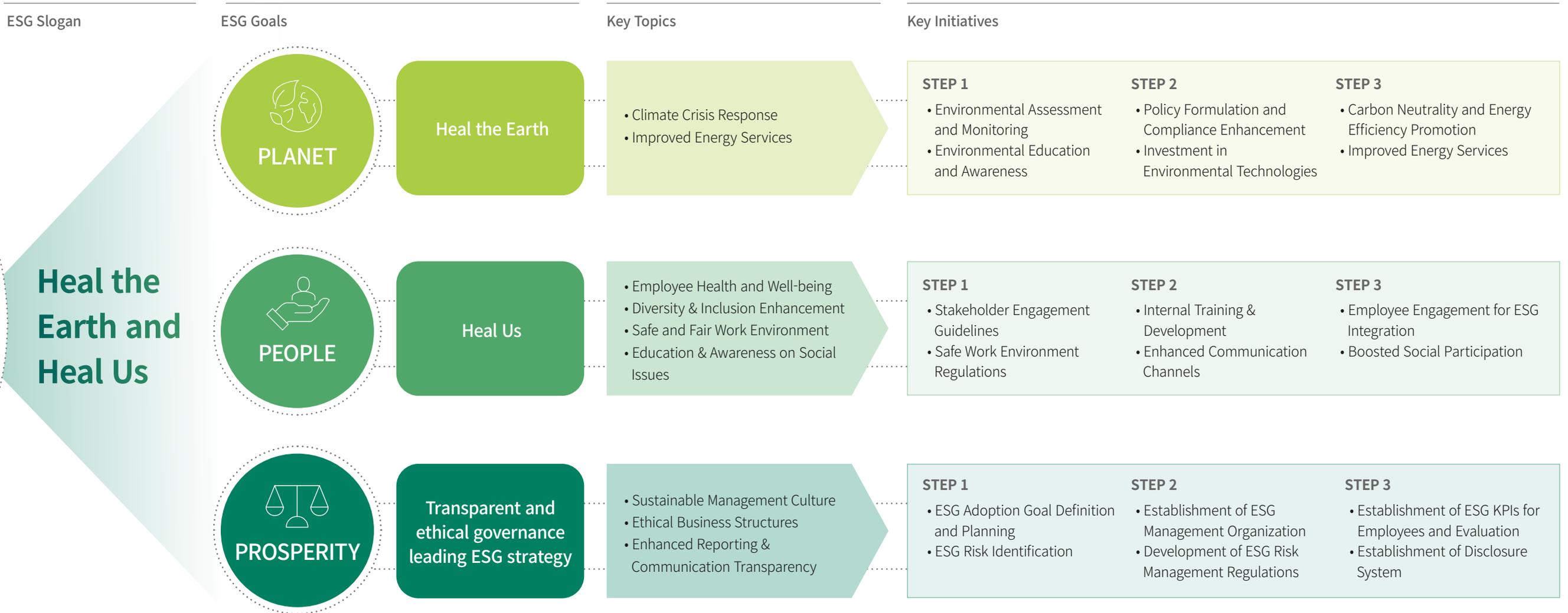
By progressively enhancing ESG management, we will strive to have a positive impact on the environment and the planet, fulfill corporate responsibilities to society, and establish a transparent management system.



ESG Strategy & Goals

Gridwiz is developing an ESG strategy for a sustainable future under the slogan ‘Heal the Earth and Heal Us.’

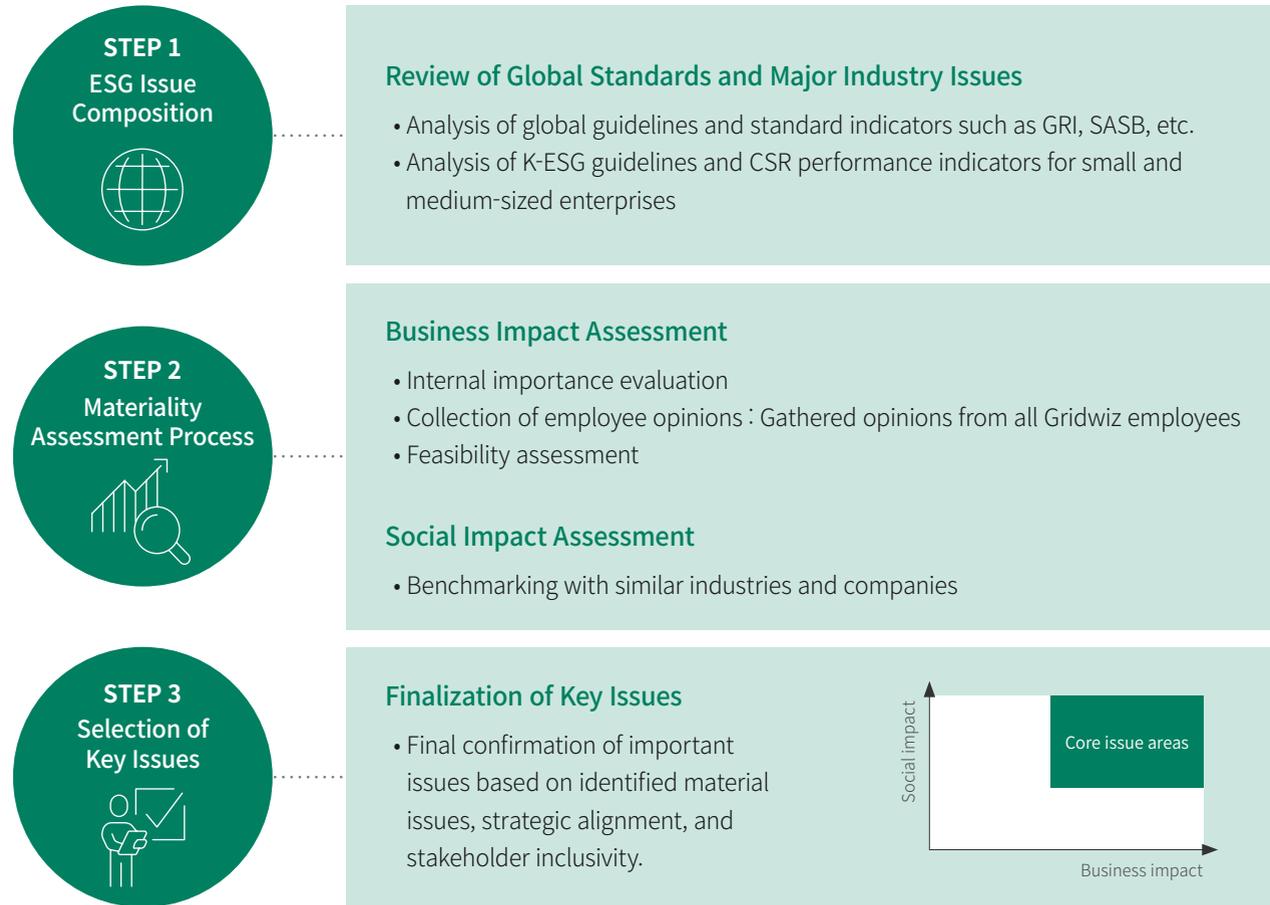
We are establishing key tasks to have a positive impact on the environment and society and gradually implementing them across all aspects of our corporate activities to ensure continuous growth and development.



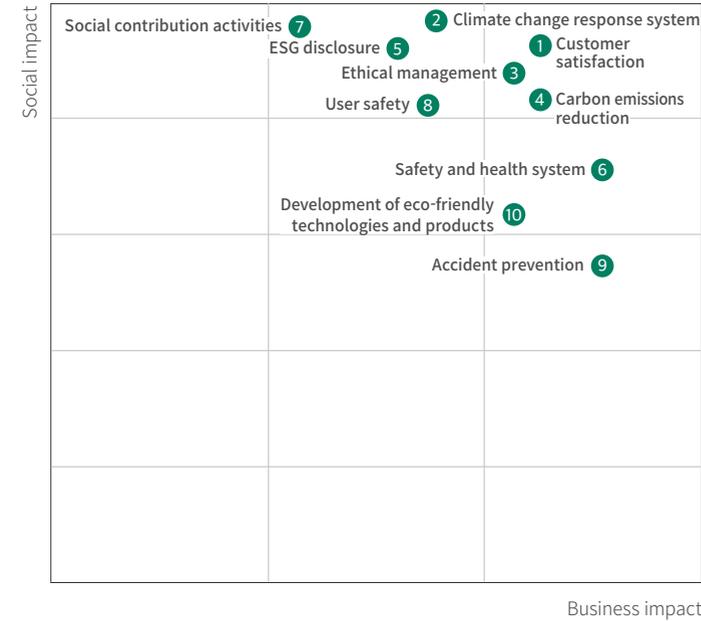
Materiality Assessment

Gridwiz conducted a materiality assessment in 2023 to enhance sustainable management, identifying key issues that require management attention. For the assessment, global standards and major issues in the industry were reviewed, and input from all Gridwiz employees regarding sustainable management was collected and incorporated into the evaluation. Based on the assessment results, Gridwiz will review key issues and strive to establish improvement directions and an ESG management strategy for the future.

The Process of Materiality Assessment



Materiality Assessment Results



Rank	Pillar	Issues	Average (points)
1	S	Customer satisfaction	4.50
2	E	Climate change response system	4.33
3	G	Ethical management	4.31
4	E	Carbon emissions reduction	4.29
5	G	ESG disclosure	4.22
6	S	Safety and health system	4.05
7	S	Social contribution activities	3.99
8	S	User safety	3.92
9	S	Accident prevention	3.68
10	E	Development of eco-friendly technologies and products	3.66

Gridwiz Impact Assessment of Key Issues

Pillar	Issues	Significant Management Categories	Responsible Divisions
Environment	Climate Change Response System	Climate change response and risk management	Strategic Planning Division
	Development of Eco-friendly Technologies and products	Improvement of energy services	Business Division
	Carbon Emissions Reduction	Minimization of environmental impact	Gridwiz
Social	Customer Satisfaction	Enhancement of customer information and data	R&D Division
	User Safety	Establishment of employee health & safety systems	Human Resources Division
	Safety Accident Prevention		
Governance	Safety and Health System	Continuous contribution to local communities	Gridwiz
	Social Contribution Activities		
	Ethical Management	Sustainable management & responsible governance by the board of directors	Management Support Division
	ESG Disclosure	Establishment of sustainable management systems	Management Support Division

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Action for Planet

Gridwiz is dedicated to creating a world where everyone enjoys clean energy.

Everyone involved in generating, supplying, and using energy is our customer. We are addressing their energy challenges as they transition to clean energy. While we are committed to creating a sustainable energy future, Gridwiz also faces challenges related to climate and environmental issues. Through this report, we share how we are addressing these challenges.

We hope that our efforts for improvement are linked to the services we provide to customers and lead to outcomes that benefit future sustainable generations.



Action for Planet

Clean Tech Service

Gridwiz provides services to address issues such as climate change, carbon neutrality, and energy transition. Guided by the slogan ‘Heal the Earth’, Gridwiz pursues a business model that minimizes the environmental impact of its services and returns positive benefits to customers and society.



Demand Response



Battery Energy Storage



Renewable Energy



E-Mobility

Demand Response Solutions

Gridwiz participates in the demand response market with over 1,700 customers, aiming to maintain grid stability and manage customers’ energy usage and costs. Substantial investments may be required to build new power generators and power lines just to deal with a few hours of peak energy consumption. If customers can reduce energy usage for ‘just a few hours’ through the demand response market, the costs required to build a generator can be reduced and the environmental impact of construction can be minimized.

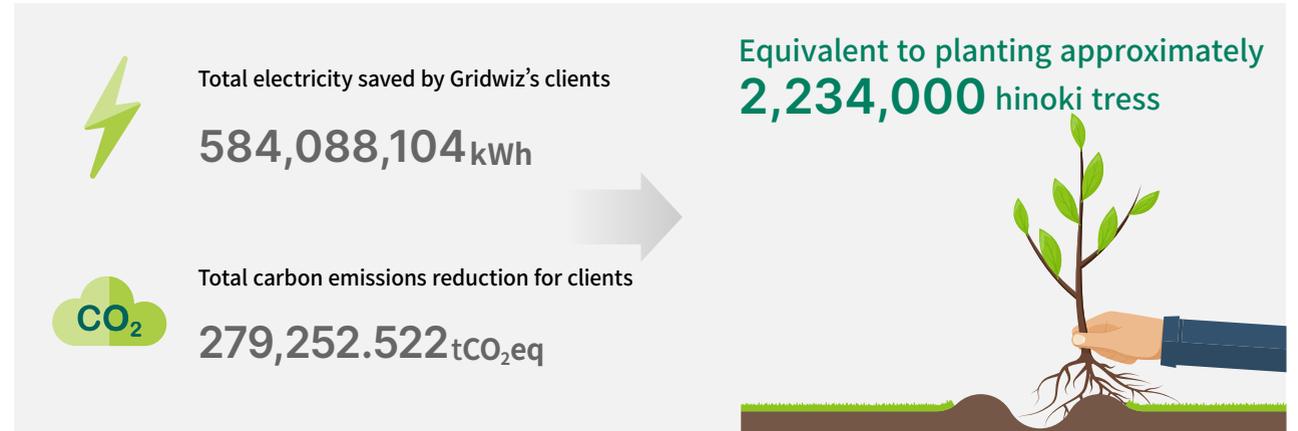
Battery Energy Storage Solutions

With the increasing proportion of distributed energy resources such as solar and wind power, due to energy transition, the importance of battery energy storage systems is continuously growing to utilize energy more reliably. Gridwiz operates BESS 24/7 to save energy costs and manage greenhouse gas emissions. Additionally, Gridwiz enhances the utility of BESS by integrating them with demand response, renewable energy and EV charging solutions.

Renewable Energy Solutions

Many of our customers express their needs for energy transition. Gridwiz focuses on achieving customers’ RE100 goals and ensuring stable transition to clean energy through optimized solar installation at customer sites. Gridwiz provides end-to-end services, from solar installation to operation, tailored to customer needs. Customers can not only save on electricity bills, but also obtain credits for carbon emissions reduction.

Gridwiz Track Record (2014~present)



* Number of Hinoki Trees Needed per CO₂ Emissions : 1 ton = 8 trees (according to Korea Forest Service standards)

Total Energy Resource Capacity Operated by Gridwiz



Action for Planet

Clean Tech Service

Gridwiz provides services to address issues such as climate change, carbon neutrality, and energy transition. Guided by the slogan ‘Heal the Earth’, Gridwiz pursues a business model that minimizes the environmental impact of its services and returns positive benefits to customers and society.



Demand Response



Battery Energy Storage



Renewable Energy



E-Mobility

EV Charging Solutions

As countries worldwide aim to achieve carbon neutrality and address climate change, many have set goals to transition from internal combustion engine vehicles to electric vehicles. Consequently, the global adoption of electric vehicles is expanding, and there is a rapidly increasing need for the expansion of electric vehicle charging infrastructure. Gridwiz is equipped with comprehensive technologies that support the expansion of electric vehicles and leads their transition. Gridwiz provides services to ensure that infrastructure is conveniently available for everyone in our society. Furthermore, Gridwiz strives to create a sustainable future by staying ahead in understanding the value of EVs and integrating them with diverse energy services.

SOLUTION	APPLICATION	SPEC	PRODUCT
E-Mobility	CCS Modem	DC EIM & PnC	EVCC DC
		AC EIM & PnC	EVCC AC
EVSE	CCS Modem	DC EIM & PnC	SECC DC
		AC EIM & PnC	SECC AC
Charging	Charger	AC Charger	Skyblue 11
		DC Charger	Skyblue 30
		DC Charger	Skyblue 40
Test Device	EV Test Device	Comm	EVCC TD
	EVSE Test Device	Comm	SECC TD
	CCS Protocol Analyzer	Comm & Power	EV EMULATOR
	CCS Protocol Analyzer	Packet Sniffer	V2G ANALYZER

E-Mobility CCS Modem

The E-Mobility CCS(Combined Charging System) modem is a component installed in both vehicles and charging stations to support communication for charging. They facilitate the exchange of necessary information for charging and serve as the foundation for safe charging technologies. Gridwiz’s CCS modems comply with international standards such as DIN SPEC 70121, ISO 15118, and OCPP, ensuring compatibility with global markets, which has led to a market share of over 90% domestically and over 30% globally.

With the expansion of the smart charging and bidirectional charging markets, the demand for CCS modems, traditionally installed in fast chargers, is extending to include slow chargers as well.

Skyblue Service

Skyblue service provides guidance to EV users on adjusting their charging based on the condition of the power grid. In case of power shortages, it advises users to temporarily pause charging or reduce the charging amount. Conversely, when there is an abundance of clean energy being generated and potentially wasted, it encourages charging using clean energy sources. Customers who charge their EVs according to these guidelines are recognized for contributing to the stable operation of the power grid and receive compensation from the energy market.

Through our Skyblue service, we are creating a foundation to utilize electric vehicles (EVs) as a new resource in the future energy market and expand their presence.

Skyblue Charger

The Skyblue charger is not only capable of simple charging but also features bidirectional functionality, making it a smart charger that can be applied to various energy services. We anticipate that it will meet the needs of the future market, especially regarding the utilization of electric vehicles as Battery Storage. The charger’s Plug and Charge (PnC) functionality, along with various smart charging technologies tailored to users’ schedules and grid conditions, enhance user convenience and contribute to the stability of the power grid.

Action for Planet

Minimizing Environmental Impact

Gridwiz is establishing an environmental management system to operate sustainable business and address related risks. We strive to enhance awareness among our members through ongoing education and campaign activities, and we endeavor to assess the sustainability of all Gridwiz products and services, identify environmental impacts, and minimize negative effects.

Establishment of Environmental Management System

Gridwiz is in the process of establishing an environmental management system for sustainable business operations. We continuously manage energy, water, and other resources to minimize the environmental impact on the local communities and stakeholders in accordance with environmental regulations in all countries where we operate. We ensure proper disposal and recycling of waste materials. Regular environmental education and campaign activities are also conducted to enhance awareness among our members, contributing to the establishment of a framework for environmental management system.

Operation of Environmental Impact Monitoring System

Gridwiz operates a monitoring system to identify and manage environmental impacts, fulfilling environmental responsibilities. We proactively manage and respond to environmental risks that may arise across our business activities.



Establishment of Environmental Goal Management System

Gridwiz is currently in the process of establishing a goal management system to identify the environmental impact status and set clear objectives for achievement. We continuously monitor and manage environmental-related data such as carbon emissions (Scope 1, 2) and electricity usage. In 2023, there was an increase in electricity usage compared to 2022, attributed to increased testing activities related to the increase in the need for electric vehicle solutions and revenue enhancement efforts. Based on the data, we want to continuously identify and improve environmental impacts.

Excerpt from the 'Environmental Goal Management Procedure'

The purpose of this procedure is to establish specific and achievable environmental goals and objectives to minimize the environmental impact resulting from the activities, products, and services of Gridwiz. These goals and objectives are communicated clearly to all levels within the organization to facilitate continuous improvement and minimize environmental pollution.

ISO 14001 Certification Acquisition

Gridwiz has obtained ISO 14001 certification for its environmental management system to support sustainable business practices and address climate change. As a clean tech company, Gridwiz is committed to fulfilling its environmental responsibilities, complying with regulations, and making efforts to mitigate environmental risks.



Improving Environmental Awareness Among Employees

Gridwiz conducts regular environmental management training for its employees to internalize environmental practices. In 2023, a total of three environmental training sessions were conducted.

Period	Lecture Name	Target Audience
2023	Green Shock	All Employees
2023	Understanding ESG	All Employees
2024	Selling Climate Crisis	All Employees

Environmental Regulations Violations



2021~2023
Number of Environmental Regulations Violations **0** incidents

Gridwiz Carbon Emissions



Action for Planet

Climate Change Response

Gridwiz provides services for a sustainable future. However, essential resources such as energy and water are required to operate the business, which can have negative environmental impacts. Therefore, Gridwiz is actively contemplating and implementing methods to address climate change issues associated with its operations. By joining relevant initiatives, Gridwiz is practicing environmental responsibility in its pursuit of sustainable practices.



Carbon Emissions Management



Clean Energy Transition



Energy Saving



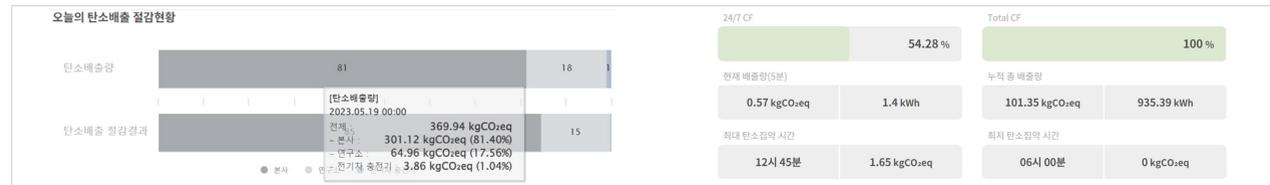
Electric Vehicle Transition

Carbon Emissions Management

Gridwiz has developed its own platform to manage greenhouse gas emissions on a five-minute basis for power consumption in Gridwiz Green Building, Blue Building and electric vehicle chargers.

By real-time matching of power generation from our own power plants with power consumption, we manage greenhouse gas emissions on a five-minute basis 24/7.

Accurate measurement and management serve as a foundation for reducing emissions at our facilities.



Gridwiz's 24-hour GHG emissions on May 21, 2022

Clean Energy Transition

Installation of Solar Power Plants

Gridwiz has installed a solar power plant on the rooftop of the Blue Building, where we develop electric vehicle solutions, and is utilizing the clean energy generated from there. In 2023, the solar power plant produce 20,113.1 kWh of clean energy.

Period	Generation Amount
2022.12.08 ~ 2022.12.31	615.9 kWh
2023.01.01 ~ 2023.12.31	20,113.1 kWh

K-RE100 Membership

Gridwiz joined K-RE100 in 2022, aiming to achieve the use of renewable energy for its entire energy consumption.

K-RE100 Achievement Status

Period	2022	2023
Energy Consumption	311,296 kWh	318,223 kWh
REC Purchases	379 REC	420 REC
Weighting	1,216	1,216
Conversion Rate	100%	100%

Energy Saving

Gridwiz participates in Residential Demand Response Program to reduce energy consumption, leading in ensuring stable energy supply and reducing fine dust.

* What is a Residential Demand Response?

Residential Demand Response is a program where small-scale energy users are requested by the power market operator to reduce energy usage and are compensated in cash for the saved amount of energy when concerns arise about the stability of energy supply, or when energy issues are anticipated due to factors like fine dust or abnormal temperatures.



Electric Vehicle Transition

Electric Vehicle Charging Support

Gridwiz has installed 11 or more electric vehicle chargers. To facilitate Gridwiz employees' transition to electric vehicles without hesitation, a large number of chargers are installed to build an electric vehicle charging infrastructure that can be used freely. Gridwiz's chargers, in particular, can automatically control charging amounts based on ushers' electric vehicle usage time and power conditions, allowing for charging without burdening the power grid.

K-EV100 Membership

Gridwiz aims to transition all corporate vehicles to electric vehicles by 2025. According to the EV 100 transition roadmap, the transition goal for 2022 was 45.5%, which was surpassed with an actual achievement of 50%. In 2023, 60% transition was achieved.

K-EV100 Achievement Status

Period	Conversion Targets	Conversion Status
2022	45.5	50.0
2023	60.9	60.0
2024	75.0	-
2025	100.0	-

Action for People

Gridwiz takes responsibility for its members, customers, stakeholders, and the community to which we belong.

We are committed to creating an organizational culture where all members with diverse backgrounds and experiences are respected and can grow together. We are diversifying communication channels with customers and stakeholders.

Furthermore, we are expanding various educational initiatives and activities to ensure that the society to which our organization belongs remains healthy and sustainable.



Action for People

Organizational Culture

At Gridwiz, all members are referred to as ‘Grew’, which is a unit of counting trees in Korean. Just as trees come together to form a forest, we as Grews come together and grow every day within this environment. Gridwiz fosters a culture where Grews actively communicate, enjoy their work, and have opportunities to grow wonderfully.

People First – Grews are valued

What matters most at Gridwiz is the world we dream of and Grews who builds that world. If Grews cannot work with pride, Gridwiz cannot be a great company even if we can create the world we dream of. Gridwiz supports an environment where Grews can focus, grow, and find happiness at work.



Meal support

We offer lunch and overtime(if inevitable) meals to empower Grews, enabling them to work more energetically.



Book support

We purchase books upon Grews requests to foster diverse perspective and free growth, regardless of the genre.



Health check-ups

We provide annual health check-ups to our Grew and their family members.



Celebration gifts

We provide gifts to our Grews when they celebrate special moments in their lives, such as birthdays, wedding anniversaries, weddings and births, and employment anniversaries.

Future-Focused – Grews take action

Our goal is to Heal the Earth, a world where everyone enjoys clean energy. While we strive to make the Earth a better place for ourselves and the generations to come, the best way to save the Earth begins with small daily habits and efforts. We practice the values we believe in our daily lives.



EV experience program

To help familiarize Grews with EVs and charging infrastructure, we operate an EV experience program over the holidays so they can freely use Gridwiz’s EVs that would otherwise sit idle. This program aims to create a foundation that makes it easier for Grews to choose electric vehicles when considering their next cars.



Collaboration with social enterprises

Office supplies are necessary for company operations. Gridwiz always opts to collaborate with social enterprises when producing company goods. Business card holders, calendars, tumblers and mugs are all produced in partnership with social enterprises.

Stronger Together – Grews stand together

While Grews are all talented individuals in their respective fields, but that alone is not the most important value to us. We are confident that the best results are achieved when we find our own strengths and work together with colleagues who have different strengths.



Bonding with each other

Gridwiz offers financial support to support teamwork among Grews. Such expenses may be used freely as long as it contributes to strengthening teamwork. We also support club activities so that Grews from different divisions may come together and enjoy common hobbies.



Talk Talk Day

Every last Friday of each month, all Grew come together to share knowledge, pursue growth together, or participate in varying contests before going home early to relax and reward themselves with the gift of quality time with their family and friends at the end of the month.

Action for People

Organizational Culture

At Gridwiz, all members are referred to as ‘Grew’, which is a unit of counting trees in Korean. Just as trees come together to form a forest, we as Grews come together and grow every day within this environment. Gridwiz fosters a culture where Grews actively communicate, enjoy their work, and have opportunities to grow wonderfully.

GREW Stories of 2023

In 2023, Grews gathered our hearts for ‘growth’ by ‘connecting’ with each other through various ways of communication.

Talk Talk Day

Gridwiz holds Talk Talk Day on the fourth Friday of every month to share news, communicate, and grow together. In 2023, a total of 10 Talk Talk Days were held.

January	Communication	GREW UP - Communication Strategy Leading to Successful Dialogue
February	Communication	Culture Thoughts- What makes a good colleague?
April	Environment	Making Upcycling Pots
May	Communication	Happiness Photo Contest, Fire Response Training
June	Growth	ALL GREW MEET - First-half Review, Second-half Plan Sharing
July	Growth & Environment	GREW UP - Global Energy Crisis Brought by Renewable Energy, Green Shock Education
August	Growth & Environment	GREW UP - Project Review, Energy Golden Bell
September	Growth	GREW UP - ESG Education
November	Growth	GREW UP - Cardiopulmonary Resuscitation (CPR) Practical Training
December	Communication	2023 Review, 2024 Goal Sharing

Talk Talk Camp

Through a company-wide workshop held in Jeju Island in April 2023, we communicated together, collaborated, and shared Gridwiz’s goals.



Grew Sports Day

We organized our first sports day in 2023, creating a time to cooperate, communicate, and align our hearts.



Action for People

Safety and Health

Gridwiz has established and continuously manages operational guidelines for the safety and health of all employees. Through systematic management processes, we strive to ensure that all employees can work safely in a comfortable working environment.

Safety and Environmental Management Guidelines

Gridwiz recognizes that safety and health measures for employees are core elements of management. We provide a safe workplace, comply with relevant regulations, and adhere to the management philosophy that ‘people are the company’.

- We comply with workplace safety laws and regulations and implement our ethical management guidelines.
- We identify and eliminate potential risk factors to workplace safety and tolerate no compromise in this regard.
- We are part of Team Gridwiz first and foremost and fully participate in health and safety activities to establish a culture of safety at Gridwiz.
- We never lose sight of our mission to ‘Heal the Earth’ and prioritize our health and safety responsibility as a company aspiring to advance ESG goals.
- All our Grew fully participate in workplace safety activities and join forces to reduce our workplace safety risks to zero.

Safety Education

Gridwiz conducts regular safety training sessions to enhance employee safety awareness and ensure swift response to risks situations. In 2023, fire prevention training and cardiopulmonary resuscitation (CPR) training were conducted for all employees to equip them with the skills to respond effectively in the event of a fire outbreak.



Safety and Health Management Organization Operation

Gridwiz operates a dedicated safety and health organization to prevent industrial accidents. This organization regularly identifies, responds to, and manages potential risks each year.

Emergency Response Process

In preparation for incidents or accidents within the workplace, an emergency response process is in place to enable swift action. During the initial response phase, the type of incident is quickly identified, and emergency measures are promptly taken. Subsequently, following established procedures, the root causes of the incident are analyzed, and measures are formulated to prevent recurrence.

In cases deemed to have a high likelihood of occurrence, preemptive measures are prioritized for response.



Industrial Accident Status



2021-2023
3 cases for **0** consecutive years

Safety Education Progress

Category	Section	2021	2022	2023
Safety Education	Total hours of safety education	1,176	1,320	1,368
	Number of individuals who completed safety education	98	110	114
	Hours of safety education completed by individuals	12	12	12

Action for People

Talent Management

Gridwiz is fostering a work culture where passionate, professional, and respectful members collaborate. We are continually developing programs that enable both the company and its members to grow together. Additionally, we are committed to fair performance evaluations for sustainable business practices. Moreover, we consistently manage processes to attract highly skilled talents to join Gridwiz.



Growth of the Members



Sustainable Talent Management

Gridwiz’s Members, Grew

Gridwiz is building a work culture with members who work passionately, act professionally, and respect each other.

Attitude of Grews

At Gridwiz, the most crucial attitude we value in our members is passion. Passion is the driving force that, along with a sense of responsibility, motivates us to identify and analyze problems we must solve ourselves and strive to address them.



How Grews Work

The approach of Grew begins with recognizing oneself as a professional. A professional, as defined by Gridwiz, is someone who understands his or her role and responsibilities, grasps the purpose of their work accurately, and can judge how to collaborate with others to achieve the best results.

Interpersonal Relations Among Grews

Grews must respect and engage in warm conversations with their fellow Grews. Despite differing values, as Grew within Gridwiz, we all share the same direction, thus respecting the diversity of all Grews within the company.

Programs for the Growth of Members

Gridwiz runs various programs to support the growth of its members, enabling them to grow alongside the company.

Leadership Enhancement Program	Regular leadership education programs are conducted to manage organizational performance and facilitate communication and collaboration among teams and divisions. These programs provide opportunities for leaders to receive education and reflect on becoming better leaders, serving as a foundation for trust and growth between individuals and the organizations they lead.
Feedback Training	Effective feedback provides growth opportunities for both the giver and the receiver. Gridwiz provides regular feedback orientation education to all members, fostering a culture of respect and constructive feedback.
GW Business Education	Gridwiz operates various energy-related businesses. Weekly education sessions related to these businesses are conducted to enhance understanding among all members. Through direct preparation and delivery of materials by responsible personnel, both presenters and members passionately share knowledge and grow together.
JRM (Job Review Meeting) Program	A time is allocated annually to share individuals’ passionate work achievements with the entire organization. This serves as a platform to reflect on past experiences for growth and prepare for future endeavors.
Education and Training Support Program	Gridwiz offers an education and training support program to enhance the growth and professional competence of all members. In 2023, approximately 60 external education and conference support applications related to work were submitted, and 100% support was provided for all applications.

Action for People

Talent Management

Gridwiz is fostering a work culture where passionate, professional, and respectful members collaborate. We are continually developing programs that enable both the company and its members to grow together. Additionally, we are committed to fair performance evaluations for sustainable business practices. Moreover, we consistently manage processes to attract highly skilled talents to join Gridwiz.



Growth of the Members

Sustainable Talent Management

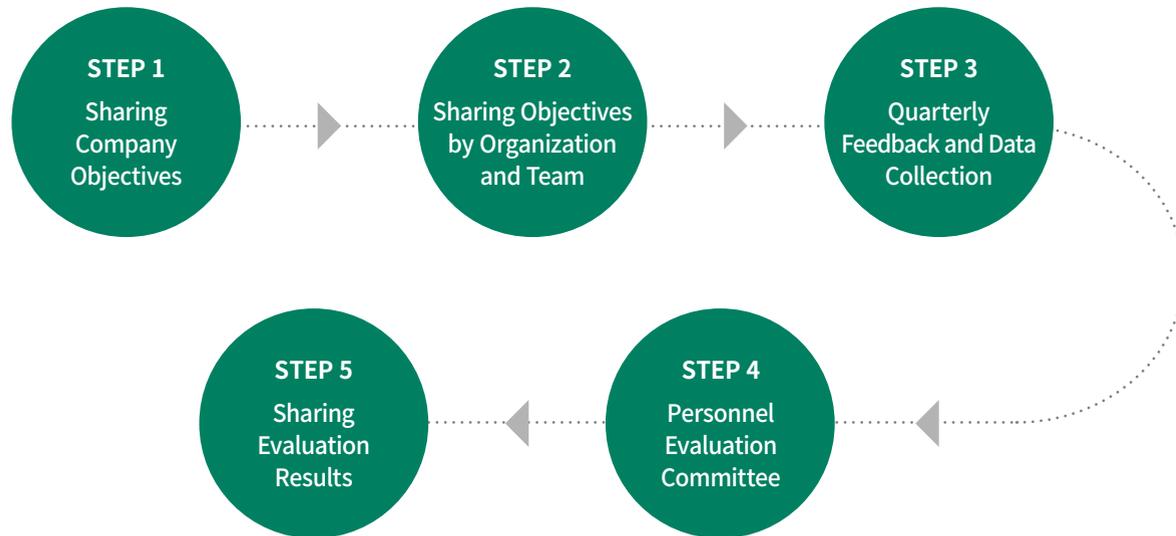
Sustainable Talent Management

Gridwiz is continuously developing a management system that can foster sustainable growth for outstanding talents. We share the company's goals and direction on a quarterly basis, ensuring alignment with the objectives of headquarters, teams, and individuals. Through a quarterly feedback system, we continuously share members' work goals and status with the organization, creating data for fair evaluation and compensation. Based on this accumulated data, the Human Resources Evaluation Committee ensures fair evaluation and compensation, operating a system that enables our members to focus continuously on their work.

Talent Recruitment Process

Gridwiz operates a recruitment process that is fair and inclusive, regardless of gender, disability, nationality, or any other factors, to hire candidates who fit into our work culture. To enhance accessibility for applicants, we utilize a diversified recruitment channels, and have separated the recruitment pages from the company's website to ensure that necessary information about company welfare and culture is systematically shared with applicants. Furthermore, we continuously review and refine our recruitment process to create a system where both existing and new members can participate together.

Internal Evaluation System



Action for People

Social Contribution

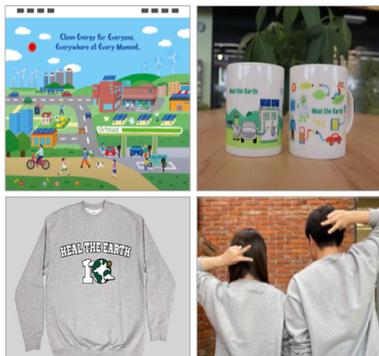
Gridwiz, as a part of the local community, is actively conducting various social contribution activities to fulfill its social responsibilities faithfully.

ESG Alliance Activities

Gridwiz has joined the ‘Pangyo ESG Alliance’ to promote communication and knowledge enhancement for the activation of ESG. Based on specialized seminars related to environmental and social contributions, Gridwiz conducted practical discussions and shared information with other companies related to ESG. We actively exchanged views with various companies about their diverse ESG activities.

Collaboration with Social Enterprises

Gridwiz collaborates with various social enterprises to produce goods provided to new employees.



Gridwiz collaborates with the social enterprise ‘Autistar’, using paintings created by autistic individuals who enjoy painting as calendar covers and on mugs.

Through the social enterprise ‘Usisan’, we produced upcycled sweatshirts that Grews can wear together and engage in activities.

ESG Education Program

Gridwiz conducts ESG education to raise awareness of climate change and deliver correct energy knowledge to the future generation, including teenagers and college students. We offer education programs targeting not only job seekers interested in ESG-related companies but also high school students who want to learn about ESG and engage in diverse discussions to expand Gridwiz’s ESG activities.



Support for Developing Countries

Gridwiz is conducting an environmentally friendly mobility-sharing service project in Indonesia, a country vulnerable to climate and air pollution, to contribute to sustainable development and the expansion of clean energy in developing countries. Specifically, we are establishing a solar-powered bicycle-sharing model targeting Lombok Island in Indonesia and providing educational opportunities for students through collaboration with local educational institutions. Additionally, we aim to address local energy issues by integrating our existing energy projects with this initiative.

Campaign Activities

As a responsible energy company, Gridwiz conducts annual campaign activities for the Earth. This year, we carried out the following campaign activities :

On Earth Day (April 22)

We conducted upcycling pot-making activities.

On Energy Day (August 22)

All employees engaged in campaign activities such as the switch-off event and participated in the energy golden bell Event to enhance knowledge about energy and the environment.

On Blue Sky Day (September 7)

We conducted activities not only to reduce fine dust but also environmental activities that we can practice in our daily lives.

Donation Activities

Gridwiz has been continuously conducting donation activities targeting areas that require development and assistance. We reinvest a portion of the revenue generated from our energy business into energy conversion and the local community. In 2023, we conducted seminar sponsorship activities aimed at donation drives for development funds and technology development targeting universities such as Ulsan University, Busan University, and Hanil University. Additionally, to contribute to addressing global issues, we also conducted donation activities for relief efforts for victims of the Türkiye earthquake.



Total Donation Expenses in 2023

77,706,600 KRW

Action for People

Customer-Centric Service

Gridwiz has established a quality management system to address risks that may arise from products and services experienced by customers. We continuously manage customer feedback and operate our own quality management system to consistently provide services that satisfy our customers.

Quality Management System Implementation

Gridwiz operates a quality management system for the supply of sustainable products and safe services. We comply with quality and safety-related legal regulations in all countries where we conduct business and continuously manage customer satisfaction and trust by providing high-quality products and services. Gridwiz declares a quality policy and has processes in place to measure and manage quality performance. The results lead to continuous quality improvement and serve as a foundation for members to recognize the importance of quality.

Quality Management Process

Establishing a Quality Management Plan	Setting management objectives and establishing plans according to quality management policies
Deriving Quality Requirements	Setting quality management indicators based on the characteristics of products and services to derive quality requirements
Performing Status Checks	Performing periodic checks for quality maintenance
Implementing Quality Improvement Measures	Analyzing quality issues and improving processes
Verification and Evaluation	Sustained management through quality verification and evaluation

ISO 9001 Certification Acquisition

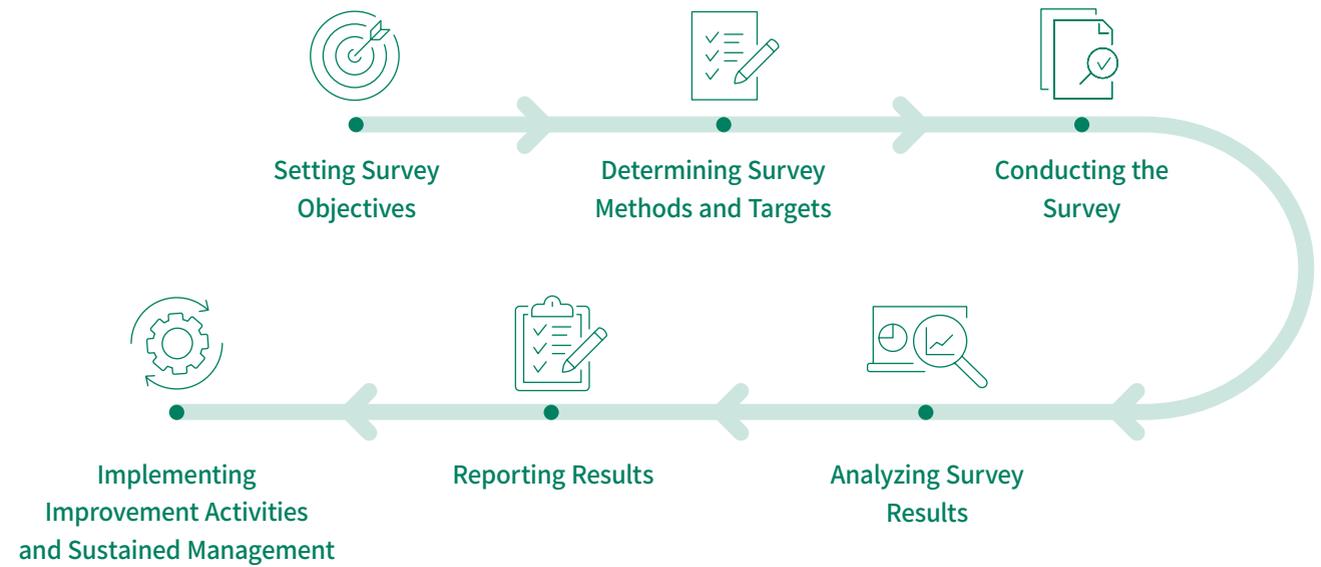
Gridwiz has acquired ISO 9001 certification, which complies with international standards, to provide the best products and services to domestic and international clients. Additionally, we have obtained quality-related certifications such as KC and FCC and are continuously monitoring them. We also implement strict internal management within the organization.



Customer-Centric Management

Gridwiz conducts regular satisfaction surveys to provide customer-centric services. Based on the results of these surveys, we identify areas for improvement in both services and products, thus establishing customer-centric processes.

Customer Satisfaction Survey Process



Action for Prosperity

Gridwiz is a rapidly growing clean energy startup.

As we grow, the management system of Gridwiz is also evolving and becoming more structured.

We strive to create a decision-making system that is transparent, sustainable, and capable of protecting various stakeholders.



Action for Prosperity Stakeholder Communication

Gridwiz maintains continuous communication with stakeholders through various channels. We consistently share up-to-date information about our business as well as information about various activities aimed at fostering organizational culture. Additionally, we manage transparent communication channels to facilitate open dialogue and engagement.



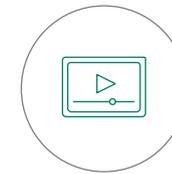
Media Communication

Gridwiz shares press releases with various media outlets to communicate diverse information related to corporate operations and business status.



SNS

We utilize various SNS channels such as LinkedIn, Facebook, and Instagram. We regularly upload news about the energy market and Gridwiz's updates. We operate multiple channels to approach stakeholders of various age groups in a friendly manner.



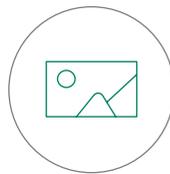
YouTube Channel Launch

In 2023, Gridwiz launched a YouTube channel. We organize and convey Gridwiz's business content and share stories about the diverse members working at Gridwiz and our culture, presenting our story in a colorful way.



Newsletter

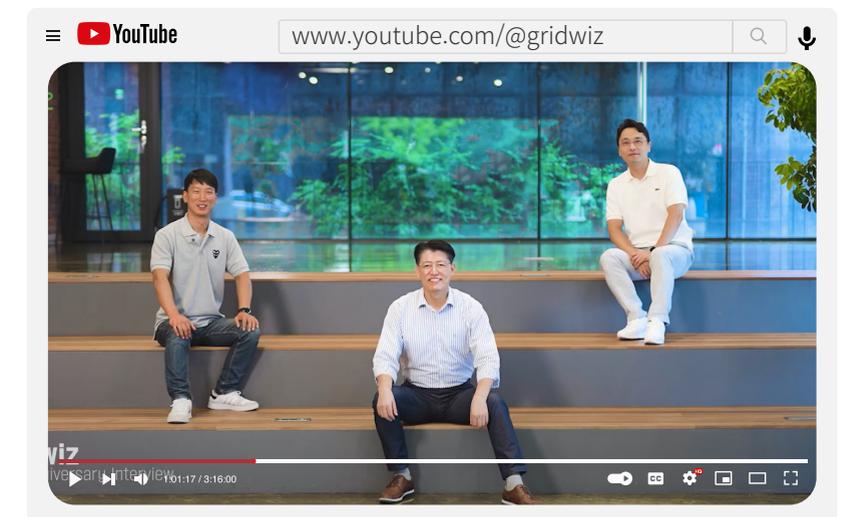
Gridwiz's CXO publishes a newsletter called 'Grew's Newsletter' once a week for Gridwiz employees and stakeholders. This newsletter includes industry and policy issues related to Gridwiz's relevant fields, as well as internal news. Gridwiz strives to actively communicate with stakeholders through this newsletter.



Exhibitions

Gridwiz participates in domestic and international exhibitions to showcase our technologies and business competencies to a global audience. As a leading energy tech company in Korea, we are building cooperative relationships with stakeholders from various countries and expanding our customer base.

Gridwiz YouTube Channel Launch in 2023



Gridwiz in the Media in 2023



Gridwiz news featured in the Media

21 articles

Grew's Newsletter in 2023



Total number of newsletters published

50 issued



Average open rate

85%

Gridwiz Exhibition Participation in 2023



Climate Industry International Expo

EVS36 Symposium & Exposition

Forum/Conference Speaking: Clean Tech Forum Asia, Future Mobility Asia

Action for Prosperity Board of Directors

Gridwiz strives for board-centered governance focused on establishing a healthy and transparent decision-making system and organization. Through a board composed of independence, expertise, and diversity, Gridwiz seeks rational decision-making on key issues.

Board Operating Objectives

Gridwiz aims for the following objectives in board operation.



Independence

Operation of a board with independence to prevent misconduct and unfair practices.



Transparency

Operation of a board with transparency that allows disclosure of corporate decision-making and operation processes.



Diversity

Operation of a board with diversity for fair decision-making and corporate growth.

Board Appointment Process

Gridwiz appoints board members through a process designed for rational decision-making.



Board of Directors

Category	Name	Date of	Academic Background and Career	Expertise
Inside Director	KuHwan Kim	Apr. 25, 1970	Current) Head of the Korea Energy Innovation SME Association Current) Member of the Electricity Policy Council, Ministry of Trade, Industry and Energy Current) Member of the Energy/Industry Transition Subcommittee, Presidential Commission on Carbon Neutrality and Green Growth Current) CEO, Gridwiz	Business management
	JuneWoo Ryu	Sep. 25, 1978	May 2009 Leader, Technology Support/Marketing/Smart Energy Team, Wiznet Mar. 2013 Vice President, Gridwiz Current) President, Gridwiz	Strategy
	HyunWoong Kim	Dec. 18, 1979	Jul. 2005 Senior researcher, Wiznet Research Institute Mar. 2013 Head, Gridwiz Research Institute Current) Vice President, Gridwiz	Technology
	YoungChul Hwang	Jul. 29, 1969	Dec. 2018 ALPINION Medical Systems (ILJIN Group affiliate) Dec. 2019 ILJIN Holdings Current) CFO, Gridwiz	Investment and finance
Independent Director	SangTae Kim	Feb. 23, 1956	Current) Advisor, JARAM&SU Engineering	Oversight and management of overall business operations
	HongSik Choi	Aug. 11, 1962	Current) Standing advisor, Dentons Lee Current) Advisor, KONEX Association Current) Independent director, dynamic design Current) Independent director, CSA Cosmic	
Other Non-executive Director	HyoNam Jin	Mar. 16, 1981	Current) Director of SK Gas Strategic Planning Division	Oversight and management of overall business operations
Auditor	JinSoo Kim	Jun. 2, 1966	Current) Adjunct professor, Graduate School of Policy Studies, Korea University Current) Graduate School of Public Administration, Hansung University	

Action for Prosperity Ethical Management

Gridwiz is committed to practicing ethical management by establishing an organizational structure for decision-making and declaring ethical responsibilities to employees, customers, shareholders, partners, and society. Additionally, efforts are made to internalize ethical management and establish corporate culture through regular education.

Ethical Management System

Gridwiz operates an Ethics Management Committee as the highest decision-making body for ethical management.

Ethics Committee Structure



Roles of the Ethics Management Committee

- ① Policy and guideline development
- ② Integration of ethical education
- ③ Resolution of ethical conflicts
- ④ Monitoring and auditing

Gridwiz’s Ethical Responsibility Declaration

Employee Ethics The company creates an environment where members work and grow voluntarily and enthusiastically. Members should contribute to the company’s development and value creation for stakeholders.

Customer Focus The company must continuously satisfy customers to gain their trust and grow alongside them.

Shareholder Responsibility The company should enhance corporate value to benefit shareholders, ensuring transparency

and efficient management.

Relationship with Partners The company collaborates with partner companies for mutual growth and competes fairly with competitors.

Social Responsibility The company contributes to economic development and makes social and cultural contributions to society. It should manage operations in accordance with social norms and ethical standards.

Ethical Management Enhancement Program

Gridwiz conducts regular human rights education for all employees. In 2023, a total of 114 members completed education on sexual harassment prevention, prevention of harassment in the workplace, and awareness improvement for persons with disabilities.



Operation of Counseling/Reporting System

Gridwiz employees have the option to seek counseling or report incidents through the ‘Grievance Handling’ system in cases involving unfair practices, unfair requests such as bribery and entertainment, improper use or misuse of company assets, unauthorized disclosure of confidential information, document or data manipulation, or any other misconduct and malpractice. Ensuring anonymity of the reporter, reported issues are promptly and swiftly addressed to prevent recurrence of similar issues in the future.

Reporting Procedure



Action for Prosperity Risk Management

Gridwiz identifies and classifies risks for achieving ESG management goals and proactively manages potential risks, establishing a system to address them.



Risk Management



Internal Accounting Management System



Information Security

Risk Management Framework

Gridwiz has established a risk management organization and processes to manage and proactively respond to risks that may arise within the company. It thoroughly reviews and manages business risks, financial risks, and personnel risks that may affect the sustainability of Gridwiz’s business operations.

Risk Management Organization and Functions

Board of Directors	Decision-making for risk response			
Management Committee	Review and evaluation of risks expected to affect corporate management			
Operational Organization and Roles	Business Management Organization	Operations Management Organization	Finance and Accounting Organization	Human Resources Management Organization
	Management of new business Business risk management Investment risk management	Operational risk management Legal risk response	Internal accounting management system Operation and management Response to audits	Safety and health Ethics and human rights Other risks

Risk Management Process



Risk Management Items

Risk Item	Definition	Response Measures	Responsible Organization
Climate Change Risk	<ul style="list-style-type: none"> The risk of climate change affecting or being affected by the company Increased likelihood of natural disasters due to climate change, as well as risks in energy production and supply resulting from abrupt climate variations 	<ul style="list-style-type: none"> Energy resource management and maintenance Expansion of renewable energy and transition to electric vehicles 	Business Management Organization
Energy Price Fluctuation Risk	<ul style="list-style-type: none"> Abrupt fluctuations in energy prices can impact Gridwiz’s profitability and stability 	<ul style="list-style-type: none"> Review of business portfolio according to price changes 	Business Management Organization
Policy and Regulatory Risk	<ul style="list-style-type: none"> Refers to business risks arising from political or governmental regulations 	<ul style="list-style-type: none"> Monitoring policy changes and analyzing impacts 	Business Management Organization
Information Security Risk	<ul style="list-style-type: none"> Refers to the risk of data security managed by Gridwiz 	<ul style="list-style-type: none"> Systematic management of data security 	R&D Department
Ethics and Human Rights Risk	<ul style="list-style-type: none"> Human rights risks related to Gridwiz’s partners, employees, etc 	<ul style="list-style-type: none"> Revision of ethical guidelines and internal education 	Human Resources Management Organization
Financial Risk	<ul style="list-style-type: none"> Risks related to the accuracy and reliability of financial data due to absence or defects in internal control systems 	<ul style="list-style-type: none"> Operation of internal accounting management system 	Financial Accounting Organization

Action for Prosperity Risk Management

Gridwiz identifies and classifies risks for achieving ESG management goals and proactively manages potential risks, establishing a system to address them.



Risk Management



Internal Accounting Management System



Information Security

Internal Accounting Management System

Gridwiz has established and enhanced internal control functions for proactive risk management and operates an internal accounting management system to prevent errors and irregularities. In accordance with Article 8 of 「The Act on External Audit of Stock Companies」 and Article 9 of its Enforcement Decree, as well as Article 6 of 「Regulations on External Audit and Accounting」, the company designs effective internal accounting management systems by establishing necessary policies and procedures to ensure the reliability of financial statements. Furthermore, Gridwiz regularly evaluates the operational status of the internal accounting management system, reports to the board of directors and auditors, and continuously monitors the effectiveness and efficiency of the system.

Organization and Functions of Internal Accounting Management System

Board of Directors	<ul style="list-style-type: none"> Approval of regulations and important policies Review of significant management measures regarding the design and operation of the system 	<ul style="list-style-type: none"> Review of management measures by management for significant changes in the system Confirmation of evaluation results and improvement measures for the system
Auditor	<ul style="list-style-type: none"> Supervision of system management 	<ul style="list-style-type: none"> Oversight of anti-corruption programs
CEO	<ul style="list-style-type: none"> Responsibilities for managing and operating the system and supporting various related matters Deliberation and designation of candidates for system administrators 	<ul style="list-style-type: none"> Reporting the operational status of the system to shareholders' meetings, board of directors, and auditors Provision of information and data related to the system Responsibility for corrective action in case of misconduct
Internal Accounting Department	<ul style="list-style-type: none"> Overall supervision of system design and operation and review of effectiveness Overall coordination of audits by external auditors on the internal accounting management system 	<ul style="list-style-type: none"> Other tasks related to the internal accounting management system as directed by the CEO Reporting of operational status of the internal accounting management system to the board of directors and auditors as delegated by the CEO

Internal Accounting Management System Operation and Evaluation Process

Establishment of Operation Status Inspection Plan	<ul style="list-style-type: none"> Develop an inspection plan considering significant deficiencies and vulnerabilities identified in the previous period, as well as anticipated major changes in the current period
Performance of Operation Status Inspection	<ul style="list-style-type: none"> Confirm detailed inspection items according to the operation status inspection plan and conduct inspections Compilation of deficiencies and exceptional cases based on inspection results
Evaluation of Deficiencies and Formulation of Improvement Measures	<ul style="list-style-type: none"> Assessment of the severity of deficiencies Identify the root causes of deficiencies and determine improvement measures through discussions with relevant departments
Reporting on Operation Status	<ul style="list-style-type: none"> Review the operation status inspection results of the internal accounting team Reporting to the CEO, including identified deficiencies' root causes, improvement plans, etc.
Evaluation of Operational Status by the Auditor	<ul style="list-style-type: none"> Assess the adequacy of the operation status inspection results and report to the board of directors

Action for Prosperity Risk Management

Gridwiz identifies and classifies risks for achieving ESG management goals and proactively manages potential risks, establishing a system to address them.



Establishment of Information Security Management System and Framework

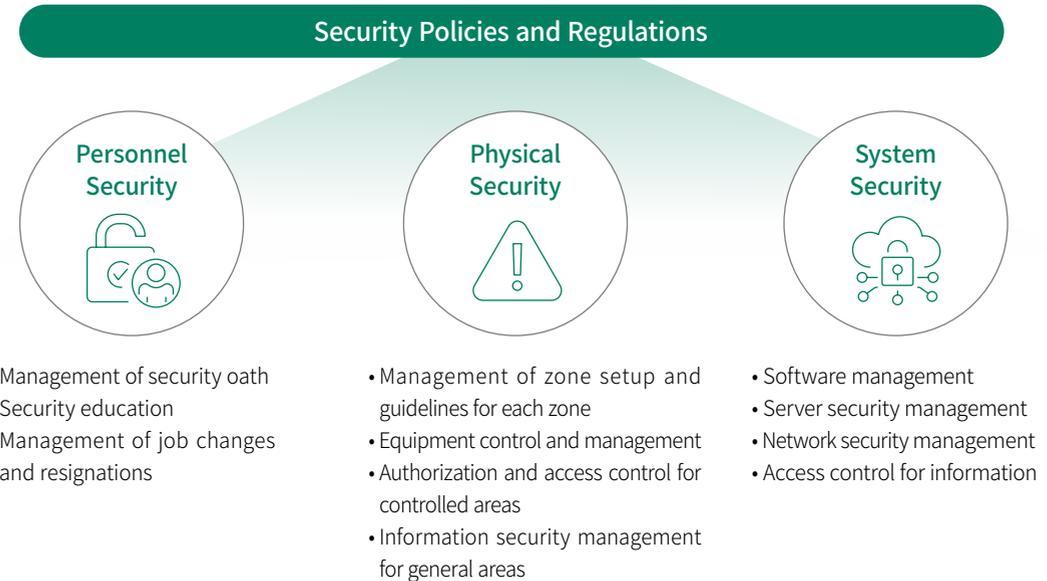
Gridwiz recognizes the protection and management of information, which is a core asset of the company, as a crucial element. To ensure the safe and thorough management of corporate and customer information, Gridwiz has established an information security management system. Based on Gridwiz’s information security management policy, we protect the information of the company and customers. This involves defining necessary measures for managing and protecting information assets, security matters, trade secrets, and other intellectual property, aiming to maintain consistency with the company’s management objectives and security policies.

To internalize the importance of information assets, we conduct regular security education for all members and ensure that all employees prevent security risks stemming from various internal and external threats through the completion of security oaths. Furthermore, we include security-related content in contracts concluded with all domestic and foreign companies and stakeholders associated with Gridwiz, ensuring the management of all information.

Information Security Organization and Functions

Security Management Committee	<ul style="list-style-type: none"> Approval of key regulations and policies such as the establishment and revision of security policies Review of the operation of information security systems 	<ul style="list-style-type: none"> Review of measures and confirmation of improvement measures for security issues
Security Officer	<ul style="list-style-type: none"> Overall coordination and supervision of security management tasks within the company, including ‘general security tasks’ and ‘IT security tasks’ 	<ul style="list-style-type: none"> Supervision of compliance with security regulations
Security Personnel	<ul style="list-style-type: none"> Security personnel appointed by the security officer in each field and department through cooperation with relevant departments 	<ul style="list-style-type: none"> Reporting and management of security issues according to each field and department

Information Security System



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ESG Data

Environment

Category	Unit	2021	2022	2023
Total Energy Consumption	kWh	231,711	311,296	318,223
Gridwiz Green Building	kWh	131,912	206,211	196,204
Gridwiz Blue Building	kWh	59,605	91,200	102,847
EV Chargers	kWh	11,586	13,885	19,172
Platform Research Institute (2021)	kWh	28,608	-	-
Energy Savings	kWh	361.0	846.9	130.0
Renewable Energy Generation	kWh	-	616	20,113
Residential Demand Response	kWh	361	231	130

Category	Unit	2021	2022	2023
Water Consumption	ton	1,785	1,926	2,699
Gridwiz Green Building	ton	1,554	1,638	2,204
Gridwiz Blue Building	ton	231	288	495
Number of Environmental Regulations Violations	cases	0	0	0

Category	Unit	2021	2022	2023
GHG Emissions	tCO₂eq	251.25	218.32	222.29
Scope 1	tCO ₂ eq	-	44.25	38.27
Scope 2	tCO ₂ eq	125.62	174.07	184.02
Gridwiz Green Building	tCO ₂ eq	77.91	123.83	125.68
Gridwiz Blue Building	tCO ₂ eq	28.50	43.60	49.17
EV Chargers	tCO ₂ eq	5.54	6.64	9.17
Platform Research Institute (2021)	tCO ₂ eq	13.68	-	-

- Total energy consumption data were calculated based on power bills and Power Planner data issued by Korea Electric Power Corporation.
- Renewable energy generation under the energy savings category refers to the power generated by the rooftop PV generator of our Blue Building.
- Scope 1 GHG emissions were calculated based on the milage data of our corporate vehicle fleet.
- Scope 2 GHG emissions were calculated based on the emissions factor approved by the government in 2021 for our electricity consumption, and fuel-specific national emissions factors for our heating power consumption.
- Although waste emissions for Gridwiz could not be calculated for this fiscal year, discussions are ongoing with relevant departments and partner companies to establish a system for waste calculation.

ESG Data

Society

Employee Status*

Category		Unit	2021	2022	2023
Total		people	98	110	111
By Gender	Male	people	68	70	74
	Female	people	30	40	37
By Job Position	Office Position	people	66	81	72
	R&D Position	people	32	29	39
By Age Group	Under 30	people	20	25	24
	30-39	people	47	51	53
	40-49	people	20	21	22
	50 and Over	people	11	13	12

* As of Dec. 2023

Recruitment Status

Category		Unit	2021	2022	2023
Total		people	23	39	24
By Gender	Male	people	16	21	17
	Female	people	7	18	7
By Age Group	Under 30	people	10	20	4
	30-39	people	6	15	8
	40-49	people	4	3	9
	50 and Over	people	3	1	3

Turnover Status

Category		Unit	2021	2022	2023
Total		people	30	27	17
By Gender	Male	people	22	20	9
	Female	people	8	7	8
By Age Group	Under 30	people	9	9	1
	30-39	people	16	15	11
	40-49	people	5	2	4
	50 and Over	people	0	1	1

ESG Data

Society

Employee Education Status

Category	Unit	2021	2022	2023
Number of Participants in Training	people	98	110	114
Training Expenses	KRW	40,004,105	24,037,496	28,124,324
Average Training Cost per Person	KRW	408,205	218,523	246,705

Occupational Health and Safety

Category	Unit	2021	2022	2023
Number of Employees Receiving Occupational Health and Safety Management	people	98	110	114
Number of Occupational Injuries	cases	0	0	0
Occupational Injury Rate of Employees	%	0	0	0
Occupational Injury Frequency Rate (OIFR) of Employees	%	0	0	0
Number of Occupational Diseases among Employees	cases	0	0	0

Safety Education

Category	Unit	2021	2022	2023
Total Safety Education Hours	hours	1,176	1,320	1,368
Number of Participants in Safety Education	people	98	110	114
Average Safety Education Hours per Person	hours	12	12	12

Maternity Leave Status

Category	Unit	2021	2022	2023
Number of Employees on Maternity Leave	people	4	1	0
By Gender				
Male	people	3	1	0
Female	people	1	0	0
Return Rate after Maternity Leave	%	100	100	-

Parental Leave Status

Category	Unit	2021	2022	2023
Number of Employees on Parental Leave	people	1	1	1
By Gender				
Male	people	0	0	0
Female	people	1	1	1
Return Rate after Parental Leave	%	100	100	100

Quality Management & Customer Safety

Category	Unit	2021	2022	2023
Product and Service Safety Impact Assessment	-	ISO 9001 Certification Acquisition		
Number of Product or Service Safety Violations	cases	0	0	0
Number of Violations in Product and Service Information and Labeling	cases	0	0	0
Number of Marketing Violations	cases	0	0	0
Number of Consumer Information Protection Violations	cases	0	0	0

ESG Data

Governance

Board of Directors Status

Category		Unit	2021	2022	2023
Number of Directors		people	-	8	8
By Type	Inside Director	people	-	4	4
	Independent Director	people	-	2	2
	Other Non-executive Director	people	-	1	1
	Auditor	people	-	1	1
By Gender	Male	people	-	8	8
	Female	people	-	0	0
Average Attendance Rate of the Board of Directors		%	90	94	98
Number of Board Meetings		회수	8	9	6

Ethical Management

Category		Unit	2021	2022	2023
Number of Legal Violations		cases	0	0	0
Ethics and Compliance Training					
Ethics Training for New Hires		Number of Participants	23	39	24
Ethics Training for All Employees		Number of Participants	98	110	114
Workplace Sexual Harassment Prevention Training		Number of Participants	98	110	114
Workplace Harassment Prevention Training		Number of Participants	98	110	114
Disability Awareness Training		Number of Participants	98	110	114

Personal Information Protection and Information Security

Category		Unit	2021	2022	2023
Security Personnel Trained on Human Rights Policy and Procedures		people	-	-	1
Completion of Personal Information Protection Training		people	98	110	114
Number of Instances of User Information Leakage		cases	0	0	0

GRI Index

Universal Standards

Standard	Disclosure	Reporting page note
GRI 2 : General Disclosures	2-1 Organizational details	6p
	2-3 Reporting period, frequency, and contact point	2p
	2-4 Restatements of information	N/A
	2-7 Employees	36p
	2-10 Nomination and selection of the highest governance body	29p, 38p
	2-11 Chair of the highest governance body	29p
	2-12 Role of the highest governance body in overseeing the management of impacts	11p
	2-13 Delegation of responsibility for managing impacts	12p, 31p
	2-22 Statement on sustainable development strategy	5p
	2-23 Policy commitments	30p
	2-24 Embedding policy commitments	30p
	2-25 Processes to remediate negative impacts	31~33p
	2-28 Membership associations	41p
	2-29 Approach to stakeholder engagement	28p
GRI 3 : Material Topics	3-1 Process to determine material topics	12p
	3-2 List of material topics	12p
	3-3 Management of material topics	12p

Topic Standards

Standard	Disclosure	Reporting page note
GRI 203 : Economic	203-1 Infrastructure investments and services supported	16p, 25p
	302-1 Energy consumption within the organization	35p
GRI 302 : Energy	302-4 Reduction of energy consumption	17p, 35p
	GRI 303 : Water and Effluents	303-5 Water consumption
GRI 305 : Emissions	305-1 Direct (Scope 1) GHG emissions	35p
	305-2 Energy indirect (Scope 2) GHG emissions	35p
GRI 401 : Employment	401-1 New employee hires and employee turnover	36p
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	20p, 23p
	401-3 Parental leave	37p
GRI 403 : Occupational Health and Safety	403-1 Occupational health and safety management system	22p
	403-2 Hazard identification, risk assessment, and incident investigation	22p
	403-3 Occupational health services	22p
	403-5 Worker training on occupational health and safety	22p
	403-6 Promotion of worker health	20p
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37p
	403-8 Workers covered by an occupational health and safety management system	37p
	403-9 Work-related injuries	37p
	403-10 Work-related ill health	37p

GRI Index

Topic Standards

Standard	Disclosure	Reporting page note
GRI 404 : Training and Education	404-1 Average hours of training per year per employee	37p
	404-2 Programs for upgrading employee skills and transition assistance programs	23p
	404-3 Percentage of employees receiving regular performance and career development reviews	24p
GRI 405 : Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	36p
GRI 406 : Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	30p
GRI 410 : Security Practices	410-1 Security personnel trained in human rights policies or procedures	38p
	416-1 Assessment of the health and safety impacts of product and service categories	37p
GRI 416 : Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	37p
	417-1 Requirements for product and service information and labeling	37p
GRI 417 : Marketing and Labeling	417-2 Incidents of non-compliance concerning product and service information and labeling	37p
	417-3 Incidents of non-compliance concerning marketing communications	37p
GRI 418 : Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	37p

UN SDGs

UN SDGs	Gridwiz Activities
 <p>3 GOOD HEALTH AND WELL-BEING</p> <p>Ensure healthy lives and promote well-being for all at all ages</p>	<ul style="list-style-type: none"> • Safe and healthy workplace management • Welfare initiatives for enhancing members' well-being
 <p>4 QUALITY EDUCATION</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<ul style="list-style-type: none"> • Support for enhancing members' capabilities through education expenses • Implementation of leadership enhancement programs
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<ul style="list-style-type: none"> • Provision of services for energy cost management and efficient consumption • Implementation of projects to enhance the value of electric vehicles and establish safe charging infrastructure
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> <p>Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<ul style="list-style-type: none"> • Provision of a comprehensive solution for the expansion of electric vehicle charging infrastructure • Contribution to sustainable urban ecosystems in Indonesia through eco-friendly mobility projects
 <p>13 CLIMATE ACTION</p> <p>Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> • Joining of K-RE100 and K-EV100 initiatives • Implementation of ESG education for all members • Carbon emissions reduction through provision of clean-tech energy services

Associations and Awards

Associations

Category	Membership
Energy service and climate change adaptation	Korea Demand Response Association
	Korea Power Exchange
	Korea Smart Grid Association
	Korea Electric Association
	Energy Future Forum
	RE100 Private Partnership
	Korea Electric Vehicle Association
	CALIFORNIA ENERGY STORAGE ALLIANCE
	OPEN CHARGE ALLIANCE
	VEHICLE-GRID INTEGRATION COUNCIL
Shared growth	Korea Energy Innovation SME Association
	Korea Startup Forum
	Research and Business Development Foundation, Pusan National University

Awards

Year	Awards	Host
2017	Korea Federation of SME Awards	Korea Federation of SME
	Korea BEMS Association Award	Korea BEMS Association
	Best employing company for Gyeonggi-do	Province of Gyeonggi
	President prize for Venture revitalization 2017	Ministry of SMEs and Startups
2018	Korean green technology corporate Award	Moneytoday
	Asia-Pacific Demand-Side Management Growth Excellence Leadership Award	Frost & Sullivan
	Gyeonggi-do Star Company, 2018	Province of Gyeonggi
	Best practice of private company for Presidential committee for jobs	Presidential committee for jobs
2019	Climate change grand leaders award for corporate	Climate Change Center
	Inno-Biz SME	Ministry of SMEs and Startups
	Best employing company for Gyeonggi-do	Province of Gyeonggi
	Best employing company for Seongnam-Si, 2019 H1	City of Seongnam
2021	Selected as Youth-friendly SME	Ministry of Employment and Labor
	Best employing company for Gyeonggi-do	Province of Gyeonggi
	Commendation for contribution to energy market	Ministry of Trade, Industry and Energy
	Selected as Excellent Green Energy Company	Hankook Ilbo
2022	Global Cleantech 100	Cleantech Group
	SET100 (Start Up Energy Transition 100) Award	German Energy Agency
2023	Climate Management Award	Ministry of Environment
	\$3 Million Export Top Prize	Ministry of Trade, Industry and Energy
	Commendation for Contributions to the Establishment and Advancement of the New Energy Industry Ecosystem	Ministry of Trade, Industry and Energy

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