



2024 Gridwiz

Making an Impact on the Planet

GRIDWIZ ESG REPORT 2024



About this report

At Gridwiz, we operate data-driven energy services.

This report shares the impact we've made on the planet and society in 2024.

Report Overview

Gridwiz published its first impact report in 2022, with the goal of transparently sharing the outcomes of our efforts to create a positive impact on the environment, society, and economy.

As a provider of clean energy solutions, we are committed to building a more sustainable future through our services and wish to communicate our actions openly through this report.

Reporting Principles

This report references global sustainability standards including the GRI (Global Reporting Initiative) and selectively incorporates SASB (Sustainability Accounting Standards Board) indicators and UN SDGs.

Financial information is disclosed in accordance with K-IFRS (Korean International Financial Reporting Standards).

Reporting Period

The report covers activities from January 1 to December 31, 2024, with comparative data from 2022 to 2023 provided where applicable.

Reporting Scope

This report covers the financial and business performance of Gridwiz and certain subsidiaries.

Non-financial disclosures, including ESG-related activities, primarily reflect the performance of Gridwiz itself.

Disclaimer

This report is provided for informational purposes only and does not constitute legal, financial, or investment advice. The information herein is based on sources believed to be reliable, but no guarantees are made regarding its accuracy or completeness.

Statements regarding future outlook are based on assumptions and expectations, and actual results may differ. Third-party information may be included without independent verification. Use of this report is at the reader's own responsibility.

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Part 1

INTRODUCTION

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CEO Message



At Gridwiz, we are driven by our mission: "Heal the Earth, a world where everyone enjoys clean energy."

We extend our sincere gratitude to everyone who trusts and supports Gridwiz. As an energy tech company, we are taking steady steps toward building a more sustainable and balanced energy ecosystem guided by our mission.

In a time when the energy transition is accelerating through technological innovation, Gridwiz is harnessing the power of energy data to provide optimized solutions in demand response, energy storage, renewable integration, and EV charging infrastructure. While the path toward decarbonization is complex and cannot be achieved alone, we believe that our progress gains real meaning when pursued together—with our customers, local communities, and the environment.

Through this ESG report, we aim to share not only our achievements but also the areas we must improve. We will continue to move forward transparently and ambitiously, taking proactive steps toward a more sustainable future.

Gridwiz is not perfect, but we are strengthened by our determination to create a better world. With our unwavering commitment and technological innovation, we strive to build a future where clean energy is accessible to all.
Thank you for supporting us on this journey.

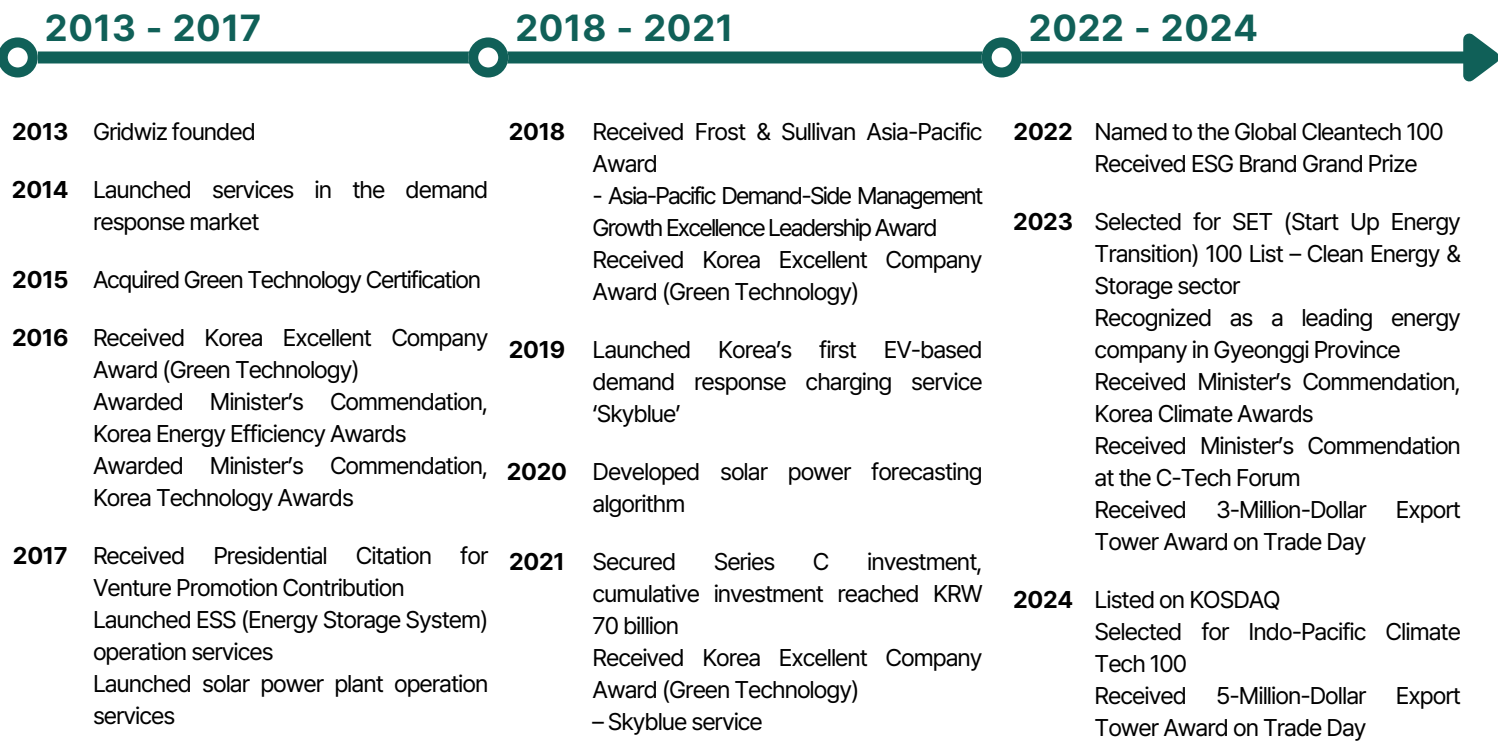
David KuHwan Kim
CEO, Gridwiz

Company Overview

Founded in 2013, Gridwiz is an energy tech company that collects and analyzes energy data to help build a future where clean and sustainable energy is accessible to all.

Company Name	Gridwiz	Total Assets	KRW 168.8 billion
CEO	KuHwan Kim	Revenue	KRW 124.7 billion
Established	March 2013	Capital	KRW 1.304 billion
Headquarters	1010 Building, 25, Sanun-ro 208beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea		

Company Milestones

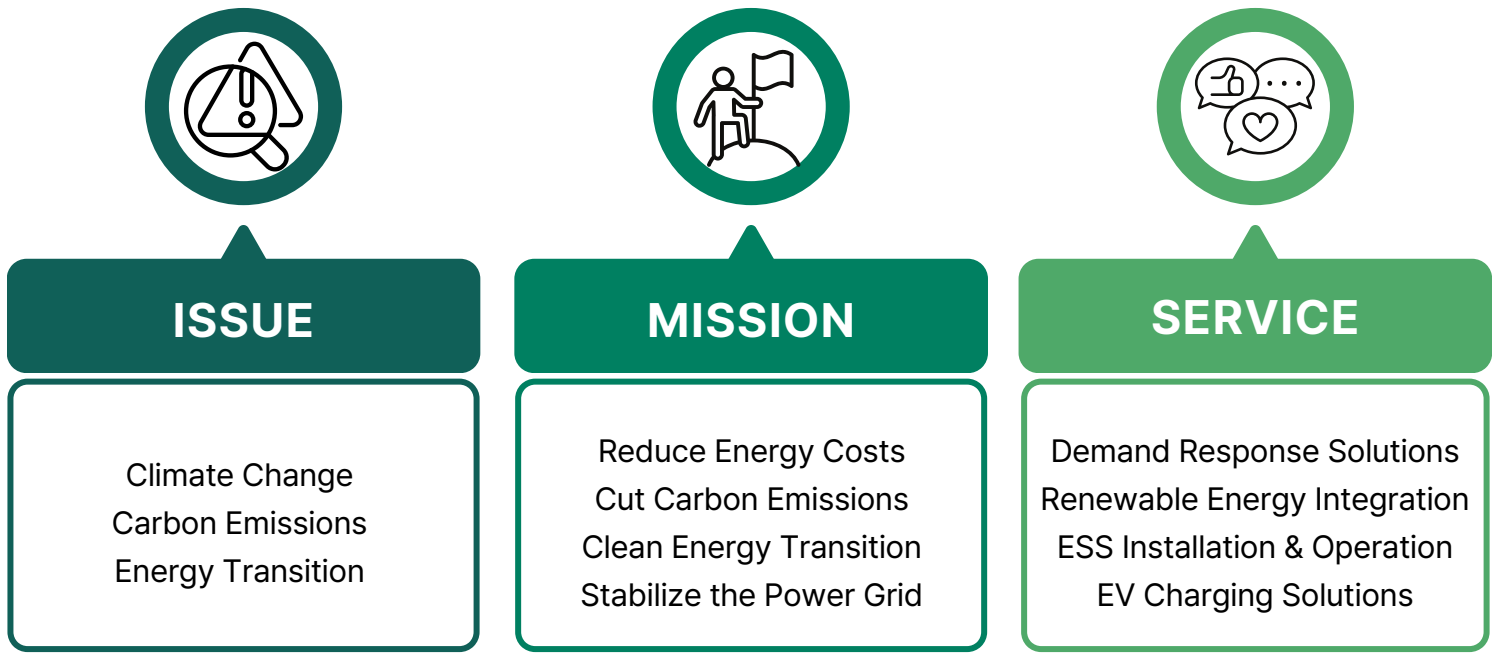


Business Overview

In 2024, the global impacts of climate change became more pronounced, with extreme weather events and natural disasters causing significant economic damage. As the risks continue to escalate, transitioning to a sustainable energy system has become an urgent imperative, not just an option.

Countries around the world are shifting their energy systems to reduce carbon emissions, focusing on renewable energy, grid intelligence, and energy efficiency. This transformation involves replacing legacy fossil fuel-based systems with more resilient, decarbonized solutions. Amid challenges such as supply volatility, data management, and energy optimization, innovation is rapidly reshaping global energy markets with new technologies and business models.

In Korea, the government is expanding policy support to accelerate the energy transition and foster post-carbon industries. Digital technologies are also playing a critical role in enabling efficient and optimized energy use. As a leading climate tech company, Gridwiz connects energy producers and consumers through advanced energy data solutions. By integrating demand response, renewable integration, and electric vehicle infrastructure, we deliver optimal operations and help shape a more sustainable energy future.



Corporate Philosophy

Gridwiz's core slogan is: "Heal the Earth."

This guiding principle reflects our commitment to a sustainable future where everyone can freely enjoy clean energy.

To realize this future, clean energy must be produced safely and reliably, and all stakeholders—including end-users—should have the ability to proactively choose and manage their energy. At Gridwiz, we aim to connect every part of the energy system—from production to distribution and consumption—through a data-driven approach, enabling informed and sustainable decisions at every stage.

But sustainability cannot be achieved by technology alone. We are committed to responsible management that generates positive impact by working together with customers, employees, partners, and communities.

MISSION Heal the Earth – A world where everyone enjoys clean energy

VISION Connecting all energy data to deliver sustainable, efficient, and safe Clean Energy services

Our Customers

Everyone concerned with energy is our customer. Gridwiz serves:

 Energy Users	 System Operstors	 Energy Producers
Reduce energy costs	Ensure stable energy supply	Clean energy generation
Support energy transition	Operate power systems safely	Renewable energy forecasting
Lower carbon emissions	Integrate clean energy	Clean energy control

Gridwiz's Core Values

Sustainable Services

We strive to deliver sustainable energy services through innovation and technology leadership, while minimizing the environmental impact across the entire energy value chain—from generation to consumption.

Customer-Centered Services

We design services that allow our customers to use clean energy safely and conveniently. We continuously improve based on customer feedback and needs.

Inclusive Company Culture

We support a workplace and corporate culture where all members can thrive equally. We are committed to offering fair opportunities so that individuals and the company grow together with diversity and inclusion at the core.



Part 2

ESG STRATEGY

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ESG Roadmap

Gridwiz has developed an ESG roadmap and established clear strategies and goals to drive sustainability across the Environmental, Social, and Governance dimensions. By continuously advancing our ESG management practices, we strive to create a positive impact on the environment and society, while upholding our responsibilities as a transparent and accountable organization.

	FY 2022 - 2025	FY 2025 - 2030	FY 2030 ~
	Building	Developing	Advanced
Goal	Establish ESG Foundation & Set Targets	Expand ESG Management System	Become a Leading ESG Energy Company
Focus Areas	ESG assessment & target-setting ESG commitment statement	ESG infrastructure development Stakeholder engagement	ESG integration and maturity
Key Initiatives by Phase	<ul style="list-style-type: none">Define ESG adoption goalsDevelop ESG implementation planIdentify external reporting requirementsConduct ESG risk analysisEngage with stakeholdersAssess current ESG status	<ul style="list-style-type: none">Develop ESG-related products and servicesEstablish ESG data collection and reporting systemsManage ESG risks and explore new opportunitiesStrengthen stakeholder communicationExpand ESG education and awareness	<ul style="list-style-type: none">Establish ESG KPIs for employeesInstitutionalize ESG disclosure frameworksBuild dedicated ESG governance structuresEnhance monitoring and continuous improvement of ESG performance

ESG Strategy and Goals

Gridwiz has developed an ESG roadmap and established clear strategies and goals to drive sustainability across the Environmental, Social, and Governance dimensions. By continuously advancing our ESG management practices, we strive to create a positive impact on the environment and society, while upholding our responsibilities as a transparent and accountable organization.

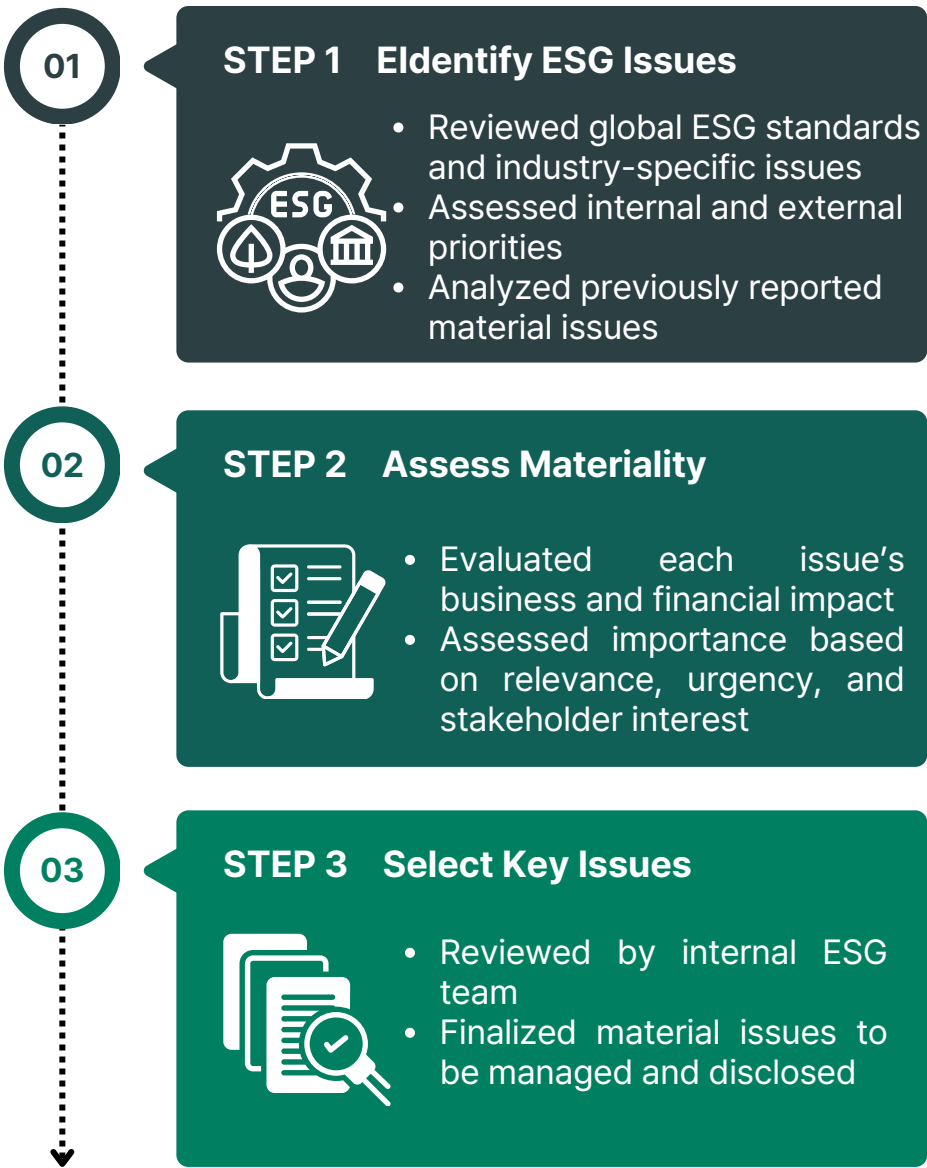
ESG Solgan	ESG Pillar		Key Topics	Strategic Initiatives		
Heal the Earth and Heal Us	ENVIRONMENTAL	Heal the Earth	Climate Change Response Improved Energy Services	STEP 1 <ul style="list-style-type: none">Assess and monitor environmental impactRaise environmental awareness and education	STEP 2 <ul style="list-style-type: none">Establish and comply with environmental policiesInvest in clean technologies	STEP 3 <ul style="list-style-type: none">Promote decarbonizationEnhance energy efficiency and services
	SOCIAL	Heal Us	Employee Health & Safety Diversity & Inclusion Safe & Fair Work Environment Awareness of Social Issues	STEP 1 <ul style="list-style-type: none">Define stakeholder scopeDevelop workplace safety and equity policies	STEP 2 <ul style="list-style-type: none">Internal training & capacity buildingStrengthen communication channels with stakeholders	STEP 3 <ul style="list-style-type: none">Strengthen employee ESG participationEnhance community engagement
	GOVERNANCE	Establish a transparent and ethical governance structure to lead ESG strategy	Sustainable Corporate Culture Ethical & Accountable Management Transparent Communication & Disclosure	STEP 1 <ul style="list-style-type: none">Define ESG goals and planningIdentify ESG risks	STEP 2 <ul style="list-style-type: none">Establish ESG governance structuresImplement internal ESG regulations	STEP 3 <ul style="list-style-type: none">Define and measure ESG KPIs for employeesStrengthen disclosure and reporting systems

Materiality Assessment

Gridwiz conducts a materiality assessment to identify and prioritize key ESG issues that significantly impact our business and stakeholders. Through a structured analysis of internal priorities and external expectations, we define the sustainability topics most relevant to our operations, strategy, and long-term value creation

Materiality Assessment Process

Gridwiz followed a three-step process to determine key ESG issues:



Material Issues and Impact Areas

Gridwiz identified material issues considering their impact on its business and stakeholders, along with corresponding response measures.

Pillar	Key Issues	Current Response	Business Impact	Scope of Impact				Reporting Location
				Employees	Customers	Local Communities	Investors	
Environment	Climate Change Response	<ul style="list-style-type: none">GHG reduction and clean energy transition	●●●	●		●		17-19
	Green Technology & Product Development	<ul style="list-style-type: none">New energy services and product expansion	●●●	●	●	●	●	14-15
Social	Customer Satisfaction	<ul style="list-style-type: none">Enhanced communication channels	●●●		●		●	28, 30
	Health & Safety System	<ul style="list-style-type: none">Workplace safety and health inspections	●○○	●			●	21, 24
	Talent Development	<ul style="list-style-type: none">Training and growth support for employees	●○○	●				25-26
Governance	Ethical Management	<ul style="list-style-type: none">Ethical management system and training	●○○	●		●		31-32
	Internal Control System	<ul style="list-style-type: none">Risk management and data security frameworks	●●●	●	●			33-35
	ESG Disclosure	<ul style="list-style-type: none">Annual transparent reporting	●○○	●			●	37-45

Part 3

PERFORMANCE

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Part 3

PERFORMANCE

ENVIRONMENTAL

Gridwiz is working to create a future where clean energy is accessible to everyone. We consider everyone involved in generating, supplying, and using energy as our customers. As the energy system continues to evolve, we are committed to addressing the challenges they face along the way.

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Cleantech Service

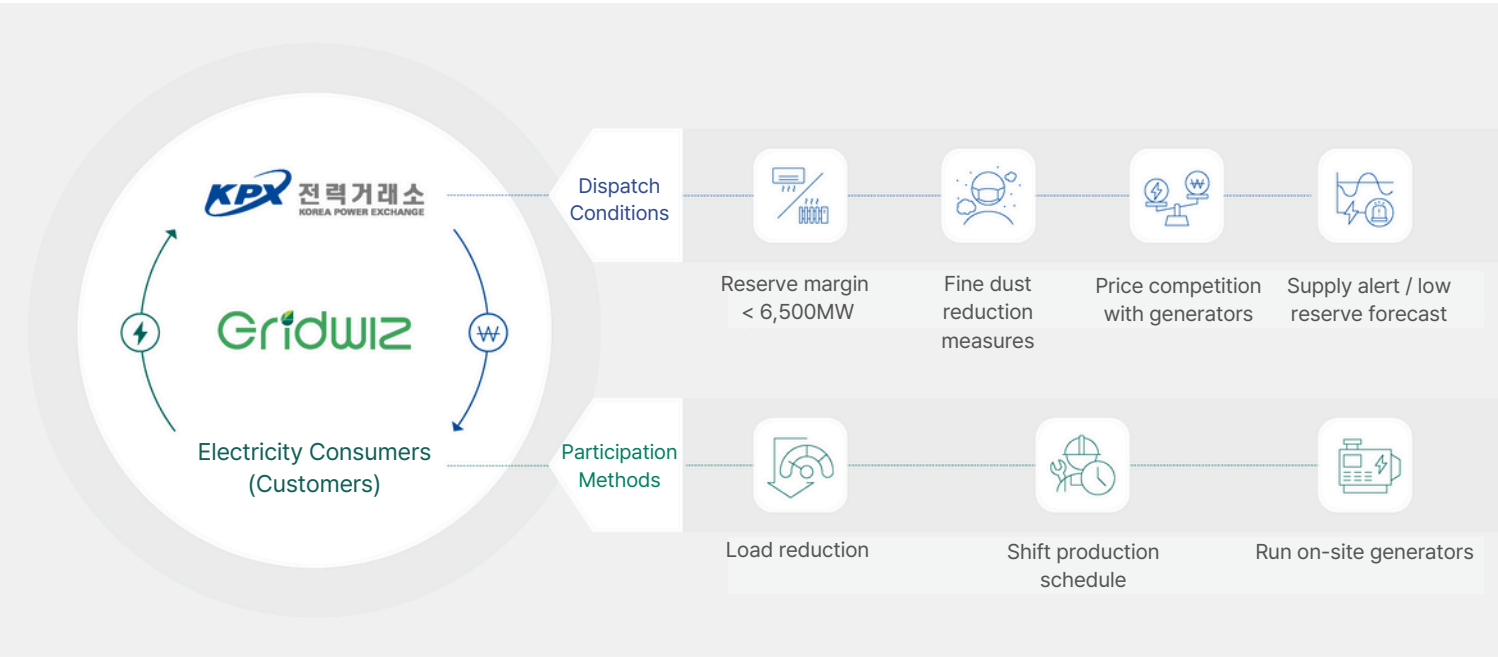
Gridwiz delivers sustainable energy solutions aligned with the global challenges of climate change, decarbonization, and the energy transition. Rooted in our core philosophy, “Heal the Earth,” we aim to minimize environmental impact while driving positive change for both our customers and society through our evolving business model.

Demand Response Services

Gridwiz participates in the demand response (DR) market alongside over 1,700 customers.

In the DR market, electricity users generate revenue by selling their reduced power consumption during peak hours or shifting usage to off-peak times. Rather than investing in costly new power generation or transmission infrastructure, DR programs help balance supply and demand more efficiently, reducing system costs and minimizing environmental impact.

By participating in the DR market, customers experience not only increased energy efficiency and reduced costs, but also contribute to grid stability and peak demand management.



[Demand Response Market Overview]

ESS (Energy Storage System) Business

An ESS stores electricity when supply exceeds demand and releases it when needed, improving power system stability and efficiency.

Gridwiz has operated a total of 907 MWh in ESS capacity since 2017, managing systems 24/7 to help customers reduce energy costs and carbon emissions. By integrating ESS with other services—including DR, renewable generation, and EV charging—Gridwiz is helping build a sustainable energy ecosystem.

- Cost Savings** | Analyze customer usage patterns to reduce peak demand and optimize energy consumption, resulting in lower electricity bills.
- Grid Stability** | Respond quickly to grid events by adjusting demand in real-time through DR and ESS participation, contributing to stable electricity supply.
- Maximize Renewable Energy Usage** | Operate solar and wind power efficiently to ensure stable output and minimize curtailment, supporting grid integration of renewables.
- New Revenue Models** | Provide new revenue opportunities by participating in real-time electricity markets through VPP (Virtual Power Plant) operations.

Cleantech Service

Gridwiz delivers sustainable energy solutions aligned with the global challenges of climate change, decarbonization, and the energy transition. Rooted in our core philosophy, “Heal the Earth,” we aim to minimize environmental impact while driving positive change for both our customers and society through our evolving business model.

Renewable Energy Development

In response to rising electricity prices and growing demands for carbon reduction, many companies are transitioning to clean energy. Gridwiz designs, builds, and operates customized renewable generation systems based on customers' energy usage patterns and environmental conditions. By enabling the use of renewable energy generated on-site, customers can reduce carbon emissions, secure stable power in an eco-friendly way, and sell excess energy back to the market—resulting in both environmental and economic benefits.

VPP (Virtual Power Plant) Integration Solutions

To manage the variability of renewable energy and better reflect real-time market conditions, Korea began piloting a new electricity market structure in June 2024. This includes day-ahead, intraday, reserve, and renewable energy markets. To respond to this shift, Gridwiz offers VPP integration solutions that aggregate and control distributed energy resources (DERs) in real time, ensuring grid stability and economic efficiency. Our platform allows participation in the new market by integrating generation and storage assets and monitoring system operations in real time.

RTU Equipment

Real-time alerts for on-site power generation using remote terminal units (RTUs) installed at distributed energy facilities

Renewable Energy Monitoring Devices

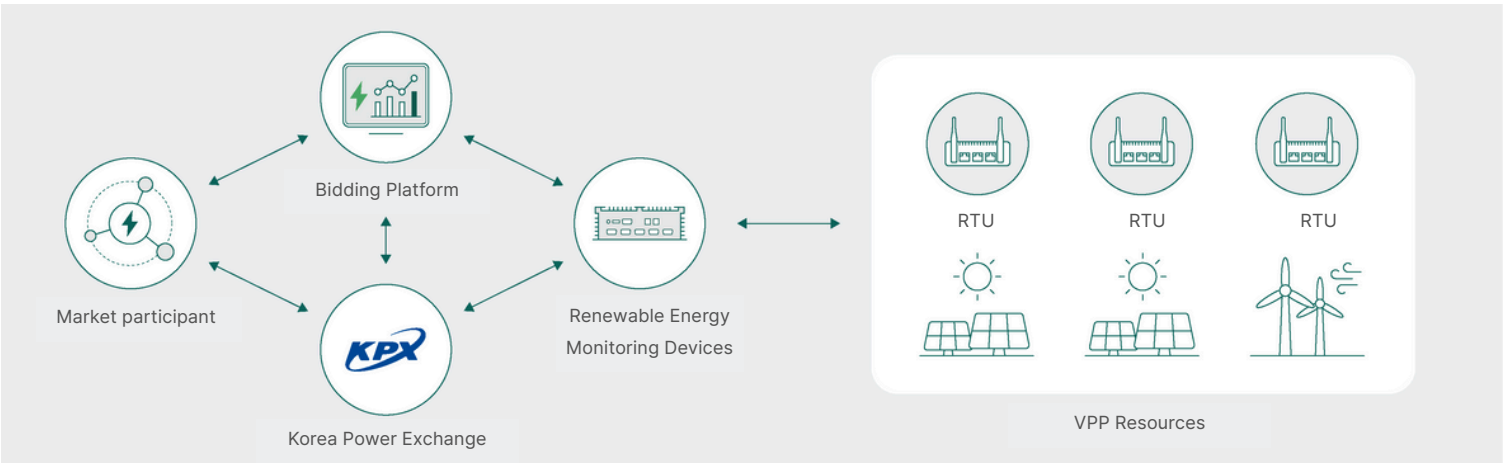
Devices that monitor real-time output and operating status of renewable energy facilities, including KPX-certified metering for VPP participation

Bidding Platform

AI-powered platform that predicts power generation and manages real-time market bidding and dispatch operations



[Gridwiz's Renewable Energy Bidding Platform and Data Control Hardware]



[Diagram of VPP Integrated Solution]

Cleantech Service

Gridwiz delivers sustainable energy solutions aligned with the global challenges of climate change, decarbonization, and the energy transition. Rooted in our core philosophy, “Heal the Earth,” we aim to minimize environmental impact while driving positive change for both our customers and society through our evolving business model.

EV Charging Total Solution

With the rapid global adoption of electric vehicles (EVs), the importance of reliable and scalable charging infrastructure continues to grow. Gridwiz provides total EV charging solutions built on core communication and control technologies, creating a safe and accessible environment for all EV users. Beyond simple charging, we integrate energy services such as Vehicle-to-Grid (V2G) to contribute to a more sustainable energy future.

SOLUTION	APPLICATION	PRODUCT
E- Mobility Comm.	CCS Modem	EVCC DC EVCC AC
EVSE Comm.	CCS Modem	SECC DC SECC AC
Charging	Charger	AC Charger (7kW, 11kW) DC Charger (30kW, 40kW)
Testing	Test Device	EVCC TD & SECC TE CCS Tester V2G Analyzer

EVSE : Electric Vehicle Supply Equipment | CCS : Combined Charging system
EVCC : Electric Vehicle Communication Controller | SECC : Supply Equipment Communication Controller

Communication & Test Equipment

Gridwiz’s CCS communication modules support reliable interaction between EVs and chargers, ensuring safety and charging efficiency. Developed based on global standards (DIN SPEC 70121, ISO 15118, OCPP), our solutions boast over 90% domestic market share and more than 30% global share. As the smart charging and V2G markets grow, CCS modules are increasingly used in compact EVs and fast chargers. We also provide comprehensive test equipment for charger and vehicle manufacturers to validate and optimize CCS-based communication systems.

V2G Charger – Skyblue

The Skyblue charger goes beyond standard EV charging by supporting V2G (Vehicle-to-Grid) technology, allowing electric vehicles to both charge and discharge energy. Equipped with features like Plug & Charge (PnC), user-based scheduling, and grid-responsive operation, Skyblue enhances user convenience, contributes to grid stability, and expands energy flexibility through bidirectional power flow.

EV-DR Charging Platform – Skyblue

Skyblue also functions as a smart charging platform that controls energy usage in real-time, depending on electricity supply conditions. It enables prioritized use of clean energy during times of surplus and provides financial compensation to users for participating in grid-friendly charging behavior. By aggregating EV energy as a grid resource, Skyblue supports the evolution of future electricity markets.

Environmental Impact Management

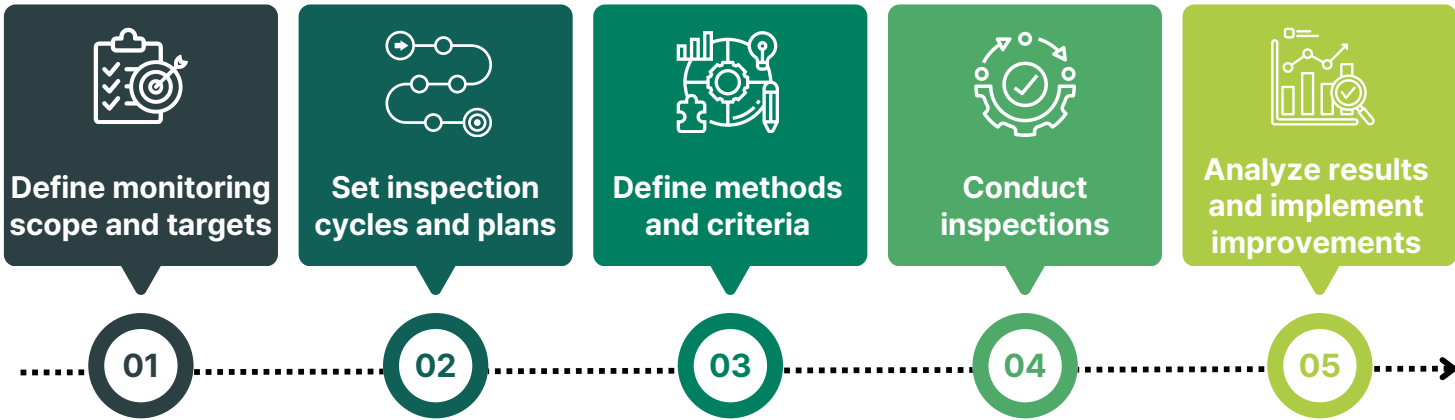
To support sustainable operations and manage environmental risks, Gridwiz has implemented an environmental management system. Through regular training and awareness campaigns, we aim to strengthen our employees’ understanding of environmental responsibility, and reduce the impact of our products and services throughout their lifecycle.

Environmental Management System Implementation

Gridwiz continues to enhance its environmental management system as part of its commitment to sustainable business operations. We ensure compliance with environmental regulations across all regions where we operate and strive to minimize our environmental footprint by efficiently managing energy and water consumption, while properly handling and recycling waste. To foster a culture of sustainability, we also conduct regular employee education and awareness campaigns, and are gradually expanding structured environmental management practices throughout the organization.

Environmental Monitoring System

To proactively manage our environmental impact, Gridwiz operates an internal monitoring system. This system identifies potential environmental risks associated with our business operations and enables early detection and ongoing improvement through the following steps:

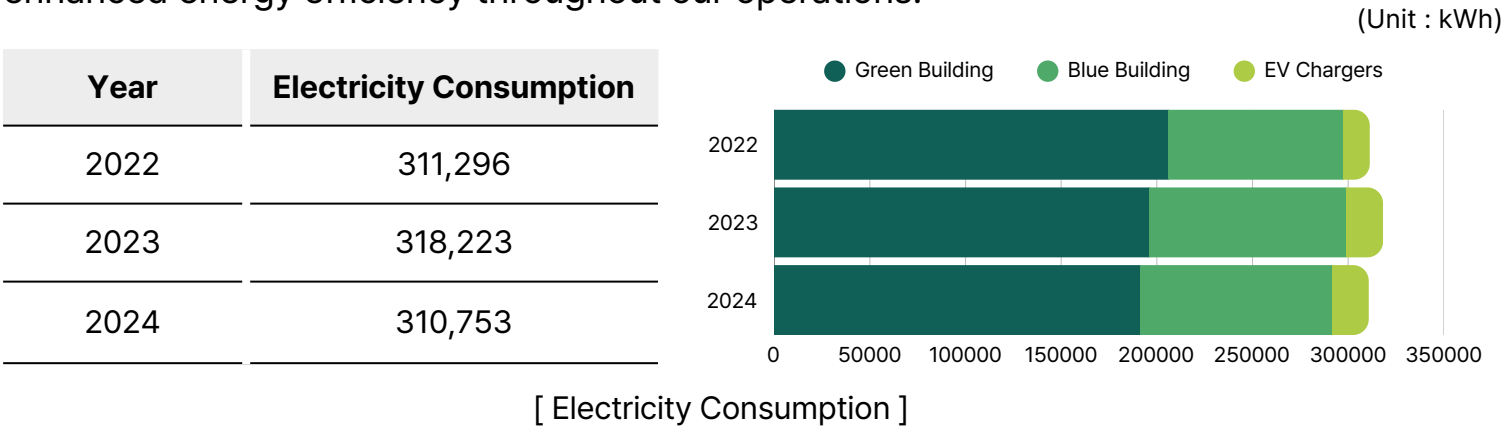


ISO 14001 Certification

Gridwiz has acquired ISO 14001 certification to formalize its response to the climate crisis and strengthen environmentally sustainable practices. As an energy tech company, we are committed to environmental stewardship, legal compliance, and the proactive management of environmental risks.

Environmental Target Management

We have implemented a system to monitor key environmental indicators, set reduction targets, and evaluate our progress over time. Our monitoring scope includes carbon emissions (Scope 1 and 2) and electricity consumption. In 2024, our total electricity usage decreased by 7,470 kWh compared to 2023, despite the number of operational EV chargers remaining constant. This reflects enhanced energy efficiency throughout our operations.



Internal Environmental Engagement

To strengthen internal engagement, Gridwiz provides ongoing environmental education and awareness-building activities for employees.

Year	Type	Description
2024	Guest Lecture	'Selling the Climate Crisis' – by PD Minjung Koo
	Department Activity	Team Plogging Activity
2023	Guest Lecture	'Green Shock' – by CEO Seungshin Choi
	Guest Lecture	'What is ESG?' – by NICEinfo

Climate Change Response

Gridwiz recognizes the environmental impact of using essential resources such as energy and materials in business operations. In response, we are actively exploring and implementing measures to address climate change, while participating in relevant initiatives to fulfill our environmental responsibilities.

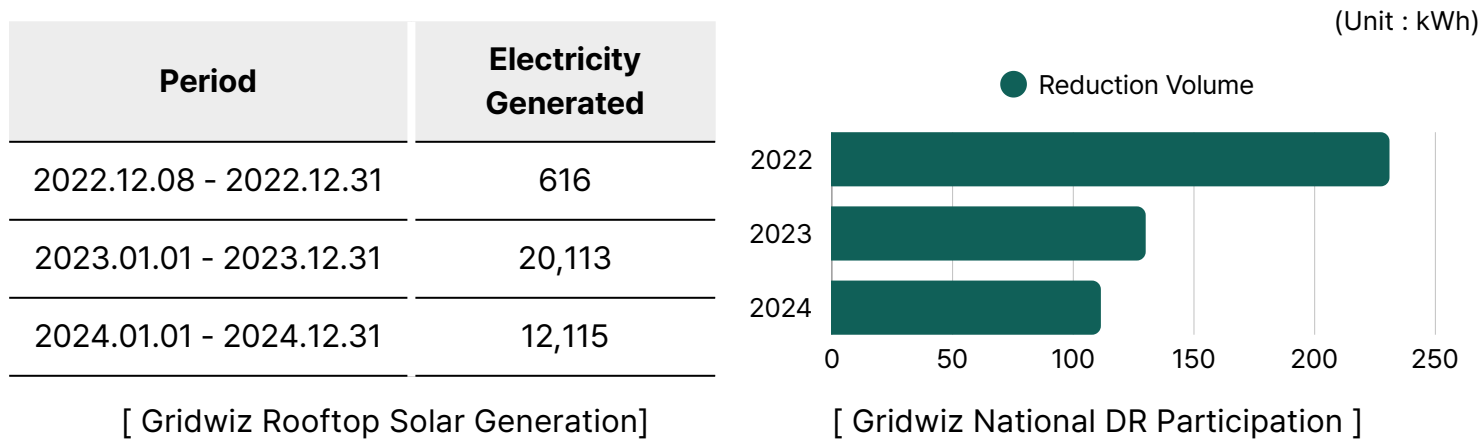
Energy Usage Management

Gridwiz promotes energy efficiency, carbon reduction, and renewable transition to address climate change. We use rooftop solar, participate in the national DR program, and have joined K-RE100 to expand clean energy use. Real-time monitoring supports more efficient and responsible energy management.

Clean Energy Generation & Energy Savings

Some of our electricity is supplied by on-site solar systems, replacing grid power with clean energy.

We also participate in Korea’s national DR program to help balance grid demand and reduce energy usage and carbon emissions.

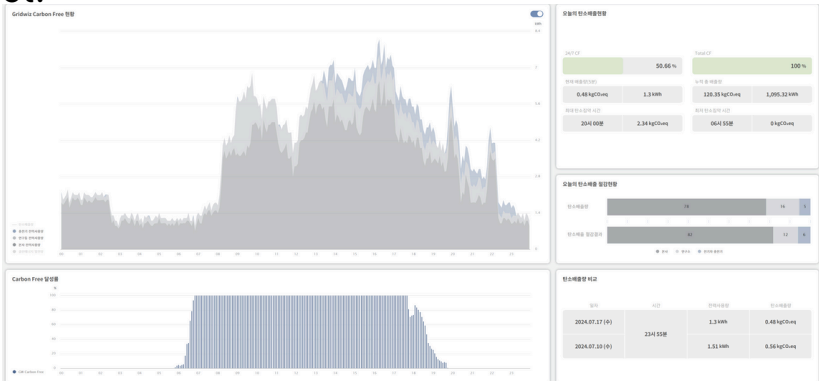


K-RE100 Participation

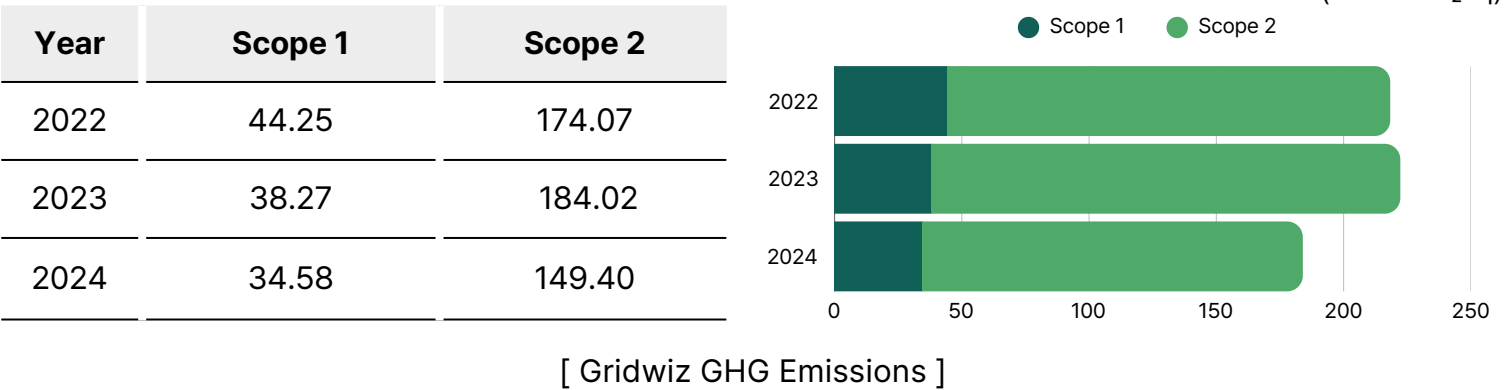
Gridwiz joined K-RE100 in 2022 to expand its use of renewable energy. In 2024, we received certification for 100% renewable electricity usage in the Green and Blue buildings and EV chargers. We continue to transition to renewables in a practical and scalable way.

Real-Time Energy & Carbon Monitoring

Gridwiz has implemented a system to monitor and manage energy use and carbon emissions in real time. By analyzing this data, we reduce unnecessary consumption and emissions, and identify continuous improvement opportunities to minimize environmental impact.



[Real-Time Energy & Carbon Monitoring System]



[Gridwiz GHG Emissions]

Climate Change Response

Gridwiz recognizes the environmental impact of using essential resources such as energy and materials in business operations. In response, we are actively exploring and implementing measures to address climate change, while participating in relevant initiatives to fulfill our environmental responsibilities.

EV Transition

As part of its climate action efforts, Gridwiz is accelerating the shift to eco-friendly mobility by supporting electric vehicle (EV) infrastructure for both employees and its corporate fleet.

As a member of the K-EV100 initiative, Gridwiz has pledged to transition 100% of its company-owned vehicles to electric by 2025—reducing greenhouse gas (GHG) emissions and promoting sustainable transportation.

EV Charging Support

To encourage EV adoption among employees, Gridwiz has installed more than 11 EV chargers in its office parking areas.

Employees who drive electric vehicles can access these chargers free of charge. This initiative not only lowers the barriers to EV adoption but also contributes to a cleaner and more sustainable commuting environment.

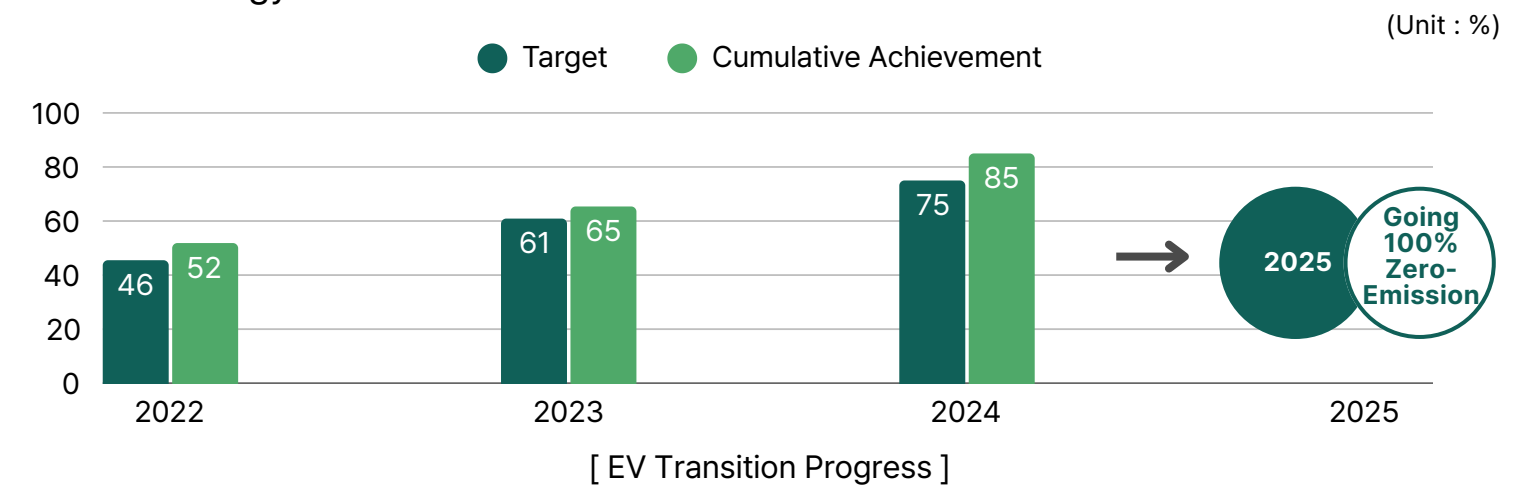


[Gridwiz Parking Facilities]

K-EV100 Commitment

K-EV100 is a national campaign in Korea aimed at encouraging private-sector companies to convert 100% of their corporate vehicles to electric by 2030.

As a committed member, Gridwiz is taking proactive steps to electrify its entire company-owned fleet by 2025—five years ahead of the national target—as part of its broader climate strategy.



Part 3

PERFORMANCE

SOCIAL

Gridwiz recognizes its responsibility to employees, customers, stakeholders, and the broader society we are part of.

We foster an inclusive workplace culture where individuals from diverse backgrounds can grow together and ensure open communication with customers and stakeholders.

To contribute to a healthier and more sustainable society, we are expanding educational and engagement initiatives.

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Organizational Culture

At Gridwiz, every team member is called a "Grew", inspired by the word grow, symbolizing each individual contributing to a collective forest of growth. We foster a culture where Grews can communicate openly, work joyfully, and grow meaningfully—together.

People First – Every Grew Matters

What matters most at Gridwiz is not just the future we envision, but the people—our Grews—who bring that future to life. We believe in creating an environment where our Grews feel a sense of growth, fulfillment, and happiness at work.

Meal Support

We provide daily lunch and offer dinner to employees working extended hours, helping them stay nourished and focused throughout the day.

Book Support

To encourage continuous learning, we provide financial support for employees to purchase books of their choice for self-development.

Celebration Gifts

We offer gifts to celebrate important life events such as birthdays, weddings, childbirth, and work anniversaries.

Health Check-ups

We provide annual health screenings for all employees, with optional family coverage to support the well-being of their loved ones as well.

Values in Action – Grews Live the Mission

Our mission is to “Heal the Earth – a world where everyone enjoys clean energy.” We believe protecting the planet starts with small, everyday actions, and we strive to put our values into practice through daily habits and conscious choices.

EV Experience Program

We offer test-driving opportunities for employees to freely use company EVs during weekends or holidays, helping them become familiar with EV technology and charging infrastructure.

Social Enterprise Partnerships

We actively collaborate with certified social enterprises for items like name tags, calendars, tumblers, and mugs—making our everyday operations more socially responsible.

Growing Together – Collaboration Over Competition

We believe the best results come when individuals bring their strengths together in harmony. At Gridwiz, we build a culture that values collaboration, mutual respect, and shared success.

Team Culture Fund

We provide an annual allowance of KRW 600,000 per employee to support team bonding activities, encouraging meaningful social interaction inside and outside of work.

Clubs and Hobby Groups

We support a wide range of employee clubs and interest groups—such as sports, arts, and cultural activities—to foster a healthy work-life balance.

TalkTalk Day

On the fourth Friday of each month, all Grews come together to communicate and share through various activities and campaigns. The day ends early to give employees time with family and friends.

Organizational Culture

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TalkTalk Day

At Gridwiz, the last Friday of each month is TalkTalk Day—a time for all Grews to gather, share company updates, communicate freely, and grow together. In 2024, a total of 10 TalkTalk Days were held, each themed around communication, growth, and alignment.

Month	Theme	Content Description
January	Communication	TalkTalk Brainstorming "Ideas for Team Culture Fund Activities"
February	Growth & Environment	Guest Lecture "Selling the Climate Crisis" – by PD Minjung Koo
April	Communication	Team Workshop Planning Session
May	Vision	2024 H2 Company Direction
June	Communication	Safety Training - AED Usage
July	Vision	2024 Mid-Year Review
August	Communication	Random TalkTalk - 2024 Goal Sharing
September	Growth	HR Training
November	Communication	Ready for Christmas!
December	Growth	2025 Goal Setting Workshop



Idea brainstorming for team culture



Guest lecture & group activities



Company direction sharing



Random TalkTalk snapshots



Year-end celebration



Goal-setting with smiles

Organizational Culture

At Gridwiz, every team member is called a "Grew", inspired by the word grow, symbolizing each individual contributing to a collective forest of growth. We foster a culture where Grews can communicate openly, work joyfully, and grow meaningfully—together.

Employee Engagement Events

At Gridwiz, we value moments beyond daily work. Through regular internal events, we strengthen relationships, support employee well-being, and promote a culture of sustainability and joy. In 2024, eight key employee engagement events were held throughout the year.

Month	Theme	Content Description
March	Communication	11th Anniversary Celebration
April	Communication	Q1 Team Culture Contest
May	Communication	Gridwiz Acrostic Poem & Drawing Contest
June	Communication	8th Happy Photh Contest
Apr-Jun	Communication	Departmental Workshops
August	Environment	Energy Day Awareness Campaign
October	Communication	Gridwiz Sports Day
December	Environment	Grew Market Employee-led Sustainability Market Event



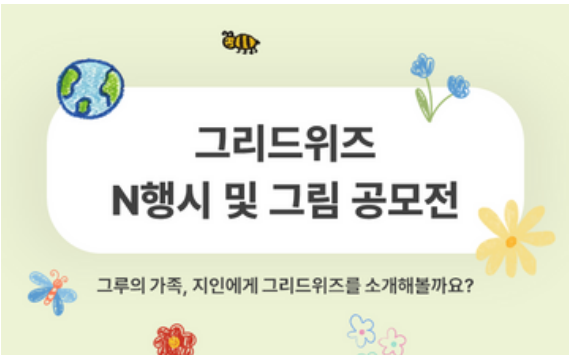
11th Anniversary Celebration



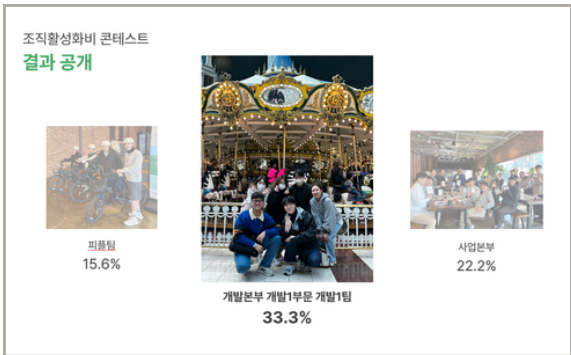
Grew Market



Team Workshops



Gridwiz Acrostic Poem & Drawing Contest



Team Culture Contest



Gridwiz Sports

Occupational Health and Safety

Gridwiz is committed to safeguarding the health and safety of all employees by maintaining a structured and proactive safety management system. We strive to ensure a safe and comfortable work environment by conducting regular safety inspections and implementing continuous improvement measures.

Safety Management Guidelines

At Gridwiz, we recognize that employee health and safety are fundamental to sustainable business operations. Guided by the belief that “people are the foundation of the company”, we implement preventive measures and foster a safety-first culture. We fully comply with applicable safety and environmental regulations and promote internal accountability through the following principles:

- We comply with safety and environmental laws and follow ethical and transparent safety practices.
- We proactively identify and eliminate potential safety hazards and do not ignore risks.
- As members of Team Gridwiz, we actively participate in safety programs and promote a positive safety culture.
- As a company aligned with ESG values, we prioritize safe working conditions while advancing our mission to Heal the Earth.
- All Grews participate in safety initiatives and contribute to preventing environmental and safety risks.

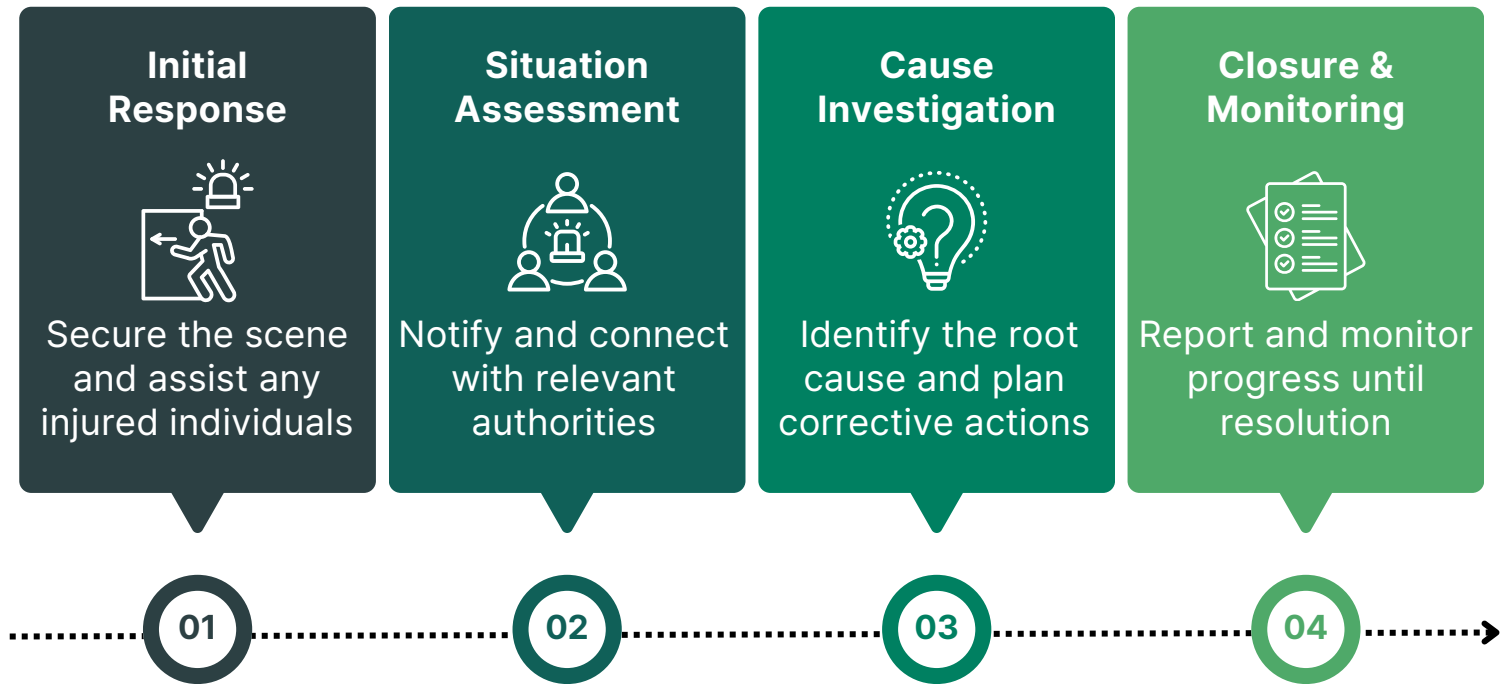
Safety Training

To raise awareness and improve readiness, Gridwiz provides regular safety training for all employees. These sessions help employees understand workplace hazards and equip them with the knowledge to respond effectively to emergencies.

Year	Type	Description
2024	Onboarding	Safety training for new employees
2023	Guest Lecture	Fire safety and evacuation training
	Guest Lecture	Basic CPR and first-aid training

Emergency Response Process

Gridwiz has established a comprehensive emergency response process that enables prompt and effective action in the event of incidents or accidents. We take immediate actions based on the nature of the incident, followed by thorough investigation of root causes to implement preventive strategies. For high-risk scenarios, we prioritize early detection and preemptive control to minimize potential harm.



Talent Management

Gridwiz fosters a work culture built on passion, professionalism, and mutual respect. We continuously improve our systems to ensure that high-performing individuals can grow with the company, and that all employees are evaluated fairly and supported through meaningful development programs.

Our People – The Grews of Gridwiz

Gridwiz refers to its employees as “Grews”, reflecting the company’s belief in individual growth and collective success. We nurture a work environment where every Grew can thrive with purpose, professionalism, and respect.

Grew’s Essence Passion	How Grews Work Professionalism	How Grews Treat Others Respect
Passion is the driving force behind a Grew’s work. It empowers us to identify problems, take ownership, and pursue solutions with energy and commitment.	Grews take ownership of their roles and collaborate effectively to achieve clear goals, always striving for the best outcome.	We listen with empathy, embrace differences, and value the diversity of ideas and perspectives within the team.

Recruitment & Onboarding Process

Gridwiz operates an inclusive and equitable recruitment process that welcomes candidates regardless of gender, disability, or nationality. We seek individuals who align with our company culture and values, and we consider diversity and inclusion as core elements of a healthy and creative organization.

Employer Branding

To improve accessibility for applicants, Gridwiz has diversified its recruitment channels. In addition to our corporate website, we operate a dedicated career site that provides structured information on benefits, company culture, and the work environment. This allows applicants to better understand the company as a whole and make informed, intentional career decisions.

Onboarding System

We continue to strengthen our onboarding process to help new hires integrate smoothly into the organization. Before taking on work responsibilities, new Grews participate in an HR onboarding program that provides comprehensive guidance on the company’s vision, organizational structure, and key policies. This helps them quickly adapt to the working environment and begin their journey with confidence.

Gridwiz remains committed to designing every step of the employee experience—from recruitment to onboarding and beyond—with care and intention. Our goal is to create a virtuous cycle of mutual growth between the company and its people.

Talent Management

Gridwiz fosters a work culture built on passion, professionalism, and mutual respect. We continuously improve our systems to ensure that high-performing individuals can grow with the company, and that all employees are evaluated fairly and supported through meaningful development programs.

Talent Development

Employee Development Programs

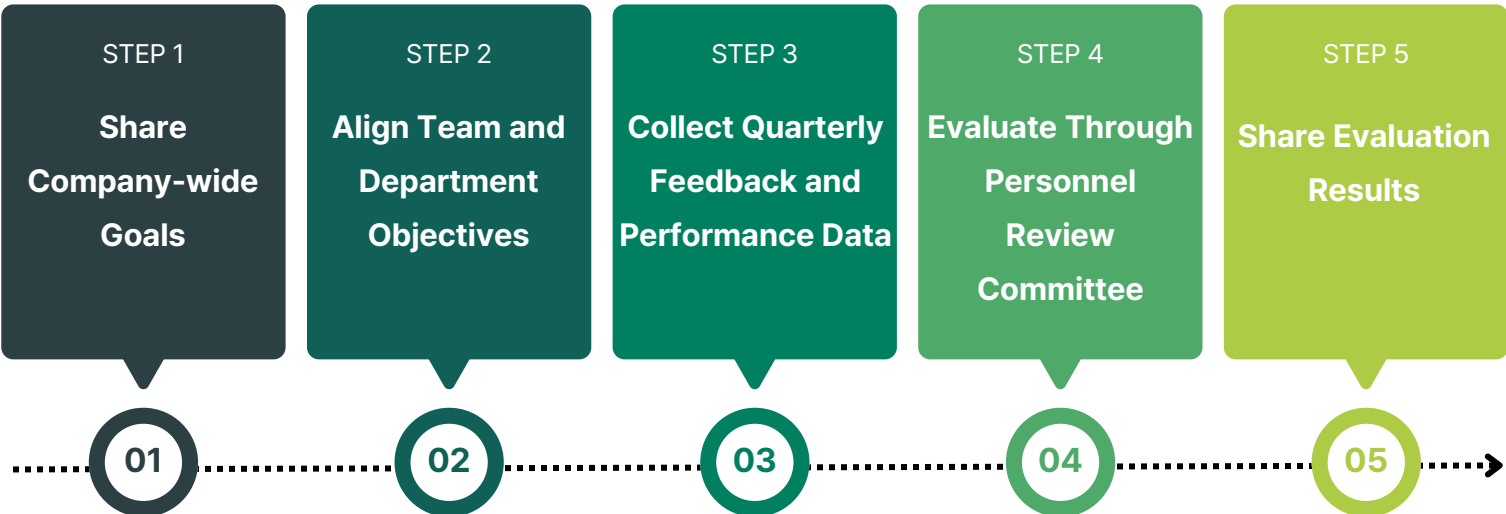
Gridwiz operates a variety of development programs to support the mutual growth of the company and its employees. These initiatives are designed to help individuals enhance their capabilities while contributing meaningfully to the organization’s mission.

Company-wide Training & Support	<ul style="list-style-type: none">Offline Training: Basic skills and information training for all employeesTraining Support Fund: Financial assistance for external courses and certifications (KRW 3.6 million budget in 2024)
Business & Market Insight Education	<ul style="list-style-type: none">Briefings to help employees better understand our business and the energy industry (10+ sessions/year)Presenters share insights directly with teams
Growth-Focused Programs	<ul style="list-style-type: none">JRM (Job Review Meeting): Sharing learnings and reflections across teamsTalent Development Meetings: Sessions to support individual growth and map future potential
Leadership & Team Management	<ul style="list-style-type: none">Leadership training for improved collaboration, communication, and team performanceCreating a foundation for sustainable leadership culture

Performance Evaluation System

To support the continuous growth of high-performing talent, Gridwiz has implemented a structured performance management system. Company-wide goals and strategic directions are shared on a quarterly basis, and individual, team, and departmental goals are aligned to ensure consistency across the organization. Through a quarterly feedback process, employees share their progress and performance updates, allowing the company to build a reliable foundation for fair and data-based evaluations and rewards. This data-driven approach is managed by the Personnel Evaluation Committee, which ensures transparent, objective performance reviews and compensation. Our system is designed to foster an environment where employees are motivated, focused, and able to grow with the company.

Internal Evaluation Framework



Community Engagement








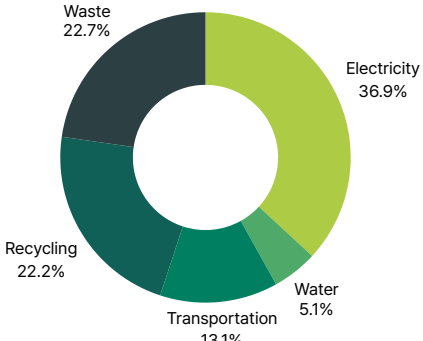



As a responsible member of the local community, Gridwiz is committed to fulfilling its environmental and social responsibilities through a variety of outreach and engagement activities.

Campaign Activities

Gridwiz promotes sustainable behavior through annual campaigns that engage employees in everyday environmental action as part of our Heal the Earth commitment.

Delivering Social Value

Gridwiz delivers social value by partnering with social enterprises, promoting eco-conscious practices, and supporting the community through donations and ethical campaigns.

					
Workshop & Plogging	Energy Day Campaign	Grew Market	Ethical Collaboration	Eco-Friendly Goods	Charitable Giving
In Q2 2024, employees participated in department workshops that included plogging—a combination of jogging and litter collection. This activity encouraged team bonding while contributing to environmental preservation.	In celebration of Energy Day (August 22), Grews practiced 14 energy-saving actions and shared their efforts in real time over 200 times across three weeks. These repeated daily actions created a meaningful collective impact in support of Heal the Earth.	In December 2024, we held the Grew Market, where employees sold and exchanged unused items. The event promoted sustainability through reuse, while reinforcing the joy of sharing and rediscovering value.	During the Energy Day campaign, Grews received cookies from Wecan, a social enterprise that supports individuals with developmental disabilities. This act helped raise awareness of inclusion and purpose-driven gifting.	We designed reusable shopping bags made from recycled yarn to reduce the environmental impact of merchandise production. These were distributed to Grews and stakeholders to promote alternatives to single-use plastic bags.	Gridwiz supports various social organizations by donating a portion of its revenue to initiatives that advance energy transition and community development.
					
Plogging for the Planet	Energy Day Campaign by Category	Grew Market: Sharing and Reuse	Cookies from Wecan, a Social Enterprise	Reusable Eco Bags	We also contribute to academic institutions and technical seminars to foster innovation, and since 2024, employees reaching service milestones have been encouraged to donate to a cause of their choice.

Customer-Centric Services

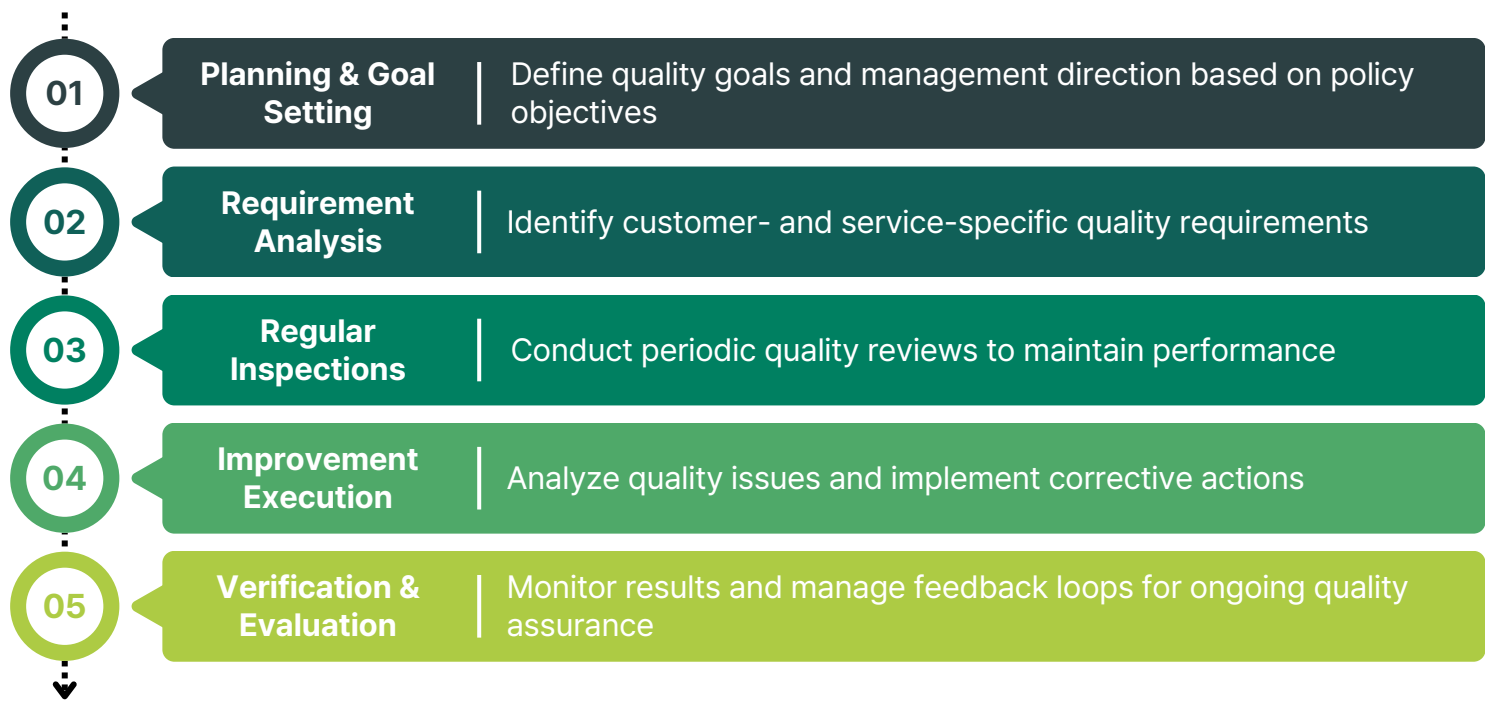
Gridwiz operates a comprehensive quality management system to minimize risks across our products and services and enhance customer satisfaction. We actively incorporate customer feedback into our processes and are committed to delivering reliable and sustainable services.

Quality Management System

To ensure the consistent delivery of sustainable and safe services, Gridwiz has implemented a structured quality management system. We comply with all applicable product and service regulations in every market where we operate, and follow internal protocols to maintain and continuously improve quality. We also promote quality awareness across the company, empowering all employees to contribute to excellence in execution.

Quality Management Process

We follow a five-step process designed to ensure consistent quality and drive continuous improvement across our operations.



Customer Satisfaction Surveys

Gridwiz regularly conducts customer satisfaction surveys to better understand expectations and enhance the overall service experience. Survey results are used to inform service enhancements and strengthen customer trust.

Customer Workshops

Gridwiz hosts annual customer workshops to strengthen engagement and gather valuable feedback directly from our clients. These sessions help reinforce collaborative relationships and ensure that customer insights are actively reflected in the improvement of our products and services. We also use the workshops to transparently share service performance, current market conditions, and future outlooks—enhancing trust through open communication.

ISO 9001 Certification

Gridwiz has acquired ISO 9001 certification to provide reliable products and services to customers both in Korea and abroad. Based on this international quality management system, we operate a structured and systematic approach to quality control. In addition, we have obtained various certifications such as KC and FCC to strengthen our quality framework. Through continuous monitoring and rigorous internal quality controls, we ensure the consistency and reliability of our offerings.

Part 3

PERFORMANCE

GOVERNANCE

Gridwiz is a rapidly growing clean energy company.

As our business expands, we are also advancing our governance systems to ensure sustainable growth.

We are building a transparent decision-making structure that protects the interests of diverse stakeholders and supports long-term accountability.

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Stakeholder Communication

Gridwiz actively engages with stakeholders through diverse channels to ensure ongoing, transparent communication. We share business updates, performance, and relevant information to build trust and expand open dialogue with all parties involved.

Communication via Media



Press Releases & Interviews

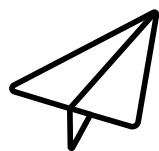
We provide regular updates on business performance, project milestones, and strategic developments through domestic media outlets. Gridwiz is committed to expanding transparent, trust-based communication through multiple public platforms.

Communication with Customers



Customer Workshops

We host annual customer workshops to strengthen partnerships and reflect customer needs in future service improvements. These sessions offer opportunities to share updates on service performance and market outlooks, reinforcing two-way communication.



Monthly Newsletter

To strengthen communication with customers, Gridwiz publishes a monthly newsletter that features key company updates along with industry news and trends. Through this channel, we maintain ongoing engagement and provide customers with timely, relevant information to support transparency and connection.

Communication with Shareholders



Semiannual Reports & Voluntary Disclosures

We issue semiannual business reports to share company performance, strategic direction, and major initiatives with our shareholders. Gridwiz also explores additional disclosure channels to enhance shareholder engagement and transparency.

Communication with Employees



Monthly Sharing Sessions

On the last Friday of each month, Gridwiz holds an all-staff sharing session to review key internal events, encourage team collaboration, and promote open communication.



Weekly Internal Newsletters

Our weekly newsletter shares industry trends, policy updates, and company news, helping employees and internal stakeholders stay informed and aligned.

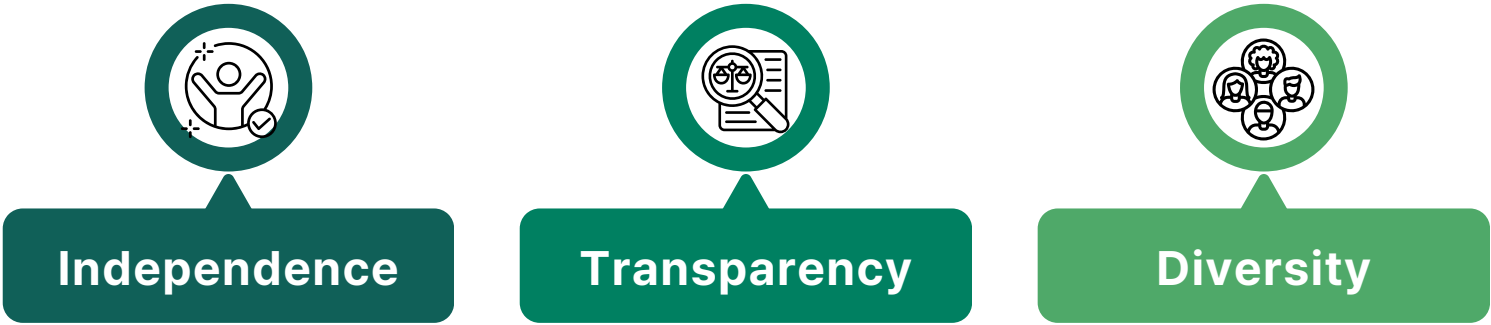
Board Composition

Gridwiz establishes and operates its Board of Directors based on the core values of independence, transparency, and diversity, thereby building a sustainable governance structure.

A board enriched with diverse perspectives supports Gridwiz’s strategic growth and long-term value creation.

Board Governance Principles

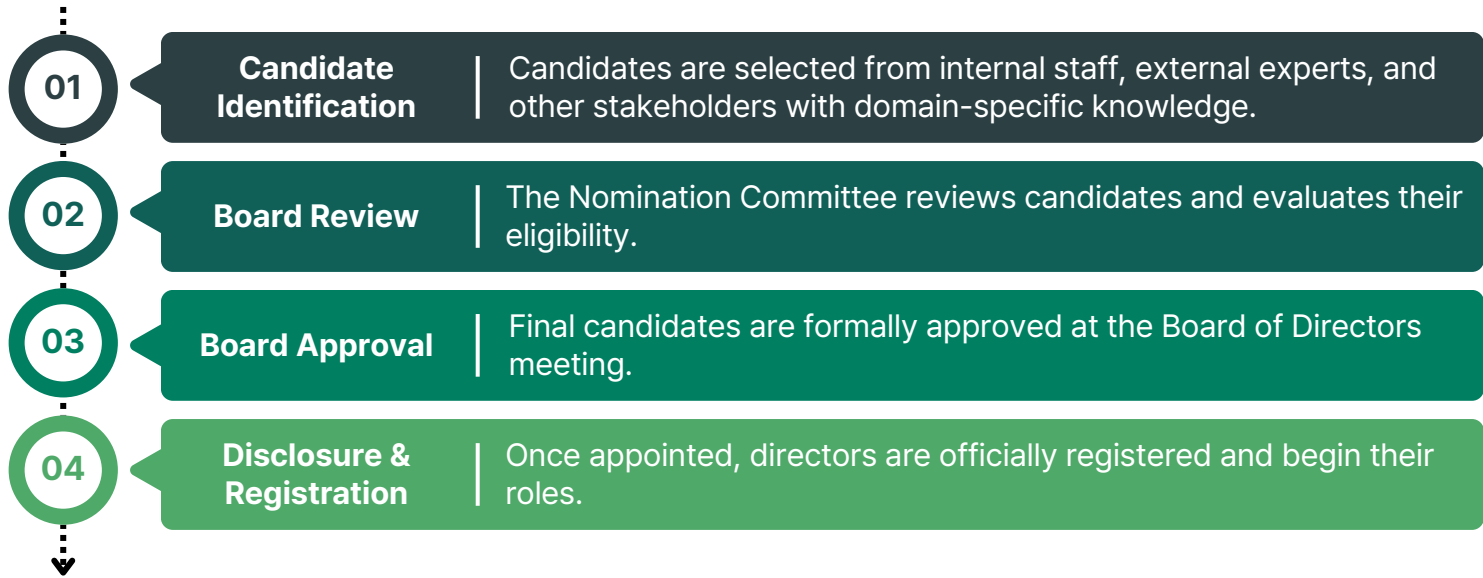
Gridwiz operates its Board under three core principles that ensure responsible and effective oversight:



Board Member Appointment Process

Gridwiz follows a structured and objective appointment process to ensure sound governance and effective leadership at the board level.

The process includes identification of qualified candidates, evaluation by the Board Appointment Committee, approval by the Board, and formal registration.



Board Composition

Category	Name	Date of Birth	Key Background / Experience	Area of Expertise
Internal Directors	KuHwan Kim	Apr. 25, 1970	CEO of Gridwiz Chair of Korea Energy SME Association Member of Power Policy Council & Carbon Neutrality Committee	Management
	JuneWoo Ryu	Sep. 25, 1978	President of Gridwiz Former Head of Tech Support, Marketing & Smart Energy at WIZNET	Strategy
	HyunWoong Kim	Dec. 18, 1979	Executive VP of Gridwiz Former Head of Corporate R&D Center, WIZNET	Technology
	YoungChul Hwang	Jul. 29, 1969	CFO of Gridwiz Former Executive at Iljin Holdings & Alpinometrix System	Finance & Transparency
External Directors	HongSik Choi	Aug. 11, 1962	Advisor, Dentons Lee Advisor, KONEX Association	Legal Affairs & Risk Oversight
	SangTae Kim	Feb. 23, 1956	Advisor, JARAM&SU Engineering Former EVP of SK Gas Former EVP of Korea Western Power Co.	Organizational Strategy & Oversight
Other Executive Directors	HyoNam Jin	Mar. 16, 1981	Head of Strategic Planning at SK Gas BSC Former Consultant at Deloitte	Strategy & Internal Control
Auditor	JinSoo Kim	Jun. 2, 1966	Professor at Korea Univ. School of Government Former Grade-3 Official (NIS)	Public Administration & Audit

Ethical Management

Gridwiz fosters a culture of transparency and fairness by implementing structured ethics policies and governance systems. We are committed to ethical business practices and ensure that all employees understand and uphold these principles in their daily work.

Ethics Committee

Our Ethics Committee plays a central role in establishing and implementing the company’s ethical values. Key responsibilities include:



Gridwiz Code of Ethics

Respect for Employees

We create an environment where employees can grow independently and act ethically.

Customer Commitment

We continuously strive to earn our customers’ trust and respond to their needs with sincerity.

Shareholder Responsibility

We pursue sustainable growth to enhance shareholder value through efficient and transparent governance.

Fair Competition

We engage in honest and fair business practices based on mutual respect and integrity.

Social Contribution

We act as a responsible corporate citizen by contributing to society through ethical business operations aligned with global standards.

Ethics Training

To raise ethical awareness among employees, we provide regular training programs:



Labor-Management Council

Gridwiz promotes constructive dialogue between labor and management through a council founded on mutual trust and collaboration.

The council meets regularly to discuss improvements in working conditions, employee welfare, and HR/labor policies, and also serves as a formal channel for employees to express their opinions and participate in workplace decisions.

Reporting & Whistleblower System

Gridwiz operates an ethics reporting and consultation system to prevent ethical violations and support a transparent workplace.

Anonymous Reporting Channels

Confidential systems are in place to protect whistleblowers.

Prompt Response & Protection

All reports are addressed promptly, and strict safeguards ensure there is no retaliation.

Risk Management

Gridwiz has established a structured risk management framework to identify, assess, and respond to potential risks that may impact the achievement of ESG management goals.

We regularly evaluate strategic, financial, operational, and human capital risks to ensure long-term business sustainability.

Risk Governance Structure

Gridwiz has established a risk governance framework to proactively manage and respond to potential risks that may impact business continuity. The framework covers operational, financial, and human capital risks, and ensures that all risks are addressed through a multi-layered management structure.

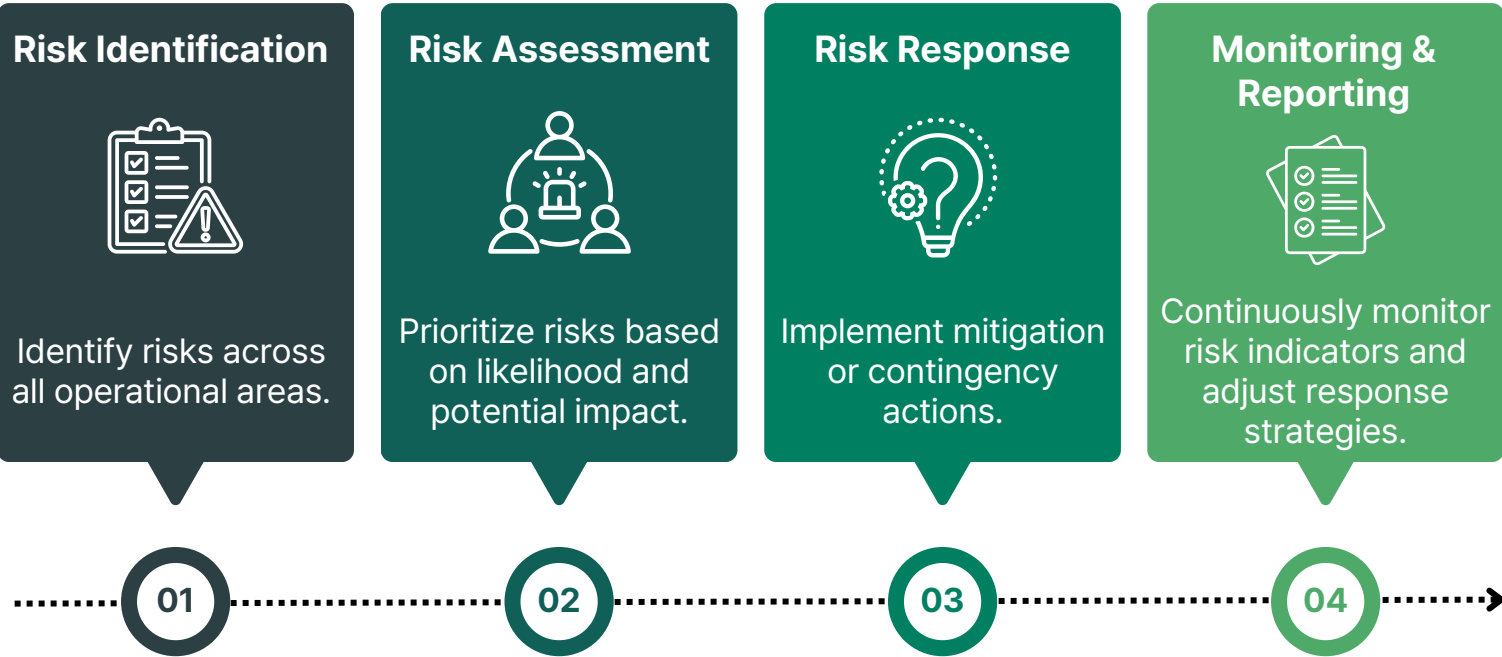
Governing Body	Roles and Responsibilities
Board of Directors	Reviews and approves key risk items; sets the strategic direction for company-wide risk management.
Executive Management	Develops and executes risk response strategies aligned with business continuity goals.
Functional Units	Monitors and manages risks across relevant departments and operational areas.

Functional Risk Committees

Enterprise Risk Team	Establishes and executes overall risk policies and coordinates cross-departmental processes.
Business Risk Team	Assesses operational risks and responds to market changes and regulatory updates.
Financial Risk Team	Manages liquidity, ensures financial soundness, and formulates funding strategies.
HR & Compliance Risk Team	Identifies and responds to labor and ethics-related risks.

Risk Management Process

Gridwiz operates a company-wide risk management process based on the following steps:





Risk Management

Gridwiz has established a structured risk management framework to identify, assess, and respond to potential risks that may impact the achievement of ESG management goals.

We regularly evaluate strategic, financial, operational, and human capital risks to ensure long-term business sustainability.

Key Risk Areas and Mitigation Strategies

Risk Category	Definition	Mitigation Strategy
Climate Change Risk	Risks arising from strengthened GHG regulations, extreme weather events, and energy supply instability due to climate change	Expansion of eco-friendly energy solutions to reduce emissions Enhancement of compliance with climate-related regulations
Policy & Regulatory Risk	Impacts from changes in national energy and environmental regulations that require adjustments in business operations and strategies	Establishment of government policy monitoring and response systems Active industry-wide collaboration
Energy Price Risk	Risks due to electricity and fuel price volatility impacting operational costs and profit margins	Expansion of DR and VPP business Energy market analysis and hedging strategies Long-term energy procurement planning
Cybersecurity Risk	Exposure to threats such as cyberattacks, data breaches, and system failures	Implementation of robust cybersecurity infrastructure and regular audits Employee awareness training and real-time monitoring
Ethics & HR Risk	Risks from potential unethical behavior, harassment, or HR-related violations during business operations	Internal policy enforcement and regular ethics training Whistleblower and grievance handling systems
Financial Risk	Threats to financial soundness and investment capability due to market fluctuations, interest rate changes, and capital flow disruptions	Maintaining strong liquidity and financial health Pre-investment risk analysis and cost-efficient execution of investment plans

Risk Management

Gridwiz has established a structured risk management framework to identify, assess, and respond to potential risks that may impact the achievement of ESG management goals.

We regularly evaluate strategic, financial, operational, and human capital risks to ensure long-term business sustainability.

Internal Accounting Control System

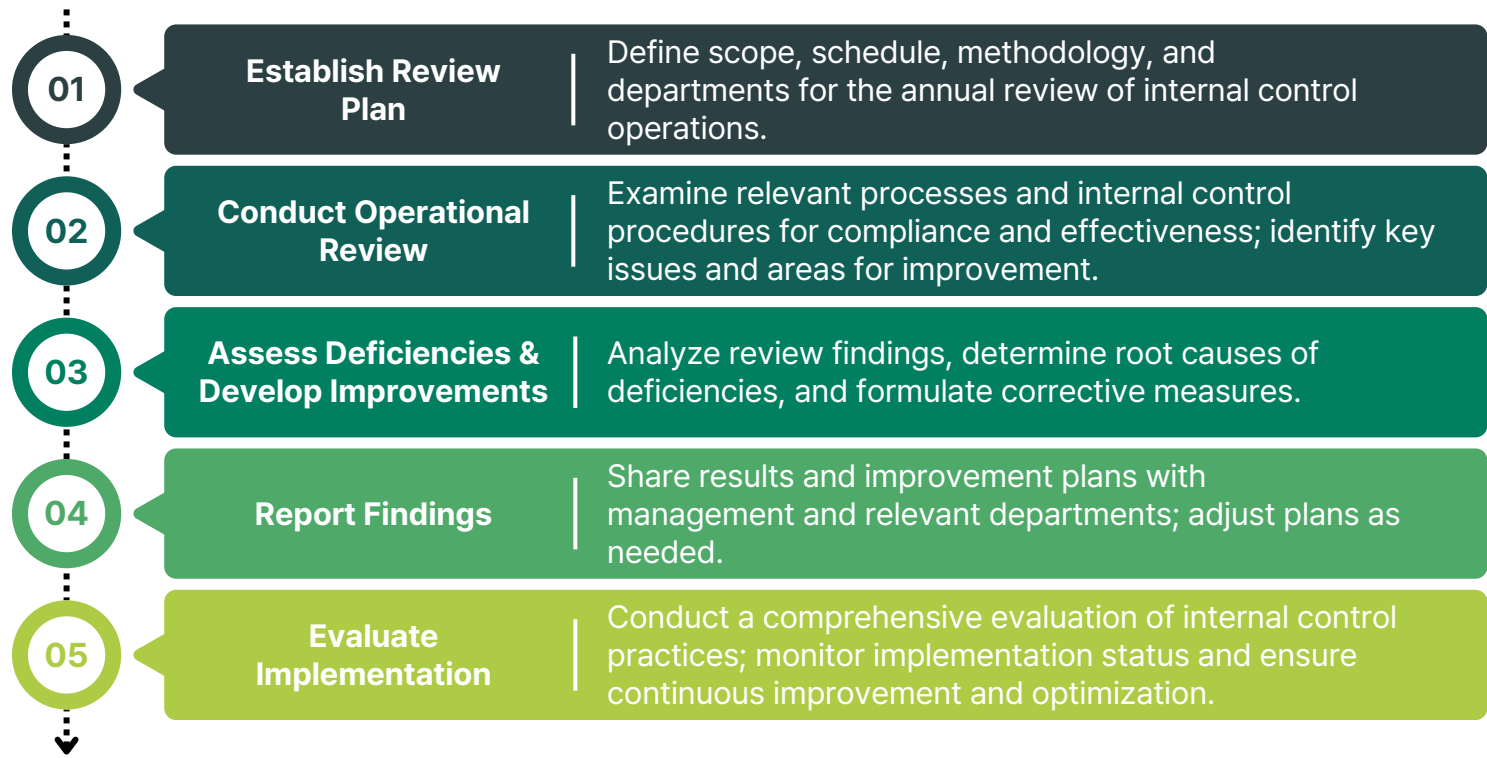
Gridwiz operates an internal accounting control system to proactively detect and manage risks, as well as prevent fraud and accounting irregularities. In compliance with Article 8 of the Act on External Audit of Stock Companies, Article 9 of its Enforcement Decree, and Article 6 of the External Audit and Accounting Regulations, we have established policies and procedures necessary for effective internal control. We take full responsibility for the accuracy and reliability of our financial reporting and maintain robust systems to support audit integrity and compliance.

Roles and Responsibilities

Board of Directors	Oversees the operation of the internal accounting control system and approves key matters related to its implementation.
Auditor	Evaluates the adequacy of the system and performs regular audits.
CEO	Assumes full responsibility for system operations and provides the necessary support and resources.
Control Officer	Implements and manages the internal accounting control system, including associated procedures, documentation, and ongoing monitoring.

Internal Accounting Control Operation Process

Gridwiz operates a cyclical internal accounting control process that includes regular evaluations, continuous monitoring, and corrective action. Through this process, we identify deficiencies, implement improvements, and ensure the long-term effectiveness and integrity of our internal control system.



Risk Management

Gridwiz has established a structured risk management framework to identify, assess, and respond to potential risks that may impact the achievement of ESG management goals.

We regularly evaluate strategic, financial, operational, and human capital risks to ensure long-term business sustainability.

Information Security


Gridwiz recognizes information as one of its most critical assets and is committed to managing and protecting it through a structured approach. To ensure the security and integrity of both corporate and customer data, we operate an information security management system aligned with our business objectives and privacy standards. Our policies cover the protection of sensitive data, including trade secrets, intellectual property, and operational information. We promote a strong security culture through regular awareness training, well-defined security protocols, and internal guidelines. All employees are required to comply with documentation procedures designed to mitigate internal and external threats and minimize the risk of information breaches.

Information Security Governance

Information Security Committee	Establishes and approves key policies and regulations related to information protection.
Chief Security Officer (CSO)	Oversees company-wide information security tasks and ensures compliance with security policies.
Departmental Security Officers	Manages and reports information security risks within their respective departments.

Information Security Management Framework


Gridwiz acknowledges the importance of information security and operates a comprehensive system that integrates administrative, physical, and technical safeguards. This framework ensures that corporate and customer data is securely managed, while ongoing improvements strengthen overall security posture.



Administrative Security

Preventing internal data leaks through employee awareness and documentation control


- Manages security protocols during employee onboarding, role changes, and departures
- Enforces mandatory security documentation and regular training
- Promotes security awareness across all staff



Physical Security

Protecting information assets through access control and physical safeguards

- Establishes designated restricted zones and manages entry permissions
- Secures general workspaces and high-risk areas
- Operates surveillance systems and visitor logs



System Security

Enhancing IT and network protection to secure corporate systems

- Strengthens software and network-level security
- Implements firewalls, intrusion prevention systems, and monitoring tools
- Regularly updates software to patch vulnerabilities

Part 4

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ESG Data : Environment

Energy Consumption by Source

Category	Unit	2022	2023	2024
Fuel				
City Gas(LNG)	GJ	391	494	502
(Vehicle) Gasoline		375	297	194
(Vehicle) Diesel		153	303	300
(Vehicle) LPG		104	0	0
Electricity				
Purchased Electricity		1,121	1,146	1,119

Energy Consumption and Reduction

Category	Unit	2022	2023	2024
Total Energy Consumption	kWh	311,296	318,223	310,753
Green Building		206,211	196,204	191,236
Blue Building		91,200	102,847	100,744
EV Chargers		13,885	19,172	18,733
Total Energy Reduction		847	20,243	12,226
Renewable Energy Generation		616	20,113	12,115
Residential Demand Response		231	130	111

GHG Emissions

Category	Unit	2022	2023	2024
Total GHG Emissions	tCO ₂ eq	218.32	225.98	215.53
Scope 1		44.25	41.97	34.58
Scope2		174.07	184.02	180.95

Water Consumption

Category	Unit	2022	2023	2024
Total Water Consumption	m ³	1,926	2,699	1,698
Green Building		1,638	2,204	1,374
Blue Building		288	495	324

Environmental Law Violations

Category	Unit	2022	2023	2024
Environmental Law Violations	Cases	0	0	0

- [Electricity Consumption and Savings]
- Electricity use was calculated based on KEPCO bills and Power Planner data.
 - Renewable energy is from rooftop solar panels on the Blue Building.
 - Energy savings reflect participation in the national DR (Demand Response) program.

- [GHG Emissions]
- Scope 1 is based on corporate vehicle mileage.
 - Scope 2 is based on electricity and heating use, using national emission factors from 2022.
 - Scope 1 emissions for 2023 have been revised.



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ESG Data : Social

Employee Status

Category		Unit	2022	2023	2024
Total Employee			110	111	116
By Gender	Male	Persons	70	74	79
	Female		40	37	37
By Job Type	Office Workers		81	72	85
	Researchers		29	39	31
By Age Group	Under 30		25	24	22
	Under 40		51	53	51
	Under 50		21	22	29
	50 and Over		13	12	14

Hiring Status

Category		Unit	2022	2023	2024
Total New Hires			39	24	21
By Gender	Male	Persons	21	17	17
	Female		18	7	4
By Age Group	Under 30		20	4	8
	Under 40		15	8	8
	Under 50		3	9	5
	50 and Over		1	3	-

Resignation Status

Category		Unit	2022	2023	2024
Total Resignations			27	17	24
By Gender	Male	Persons	20	9	16
	Female		7	8	8
By Age Group	Under 30		9	1	4
	Under 40		15	11	11
	Under 50		2	4	5
	50 and Over		1	1	4

ESG Data : Social

Employee Training

Category	Unit	2022	2023	2024
Number of Participants in Training	Persons	110	114	116
Training Costs	KRW	24,037,496	28,124,324	36,026,284
Average Training Cost per Employee	KRW	218,523	246,705	310,571

Occupational Safety and Health

Category	Unit	2022	2023	2024
Employees Subject to Occupational Safety Management	Persons	110	114	116
Number of Occupational Accidents	Cases	0	0	0
Occupational Accident Rate Among Employees	%	0	0	0
Occupational Disease Incidence Rate	%	0	0	0
Number of Occupational Disease Cases	Cases	0	0	0

Safety Training

Category	Unit	2022	2023	2024
Total Safety Training Hours	Hours	1,320	1,368	693
Number of Employees Who Completed Safety Training	Persons	110	114	116
Average Safety Training Hours per Employee	Hours	12	12	6

Product Safety and Consumer Protection

Category	Unit	2022	2023	2024
Product and Service Safety Impact Assessment	-	ISO 9001 Quality Management System Risk Assessment Conducted		
Number of Product and Service Safety Violations	Cases	0	0	0
Number of Product and Service Information and Labeling Violations		0	0	0
Number of Marketing Violations		0	0	0

ESG Data : Social

Maternity Leave and Parental Leave Status

Category		Unit	2022	2023	2024
Employees Taking Maternity Leave			1	0	1
By Gender	Male	Persons	1	0	0
	Female		0	0	1
Maternity Leave Return Rate		%	100	-	-
Employees Taking Parental Leave			1	1	1
By Gender	Male	Persons	0	0	1
	Female		1	1	0
Parental Leave Return Rate		%	100	100	-

- Employees on maternity and parental leave in 2024 had not yet returned as of the reporting date.



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ESG Data : Governance

Board of Directors

Category		Unit	2022	2023	2024
Total Board Members			8	8	8
By Type	Internal Directors	Persons	4	4	4
	External Directors		2	2	2
	Other Executive Directors		1	1	1
	Auditor		1	1	1
By Gender	Male		8	8	8
	Female		0	0	0
Average Board Meeting Attendance Rate		%	94	98	81
Board Meetings Held		Cases	9	6	9

Ethics & Compliance

Category	Unit	2022	2023	2024
Compliance Violations	Cases	0	0	0
Ethics & Compliance Training				
New Employee Ethics Training	Persons	39	24	21
Ethics Training for All Employees		110	114	116
Sexual Harassment Prevention Training		110	114	116
Workplace Harassment Prevention Training		110	114	116
Disability Awareness Training		110	114	116

Data Protection & Security

Category	Unit	2022	2023	2024
Information Security Officers	Persons	-	1	1
Employees Trained in Personal Data Protection		110	114	21
Data Breach Incidents	Cases	0	0	0

- In 2024, personal data protection training was conducted for new hires.

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GRI Index

Universal Standards

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	2-7	Employees	39
	2-10	Nomination and selection of the highest governance body	31, 42
	2-11	Chair of the highest governance body	31
	2-12	Role of the highest governance body in overseeing the management of impacts	10
	2-13	Delegation of responsibility for managing impacts	33
	2-22	Statement on sustainable development strategy	5
	2-23	Policy commitments	32
	2-24	Embedding policy commitments	32
	2-25	Processes to remediate negative impacts	33-36
	2-28	Membership associations	45
	2-29	Approach to stakeholder engagement	30
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Topic Standards

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GRI 302 : Energy	302-1	Energy consumption within the organization	17, 38
	302-4	Reduction of energy consumption	18, 38
GRI 303 : Water and Effluents	303-5	Water consumption	38
GRI 305 : Emissions	305-1	Direct (Scope 1) GHG emissions	18, 38
	305-2	Energy indirect (Scope 2) GHG emissions	18, 38
GRI 401 : Employment	401-1	New employee hires and employee turnover	39
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	21
	401-3	Parental leave	41
GRI 403 : Occupational Health and Safety	403-1	Occupational health and safety management system	24
	403-2	Hazard identification, risk assessment, and incident investigation	24
	403-3	Occupational health services	24
	403-5	Worker training on occupational health and safety	24
	403-6	Promotion of worker health	21
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	40
	403-8	Workers covered by an occupational health and safety management system	40
	403-9	Work-related injuries	40
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GRI Index

Topic Standards

Standard		Disclosure	Reporting Location
GRI 404 : Training and Education	404-1	Average hours of training per year per employee	40
	404-2	Programs for upgrading employee skills and transition assistance programs	26
	404-3	Percentage of employees receiving regular performance and career development reviews	26
GRI 405 : Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	39
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GRI 416 : Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	40
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	40
GRI 417 : Marketing and Labeling	417-1	Requirements for product and service information and labeling	40
	417-2	Incidents of non-compliance concerning product and service information and labeling	40
	417-3	Incidents of non-compliance concerning marketing communications	40
GRI 418 : Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	42

UN SDGs

UN SDGs

	UN SDGs	Gridwiz Activities
	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none">• Healthy and safe work environment management• Welfare programs to support employee well-being• Community donation programs for social inclusion
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none">• Financial support for employee education• Internal training and development programs• Leadership development programs
	Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none">• Energy-saving service operations• Optimization of energy use through services• Development of renewable energy generation and EV charging infrastructure
	Make cities and human settlements inclusive, safe, resilient and sustainable	<ul style="list-style-type: none">• Services for urban sustainability• Expansion of EV charging infrastructure and services
	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none">• Participation in K-RE100 and K-EV100 initiatives• Company-wide ESG campaigns• Carbon reduction via clean energy services

Memberships & Awards

Memberships

Category	Association
Energy service and climate change adaptation	Korea Demand Response Association
	Korea Power Exchange
	Korea Electric Association
	Korea Electrical Contractors Association
	Korea Smart Grid Association
	Energy Future Forum
	RE100 Private Partnership
	Korea Electric Vehicle Association
	California Energy Storage Alliance
	Vehicle-Grid Integration Council
Shared growth	Korea Energy Innovation SME Association
	Korea Start-up Forum
	Korea Venture Business Association
	KOSDAQCA

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
	2018 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
	Climate change grand leaders award for corporate	Climate Change Center
2019	Inno-Biz SME	Ministry of SMEs and Startups
	Best employing company for Gyeonggi-do	Province of Gyeonggi
	Best employing company for Seongnam-Si, 2019	City of Seongnam
	Selected as Youth-friendly SME	Ministry of Employment and Labor
2021	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
	Indo-Pacific Climate Tech 100	Holon IQ
2024	\$3 Million Export Top Prize	Ministry of Trade, Industry and Energy

Gridwiz