

Appendix

072	Major Economic Performance Data
073	Major Environmental Performance Data
074	Major Social Performance Data
075	Third-Party Verification Letter for GHG Inventory
076	Third-party Assurance Letter
078	GRI 3.1 Table
084	Awards and Membership
085	Terms and Definitions

Major Economic Performance Data

Statements of Financial Position (Summary)

	(Unit: KRW million)		
	2012	2011	2010
Total Assets			
Current Assets	919,567	1,487,017	993,989
Non-Current Assets	536,167	521,949	487,047
Total Assets	1,455,734	2,008,966	1,481,037
Liabilities			
Current Liabilities	850,312	1,313,361	1,353,680
Non-Current Liabilities	547,100	439,748	25,793
Total Liabilities	1,397,411	1,753,108	1,379,473
Stockholders' Equity			
Capital Stock	881,888	881,888	846,800
Capital Surplus	88,703	91,108	81,131
Accumulated Other Comprehensive Income	1,059	3,890	1,434
Consolidated Retained Earnings	(690,636)	(497,295)	(601,923)
Other Consolidated Stockholders' Equity	(222,691)	(223,733)	(225,877)
Total Stockholders' Equity	58,323	255,858	101,564

Statements of Comprehensive Income (Summary)

	(Unit: KRW million)		
	2012	2011	2010
Revenue	2,254,401	2,982,041	1,934,040
Cost of Sales	(1,689,246)	(2,079,309)	(1,391,574)
Gross Profit	565,155	902,732	542,465
Operating Income (Loss)	(105,208)	218,463	(31,436)
Profit Before Income Tax (Loss)	(188,917)	103,866	(58,573)
Income Tax Expense (Income)	(750)	1,342	150
Net Income(Loss)	(188,167)	102,523	(58,723)
Other Comprehensive Income (Loss)	(7,522)	4,130	563
Total Comprehensive Income(Loss)	(195,690)	106,654	(58,159)

Revenue by Sector

	(Unit: KRW million)		
	2012	2011	2010
Products	2,188,847	2,916,320	1,892,522
Services	0	30	15,805
Others	65,554	65,691	25,713
Total	2,254,401	2,982,041	1,934,040

Revenue by Region

	(Unit: KRW million)		
	2012	2011	2010
Domestic	1,296,189	1,385,325	879,120
U.S.A	727,436	1,036,067	821,626
China	382	139,443	65,104
Japan	228,507	417,115	147,351
Others	1,887	4,091	20,839
Total	2,254,401	2,982,041	1,934,040

Distribution of Economic Value¹⁾

	(Unit: KRW million)		
	2012	2011	2010
Wages and Welfare for employees	166,900	168,200	147,900
Taxes and Dues	1,800	1,300	1,100
Purchase of Products and Services	1,487,600	1,851,800	1,356,200
Community Investment	27	583	10
Payment of Dividends and Interest	47,900	35,900	30,900
R&D and Business Investment ²⁾	195,824	230,277	181,093

¹⁾ The amount of distribution of the economic value is based on locations of operation in Korea

²⁾ The amount excluding the R&D cost treated as cost during the fiscal year among the fixed asset investments and R&D cost

Major Environmental Performance Data

GHG Emissions

		2012	2011	2010
Total GHG Emissions	t CO ₂ e	13,957	13,682	12,452
Direct GHG Emissions	t CO ₂ e	1,205	1,330	1,209
Stationary Combustion (Sangam HQ)	t CO ₂ e	115	104	89
Stationary Combustion (Gimpo Plant)	t CO ₂ e	911	1,048	946
Mobile Combustion (Sangam HQ)	t CO ₂ e	152	153	152
Mobile Combustion (Gimpo Plant)	t CO ₂ e	27	25	22
Indirect GHG Emissions	t CO ₂ e	12,752	12,352	11,243
Electricity Purchased (Sangam HQ)	t CO ₂ e	4,047	3,810	3,011
Electricity Purchased (Gimpo Plant)	t CO ₂ e	8,139	8,011	7,757
Heat Purchased (Sangam HQ)	t CO ₂ e	566	531	475

Energy Used

		2012	2011	2010
Total Energy Consumed	TOE	6,090	5,927	4,049
Direct Energy Consumed	TOE	471	476	472
Gasoline	TOE	0	0	0
City Gas	TOE	360	347	368
LPG	TOE	111	129	104
Indirect Energy Consumed	TOE	5,619	5,451	3,577
Electricity	TOE	5,619	5,451	3,577
Amount of Energy Saved	KRW 10,000	1,200	600	260
Investments to Save Energy ¹⁾	KRW 10,000	16,000	8,200	4,400

Amount of Resources Used

		2012	2011	2010
Amount of Raw Materials Used	Kg	924,091	1,175,053	620,456
Plastic	Kg	150,715	187,864	112,623
Metal	Kg	323,156	420,450	217,964
Others	Kg	450,220	566,739	289,869

¹⁾ Old Facilities Replacement Cost

²⁾ Water is supplied to us through waterworks, and Pantech does not use the used water. Sewage treatment takes place at Sangnam HQ through waterworks, while Gimpo site aerates and filters sewage and transfers it to nearby rainwater pipes. Besides this, there is no waste water generated from processes

³⁾ Standard to measure sewage discharged from Gimpo site

Water and Waste Water

		2012	2011	2010
Total Water Used²⁾	m ³	135,676	132,538	122,329
Sangam HQ	m ³	42,205	44,193	48,464
Gimpo Plant	m ³	93,471	88,345	73,865
Total Sewage Discharged	m ³	132,962	129,887	119,882
Sangam HQ	m ³	41,361	43,309	47,495
Gimpo Plant	m ³	91,602	86,578	72,388
Quality of Sewage Discharged³⁾				
Biochemical Oxygen Demand	ppm	18	18	16
Amount of Floating Materials	ppm	18	17	16

Recycled and Waste Materials

		2012	2011	2010
Total Waste Emitted	kg	163,704	233,642	161,640
General Waste	kg	162,294	232,942	161,010
Commissioning	kg	114,930	186,050	117,450
Recycling	kg	47,364	46,892	43,560
Designated Waste	kg	1,410	700	630
Recycling Rate	%	29	20	27

Environmental Protection Expenses and Investment

		2012	2011	2010
Total Environmental Expenses	KRW 1,000	525,432	648,652	369,177
Ex-post Treatment Activities	KRW 1,000	35,291	37,580	29,916
Prevention Activities	KRW 1,000	111,921	107,609	95,119
Stakeholder Activities	KRW 1,000	6,880	2,130	650
Legal Compliance and Reclamation	KRW 1,000	333,371	426,226	129,032
Hazardous Materials Analysis Room	KRW 1,000	27,934	65,142	105,730
Other Cost (System Maintenance)	KRW 1,000	10,035	9,965	8,730

Major Social Performance Data

Employee Status

Pantech respects the diversity of employees, and gives extra points in employing the disabled and veterans/patriots.

		2012	2011	2010
All Employees ¹⁾	person	2,588	2,865	2,425
Men	person	1,864	2,107	1,823
Women	person	724	758	602
Under the 20s	person	857	972	706
Under the 30s	person	1,396	1,603	1,526
Under the 40s	person	325	281	186
Under the 50s	person	10	9	8
The disabled	person	21	19	22
Veterans and Patriots	person	27	25	22
Overseas	person	106	107	107
Local	person	95	95	82

New Employment and Turnover

		2012	2011	2010
New Employees	person	180	882	410
Total Turnover Rate	%	8.3	7.6	8.9

Training and Performance Assessment

		2012	2011	2010
No. of Courses on Average per Employee	Course	0.78	0.42	0.67
Average Education Fee per Employee	KRW	422,757	455,709	340,270
Employees Subject to Performance Assessment	person	2,052	2,345	2,048
Employees Whose Performance was Evaluated ²⁾	person	1,610	1,764	1,624
Performance Assessment Ratio	%	78.5	75.2	79.3

¹⁾ Including regular employees, contract-based employees and unregistered executives

²⁾ All general/research employees excluding new hires with less than one year of experience at Pantech, or the seasoned employees that newly joined but have less than six months of experience at Pantech

³⁾ (No. of employees returning to work after maternity leave + No. of employees returning to work after childcare leave) / (No. of employees taking maternity leave + No. of employees taking childcare leave) x 100

⁴⁾ Rate of working for over 12 months after returning to work
(Staff that have worked for over 12 months among those that returned to work after maternity leave+ Staff that have worked for over 12 months among those that returned to work after childcare leave) / (No. of employees who have worked for over 12 months among those that returned to work after maternity leave+ No. of employees who have worked for over 12 months among those that returned to work after childcare leave) / (No. of employees returning to work after maternity leave + No. of employees returning to work after childcare leave)

⁵⁾ All regular production staff

Parental Leave

		2012	2011	2010
No. of Parental Leave	person	107	97	73
Men	person	2	1	-
Women	person	105	96	73
Return to Work Rate after Taking a Leave ³⁾	%	93	88	85
Men	%	50	100	-
Women	%	94	88	85
Continuous Working Rate for over 12 Months after Return to Work ⁴⁾	%	N/A (Not passing 12 months yet)	89	90
Men	%	-	100	-
Women	%	-	89	90

Health and Safety

		2012	2011	2010
Composition of the Joint Labor-Management Industrial Safety Committee	person	14	14	14
Labor	person	7	7	7
Management	person	7	7	7
No. of Lost Work Days	Days	0	0	121
Accident Rate	%	0	0	0.037

Labor Practices

Pantech notifies that three labor rights (right of assembly, collective bargaining right, collective action right) are guaranteed through provisions on collective agreements.

		2012	2011	2010
Employees as Targets of Collective Agreements ⁵⁾	person	499	483	341
Employees Subject to Collective Agreements	person	499	483	341
Ratio of Applying Collective Agreements	%	100	100	100

Third-party Verification Letter on GHG Inventory

bsi.

Verification Opinion

Pantech Co., Ltd.

Scope:

The annual GHG emission for the period from 2010 to 2012.
The physical scope is limited within the boundary of Pantech Co., Ltd.'s organization.
GHG emissions for SCOPE 1(Direct-emissions) and SCOPE 2(Indirect-energy related) as defined in chapter 4 "Setting Operational Boundaries of "WBCSD/WRI GHG protocol

Data Verified:

GHG Emissions for the Scope 1 and Scope 2 for the period from 2010 to 2012 are as follows.

Site	Emission Source	t CO ₂ e (2010Year)	t CO ₂ e (2011Year)	t CO ₂ e (2012Year)	Note
Gimpo	Scope 1 Direct Emission	967	1,073	938	
	Scope 2 In-direct Emission	7,757	8,011	8,139	
Sangam	Scope 1 Direct Emission	242	257	267	
	Scope 2 In-direct Emission	3,486	4,341	4,613	
Total		12,452	13,682	13,956	

GHG Criteria & Protocols used for Verification:

The verification was performed at the request of **Pantech Co., Ltd.** using the followings:

- GHG-Energy Target Management Operating Guideline (2012-211) – Revised November 2012
- The Kyoto Protocol to the United Nations Framework Convention on Climate Change - Issued 11 December 1997
- The GHG Protocol of the WBCSD/WRI - Revised March 2004
- IPCC Guideline for National Greenhouse Gas Inventories - Revised 2006
- ISO14064 Part 1 & 3 - Issued 2006
- BSI GHGEV Manual (KM007 R2) – Revised October 2012

The standard confidentiality principle of BSI Group Korea is applied to the all verification activities.

Verification Opinion:

As a result of the verification in accordance with the protocols and the best practice listed above, it is the opinion of BSI that:

- No material misstatement in the GHG emission calculations was detected, related records were maintained appropriately.
- The data quality was considered corresponding to the international key principles for GHG emissions verification.

For and on behalf of BSI:


Managing Director Korea, JaeHoon Han

Issue: 24/04/2013

Page: 1 of 1

Third-party Assurance Letter



INTRODUCTION

Det Norske Veritas Certification Ltd. (hereinafter referred to as 'DNV') is commissioned to carry out assurance engagement on the Sustainability Report 2012 (hereinafter referred to as 'the Report') of Pantech Co., Ltd. (hereinafter referred to as 'Pantech'). This engagement focused on the information provided in the Report and the underlying management and reporting processes.

Pantech is responsible for the collection, analysis, aggregation and presentation of all information within the Report. DNV's responsibility in performing the work commissioned is solely to the management of Pantech, in accordance with terms of reference and scope of work agreed. Pantech's stakeholders are the intended recipients of the assurance statement.

SCOPE OF ASSURANCE

This Assurance Engagement covered data from activities of Pantech in the calendar year 2012. The scope of DNV's Assurance Engagement, as agreed with Pantech included the verification of:

- Health & Safety, Social and Environmental data management systems, and associated processes for collecting, analysing, aggregating and reporting quantitative and qualitative information provided in the Report.
- Evaluation of Accountability Principles and Performance Information (Type 1) with a moderate level of assurance, according to AA1000 Accountability Principles Standard 2008 and AA1000 Assurance Standard 2008.
- Review of the extent to which the principles and requirements of the Global Reporting Initiative (GRI) Guidelines for Sustainability Reporting (GRI G3.1) are reflected in the Report.
- The extent to which the principles of Materiality, Inclusivity and Responsiveness are adopted. The reliability of the information within the Report was verified to a Moderate level of assurance.
- Check of GRI Application Level.

LIMITATIONS

The audit was conducted in a manner to verify data and information made available by Pantech. The visits to subsidiaries were not made in the course of verification. No external verification activities related to stakeholder dialogue or to Pantech's suppliers, contractors and any third-parties mentioned in the Report were not conducted. Any financial information from Pantech's annual report and company reporting on operations in 2012 or other sources was not included in the scope of the Assurance. Economic performances based on the financial data were cross-checked with internal documents and the audited financial statements. The assurance engagement is based on the assumption that the data and information provided to us is complete, sufficient and authentic. Hence, our conclusion is based on the discussion with management of Pantech and our review of sampled documents provided by Pantech.

STATEMENT OF COMPETENCE AND INDEPENDENCE

DNV is a leading provider of sustainability services, including the verification of sustainability reports. Our environmental and social assurance specialists operate in over 100 countries. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the verification process.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement.

VERIFICATION METHODOLOGY

This Assurance Engagement was planned and carried out in accordance with AA1000AS(2008). The Report was evaluated with regard to the following criteria:

- Adherence to the principles of Inclusivity, Materiality and Responsiveness with Moderate level of assurance as set forth in AA1000AS(2008)
- The GRI G3.1, with respect to requirements for application level
- Sampling technique for data verification

As part of the verification, we examined and reviewed documents, data and other information made available to DNV by Pantech. We performed sample-based audits and we interviewed the responsible who are involved in the operational management of matters covered in the Report. The verification was conducted at Headquarter of Pantech in May and June 2013.

CONCLUSIONS

In DNV's opinion, and based on the scope of this Assurance Engagement, nothing has come to our attention that would cause us to believe that Pantech's sustainability strategy, policy, practices and performances in the Pantech's sustainability report 2012 are not reliable and fairly stated. DNV has confirmed that the GRI requirements for Application Level 'B+' have been met;

Inclusivity:

Pantech has engaged with a wide range of stakeholders regarding sustainability issues via survey and interview. The stakeholder engagement covers a wide range of stakeholders. Stakeholder communication channels are stated in detail in the Report. Five Stakeholders groups that are Customer, Employee, Local community, Business partner, Shareholder/Investor are identified. However, most issues are from internal concerns. It is recommended that the mid or long term issue research be planned and performed with various stakeholders so that the concerns and expectations of these stakeholders are reflected into the sustainability strategy of Pantech. In our view, the level at which the Report adheres to the principle of Inclusivity is 'Acceptable'.

Responsiveness:

Stakeholders' views, interests and expectations sought from the survey are considered in the preparation of the Report and in the formulation of Pantech's sustainability management approach. Comparatively less mature systems are in place. Pantech is recommended to establish quantitative objectives corresponding to respective material issues and regularly monitor and measure the performance. These needs to be reported in the sustainability report. In our view, the level at which the Report adheres to the principle of Responsiveness is 'Acceptable'.

Materiality:

The Report generally provides an account of performance on the issues which are most significant to Pantech's activities and which are most relevant to its stakeholders. The material issues were identified and prioritised based upon the stakeholders' opinion sought by survey. In our view, the level at which the Report adheres to the principle of Materiality is 'Good'.

Completeness:

The scope and boundary of the Report cover the issues and activities that are of most significance to Pantech and relevance to its stakeholders. No material omissions were identified in data or information verified. In our view, the level at which the Report adheres to the principle of Completeness is 'Acceptable'.

Principle of report quality:

The tone in the Report is relatively neutral. All the indicators are factually based and unbiased. No biased information is observed. Provision of detailed information with regard to the actions taken against non-compliance issues would increase the transparency of the Report. Data and information presented in the report are generally reliable. Presentation through graphics and charts for the purpose of comparison is adequate. However, integrated data management needs to be established by recording the origin of data and information and storing the original data in the system. Furthermore, internal assessment of data and information need to be implemented in order to improve the data quality. The control of the data and information about the sustainability performance should be improved. In our view, the level at which the Report adheres to the principle of Neutrality and Reliability are 'Acceptable'.

OPPORTUNITIES FOR IMPROVEMENT

The following is an excerpt from the observations and opportunities reported to Pantech's management. However, these do not affect our conclusions on the Report and are provided to encourage continual improvement.

- Establish sustainability targets and periodically monitor progress against those;
- Adopt more structured and systematic processes for data gathering, analysis and reporting;
- Conduct internal audits of data management processes and data presented in the report (as part of the existing internal audit programme) to ensure the accuracy and reliability of reported information;

Seoul, Korea June, 2013



In Kyoon Ahn
Country Manager

Note: Assurance engagement was conducted based on the Report written in Korean. In the event of ambiguity or contradiction in the Report between English version and Korean version, Korean one shall be given precedent.

GRI G3.1, ISO26000

Official Notice on Profiles

●: Reported ○: Partially Reported, ○: Not Reported, N/A: Not Applicable

Indicators	Explanation	Relevance to ISO 26000	Reporting status	Page/Remarks
1.1	CEO message	6.2	●	4,5
1.2	Opportunities and challenges		●	4,5
2.1	Name of the organization		●	8
2.2	Primary products and brands		●	14,15
2.3	Name of the organization	6.2	●	10, 11
2.4	Location of organization's headquarters		●	8
2.5	Countries with either major operations / Markets served		●	10, 11
2.6	Nature of ownership and legal form		●	20
2.7	Markets served		●	10, 11
2.8	Scale of the reporting organization		●	72, 8
2.9	Significant changes during the reporting period		●	No significant change during the reporting period
2.10	Awards received in the reporting period		●	82
3.1	Reporting period		●	Title page
3.2	Date of most recent previous report		●	Title page
3.3	Reporting cycle		●	Title page
3.4	Contact point for questions regarding the report or its contents		●	Title page
3.5	Process for defining report content		●	Title page
3.6	Boundary of the report		●	Title page
3.7	State any specific limitations on the scope or boundary of the report		●	Title page
3.8	Basis for reporting that can significantly affect comparability		●	Title page
3.9	Data measurement techniques and the bases of calculations		●	Title page
3.10	Explanation of the effect of any re-statements of information provided in earlier reports		●	First report
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report		●	First report
3.12	Table identifying the location of the Standard Disclosures in the report		●	78-81
3.13	Policy and current practice with regard to seeking external assurance for the report	7.5.3	●	76,77
4.1	Governance structure of the organization		●	20,21
4.2	Indicate whether the Chair of the highest governance body is also an executive officer		●	21
4.3	Composition of the highest governance body		●	21
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	6.2	●	20,21
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives		●	21
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided		●	21
4.7	Process for determining expertise of the members of the highest governance body leading strategies of economic, environmental, and social performance		●	20,21

Indicators	Explanation	Relevance to ISO 26000	Reporting status	Page/Remarks
4.8	Principles relevant to economic, environmental, and social performance and activities		●	4,5,16
4.9	Procedures of the highest governance body for overseeing the organization's economic, environmental, and social performance		●	20,21
4.10	Processes for evaluating the highest governance body's own performance(economic, environmental, and social performance)		●	20,21
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization		●	18
4.12	Externally developed economic, environmental, and social initiatives to which the organization subscribes or endorses	6.2	●	82
4.13	Memberships in associations such as industry associations, national and international advocacy organization		●	82
4.14	List of stakeholder groups engaged by the organization		●	17
4.15	Basis for identification and selection of stakeholders with whom to engage		●	17
4.16	Approaches to stakeholder engagement		●	17
4.17	Key topics and concerns that have been raised through stakeholder engagement		●	17

Economic

●: Reported ○: Partially Reported, ○: Not Reported, N/A: Not Applicable

Indicators	Explanation	Relevance to ISO 26000	Reporting status	Page/Remarks
EC1	Direct economic value generated and distributed	6.8 6.8.3 6.8.7 6.8.9	●	72
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	6.5.5	●	37-39
EC3	Coverage of the organization's defined benefit plan obligations		○	53,54, Operating the retirement pension system in the form of Defined Benefit (DB) for regular staff
EC4	Significant financial assistance received from government		●	No case of financial assistance
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	6.3.7 6.4.4 6.8	○	Paying more than the local minimum wage
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	6.6.6 6.8 6.8.5 6.8.7	○	Most purchases taking place in the metropolitan area where significant locations of operation are located
EC7	Proportion of senior management hired from the local community at significant locations of operation	6.8 6.8.5 6.8.7	○	74
EC8	Impact of infrastructure investments and services provided primarily for public benefit (through commercial, in-kind, or pro bono engagement)	6.3.9 6.8 6.8.3 6.8.4 6.8.5 6.8.6 6.8.7 6.8.9	○	66-69
EC9	Understanding and describing significant indirect economic impacts (including the extent of impacts)	6.3.9 6.6.6 6.6.7 6.7.8 6.8 6.8.5 6.8.6 6.8.7 6.8.9	○	

GRI G3.1, ISO26000

Environmental

●: Reported ●: Partially Reported, ○: Not Reported, N/A: Not Applicable

Indicators	Explanation	Relevance to ISO 26000	Reporting status	Page/Remarks
EN1	Materials used by weight or volume		●	73
EN2	Percentage of materials used that are recycled input materials		●	41,43
EN3	Direct energy consumption by primary energy source		●	73
EN4	Indirect energy consumption by primary source		●	73
EN5	Energy saved due to conservation and efficiency improvements		●	39,73
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	6.5 6.5.4	●	41,43
EN7	Initiatives to reduce indirect energy consumption and reductions achieved		●	39
EN8	Total water with drawal by sitsce		●	73
EN9	Water sitsces significantly affected by with drawal of water		●	73
EN10	Percentage and total volume of water recycled and reused.		●	73
EN11	Location and size of land owned, leased,managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		N/A	No land as such owned
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	6.5 6.5.6	N/A	Low risks in damaging biodiversity in the area affected by operations
EN13	Habitats protected or restored		N/A	Low risks in damaging biodiversity in the area affected by operations
EN14	Strategies, current actions, and future plans formanaging impacts on biodiversity	6.5 6.5.6. 6.8.3	N/A	Low risks in damaging biodiversity in the area affected by operations
EN15	Number of IUCNRed List species and national conservation list species with habitats in area saffected by operations, by level of extinction risk	6.5 6.5.6	N/A	Low risks in damaging biodiversity in the area affected by operations
EN16	Total direct and indirect greenhouse gas emissions		●	73
EN17	Other relevant indirect greenhouse gas emissions	6.5 6.5.5	●	73
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved		●	37-39
EN19	Emissions of ozone-depleting substances		○	
EN20	NOx, SOx, and other significant air emissions		○	
EN21	Total water discharge by quality and destination		●	73
EN22	Tota lweight of waste by type and disposal method		●	73
EN23	Total number and volume of significant spills	6.5 6.5.3	●	No case of significant spills
EN24	weight of transported, imported, exported, or treated waste deemed hazardous under the termsof the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shippedinter nationally		○	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges ofwater and runoff	6.5 6.5.3 6.5.4 6.5.6	N/A	73, No case of significant discharges of water
EN26	Initiatives tomitigate environmental impacts of products and services, and extent of impactmitigation	6.5 6.5.4 6.6.6 6.7.5	●	40-45
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	6.5 6.5.3 6.5.4 6.7.5	●	42,43

Indicators	Explanation	Relevance to ISO 26000	Reporting status	Page/Remarks
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliancewithenvironmental laws and regulations.	6.5	●	No case of violation
EN29	Significant environmental impacts of transporting products and other goods andmaterials usedfor the organization's operations, and transporting members of the workforce	6.5 6.5.4 6.6.6	●	39
EN30	Total environmental protection expenditures and investments by type.	6.5	●	73

Labor PracticesI

●: Reported ●: Partially Reported, ○: Not Reported, N/A: Not Applicable

Indicators	Explanation	Relevance to ISO 26000	Reporting status	Page/Remarks
LA1	Total work force by employment type, employment contract, and region	6.4 6.4.3	●	74
LA2	Total number and rate of new employee hires and employee turnover		●	74
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.4 6.4.3 6.4.4	●	53,54
LA15	Return towork and retention rates after parental leave, by gender	6.4 6.4.4	●	74
LA4	Percentage of employees covered by collective bargaining agreements	6.4 6.4.3 6.4.4 6.4.5 6.3.10	●	74
LA5	Minimumnotice period(s) regarding significant operational changes, including whether it is specified in collective agreements	6.4 6.4.3 6.4.4 6.4.5	●	As for changes in critical operations or organizational changes, notification at least 50 days prior must be given in writing according to the collective agreement.
LA6	Percentage of totalworkforce represented in formal joint management-worker health and safety committees that Help monitor and advise on occupational health and safety programs	6.4 6.4.6	●	74
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number ofwork-related fatalities by regionand by gender		●	74
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist work force members, their families, or community members regarding serious diseases	6.4 6.4.6 6.8 6.8.3 6.8.4 6.8.8	●	46,47,53
LA9	Health and safety topics covered in formal agreements with trade unions	6.4 6.4.6	●	46
LA10	Average hours of training per year per employee and by employee category	6.4 6.4.7	●	74
LA11	Programs for skillsmanagement and lifelong learning that support the continued employability of employees and assist the minmanaging career endings	6.4 6.4.7 6.8.5	●	65,66
LA12	Percentage of employees receiving regular performance and career development reviews	6.4 6.4.7	●	74
LA13	Composition of governance bodies and breakdown of employees per employee category (according to gender, age group,minority group membership, and other indicators of diversity)	6.3.7 6.3.10 6.4 6.4.3	●	74
LA14	Ratio of basic salary and remuneration ofwomen tomen by employee category	6.3.7 6.3.10 6.4 6.4.3 6.4.4	●	Pantech does not discriminate employees in terms of wage standards for women and men.

GRI G3.1, ISO26000

Human Rights

● : Reported ● : Partially Reported, ○ : Not Reported, N/A: Not Applicable

Indicators	Explanation	Relevance to ISO 26000	Reporting status	Page/Remarks
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening	6.3 6.3.3 6.3.5 6.6.6	●	59
HR2	Percentage of major business partners and contractors that have undergone human rights screening, and actions taken	6.3 6.3.3 6.3.5 6.4.3 6.6.6	●	59
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	6.3 6.3.5	●	23
HR4	Total number of incidents of discrimination and corrective actions taken	6.3 6.3.6 6.3.7 6.3.10 6.4.3	○	
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights	6.3 6.3.3 6.3.4 6.3.5 6.3.8 6.3.10 6.4.3 6.4.5	●	52
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	6.3 6.3.3 6.3.4 6.3.5 6.3.7 6.3.10 6.6.6	●	No child labor in the company
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor	6.3.5 6.3.7 6.3.10	●	Article 28 of Pantech's Employment Rule stipulates that upon excessive working hours, works is to be implemented after acquiring permit from the Minister of Labor and the person at issue
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	6.3 6.3.5 6.4.3 6.6.6	○	
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	6.3 6.3.6 6.3.7 6.3.8 6.6.7	●	No case of occurrence
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	6.3 6.3.3 6.3.4 6.3.5	●	22,23,53
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	6.3 6.3.6	●	53

Social

● : Reported ● : Partially Reported, ○ : Not Reported, N/A: Not Applicable

Indicators	Explanation	Relevance to ISO 26000	Reporting status	Page/Remarks
SO1	Characteristics, scope and effectiveness of the program that evaluates and manages the impact on local communities from the beginning, operation and closure of business operations	6.3.9 6.8 6.8.3 6.8.9	●	44,66-68
SO9	Operations with significant potential or actual negative impacts on local communities		●	44,66-68
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impact on local communities	6.3.9 6.5.3 6.5.6 6.8	●	44,45,66-68
SO2	Percentage and total number of business units analyzed for risks related to corruption		●	22,23
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures	6.6 6.6.3	●	23
SO4	Actions taken in response to incidents of corruption		●	22

Indicators	Explanation	Relevance to ISO 26000	Reporting status	Page/Remarks
SO5	Public policy positions and participation in public policy development and lobbying		●	Engaged in public policies, but lobbying is prohibited
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	6.6 6.6.4 6.8.3	N/A	Companies' political engagement is banned. One case of violation due to the presence of anti-competitive customers.
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	6.6 6.6.5 6.6.7	●	Model-specific sales subsidies records are disclosed every month to prevent any of the similar incidences.
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	6.6 6.6.3 6.6.7 6.8.7	●	Penalties of KRW 502 million due to the above violation

Product responsibility

● : Reported ● : Partially Reported, ○ : Not Reported, N/A: Not Applicable

Indicators	Explanation	Relevance to ISO 26000	Reporting status	Page/Remarks
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	6.3.9 6.6.6 6.7 6.7.4 6.7.5	●	40,60
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle		●	No case of violation
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	6.7 6.7.3 6.7.4 6.7.5	●	41,62
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling	6.7.6 6.7.9	●	No case of violation
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	6.7 6.7.4 6.7.5 6.7.6 6.7.8 6.7.9	●	63
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	6.7 6.7.3 6.7.6 6.7.9	●	Pantech reviews and complies with marketing communication-related laws through the Legal Team
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship		●	No case of violation
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	6.7 6.7.7	●	No case of violation or loss
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	6.7 6.7.6	●	No case of violation

Awards and Membership

Awards

Title	Presented by	Period	Details
Green Packaging Contest	Ministry of Environment	Dec. 2012	Environmental Ministerial Award (Grand Prize)
Red Dot Design Award	Red Dot	Jul. 2012	Main Prize
Evaluation of Supplier Performance Review by AT&T	AT&T	Nov. 2011	Best In Class for five consecutive periods
Customer Satisfaction Management Awards	Korea Sustainability Management Evaluation	Jan. 2010	Grand Prize in manufacturing IT devices
KDDI Commendation Plaque	KDDI	Feb. 2009	Received the commendation plaque for four straight years (2006~2009)
Korean Company with Excellence in Service	Ministry of Knowledge Economy	Oct. 2008	Commendation from the Minister of Knowledge Economy
Korean Company with Excellence in Service	Ministry of Knowledge Economy	Oct. 2008	Acquired the certification as a company with excellence in service
Company with Excellence in Family Friendliness	Ministry of Gender Equality and Family	May. 2006	Presidential commendation
Korea Design Award	Ministry of Commerce, Industry and Energy	Dec. 2005	Grand Prize (Presidential Award) in the management sector
Export Tower to commemorate the Trade Day	Ministry of Commerce, Industry and Energy	Nov. 2005	600 Million Dollar Export Tower (Pantech), 1 Billion Dollar Export Tower (Pantech & Curitel)
Company with Excellence in the Labor-Management Culture	Ministry of Labor	Nov. 2005	Selected as a company with excellence in the n labor-management culture
Company with Excellence in Gender Equality in Employment	Ministry of Labor	Apr. 2005	Prime Ministerial Award
Export Tower to commemorate the Trade Day	Ministry of Commerce, Industry and Energy	Nov. 2004	5 Million Dollar Export Tower (Pantech), 900 Million Dollar Export Tower (Pantech & Curitel)
Export Tower to commemorate the Trade Day	Ministry of Commerce, Industry and Energy	Nov. 2003	400 Million Dollar Export Tower (Pantech), 500 Million Dollar Export Tower (Pantech & Curitel)
Export Tower to commemorate the Trade Day	Ministry of Commerce, Industry and Energy	Nov. 2001	200 Million Dollar Export Tower
Global Excellent Project Contest	Ministry of Trade, Industry and Energy	Nov. 1996	Silver Prize
Commendation on Day of Information and Communication	Ministry of Information and Communication	Apr. 1996	Commendation as a group
Export Tower to commemorate the Trade Day	Ministry of Trade, Industry and Energy	Nov. 1995	10 Million Dollar Export Tower (Gold Tower)
Export Tower to commemorate the Trade Day	Ministry of Trade, Industry and Energy	Nov. 1994	5 Million Dollar Export Tower (Silver Tower)
Designated as a company with promising advanced technologies	Ministry of Commerce and Resources	Jun. 1994	Designated as a company with promising advanced technologies

Membership

Title	Year of Subscription	Purpose/Activities
Korea International Trade Association	1991	Sharing information including advancing to new overseas markets and cooperation in trade
Gimpo Chamber of Commerce and Industry	1996	Establishing business systems through Gimpo Chamber of Commerce and Industry
Korean Industrial Health Association	2003	Providing health services in commission
Korean Industrial Health Association(Busan)	2004	Ministry of Labor Conducting regular mandatory inspection in commission and supporting the Ministry of Labor with land lease role
Korea Association of Electronics Environment	2005	Responding to the recycling system where products take the responsibility
Environmental Management Council	2005	Conducting information exchange and taking joint responses to environmental regulations
Korean Standards Association	2008	Providing customer services
Korea Engineers Club	2009	Sharing information on industrial technologies
Telecommunications Technology Association	2010	Taking part in the General Assembly of ICT Standardization Committee, activities of standardization communities for each technology sector and joint development of ICT standardization

Terms and Definitions

AA1000 AS (2008): It is one of the AA1000 series defined by Account Ability, a non-profit organization that provides principles and solutions on application to corporate sustainable management. The AA1000 Assurance Standard (2008) suggests three principles, that is, inclusivity, materiality and responsiveness as an international specification to verify sustainability reports.

GRI (Global Reporting Initiative): It is a non-profit independent organization established to facilitate reporting on sustainable management, which proposes a guideline on reporting on sustainable management as one of representative globally used reporting standards for sustainability reports.

ISO 14001: It is one of the ISO 14000 series, an international standard for environmental management of the International Organization for Standardization (ISO). It defines specifications required for continued environmental management activities including goals, organization, procedures and allocation of resources and imposes certifications on organizations equipped with such systems.

ISO 26000: It is an international standard launched in2010 by the International Organization for Standardization (ISO) to suggest a guideline one corporate social responsibilities and directions for actions.

TBL (Triple Bottom Line): It is a concept that considers the economy, environment and society as three pillars in corporate management. It emphasizes not only the economic aspect, the existing bottom line, but also social and environmental significance, requiring corporate responsibilities thereof. It is usually called '3P', referring to the planet, people and profit, and has the same meaning as social, environmental and economic considerations.

Climate change: It refers to changes in all climatic states of average that occur over the long term. It refers to changes in climate changes that additionally occur due to changes in the density of GHG resulting from human activities as well as natural factors. It is used to sometimes mean global warming.

Extended Producer Responsibility (EPR): It is a system to expand the scope of recycling responsibilities of producers from production and sales of recyclable products to treatment of waste that occurs after product usage. It imposes the mandatory recycling rate of a certain portion for products, and if not complied with, cost expected to be used for actual recycling is paid by producers.

Tonnage of Oil Equivalent (TOE): It is an energy generated in burning 1 ton of crude oil as a unit to represent the amount of energy. 1 TOE is equal to the amount of energy of 10,000,000kcal or about 42GJ.

Greenhouse Gas (GHG): It is a material in a gas state that either absorbs or re-emits infrared radiation in the air and induces greenhouse effects. Examples include carbon dioxide(CO₂), methane(CH₄), nitrogen dioxide(N₂O), hydro fluorocarbon(HFCs), perfluorocarbons(PFCs) and sulfur hexafluoride(SF₆).

Greenhouse gas inventory: It is a system that identified emission sites for GHG from target units and made a list for them to calculate the amount of emissions per site. It is possible to identify where and how much GHG is discharged by establishing the GHG inventory.

Carbon dioxide equivalents (CO₂e): It is the amount expressed by converting the emissions of various types of GHG into CO₂, the representative GHG. Through the amount of CO₂ conversions, it is possible to compare the impact of each GHG on global warming.

Life Cycle Assessment (LCA): It is to evaluate how all industrial activities impact the environment to provide products and services. Analysis is made by considering from manufacturing to product usage and disposal, specifically consumed energy, raw materials and emissions. It is also called 'from cradle to grave.'

Product Life Cycle (PLC): It refers to all stages from product design to development, production, marketing, product usage, disposal and recycling.

Global warming: It is a phenomenon where the earth's air and average temperature rise. It is driven by not only a natural temperature rise but also artificial factors resulting from human activities including fossil fuel usage, incineration of biomass, cement production, sheep and cattle breeding and logging.

Chemical Oxygen Demand (COD): It is a standard used to represent the extent of water pollution. It indicates the amount of oxygen needed to oxidize pollutants such as organisms as oxidizers and purify them in parts per million (ppm). The higher the fighter, the more polluted the water.

Environmental impact: It refers to either a positive or negative environmental change that occurs in all business activities including corporate management, production of products, offering of products and services

GWP (Great Work Place): It refers to a workplace where employees trust the top management, take a pride in their work and happily work with their colleagues.