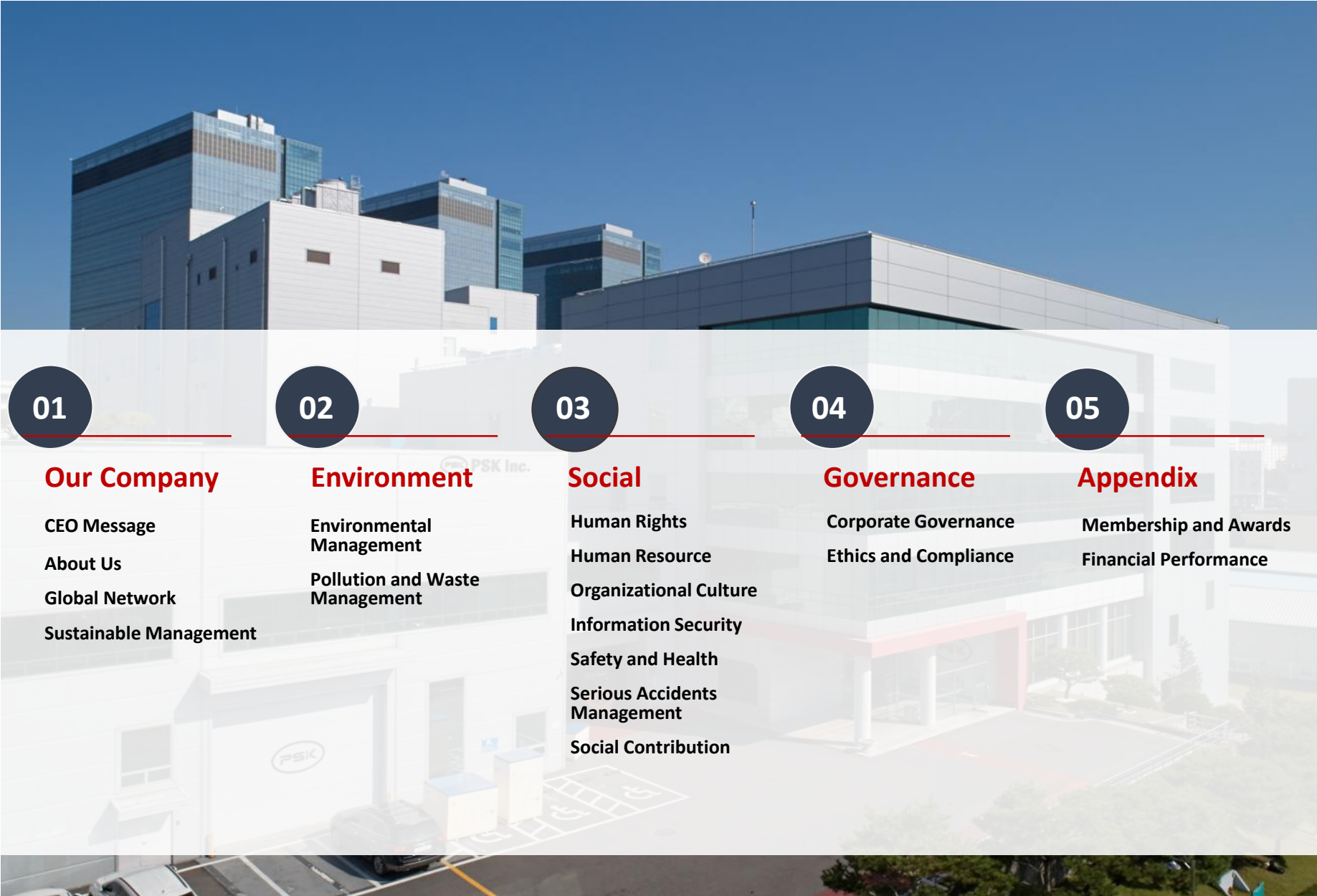


PSK's Passage to a Sustainable Future





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Our Company

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- Global Network
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CEO Message

**We strive to become a leading company in
ESG Management that creates
a sustainable future.**



CEO of PSK Holdings Inc.

A handwritten signature in black ink, appearing to be 'K. A. O.', with a long horizontal line extending to the right.



CEO of PSK Inc.

Dear Stakeholders,

We would like to express our sincere gratitude to our shareholders, customers, partners and employees for your unwavering interest and support for the PSK Group over the past 30 years.

Given the numerous challenges the business environment faces such as inflation, climate change, pollution, and infectious diseases, PSK Group strives to building a "sustainable future" for business continuity. In order to stay ahead of the curve, PSK Group holds sustainability as the highest management value and intends to apply it to each organization of the company.

PSK Group has established an environmental management systems through the ISO 14001 certification to create a sustainable management system and is boosting its eco-friendly activities such as efficient use of resources, energy savings, and green building construction. To fulfill our corporate social responsibilities, we are conducting various charitable activities such as donations and volunteer activities and are also making great efforts in the fields of human rights, safety and health. In addition, we are striving to advance our governance structure by introducing a board-centered management and an electronic voting system.

PSK Group will focus more on creating sustainable growth for the company by adding the value of ESG to its vision of "the global leader in total processing equipment".

Thank you.

A handwritten signature in black ink, appearing to be 'K. A. Lee', with a long horizontal line extending to the right.

About Us

1990 – 1993

90 | 06 Company founded

1994 - 2001

94 | 06 Affiliated research institute established

97 | 01 Listed on KOSDAQ

02 Localized 200mm Dry Strip

99 | 03 Developed 300mm Dry Strip

00 | 05 PSK America established

2002 - 2007

03 | 05 PSK Asia (Taiwan) established

04 | 04 Singapore office established

07 | 04 Dry Strip World M/S No. 1

07 300mm Plasma Oxide Cleaning developed

2008 – 2012

11 | 10 Japan office established

12 | 12 Acquired US SEMIgear

2008 – 2012

12 | 08 PSK China

13 | 07 Supplied 450mm Dry Strip

2017-Present

17 | 03 PSK Shanghai established

19 | 04 Company spin-off

(PSK Inc. established, PSK Holding Inc. continued)

09 PSK Japan established

20 | 04 Dry Cleaning World M/S No.1

21 | 09 Ireland office established

22 | 03 Localized Wafer Edge Clean



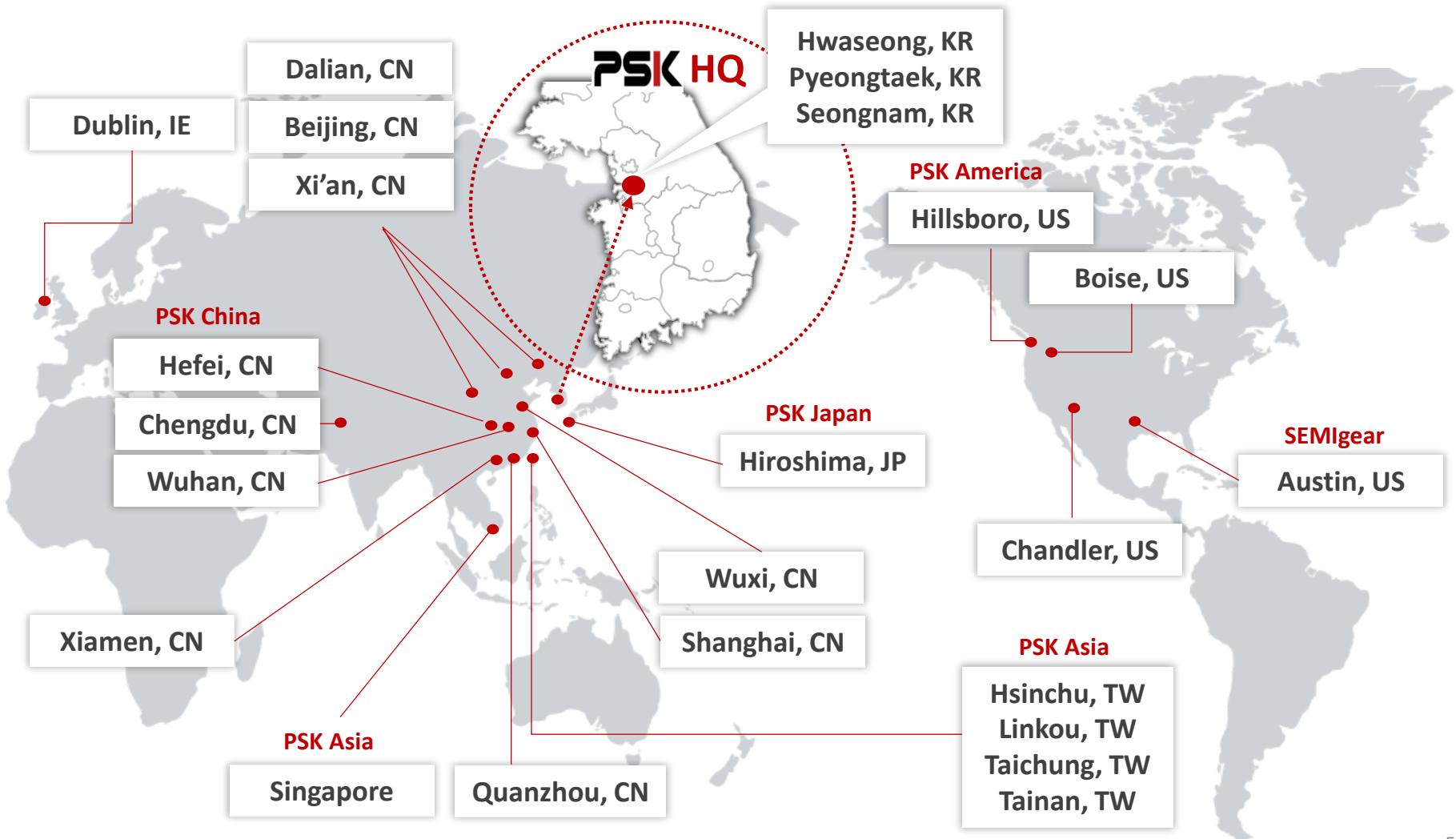
PSK Group is a global company that continues to hold the No. 1 market share position in plasma dry strip and other semiconductor processes. Through sustainable growth, PSK Group is moving toward the future vision of becoming the global leader of providing wafer fab equipment. PSK Group will continue to leap forward with the goal of achieving the top tier position in the world for semiconductor equipment by 2025.



* Activities by PSK Inc.

Global Network

With its corporate headquarters located in Korea, PSK Group has overseas bases in many countries where global customers, who produce semiconductors, are located. PSK Group's global network is PSK Group's competitive advantage that enables it to quickly respond to customer VOCs and provide technical services.



Sustainable Management

The ESG committee plays a role in supporting the company to fulfill its responsibilities and roles for the environment and society, and to achieve sustainable growth in the long term by building a transparent governance structure.

Board of Directors and ESG Committee



Environmental Management

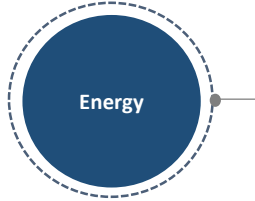
PSK Group recognizes that environmental management is an essential responsibility and a duty of a company in the global climate change crisis and has acquired the environmental management systems (ISO14001) certification to comply with international standards and conduct eco-friendly activities that can be practiced in the workplace.

Setting Environmental Policies and Goals

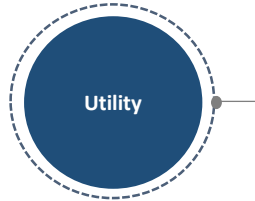
The company's environmental policies include energy use and greenhouse gas emission management, water resource management, waste management, and chemical management. Each year, three areas including resources, energy, and utilities are monitored to set environmental goals and establish major action plans to achieve them.



- Reduce paper, ink and toner usage
- Reduce the purchase of cleaning products
- Reduce the occurrence of defective materials in connection with the production goals
- Expand recycling and review waste wood treatment plan
- Reduce food waste by controlling the amount of cooking through the reservation system



- Reduce power consumption in the facility through proper use of cooling tower (ambient air) by season
- Solar power, Power saving activities, Water saving activities
- Reduce heat consumption of heating and cooling system through non-operation of absorber and chiller



- Encourage on/off management of scheduling control on production and research equipment
- Prevent leakage by standardizing nitrogen usage and constantly cut off unnecessary flow
- Prevent oxygen leakage or unnecessary use
- Supply gas after confirming the proper use of special gas
- Control the supply by standardizing the usage of organic solvent

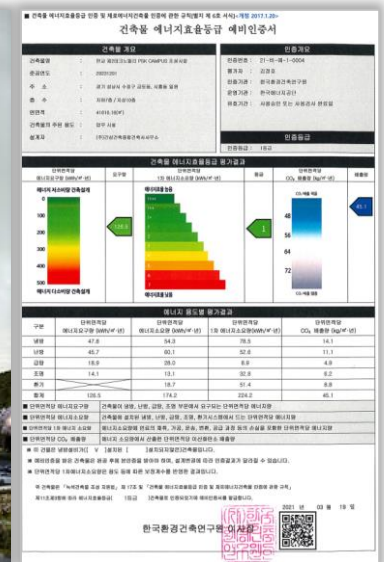
Green Building

The Pangyo R&D Campus, which is currently under construction, has been certified as an Energy Efficiency Grade 1 building in accordance with the Green Building Construction Support Act and the Rules for Building Energy Efficiency Grade Certification and Zero Energy Building Certification.

View Map of Pangyo R&D Campus



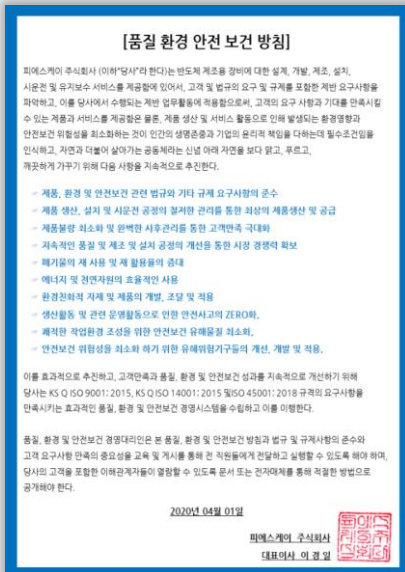
Preliminary Certificate of Energy Efficiency Grade



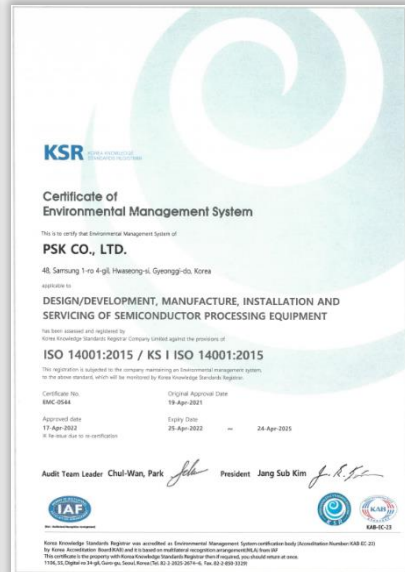
Environmental Policy and Environmental Management Systems Certification (ISO 14001)

PSK Group shares the environmental policy with its members to raise the importance of compliance with policies and regulations. The company emphasizes recycling of waste, energy efficiency, use of natural resources, and developing eco-friendly materials and products.

Environmental Policy



ISO 14001 Certificate



Pollution and Waste Management

Hazardous Substance Management

- Enact and revise chemical substance management guidelines
- Manage information on chemical substances that are used or delivered to and from workplace
- Risk reduction activities for hazardous chemicals (Labeling of hazardous substances, data on substance safety and public health, provide safety facilities and safety protection equipment such as a storage tank for hazardous chemicals, etc.)
- Establish chemical and biohazard assessment and management procedures when bringing in new substances
- Safe handling of hazardous chemicals through professional contractors

Waste Management

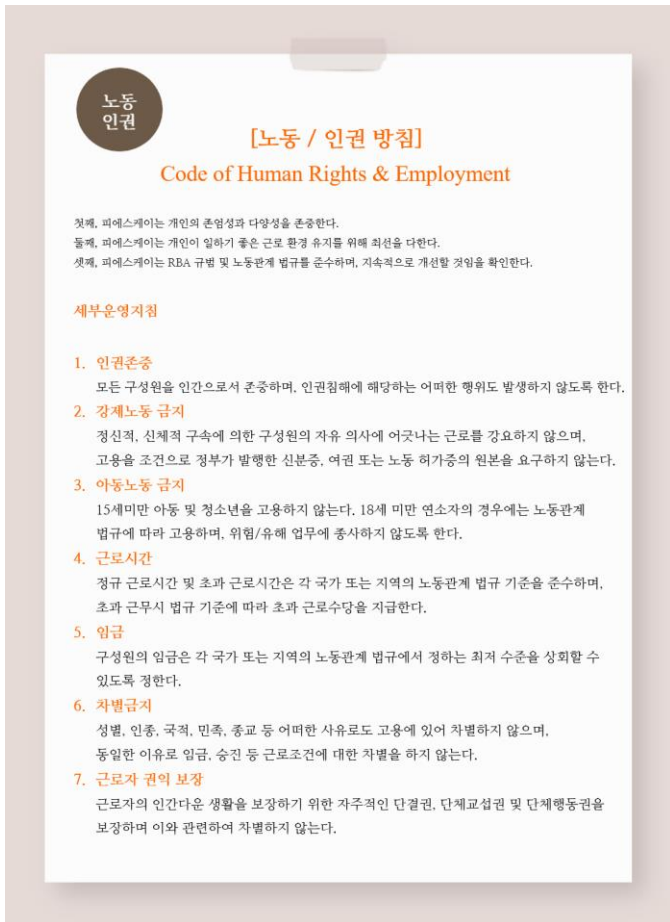
- Measure and manage the output of general/designated waste
- Disposal of general/designated waste through a professional contractor



Human Rights

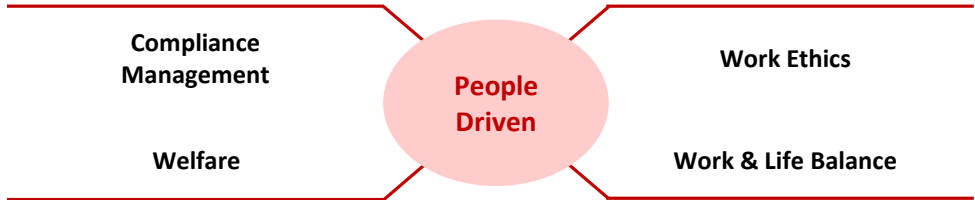
PSK Group respects the dignity and diversity of individuals according to the core value of ‘People Driven’ and strive to maintain a good working environment for its employees.
 PSK Group offers improved systems and guidelines by periodically reviewing compliance management standards and labor laws.

Labor and Human Rights Policy



- Monitor and comply with labor-related laws
- Monitor compliance management activities
- Work without coercion, prohibition of labor for young workers, freedom of association, humane treatment, prohibition of discrimination, etc.

- Conduct ethical monitoring, raise employees' awareness of workplace ethics, and take corrective actions according to the results of an investigation
- Continuous operation of an anonymous reporting center for unethical behaviors by internal employees or business partners
- Sharing of grievances and opinions through the in-house anonymous bulletin board



- Support for maintaining a stable life through a welfare system
- Create an environment where employees can focus on their work
- Current status of the welfare system (See the organizational culture)

- Operate a system to support work-life balance
- Current status of the workhour system
 - Family day (Early leave system)
 - “Work from Home” system
 - Flexible workhour system
 - Longer vacation for summer/winter seasons

Human Resource

PSK Group has established an education system to nurture members who fit the ideal of Global Talent, Specialist, and Creative Talent, as well as experts in each field, and is operating various competency development programs.

HR Development Program

The company's HR development program creates an atmosphere of self-learning by linking the HR system with the education system, and supports workers' improved competency to lead to better performance.

Competency Level System

- Establish a competency level table specialized for each job to strengthen professional competency, and present training and evaluation methods that are necessary for each job/competency
- Set the competency level required for each position and reflect it in evaluation/promotion of employees, connect the education system and personnel system, and ensure fairness of evaluation

Academic Training System

- Secure and nurture competent managers and advanced technical personnel
- Invigorate collecting management and technical information

Champion System

- Select in-house champions who are experts in their field
- Form a research group on each core technology centered on Champion
- Promote product development and sharing of expertise

In-house Language Course

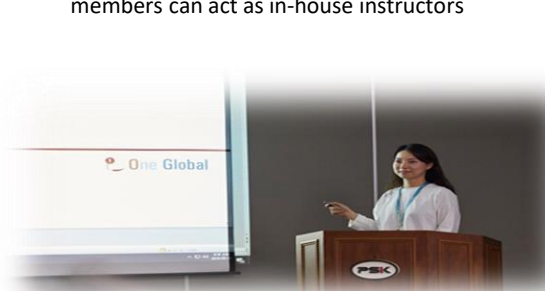
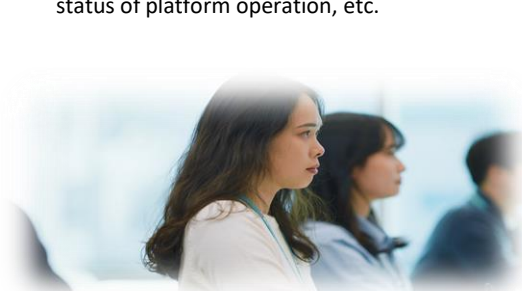
- Develop global human resources by creating in-house language courses for English, Chinese, and Japanese

Knowledge Sharing

- Exchange knowledge through research center seminars, thematic research presentations for new employees, Champion performance sharing meetings, and meetings to share the status of platform operation, etc.

Operation of Learning Management System

- Manage the individual learning plan and records through HRDS, a computerized system dedicated to education
- Operate in-house online courses in HRDS; all members can act as in-house instructors



Organizational Culture

PSK Group is preparing various systems to create a corporate environment that is good to work and a corporate culture that balances work and life.

Work-Life Balance

Residential	<ul style="list-style-type: none"> ■ Dormitory support ■ Subsidy for settlement, support for monthly rent ■ Housing loan, living stabilization funds ■ In-house cafeteria, lunch and dinner
Family	<ul style="list-style-type: none"> ■ Provide children's tuition and scholarships ■ Family happiness camp, children's drawing contest ■ Support for spouse's health checkup ■ Family event, funeral assistants, provision of necessary supplies ■ Parental leave and reduced working hours during childcare ■ Women's lounge, provision of women's items
Health	<ul style="list-style-type: none"> ■ Comprehensive/regular health-checkup ■ Subscription to group accident insurance ■ Operation of an in-house fitness center
Development	<ul style="list-style-type: none"> ■ Support for external education expenses ■ Operation of in-house language courses ■ Payment for in-house instructors ■ Support for book purchase
Welfare	<ul style="list-style-type: none"> ■ Operation of the employee stock ownership plan ■ Support for condominium/resort ■ Operation of a welfare website (welfare points provided) ■ Support for operation of in-house clubs

Fair Evaluation and Compensation

Five-step evaluation system has been designed so that employees can compete regardless of gender within the same job/position, and a competency level table is implemented for each job, which is used as the basis for evaluation and promotion. In addition, quarterly performance management is carried out through a performance management system, and fairness of evaluation is boosted by feedback between group members and group leaders.

Flexible Work and Improvement of Work Efficiency

In order to create a work culture in which employees can focus on their work and produce performance, a flexible workhour system has been adopted, and remote working is also promoted.

Horizontal Organizational Culture

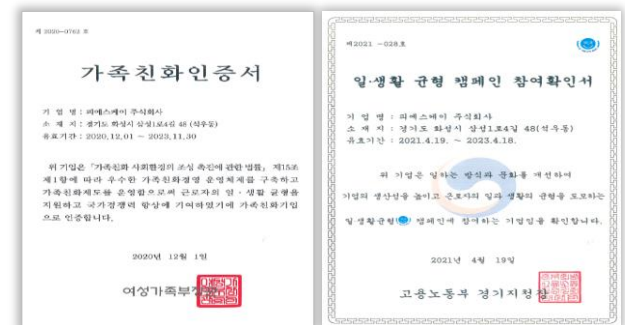
We are creating a more horizontal and flexible organizational culture by simplifying the job level to four levels and unifying the titles of employees to two levels.

Diversity

The proportion of female employees compared to the average total number of employees (excluding registered executives) during the period under consideration is 22%, the proportion of female managers (manager level and above) is 16%, the young employees under the age of 34 is 69%, and the foreign workers is 3%. (*Based on PSK Inc. domestic HQ)

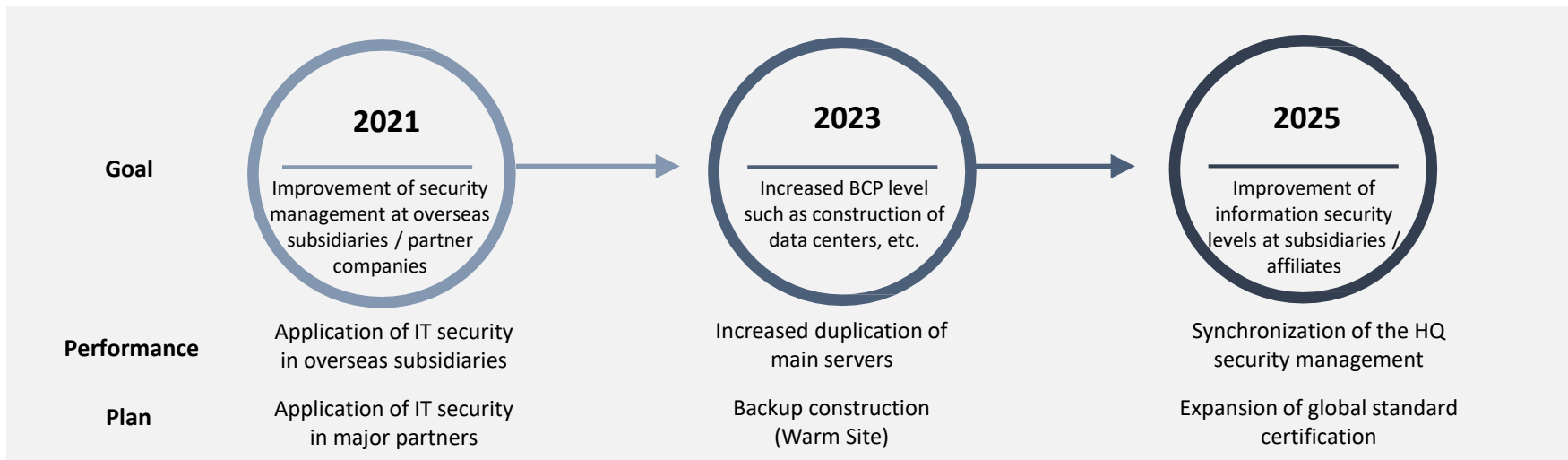
Category	Year (Period under consideration)			
	2019	2020	2021	2022 June
Total number of employees	263	297	324	339
Number of female workers	55	68	75	75
Number of female managers	7	12	12	12
Number of young employees	188	206	220	233
Number of foreign workers	11	11	10	9

Certified as a family-friendly company, Participating in work-life balance campaigns



Information Security

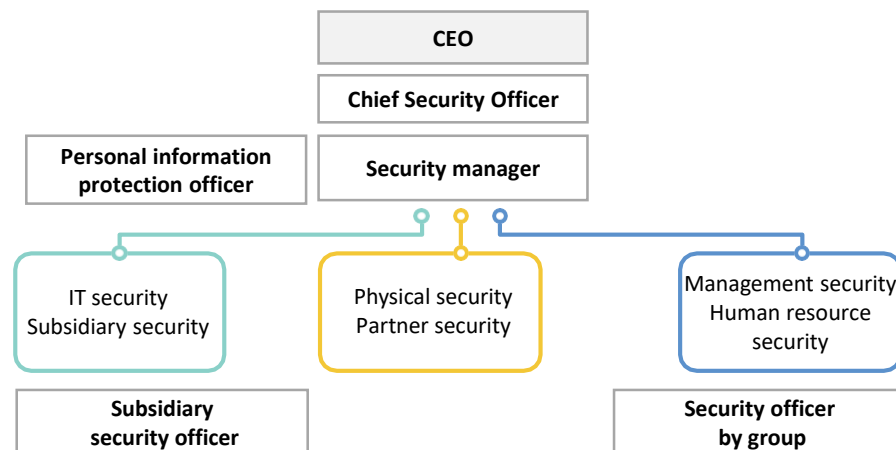
Information Security Management Roadmap



Purpose of Information Protection

The purpose of the company's information protection system is to protect its information assets and comply with customer's security requirements. In order to protect the company's information assets more effectively and contribute to improving its impression to the public, we have established effective information protection policies and are conducting active education and training on information protection and promoting this actively to internal and external stakeholders.

Information security organization



Information Security

Under the direction and supervision of the CISO (Chief Information Security Officer), a dedicated information protection organization is formed to comprehensively manage and supervise the information protection in the company and its affiliated subsidiaries. Also, this organization responds to security compliance issues as well as prevents information leakage and breach.

We provide frequent/regular education on security issues and are also focusing on strengthening the security capabilities of our partners for shared growth.

Information Security Education

Title	Content	Cycle
Information Security Training	Video training on major issues and internal policies	Once a month
Training for Employees Visiting Partner Companies	Separate training for employees working in partner companies	Frequently
Personal Information Protection Training	Training for employees dealing with personal information	Once a year
Security Officer Training	Capacity building training and seminar for employees working on security	60 hours per year

Security Policy

Prevention and response to breaches



Monitoring and response training using various security solutions

Data protection and monitoring



Backup to secure BCP
Duplication of backup/servers
Monitoring of information leakage

Security level enhancement policy



Customized training for continuous improvement of security levels to balance the implementation of security policies and work efficiency

External authentication and maintenance of security



Mock hacking training
Ransomware response training
Maintaining external authentication

The dedicated information protection team holds working-level meeting on information security once a month with managers in each department and updates the monthly security inspection record and training status. The team establishes a remote working plan and secures a necessary system to make remote working possible even in the event of an accident caused by the pandemic (Covid-19) or natural disasters.

Overseas Subsidiaries

Partners

Main IT System

Application of the same level of information protection and IT security policies as the corporate office according to ISO 27001.
Execution of the same security training and regular security activities

Implementation of security consulting and assessment according to the size of business partners

Implementation and expansion of duplication for major servers in consideration of the importance of work.
Duplication of the back-up system and dissipation to remote locations to brace against various breach incidents

Certification and Performance Management

The company maintains the information security management systems (ISO 27001) and business continuity management systems (ISO 22301) certifications. Internally, KPI items for security are established and their performance is measured for security performance management. Externally, information security readiness is also assessed.

Safety and Health

PSK Group recognizes the safety and health of all employees as the top priority in all corporate management activities and is doing its best to create a safe and pleasant working environment by establishing an environmental, safety and health management system that complies with laws and standards.

Safety Management Systems

Safety and health management system certification

The company's business sites are operated based on the safety and health management system and have acquired ISO 45001 certification for the system.

Environmental safety monitoring, finding and prevention of potential risks

We conduct regular safety monitoring on about 100 items per year and operate the 'High-Risk Safety Improvement TFT' to strengthen high-risk safety management to discover and address potential risks.

Strengthening internal and external safety capabilities

Internally, legally mandated trainings, regular fire drills, and emergency response drills are conducted to boost the safety competency of employees, and the performance of safety and health professionals are reflected in the personnel evaluation. Externally, to improve the safety of our partners, we conduct safety environment inspections, check whether improvements have been made, and provide trainings.

Health Management Systems

Promotion of employee health

For employee health management, we conduct annual health checkups for all employees, and a nurse from a partner hospital visits the company every month to provide health counseling.

Improvement of work environment

Every year, we inspect if the working environment complies with legal requirements and check room cleanliness, illuminance, etc. to improve the working environment. By receiving environmental improvement requests through regular labor-management council meetings, subcontracting council meetings, or regular in-house intranet, we prevent near-miss accidents by improving odors and pollution and repairing damaged or destroyed facilities.

Disease prevention

To prevent the spread of the infectious diseases, we have set up our own policies in accordance with the national standards, shared them with our members, and provided quarantine products. To prevent group food poisoning, we thoroughly manage restaurant hygiene and conduct daily sanitary and safety inspections on food service consignment companies.

Serious Accidents Management

In order to prevent serious accidents and industrial accidents, PSK Group identifies high-risk work and hazardous risk factors, has installed emergency warning lights at work places, operates an emergency contact network (CEO, safety and health organization, management supervisor), writes customized scenarios for each risk factor, and conduct semi-annual emergency response drills. In addition, the company's response system was recently checked as we hired a law firm to get consulting on our compliance with the Serious Accident Punishment Act, and it was confirmed that the company has an excellent safety and health management system by satisfying 236 items (94%) out of a total of 252 items. We are making efforts to faithfully fulfill the employer's obligation to secure safety and health by preparing improvement measures for matters that need to be supplemented.

Action process in case of accidents

Action/ Investigation of the accident site	Emergency response committee/ Accident compensation	Suspension of work/ Release	Follow-up/ Prevention of recurrence
<ol style="list-style-type: none"> 1. Recognition of accident occurrence and spreading news about the situation (emergency contact network, 119 report) 2. Safety and health departments check the accident site 3. On-site control and first aid 4. Transportation of the injured to hospital 5. Site preservation and accident investigation 	<ol style="list-style-type: none"> 6. Emergency response committee and occupational safety and health committee meetings are held 7. Response to the victim's family (accident compensation/consultation with the bereaved family) 8. Prepare legal countermeasures with third-party experts 	<ol style="list-style-type: none"> 9. Ministry of Employment and Labor officials' on-site arrival and inspection, and order to stop work 10. Arrival of the police at the site, an investigation into the accident, and an interview with the person concerned 11. Create an accident report and implementation plans for prevention of recurrence, and submit to the Ministry of Employment and Labor 12. Revocation of the order to stop work from the Ministry of Employment and Labor 13. Occupational Safety and Health Committee meetings are held, follow-up reports are submitted 	<ol style="list-style-type: none"> 14. Revision of the work process 15. Conduct safety training to prevent a recurrence, implement trauma improvement plans 16. Continuous monitoring and follow-up reporting

Social Contribution

PSK Group organizes regular employee volunteer programs and sponsors different organizations and groups as part of its efforts to fulfill corporate social responsibility and give back to the community.

Community Engagement

PSK Group employees participate in various community volunteer activities through SEPAS, a volunteer corps made up of Samsung suppliers.

- Clean-ups at community child care centers and orphanages ("Building Hope Nests")
- Kimchi making and briquette delivery ("For a Warm Winter")
- School violence prevention activities ("Unison Camp")
- Blood donation campaign



Sponsorship and other activities

Each year, we spend tens of millions of Korean won to support different organizations and sponsor surgeries for rural and disadvantaged families. For example, we have provided funds for:

- Korea National Council on Social Welfare (Child Development Account), Korean Organization for Rare Diseases, Catholic Women's Organization, WUCWO, Seoul Chamber Music Festival
- Scholarships for educational institutions
- Rural community support, crop farming support
- Charity golf tournament organized by Miso Sarang Supporters' Association (fundraising for sick children from low-income families)
- PSK Group's donation campaign



그룹사 사랑나눔 기부캠페인에 참여하시어
매월 정기 후원에 주시는 임직원 여러분들께 깊은 감사드립니다.



Corporate Governance

PSK Group is committed to promoting a culture of “accountable management” driven by the Board of Directors, of which members are elected based on a range of criteria: independence, transparency, expertise, and diversity. Today, PSK Inc. Board consists of two executive and two independent directors, and PSK Holdings Inc. Board includes two executive directors and one independent director. During the shareholders' meeting on Mar 30, 2022, shareholders passed the resolution to introduce electronic voting per Article 368-4 of the Commercial Act of ROK. This allows shareholders to practice their voting rights without physically attending the meeting. In addition, a new member of the Board was elected at the same meeting.

Board of Directors: Composition

In compliance with Article 383 of the Commercial Act, Article 38 of PSK Inc. Articles of Incorporation, and Article 29 of PSK Holdings Inc. Articles of Incorporation, the Board of Directors shall have three or more directors, and the number of independent directors shall be no less than one-fourth of the total number of directors.

Type	Name	Background	Term
Chairman (Executive)	Kenneth Park	CEO of PSK Holdings Inc.	~March 2025
Executive director	Kevin Lee	CEO of PSK Inc.	~March 2025
Independent director	Hong-young Jang	Professor of KAIST	~March 2025
	Se-geun Park	Honorary professor at the College of Engineering of Inha University	~March 2024

PSK*

Type	Name	Background	Term
Chairman (Executive)	Kenneth Park	CEO of PSK Holdings Inc.	~March 2023
Executive director	Jack Yang	CEO of SEMIgear	~March 2025
Independent director	Sa-yoon Kang	President of the Korean Microelectronics and Packaging Society (KMEPS)	~March 2025

PSKH*

Board of Directors: Independence and Transparency

PSK Group elects independent directors to ensure independence and transparency in the operation of the Board. Moreover, PSK Group transparently discloses relevant information about Board candidates upon sending the invitation for the shareholder's meeting. Such information includes personal information, their nominator, their relationship with the largest shareholder, any failure to pay taxes, any legal reasons for disqualification, and transaction history with the Company.

Board of Directors: Compensation

The members of the Board are paid within the director compensation cap approved by our shareholders in compliance with relevant laws. In addition, independent directors do not receive performance-related pay besides the base salary, which helps to secure their independence.

Board of Directors: Activities

In 2021, both PSK Inc. and PSK Holdings Inc. held a total of 11 board meetings, of which the attendance rate of independent directors was 100%. The agenda and voting results have been made public through our periodic disclosures.

Ethics and Compliance

Ethics Management

PSK Group recognizes "ethics" as one of our core values and strive to promote ethical practices across our business. We compete fairly in the market, and fulfill our responsibilities and duties to our shareholders and the community.

Stakeholders	Key elements
Employees	<ul style="list-style-type: none"> Prohibition of human rights violations and discrimination Prohibition of sexual harassment Practices for safety and health Lead by example
Customer	<ul style="list-style-type: none"> Gain customer trust and work for reciprocity Never receive or offer bribes Protect personal data of customers, partner companies, and employees
Society	<ul style="list-style-type: none"> Compliance with the Fair Trade Act, the Improper Solicitation And Graft Act, and the Subcontracting Act Environmental protection, compliance with relevant environmental laws Prohibition of supplier mistreatment
Company/ Shareholders	<ul style="list-style-type: none"> Prohibition of second jobs without prior consent No insider trading Prohibition of misappropriation of company property; prohibition of improper disclosure of internal information and technology Prohibition of fraudulent reporting

Code of Ethics/Conduct and Compliance

PSK Group's Code of Ethics and Conduct are always available on our intranet platform, allowing our employees to make decisions and act accordingly. All members of the Company are obliged to comply with the Codes and shall judge and act based on the principles of lawfulness, transparency, and rationality in situations not specified in company policies.

In addition, we monitor our customers' codes of conduct and share them with our employees, ensuring we also adhere to the rules set forth by our customers. We plan to get certified for the newly published standard: ISO 37301 (Certification for Compliance Management Systems)

PSK Group & Customers' Code of Ethics

What We Prohibit

- Prohibition of money loan, solicitation with interested parties
- Prohibition of receipt of entertainment, money, etc. which are valuables within 100,000 won
- Prohibition of bribery, corruption, rebates, embezzlement, etc
- No workplace harassment, sexual harassment in the workplace
- Prohibition of unethical behavior that undermines the company's dignity

What Customer Prohibit

- Business integrity, no unfair profits, embezzlement
- No bribery/corruption, receipt of money and entertainment
- Information disclosure, intellectual property protection, fair trade
- Identity protection and prohibition of retaliation, protection of personal information and
- Ref. Customers' Code of Conduct (Ethics)

Unfair Act Reporting Center

Anyone can file a report of alleged unfair act with the Unfair Act Reporting Center, run by the external law firm. The complainant shall have the right to remain anonymous and will not suffer from any discrimination or retaliation for raising a concern.

For PSK Group and partners

Establishment of a Reporting Center for reporting and handling unfair

Reportable Conduct
Unethical Behavior
Abuse of Power
Workplace Bullying / Sexual Harassment

Reportable Method
Please see the attached file in each language.
LAW Firm : HYUN LAW
E-mail : dykim@hyunlaw.co.kr
sykim@hyunlaw.co.kr

Confidentiality of the Reporter's Identity
Anonymous reporting
No disadvantages to the reporter

Establishment of a Reporting Center for reporting and handling unfair practice

HYUN | HYUNLAW

Report, Investigate, Advise, Monitor

Receiving report

HYUN | HYUN LAW

Doyung Kim
Attorney
dykim@hyunlaw.co.kr
13th floor, Doosan-Deers 139, Gangnam-gu, Seoul (J-Tower), 06036

Sykes Kim Attorney
sykim@hyunlaw.co.kr

A reporting center is established of a law firm in order to avoid any secondary damage after reporting unfair practice. Now, legal experts will judge the illegality and actively deal with it.

Affiliated Organizations and Awards

Organizations PSK Group is a member of

Organization Name	
SEMI Membership	Plasma-based atomic-level controlling semiconductor device research center
SERICEO	Korea Industrial Safety Association
SK Hynix Shared Growth Council	Korea Electric Engineers Association
KOSDAQ Listed Companies Association	Korea Fire Safety Association (KFSA)
Korea Semiconductor Industry Association (KSIA)	Korea Exchange
Consortium of Semiconductor Advanced Research (COSAR)	Korea Vacuum-technology Research Association (KOVRA)
Korea Engineers Club	Child Development Account (Didim)
Korean Vacuum Society (KVS)	East Asia Institute (EAI)
Samsung Supplier Association	Korean Organization for Rare Diseases
Samsung Supplier Association Volunteer Corps SEPAS	World Union of Catholic Women's Organisations (WUCWO)
Korea International Trade Association (KITA)	Catholic Women's Organization
International Conference on Microelectronics and Plasma Technology (ICMAP)	Consortium of Semiconductor Advanced Research (COSAR)
Korean Conference on Semiconductors (KCS)	Seoul Spring Chamber Music Festival
Korean Society of Semiconductor and Display Technology	Korean Microelectronics and Packaging Society (PSKH*)
Hanyang University EUV-IUCC	Korea Energy Engineers Association (PSKH*)

* PSKH stands for PSK Holdings Inc.

Corporate Awards

Year	Award title	Host organization
2021	Best Transparent Management Award	KOSDAQ Association
	Order of Industrial Service Merit - Iron Tower	Ministry of Trade, Industry, and Energy of ROK
2020	100M Dollar Export Tower	Korea International Trade Association(KITA)
	Order of Industrial Service Merit - Gold Tower	Korea International Trade Association(KITA)
2018	Best Company at FX Exposure Management	Korea Exchange
	Best Management Award	KOSDAQ Association

* Awards received by PSK Inc.

Financial performance (PSK Inc.)

Condensed Consolidated Balance Sheet

Unit: KRW

Type	Year 3	Year 2	Year 1
	(Dec 31, 2021)	(Dec 31, 2020)	(Dec 31, 2019)
[Current assets]	321,166,418,090	209,516,676,715	169,815,139,299
· Quick assets	242,635,646,719	141,659,269,442	126,534,466,151
· Inventory	78,530,771,371	67,857,407,273	43,280,673,148
[Non-current assets]	92,095,799,805	59,072,130,147	54,114,792,324
· Long-term trade receivables and other receivables	4,465,478,207	4,150,229,795	4,030,087,014
· Tangible assets	43,573,676,224	39,045,723,236	28,410,466,852
· Intangible assets	5,956,041,632	4,427,629,625	2,939,740,530
· Others	38,100,603,742	11,448,547,491	18,734,497,928
Total assets	413,262,217,895	268,588,806,862	223,929,931,623
[Current liabilities]	111,131,066,850	46,759,463,840	33,852,517,913
[Long-term liabilities]	13,060,193,242	4,450,439,177	2,826,570,964
Total liabilities	124,191,260,092	51,209,903,017	36,679,088,877
[Capital stock]	7,382,510,000	7,382,510,000	7,382,510,000
[Additional paid-in capital]	174,949,518,957	176,936,597,872	164,377,337,795
[Other components of equity]	2,541,260,380	487,545,360	127,806,049
[Retained earnings]	104,197,668,466	32,572,250,613	15,363,188,902
[Controlling interests]	289,070,957,803	217,378,903,845	187,250,842,746
[Minority interests]	-	-	-
Total equity	289,070,957,803	217,378,903,845	187,250,842,746
Total liabilities and equity	413,262,217,895	268,588,806,862	223,929,931,623

Condensed Consolidated Income Statement

Unit: KRW

Type	Year 3	Year 2	Year 1
	(2021)	(2020)	(2019)
Accounting method for equity investments in subsidiaries, affiliates, and joint ventures	Equity method	Equity method	Equity method
Sales	445,803,726,054	265,729,684,455	154,611,976,517
Operating profit	94,084,940,603	31,552,799,554	16,899,953,474
Net income before income tax	100,447,723,543	31,305,179,855	19,228,298,120
Net income	76,728,411,521	22,259,442,939	14,971,556,321
Net income attributable to controlling shareholders	76,728,411,521	22,259,442,939	14,971,556,321
Total comprehensive income	78,074,661,173	21,815,615,122	15,318,951,660
Earnings per share (KRW)	5,229	1,570	1,058
Number of companies in the consolidated group	8	5	4

Condensed Separate Income Statement

Unit: KRW

Type	Year 3	Year 2	Year 1
	(2021)	(2020)	(2019)
Sales	422,915,548,138	248,772,023,966	137,720,047,916
Operating profit	88,126,396,323	25,156,053,386	8,134,407,800
Net income before income tax	96,010,178,401	28,122,561,094	13,379,928,814
Net income	75,182,677,435	22,152,063,437	10,618,204,487
Earnings per share (KRW)	5,159	1,562	750

Financial performance (PSK Holdings Inc.)

Condensed Consolidated Balance Sheet

Unit: KRW

Type	Year 32	Year 31	Year 30
	(Dec 31, 2021)	(Dec 31, 2020)	(Dec 31, 2019)
[Current assets]	126,622,572,632	93,239,081,309	25,625,594,197
· Quick assets	117,449,723,056	81,577,828,935	22,821,497,817
· Inventory	9,172,849,576	11,661,252,374	2,804,096,380
[Non-current assets]	179,216,522,278	145,989,974,327	100,016,394,034
· Long-term trade receivables and other receivables	280,540,095	578,598,518	641,476,000
· Tangible assets	23,232,676,276	21,662,869,222	3,295,921,412
· Intangible assets	14,576,974,848	16,167,953,436	2,518,460,321
· Others	141,126,331,059	107,580,553,151	93,560,536,301
Total assets	305,839,094,910	239,229,055,636	125,641,988,231
[Current liabilities]	23,242,307,233	18,093,640,566	1,989,984,813
[Long-term liabilities]	31,057,706,146	23,629,936,775	9,610,689,673
Total liabilities	54,300,013,379	41,723,577,341	11,600,674,486
[Capital stock]	10,781,197,500	10,781,197,500	7,997,905,500
[Additional paid-in capital]	26,098,832,310	17,065,577,860	(5,826,803,389)
[Other components of equity]	3,227,095,472	700,711,106	918,279,167
[Retained earnings]	211,431,956,249	168,957,991,829	110,951,932,467
[Controlling interests]	251,539,081,531	197,505,478,295	114,041,313,745
[Minority interests]	-	-	-
Total equity	251,539,081,531	197,505,478,295	114,041,313,745
Total liabilities and equity	305,839,094,910	239,229,055,636	125,641,988,231

Condensed Consolidated Income Statement

Unit: KRW

Type	Year 32	Year 31	Year 30
	(2021)	(2020)	(2019)
Accounting method for equity investments in subsidiaries, affiliates, and joint ventures	Equity method	Equity method	Equity method
Sales	81,623,934,759	39,774,309,564	29,478,563,127
Operating profit	22,626,646,738	(2,464,095,518)	7,291,187,546
Net income before income tax	57,730,933,160	57,392,066,468	14,496,483,930
Net income	46,616,689,014	59,201,747,768	12,616,925,570
Net income attributable to controlling shareholders	46,616,689,014	59,201,747,768	12,616,925,570
Total comprehensive income	-	-	-
Earnings per share (KRW)	48,914,324,786	58,569,659,910	13,196,087,558
Number of companies in the consolidated group	2,278	3,075	789
Accounting method for equity investments in subsidiaries, affiliates, and joint ventures	2,244	2,984	789
Sales	1	3	2

Condensed Separate Income Statement

Unit: KRW

Type	Year 32	Year 31	Year 30
	(2021)	(2020)	(2019)
Sales	61,021,451,236	33,017,249,204	26,668,310,763
Operating profit	12,156,521,580	(2,058,963,087)	7,316,435,850
Net income before income tax	24,212,083,188	60,724,500,732	11,132,198,596
Net income	18,050,596,993	62,264,680,562	9,626,086,409
Earnings per share (KRW)	882	3,234	651

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