ESG REPORT 2026

AX Platform Company

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CEO Message

Artificial intelligence is transforming industries, economies, and everyday life at an unprecedented pace. While the rapid advancement of AI is creating extraordinary opportunities and opening new possibilities for innovation, it also raises significant challenges, including increasing energy demand, evolving cybersecurity risks, and a widening digital divide. In this new era, the role of business extends beyond the pursuit of growth to encompass the responsible use of technology and meaningful contributions to society and the environment.

Against this backdrop, KT announced its new vision, "AX Platform Company." This vision is founded on our commitment to growing in balance with social responsibility while delivering tangible value to customers and society. By embedding ESG principles across our strategies, we are building a solid foundation for sustainable growth.

In the environmental area, KT is making systematic efforts toward carbon neutrality and the expansion of eco-friendly infrastructure. We are strengthening our capabilities to respond to climate change by improving the efficiency of network operations with AI-driven technologies, advancing energy-saving technologies, and expanding the adoption of renewable energy. We continue to broaden the scope of our environmental responsibility across our platforms and services.

In the social area, digital inclusion and support for future generations are among our core priorities. Through IT Supporters, KT has long played a leading role in digital education and in bridging the information gap. As society enters the age of AI, we are broadening these efforts through the "AI in Everyday Life" initiative, expanding AI education and spreading AI ethics in line with the AI era. We also devote particular attention to strengthening customer protection and information security, so that everyone can enjoy the benefits of AI in a safe and trustworthy digital environment.

In terms of governance, KT focuses on establishing transparent and responsible management systems. By advancing our company-wide compliance framework, we are embedding prevention-oriented management and deeply integrating ethical and compliance management throughout our business, thereby realizing globally trusted management practices. We also operate an internal compliance system in line with government and market guidelines and actively participate in the Fair Trade Compliance Program (CP), leading efforts to establish a fair competitive order.

As an AX Platform Company, KT will continue to practice ESG management that lives up to the trust of our customers. We will achieve both sustainable growth and social value creation, opening a better future together with all our stakeholders. I ask for your continued interest and support.

Yoon-Young Park,
CEO, KT 박 윤 영

" As Korea's leading telecommunications company and an AX Platform Company leading the AI era, KT connects people, society, and industry through technology at the heart of AX innovation, and will open a sustainable future based on customer trust. "



Chairman Message

It is my great pleasure to look back on our sustainable management performance and efforts over the past year and to share our vision for the future through the 2026 KT ESG Report.

At KT, we are working to address climate change through measures such as AI-driven improvements in energy efficiency. Building on our participation in RE100, we are increasing the share of renewable energy and actively engaging in biodiversity conservation, thereby fulfilling our corporate responsibilities.

We are also committed to creating social value through support for vulnerable groups to advance digital inclusion and through shared growth activities with our business partners. In particular, prompted by issues related to customer information protection, we have further strengthened our information security and management systems and will do our utmost to prevent any recurrence.

In terms of governance, we place transparency and accountability first as we strengthen our compliance management framework. We will advance our Board-centered decision-making process and establish a more advanced governance framework through communication with stakeholders, including customers and shareholders.

Going forward, KT will lead future industries amid the currents of change and innovation and fulfill its corporate social responsibility through ESG management. We ask for your continued trust and support as KT moves toward a sustainable future.

Thank you.

Yong-Hun Kim,
Chairman of the Board, KT

"As a platform and innovative service company leading the AX era, KT pursues balanced growth across environmental, social, and governance priorities while helping build a better future."



Corporate Overview

To become an AX platform company, we will strengthen our network, service quality, and data security. We will also prepare for AI-powered operational innovation and future technologies. Based on these efforts, we will provide new B2C experiences with hyper-personalized AI. For B2B, we will create practical achievements through specialized AX models for each industry. In addition, we will make strategic investments in new growth areas, such as AIDC, to become key growth engines.

We have strengthened business competitiveness in cooperation with our group companies specializing in AI, cloud, media, finance, real estate, and other areas. From a group perspective, we strive to increase synergy by focusing on core business competencies and strategically adjusting businesses to strengthen competence and achieve practical results.

General Status

As of December 31, 2025 | CEO: As of April 2026

Company Name	CEO	Established
KT Corporation	Yoon-Young Park	December 10, 1981

Number of Employees	Head Office	Operating Revenue
14,701	90 Buljeong-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, South Korea	KRW 28.24 trillion

Group Companies

AX — 3 Companies

kt cloud	Cloud and DC services
kt ds	Cloud consulting services and operation
OpenCloud Lab	AX development and information system establishment

Telecommunications — 17 Companies

kt m&s	Sales and distribution of wireless and wireline telecommunications products
kt Mmobile	Prepaid and postpaid MVNO services
kt telecop	Security and protection services
kt sat	Satellite communications services
kt is	AICC and customer service centers
kt cs	AICC and customer service centers
kt service north	Activation, after-sales service, and wired and wireless product sales
kt service south	Activation, after-sales service, wired and wireless product sales, public phone, and logistics
kt MOS north	Operation and maintenance of network facilities
kt MOS south	Operation and maintenance of network facilities
kt engineering	A specialized company for KT CT infrastructure (NW, B2B, MEP)
kt netcore	Network infrastructure line design and maintenance
kt p&m	Power facility design, construction , and maintenance
kt commerce	B2B purchasing services
kt hopemate	Operation of the standard business site for people with disability
kt hs	Operation of KT training centers
kt group hope sharing foundation	Operation of KT Group social contribution programs

Media — 11 Companies

kt skylife	Satellite broadcasting and high-speed internet services
kt HCN	Local cable TV and internet services
kt genie music	Specializing in music content investment and distribution
kt altimedia	Provision of media platforms and software
kt StudioGenie	Content creation (IP) and distribution
kt ENA	Channel operation and content production
kt Millie Seojae	E-book subscription platform services
kt sports	Operation of sports teams including baseball, basketball, and e-sports
kt alpha	Commerce and distribution of mobile coupons
kt nasmedia	Digital advertising and marketing solution services
SKYK	Operation of sport channels

Finance — 5 Companies

BCcard	Credit card acquisition and issuing services
Kbank	Online bank, deposit and savings services, and loan services
VP Inc.	Online payment and authentication services
kt investment	Investments in AI, network, and emerging technology startups
Smartro	Credit card payments approval brokerage services

Real Estate — 4 Companies

kt estate	Real estate development, leasing, and management
kt AMC	Real estate investment and asset management
kt living	Management of rental housing and living services
NCP	Special purpose company for Gangbuk Development Project

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Vision and Core Values

As Korea's national facilities-based telecommunications service provider, we take responsibility for the present and future of the nation's connectivity and pursue continuous growth through platforms and innovative services leading the AI transformation (AX) era.

KT's Vision and Core Values

AX Platform Company

Driving Proven Growth Built on Strong Fundamentals

Vision

AX Platform Company

As Korea's national facilities-based telecommunications service provider, we take responsibility for the present and future of the nation's connectivity and achieve unparalleled growth through platforms and innovative services leading the AX era.

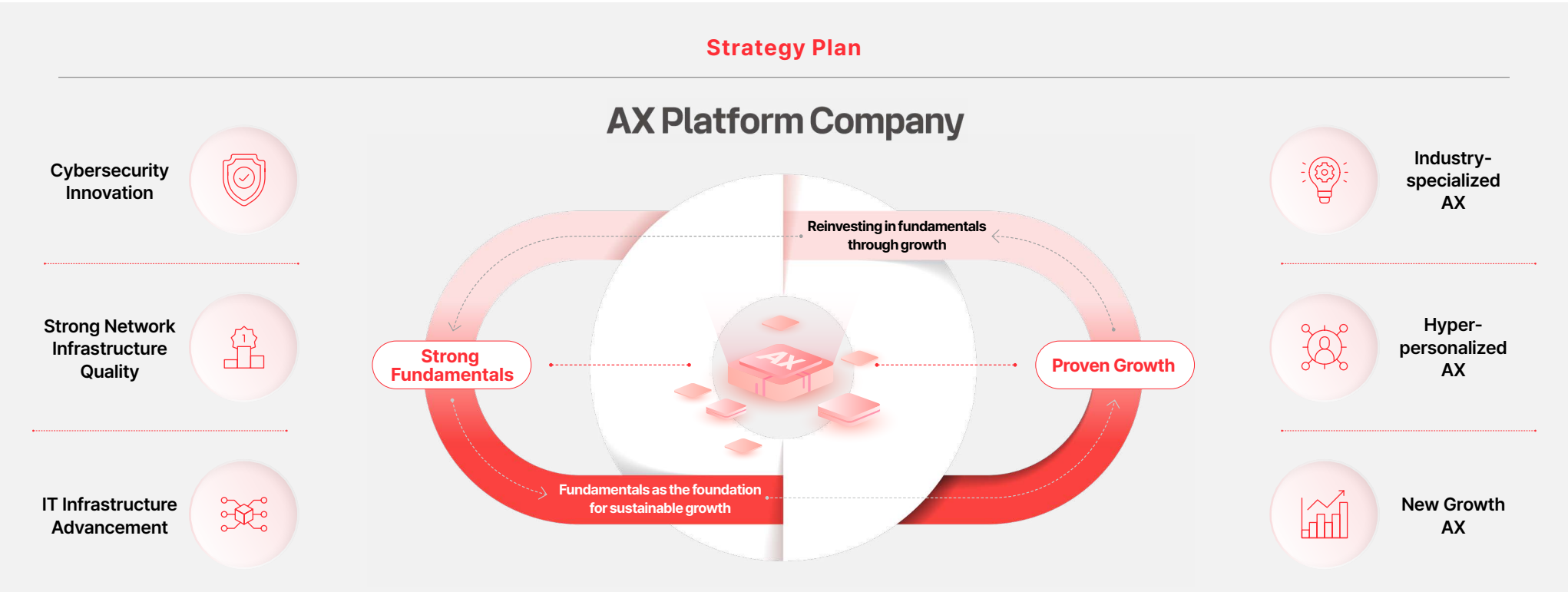
Core Value

KT Professionalism

We prioritize our customers, respect colleagues, take responsibility to the end, and deliver results through bold, expert execution.

A Forward-looking Strategy for Sustainable Growth

KT is driving sustainable growth and AI-powered transformation through a strategy founded on two enduring principles: Strong Fundamentals and Proven Growth.
KT continues to strengthen the core competitiveness of its telecommunications business by advancing cybersecurity capabilities, enhancing network quality and resilience, and modernizing digital infrastructure. Building on these foundational strengths, KT is expanding into strategic growth areas, including industry-specific AX solutions, hyper-personalized AI experiences, and emerging businesses that will shape the future of digital innovation.
KT's growth strategy is designed not only to create new opportunities and value, but also to continuously reinforce the foundations upon which that growth is built. By reinvesting the benefits of growth into its core capabilities, KT creates a self-reinforcing cycle of innovation, operational excellence, and long-term competitiveness.
Through this virtuous cycle of strong fundamentals and proven growth, KT will continue to accelerate AI transformation, enhance stakeholder value, and build a more resilient, sustainable, and future-ready enterprise.



Growth Priorities Across Business Segments

We aim to achieve proven growth by enhancing competitiveness within the telecommunications sector. In the B2C segment, our AX-based hyper-personalized services will improve customer convenience and ensure a seamless experience across media usage, consultation, and after-sales support. On the other hand, B2B AX solutions will be strengthened to address the needs of corporate clients in the public, finance, and manufacturing industries. We also plan to pursue strategic investments to expand our businesses, including AIDC, global AX, and digital financial platforms.

B2C Business

Providing an AX-based hyper-personalized experience

Expanding hyper-personalized AI services	Expanding AI services tailored to the needs of individual and small business customers
Improving media usage experiences	Providing AI-powered content recommendations and personalized information
Innovating the customer journey based on AX	Applying AI across the entire customer journey, from consultation and subscription to service activation and after-sales support

B2B Business

Leading the B2B market through CT-based AX specialized in the public and industrial sectors

Expanding strategic businesses	Expanding large-scale business opportunities and securing a leading position in the AX infrastructure market
Expanding the discovery of industry-specific AX opportunities	Expanding reference cases and leveraging capabilities to enter new business areas
Maximizing CT and AX Synergies	Advancing service packaging based on analyses of industry-specific customer needs

AX Business

Providing AX E2E services	Providing end-to-end AX services, including consulting, platforms, data, solutions, and operations management
Data for AI	Enhancing customer value through KT's unique AI data structuring capabilities
Launching a reliable AX platform	Optimizing AX adoption by considering industry-specific regulations, security, sovereignty, and RAI

Creating new growth opportunities and future markets by providing AX implementation capabilities across business domains

ESG MANAGEMENT

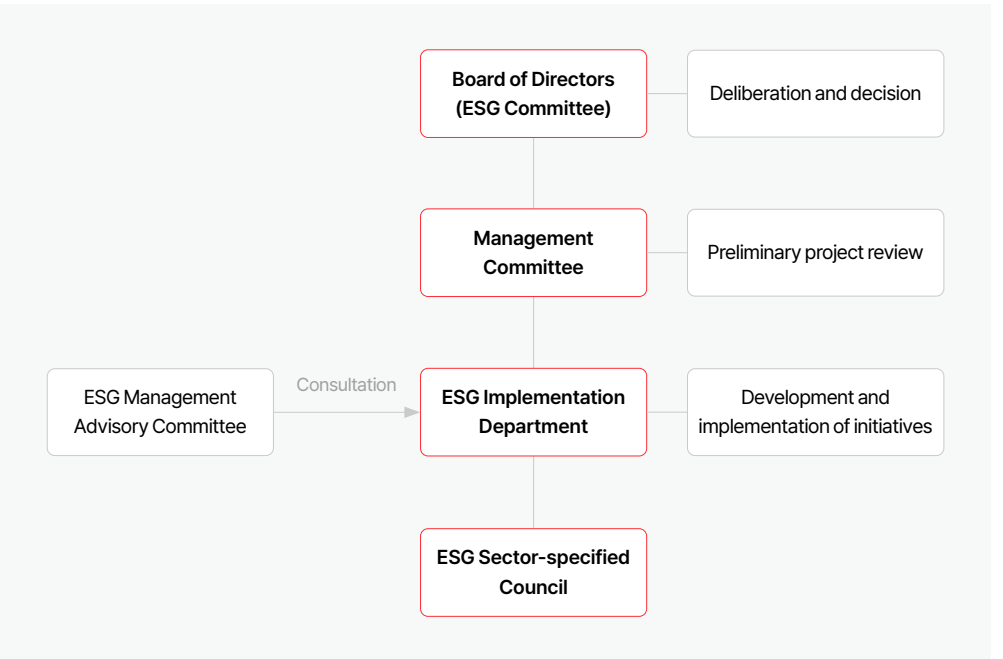
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ESG Management

ESG Governance

Based on a Board-centric decision-making structure, we have continuously advanced our ESG governance framework. As the highest decision-making body, the Board of Directors establishes ESG strategies and oversees performance, while the ESG Committee, operating under the Board, serves as the central control tower for ESG initiatives by managing the implementation and performance of key activities. In 2025, we integrated the former Sustainability Management Committee and Internal Trading Committee into the ESG Committee, further strengthening its role as the primary decision-making body for ESG initiatives. The ESG Implementation Department analyzes key ESG risks and opportunities and, based on the results, develops and implements mid- to long-term strategies and key initiatives.

ESG Governance System



ESG Management Strategy

We implement differentiated ESG management by combining technology and responsibility to become an AX platform company through AI-driven social value creation and KT group synergies. To this end, we selected six target sectors by considering AX technologies and ICT infrastructure, and we have implemented tasks across the environment, social, and governance sectors. Each strategy is embedded in projects based on infrastructure, AI, and cloud technologies and is implemented in accordance with management systems to achieve medium- to long-term goals. We will continuously advance ESG strategies and strengthen the stability and effectiveness of implementation systems, while continuing responsible growth.

ESG Vision and Strategy

Vision	**AX Platform Company**		
ESG Goal	**Supporting the realization of the "AX platform company" vision through AI-driven social value creation and KT Group synergies.**		
Strategy	**Creating a virtuous cycle of trust and growth by leveraging AX execution capabilities across ESG based on a trusted network, reliable service quality, and robust information security.**		
Target Sectors	ENVIRONMENTAL Environmental Preservation **Turning climate risks into opportunities by strengthening the Group's climate resilience** ① Achieving carbon neutrality and zero climate risk ② Strengthening the Group's climate resilience	SOCIAL Inclusive Society **Realizing inclusive growth for all through AI** ③ Bridging the AI education gap and supporting the "AI in Everyday Life" initiative ④ Addressing social	GOVERNANCE The Best Governance in Korea **Strengthening transparent and fair management through ESG governance** ⑤ Enhancing management transparency and governance soundness ⑥ Expanding compliance management across the KT Group and strengthening internal control systems

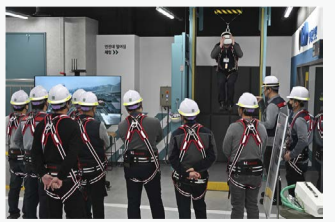
ESG Achievements

In 2025, we performed various activities across all ESG sectors and achieved meaningful results. Based on the governance system and implementation strategies for ESG management, we embedded ESG values in the company and improved our corporate competitiveness.

ESG Ratings and Awards



Minister of Patriots and Veterans Affairs Awards
Contributions to customized IT education and veterans support activitie



Korea Employers Federation
Safety Culture Innovation Award



Korea Brand Power Index (K-BPI)
Mobile telecommunications, high-speed internet, IPTV
Ranked No. 1 across all categories



Korea Management Association Consultants
Korea Service Quality Index (KSQI)
Recognized as an outstanding call center for 15 consecutive years



KRCA
Korea Sustainability Reporting Awards
Received a total of 14 awards



Korea Commission for Corporate Partnership
Highest rating in the Shared Growth Index
For 11 consecutive years

Key Achievements by Area

Environmental

Carbon Neutrality

- Achieved a 5% renewable energy transition rate (expanding the use of Green Premium and PPA[1])
- Reduced company-wide GHG emissions by 46,000 tons

1) Power Purchase Agreement

Strengthening Climate Management Competencies

- Established a Group-wide climate management implementation framework (the launch of the Group Net Zero Alliance)
- Conducted ecosystem impact assessments of telecommunications infrastructure and established a biodiversity partnership framework based on an MOU with the National Institute of Ecology

Innovating Eco-friendly Value Chain

- Expanded the adoption of environmentally friendly equipment, including high-efficiency rectifiers
- Expanded the lineup of recycled leased devices

Embedding Decarbonization and Climate Management

Social

Strengthening Networks and Industrial Safety

- Enhanced network resilience by establishing redundancy for critical infrastructure, including the wireless core network
- Advanced the AI safety management system and became the first telecommunications company to achieve a Grade 1 rating in the company-wide SH Assessment

Expanding Digital and Social Inclusion

- Expanded AI accessibility across regions through the Mobile AI Experience program in 18 regions
- Provided intensive IT training for national veterans, operated AI-powered hearing test kiosks, and supported hearing loss treatment for older people

Shared Growth with AI-enabled Suppliers

- Achieved the highest rating in the Shared Growth Index for the 11th consecutive year
- Commercialized six projects in collaboration with 41 startups, securing KRW 8.4 billion in business contracts

Strengthening AI-driven Social Inclusion

Governance

Strengthening Transparent Management and Sound Governance

- Improved Board operations through the establishment and reorganization of committees, including the ESG Committee
- Enhanced corporate value and strengthened responsible management through shareholder return initiatives, including quarterly dividends and share buybacks

Strengthening KT Group's Compliance Controls

- Completed the establishment of a CP framework aligned with the operational guidelines of the Korea Fair Trade Commission
- Established compliance control systems at newly established Group companies at an early stage



Maximizing Corporate Value

ESG Achievements

We fulfill our corporate social responsibility by systematically implementing ESG management programs. In the environmental area, we have strengthened Group-wide climate management systems to meet climate-related disclosure obligations, building on ongoing efforts toward carbon neutrality and energy savings. In the social area, we create value and synergies in social contribution, safety, and supply chain management through AI technologies. We are also working to enhance Board operations and Group compliance systems. To address the challenges in a rapidly changing society, we will continue our sustainable management activities and remain committed to achieving improved results.

		2024	2025	2026
Environment	Carbon Neutrality	**Establishing a climate managing framework** • Achieved a 2% renewable energy transition rate • Became the first telecommunications company in Korea to sign a Power Purchase Agreement (PPA) • Reduced GHG emissions by 48,000 tons through network optimization	**Laying the foundation for carbon neutrality** • Achieved a 5% renewable energy transition rate • Used 5.6GWh of electricity through PPAs and expanded new PPA contracts • Reduced company-wide GHG emissions by 46,000 tons through network and fleet optimization	**Advancing carbon neutrality implementation** • Accelerating the renewable energy transition • Using 28GWh of electricity through PPAs (fivefold increase from 2025) • Reducing projected 2026 GHG emissions by 3%
	Strengthening Climate Management Competencies	**Preparing for mandatory domestic and international ESG disclosures** • Became the first telecommunications company in Korea to calculate consolidated GHG emissions • Launched a biodiversity program (DMZ ecosystem conservation) • Piloted the upcycling of KT's retired uniforms	**Establishing a group-wide climate-related disclosure framework** • Launched the Group Net Zero Alliance • Established a company-wide climate task force and identified key initiatives • Promoted biodiversity conservation initiatives leveraging KT's infrastructure	**Strengthening the consolidated disclosure framework** • Advanced the climate-related disclosure infrastructure • Published a preliminary climate-related disclosure report on a consolidated basis • Strengthened biodiversity conservation awareness through collaboration with the National Institute of Ecology
	Innovating Eco-friendly Value Chain	**Implementing environmental impact management across the entire value chain** • Established the foundation for sourcing eco-friendly equipment • Expanded the recycling of leased set-top boxes • Established a reuse system for idle equipment (Carrot Facility)	**Accelerating low-carbon value chain innovation** • Expanded high-capacity, high-efficiency, and low-power telecommunications infrastructure • Added four new eco-friendly leased device models • Became the first telecommunications company in Korea to introduce eco-friendly bobbins (cable reels)	**Reducing GHG emissions through the expanded use of eco-friendly equipment** • Expanded the adoption of high-efficiency and low-power equipment, including cloud migration • Established a council for the environmentally responsible recycling of leased devices • Expanded E-Circular Excellent Product Certification for leased devices
Social	Strengthening Networks and Industrial Safety	**Establishing a safety management framework** • Strengthened service disruption response through triple redundancy for internet facilities • Promoted a strong safety culture by advancing the safety management system	**Advancing safety management through AI** • Enhanced wireless network resilience and operational efficiency • Enhanced the AI-driven occupational safety and health management system	**Strengthening safety-first risk control** • Implemented comprehensive innovations to proactively prevent security breaches • Strengthened AI-based elimination and control of workplace hazards
	Expanding Digital and Social Inclusion	**Advancing social contribution programs** • Expanded partnerships and promotional activities for the Reverse Hearing Loss initiative • Launched Heroes Day to honor national veterans • Enhanced educational content through the University Student IT Supporters program	**Expanding AI applications** • Expanded AI-powered services for addressing age-related hearing loss • Expanded practical IT education programs for national veterans • Launched the Mobile AI Experience program with AI stations	**Creating synergies through AI-driven social contribution** • Launched an AI ethics education program in collaboration with external public institutions • Expanded collaboration initiatives supporting the government's "AI for All" initiative • Launched new AI-driven initiatives to address social challenges
	Shared Growth with AI-enabled Suppliers	**Embedding ESG management across suppliers** • Achieved the highest rating in the Shared Growth Index for the 10th consecutive year • Promoted ESG capability building for suppliers through ESG assessments	**Strengthening shared growth through AI** • Achieved the highest rating in the Shared Growth Index for the 11th consecutive year • Collaborated with 41 startups to commercialize six projects • Supported the advancement of startup technologies and their expansion into global markets	**Expanding shared growth and creating synergies** • Strengthened synergies through KT's Open Innovation Project • Expanded the scope of shared growth initiatives to include KT Group companies and suppliers
Governance	Strengthening Transparent Management and Sound Governance	**Enhancing governance** • Advanced corporate governance based on the newly established Board structure • Revised the Articles of Incorporation and the Board Charter to strengthen governance • Received an A+ rating in the Governance category from the Korea ESG Standards Institute	**Improving and Strengthening the function of the Board** • Enhanced operations through the establishment and integration of Board committees • Advanced the nomination of the CEO candidate and the appointment of executive directors • Received an A rating in the Governance category from the Korea ESG Standards Institute	**Enhancing the Articles of Incorporation and Board Regulations** • Updated the Board Regulations to reflect the amended Commercial Act • Established an internal governance verification process
	Expanding Compliance Management Across the Group	**Conducting company-wide compliance education** • Enhanced and expanded compliance training programs • Designated a Chief Compliance Officer and strengthened his/her role	**Implementing the Fair Trade Compliance Program (CP)** • Established and expanded the CP framework • Supported the establishment of compliance control systems at newly established Group companies	**Strengthening the Group-wide compliance management framework** • Enhanced the operation of the CP • Strengthened compliance management across the KT Group

Double Materiality Assessment

Double materiality assessments evaluate both the social and environmental impacts of business activities and the financial effects of external factors. We analyzed relevant domestic and international policies, regulations, ESG considerations, and telecommunications industry trends. In the double materiality assessment, each issue was assessed based on its impact, scope, irremediability, likelihood of occurrence, and financial implications.

1 STEP Building an ESG Issue Pool

- Identified KT's business activities and business relationships
- Reviewed the environmental and social context associated with KT's business activities
- Conducted a comprehensive review of industry characteristics, policies and regulations, global disclosure standards and frameworks, and ESG trends

Issue Pool Sources

- Domestic and international disclosure standards and trends (GRI Standards, ESRS, SASB, TCFD, IFRS, ISO 26000)
- Industry peer analysis
- KT's material issues from previous years (2021 – 2024)

Issue Classification

- Analysis of relevance to global initiatives
- Reflection of company-specific issues (key telecommunications industry trends and market requirements)

Identification of Material Issues

- Select 23 material issues from a pool of 253 issues

2 STEP Identifying the Importance, Risks, and Opportunities of Each Issue

- Identified stakeholder priorities based on the issues included in the issue pool
- Conducted surveys of internal and external KT stakeholders to assess impact materiality and financial materiality
- Identified risks and opportunities through issue classification

Surveys for Internal and External Stakeholders

- Collect feedback from KT employees
- Collect feedback from stakeholders, including customers, suppliers, shareholders, and investors
- Collect feedback from ESG experts in academia and industry

Issue Type Classification

Environment & Social	Finance
Positive/Negative	Risk
Present/Potential	Opportunity

Risk and Opportunity Identification

- Conduct the analysis based on survey results and issue classifications
- Identify risks and opportunities for each issue

3 STEP Conducting a Double Materiality Assessment

- Social and environmental impact materiality assessment
  - Assess impact materiality by selectively considering the scale, scope, irremediability, and likelihood of impacts according to each issues characteristics (potential or actual, positive or negative)
- Impact Materiality Assessment
  - Assessed financial materiality by considering the magnitude and likelihood of the financial effects of each issue

Impact Materiality Assessment

Positive/Negative			
Scale	Scope	Irremediability	Likelihood

- Identify the impacts of business activities on the environment and society from multiple perspectives

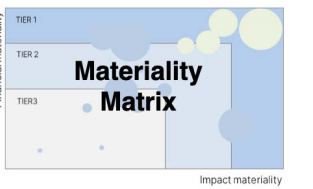
Financial Materiality Assessment

Risk/Opportunity	
Financial impact size	Likelihood

- Identify the financial impacts of external factors on the company

4 STEP Selecting Material Issues and Announcing Relevant Information

Material Issue Identification



- Identify material issues through tier-based classification in the Materiality Matrix
- Selected final material issues by comprehensively considering impact materiality and financial materiality
- Identify five material issues for 2026

No.	Sector	Issue
1	Social	Customer data protection and cyber security
2	Environment	Response to climate change
3	Social	Stronger network stability
4	Environment	Renewable energy transition
5	Governance	Stronger compliance

- Analyze and manage reports to the Board, corporate activities, business impacts, and performance related to material issues
- Disclose the results through the ESG Report

Double Materiality Assessment

According to the double materiality assessment, we identified 23 issues below. Following a comprehensive analysis of opinions from stakeholders inside and outside KT, the social and environmental impact materiality, and the results of the financial materiality assessment, five material issues were selected, which were confirmed through the Board and management's review and approval. We analyze and manage sustainability issues from environmental, social, and governance perspectives through a double materiality assessment every year.

KT's ESG Issues in 2026

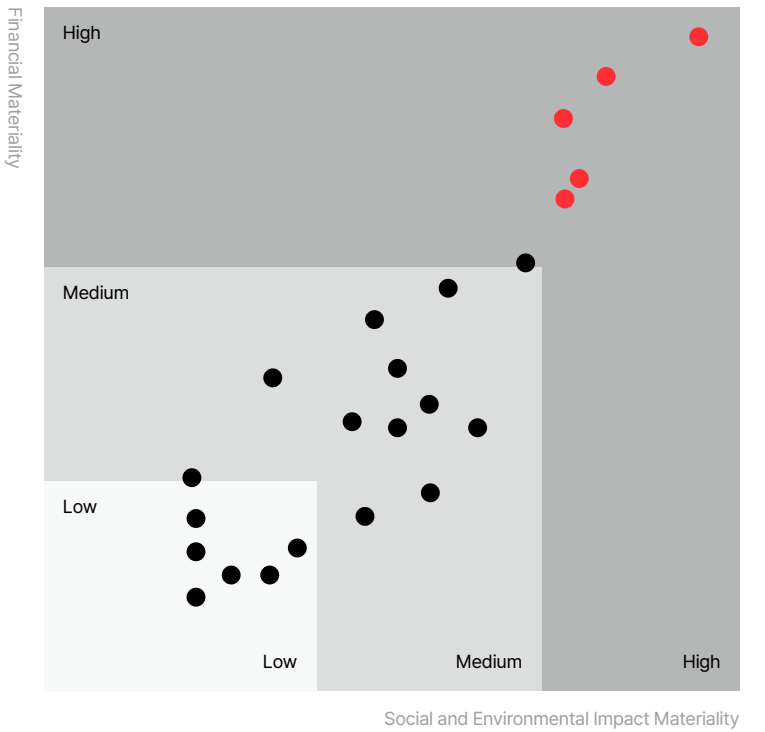
Material Issues in 2026

No.	Sector	Issue	Compared to 2025	Social and Environmental Impact Materiality	Financial Materiality
1	Social	Customer data protection and cyber security	▲	●●●●●●	●●●●●●
2	Environment	Response to climate change	-	●●●●●●	●●●●●
3	Social	Stronger network stability	-	●●●●●	●●●●●●
4	Environment	Renewable energy transition	▲	●●●●●	●●●●●
5	Governance	Stronger compliance	-	●●●●●	●●●●●

General Issues in 2026

No.	Sector	Issue	Compared to 2025	Social and Environmental Impact Materiality	Financial Materiality
6	Environment	Development of eco-friendly products and services	▲	●●●●●	●●●●
7	Social	Talent management	▲	●●●●	●●●●●
8	Governance	Sound and transparent operation of the Board	▲	●●●●	●●●●
9	Environment	Stronger environmental management	▲	●●●●	●●●●
10	Governance	Achievement of management results and economic values	▲	●●●●	●●●●
11	Social	Shared growth and mutual cooperation	▼	●●●●	●●●●
12	Social	Customer-oriented services and satisfaction management	▼	●●●●	●●●●
13	Governance	Transition to an AI-integrated next-generation telecommunications infrastructure	NEW	●●●	●●●●●
14	Governance	Establishment of ethical management	▼	●●	●●●●●●
15	Environment	Contribution to circular economy	▼	●●●	●●●
16	Social	Safety and health and safety management	▼	●●●	●●●
17	Governance	Establishment of AI governance	▲	●●●●	●●
18	Social	Social contribution and local community partnerships	▼	●●	●●●
19	Governance	Company-wide risk management advancement	▼	●●	●●
20	Social	Human rights protection	-	●●	●●
21	Environment	Biodiversity preservation	-	●	●
22	Social	AI-driven customer experience enhancement	NEW	●	●
23	Governance	Stakeholder communications	▼	●	●

Materiality Matrix



Double Materiality Assessment

KT's material issues in 2026 are customer data protection and cyber security, response to climate change, stronger network stability, the renewable energy transition, and stronger compliance. Based on them, we analyzed opportunities and risks and established medium- to long-term goals to advance ESG management.

Ranking	KT's Material Issues in 2026		Opportunities and Risks Analysis	Business Impacts	KT's Responding Strategies	Medium- to Long-term Goals	C-suite Compensation (KPI)
1	S Customer data protection and cyber security	Opportunities	• Strengthen market competence by advancing AI-based security services • Review global cooperative solutions and expand relevant markets	• Strengthen customer trust by expanding AI-powered B2B security businesses and providing global security solutions • Large-scale personal data breaches result in administrative fines, litigation, and damage to brand trust	• Adopt a Zero Trust[1]-based architecture and advance security infrastructure • Establish a rapid response framework for protecting customer data through the company-wide Customer Protection 365 Task Force • Establish an external assurance system by forming an external advisory committee and strengthening collaboration with the cyber security industry and academia	• Establish a technical and structural security framework capable of responding to new and evolving cyber threats • Establish a security-focused lifecycle management framework for network assets and systems	• Establish an integrated company-wide information security governance and security ecosystem • Implement Zero Trust-based prevention campaigns and establish a proactive response framework
		Risks	• Large-scale personal data breaches and reputational damage				
2	E Response to climate change	Opportunities	• Secure energy management capabilities through AI-based power optimization and eco-friendly technologies • Government awards and incentives related to GHG reduction	• Reduce operating costs through the adoption of low-power equipment and AI-powered energy management • Increasing capital investment and cost burden • Increasing recovery costs for telecommunications infrastructure disruptions caused by natural disasters	• Optimize AI-based power efficiency and expand the development and adoption of eco-friendly technologies • Establish Group-wide net zero implementation frameworks including the launch of the Group Net Zero Alliance	• Reduce GHG emissions by 51.7% by 2030 (compared to 2021) • Achieve net zero by 2050	• Reduce GHG emissions by approximately 3% compared to projected emissions
		Risks	• Stronger regulations related to GHG reduction • Increasing likelihood of natural disasters and climate-related events				
3	S Stronger Network StabilityService Quality Management and Responsibility	Opportunities	• Secure competitiveness by leading next-generation telecommunications • Enhance customer satisfaction through differentiated network services	• Increase revenue by attracting new customers through the competitive advantage of Korea's only 5G SA network • Recovery costs and reputational damage in the event of network disruptions	• Expand security management across internal and external network access paths and reorganize the network asset management system • Enhance efficiency and safety by improving the network structure	• Ensure uninterrupted network operations through improvements to the network structure and system • Secure core 6G technologies to lead the next-generation telecommunications paradigm	• Strengthen network security and manage service quality by ensuring safe network operations
		Risks	• Large-scale network disruptions • Traffic overload due to traffic increase				
4	E Renewable Energy Transition	Opportunities	• Reduce GHG emissions through the use of renewable energy • Secure a stable and long-term renewable energy supply through PPAs	• Changes in the cost structure associated with the renewable energy transition and increasing costs for regulatory compliance • Enhance KT's eco-friendly brand image and strengthen partnerships with global investors	• Diversify the procurement portfolio through PPAs and the Green Premium • Install on-site solar power generation facilities for self-consumption by utilizing idle land	• Achieve a 56% renewable energy usage rate by 2030 • Achieve a 100% renewable energy usage rate by 2050	
		Risks	• Changes in energy prices and government policies				
5	G Stronger Compliance	Opportunities	• Establish a proactive framework for responding to AI-related laws and regulations • Government awards and incentives	• Expand market opportunities by establishing proactive AI ethics principles and adopting regulatory technologies in response to advances in telecommunications and AI technologies • Costs associated with responding to negative compliance-related issues	• Implement compliance activities to prevent unethical AI-related risks • Enhance the Compliance Program and foster a culture of compliance for employees • Strengthen Group-wide compliance by expanding compliance management agreements with major Group companies	• Establish a Group-wide operating framework for the Fair Trade Compliance Program • Strengthen the KT Group's compliance (expanding compliance management agreements to all Group companies)	• Expanding legal risk prevention activities (enhancing the management framework for compliance with fair trade laws and regulations)
		Risks	• Unfair trade practices and violations of telecommunications regulations • New regulatory sanctions and strengthened existing regulations				

1) Zero Trust: A cyber security model built on the principle "never trust, always verify" to block the spread of a breach

Stakeholder Engagement

To realize the vision of becoming the AX platform company, we have actively empowered communication with stakeholders that have critical impacts across the business. We designated customers, shareholders and investors, government and media, employees, local communities, and academia and specialists as our core stakeholders and collect their opinions continuously through communication channels appropriate to each stakeholder. Through communication, we will regularly identify stakeholders' interests and create sustainable corporate values together.

Stakeholder	Customer	Shareholder & Investors	Government & Media	Employees	Suppliers	Local Communities	Academia & Specialists	Environment
Main Areas of Interest	**Service quality** **Customer health and safety** **VOC**	**Management strategies for revenue and profit growth** **Regulatory and competitive environment** **Shareholder return policy**	**Legal compliance** **Participation in government initiatives** **Disclosure of information through the media**	**Work-family balance** **Talent development** **Career management**	**Shared growth** **Empowerment of the ICT ecosystem**	**Revitalization of the local economy**	**Development of ICT technologies** **Industry-academia collaboration** **Open Innovation**	**Environmental protection** **GHG emissions management**
Communication Channel	• Plaza and retail agencies • Online Customer Service Center • Website and social media • Customer satisfaction surveys • Customer Product Evaluation panel • Customer engagement events	• Annual General Meeting of Shareholders • Quarterly earnings announcements • Corporate Day • Domestic and international Non-Deal Roadshows (NDRs) • IR news • IR website	• Press releases • Press briefings and media sessions • Corporate website communication channels • Public hearings and meetings on policy development	• Labor union and Labor-Management Council • Management briefing sessions • Organizational culture assessments and employee satisfaction surveys • Online and offline grievance counseling centers • Online and offline training programs • Internal newsletters and online & offline bulletin boards	• Partner's Day • Online and offline stakeholder meetings • SCM Council • Shared Growth website • Shared Growth Newsletter	• Community engagement programs (IT education and volunteer activities) • Meetings with local small business associations • Gwanghwamun One Team	• Company-wide Technology Council • Joint technology research with universities and research institutes • Centers for Creative Economy & Innovation	• ESG Advisory Committee • External assurance providers • Environmental organizations

ENVIRONMENTAL

20 Environmental Management
21 Climate Change Response
35 Circular Economy
38 Biodiversity

Environmental Management

We consider addressing the climate crisis a core responsibility and are committed to a low-carbon transition using AI technologies. We have established a clear decarbonization plan to achieve carbon neutrality by 2050 and are expanding our nationwide network, optimizing office energy use, and increasing our adoption of renewable energy.

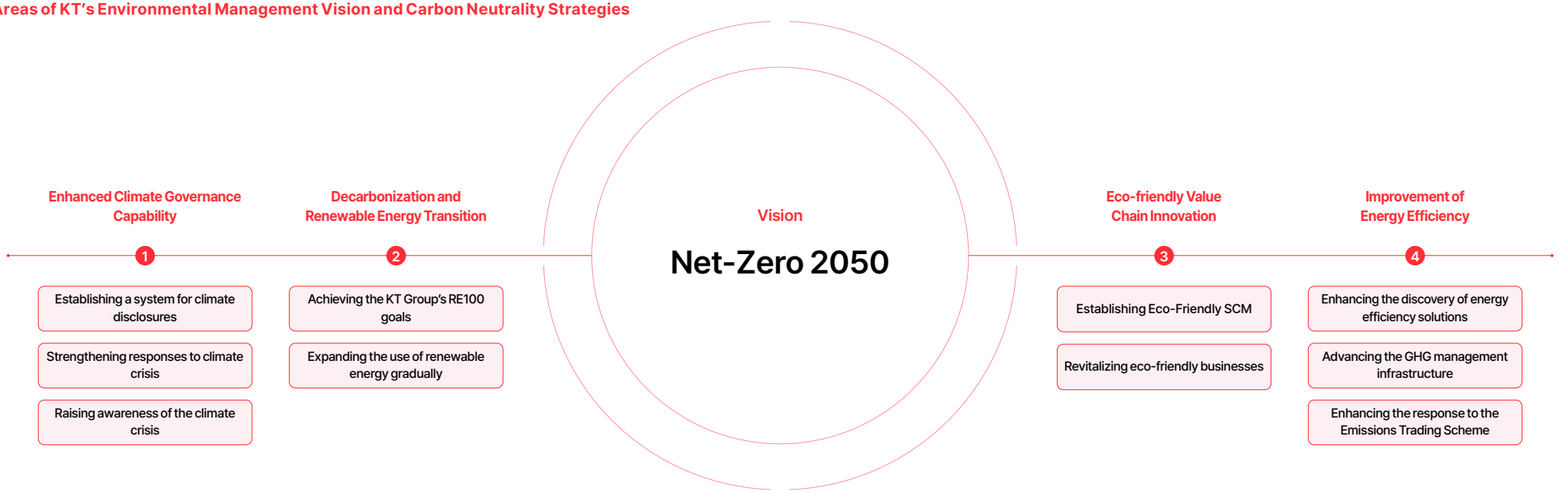
Environmental Management Vision and Strategies

We set achieving "Net-Zero 2050" as our vision and established four top strategies based on AI technologies and digital infrastructures. The climate crisis is the world's shared agenda—it is a present issue, not a future generation's problem. We made responding to climate our core agenda and established company-wide response frameworks. In cooperation with multiple companies, we built an eco-friendly supply chain and developed a low-carbon business model to contribute to reducing greenhouse gas emissions at the national level. We will contribute to achieving national carbon neutralization by utilizing AI technologies beyond our own carbon neutralization.

Environmental Management Training

We conducted online ESG training courses to raise employees' awareness of environmental issues. In addition, various internal communication channels keep them continuously informed about environment-relevant information. In 2025, we conducted online and offline environmental training for all employees, with approximately 6,000 employees receiving it. To respond to climate-related disclosure obligations proactively, we conducted offline training, "Necessity of Climate-Related Disclosure and Preventive Diagnosis Result," for 38 employees from relevant departments on March 5, 2025. In the second half of the year, we strove to strengthen climate-related competencies across the group by conducting a training session on "Domestic and International Climate-Related Disclosure Trends and Corporate Preparation" on September 30, 2025, inviting external experts for 34 executives and working-level staff from group companies.

Four Areas of KT's Environmental Management Vision and Carbon Neutrality Strategies



Climate Change Response

G S R M
Governance

Governance

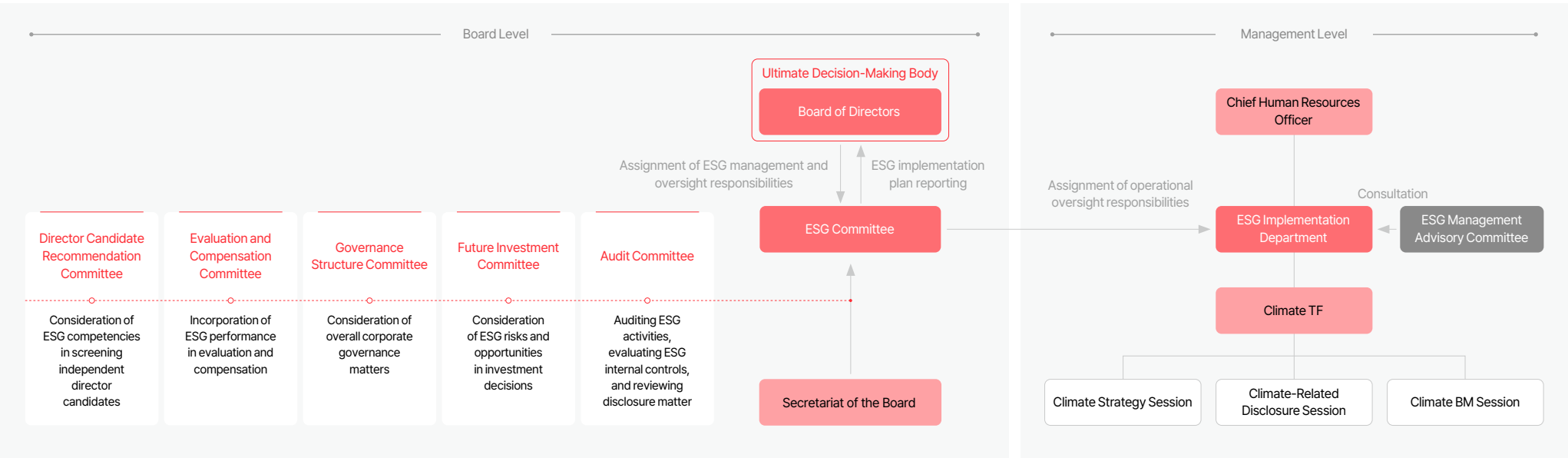
Board Roles and Responsibilities

As the ultimate decision-making body, KT's Board of Directors is responsible for reviewing climate-related opportunities and risks across the business from a comprehensive perspective. The Board also ensures that these considerations are incorporated into the company-wide risk management framework and medium- to long-term management plans. To enhance expertise and improve the effectiveness of ESG management, we have established the ESG Committee under the Board of Directors. Under the delegation of authority from the Board, the ESG Committee approves medium- to long-term climate change response strategies and implementation plans, while overseeing the execution of greenhouse gas reduction targets and renewable energy transition strategies. In particular, the Committee reviews strategies for addressing climate-related risks and opportunities and approves the allocation of the resources necessary for their implementation. When required for its deliberations, the Committee may request relevant information and reports, enabling us to continuously enhance our climate strategies in response to changing circumstances and effectively address climate-related challenges.

Management Roles and Responsibilities

To strengthen management accountability for ESG management, ESG performance is incorporated into the KPIs of the C-suite. ESG Implementation Department oversees four strategic areas for achieving carbon neutrality: strengthening climate management capabilities, advancing the renewable energy transition, driving eco-friendly value chain innovation, and improving energy efficiency. In consultation with the ESG Management Advisory Committee, which consists of external experts, the Task Force establishes and implements action plans in collaboration with the Network Operation Innovation Division, the SCM Office, the Finance Office, and other relevant departments. The Task Force regularly reports climate change response plans and implementation progress to the Board of Directors and the ESG Committee, enabling them to continuously monitor performance and enhance climate-related initiatives.

Climate Change Response Organization Chart



Climate Change Response

G S R M
Strategy

Response Strategies

Climate Scenario Analysis and Resilience Assessment

To respond to climate change proactively, we systematically identify and assess transition risks and physical risks utilizing important institutions such as IEA[1], NGFS[2], IPCC[3], and SSP[4]. In addition, we analyze climate change impacts of various scenarios and assess climate resilience considering the following financial impacts. Based on indicators of major opportunities and risks, we review the response capabilities of strategies and business models while conducting a comprehensive analysis of climate change's potential impacts on corporate finance. Using the results, we establish that medium- to long-term climate strategies respond to uncertain policies and market changes. We conducted a climate-related scenario analysis for the current reporting period.

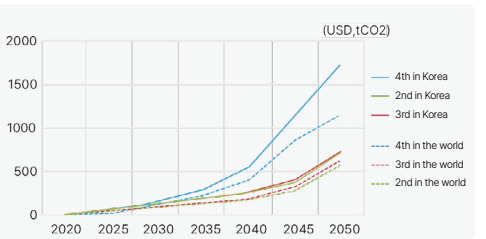
1) International Energy Agency 2) Network for Greening the Financial System 3) Intergovernmental Panel on Climate Change 4) Shared Socioeconomic Pathways

Scenario Analysis

NGFS Scenario[1]

Managed transition risks, including carbon pricing, in accordance with NGFS scenarios by considering climate variables (carbon prices, temperature changes, etc.) and macroeconomic variables (inflation, economic growth, etc.) under different greenhouse gas emissions pathways.

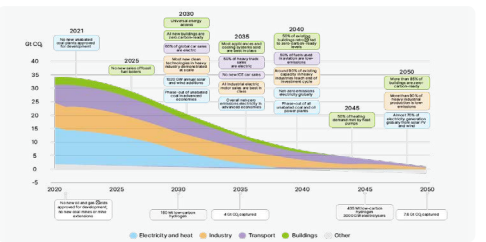
1) Based on the key assumptions of the Bank of Korea's Fourth NGFS Climate Change Scenario.



IEA NZE 2050 Scenario[2]

Forecasted carbon taxes and emissions allowance prices under global energy transition scenarios for achieving carbon neutrality by 2050 and prepared for transition cost risks associated with future energy demand.

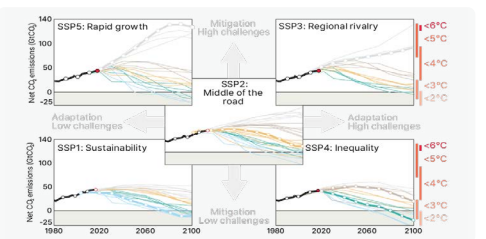
2) IEA, [Net Zero by 2050], [https://www.iea.org/reports/net-zero-by-2050], [CC BY 4.0]



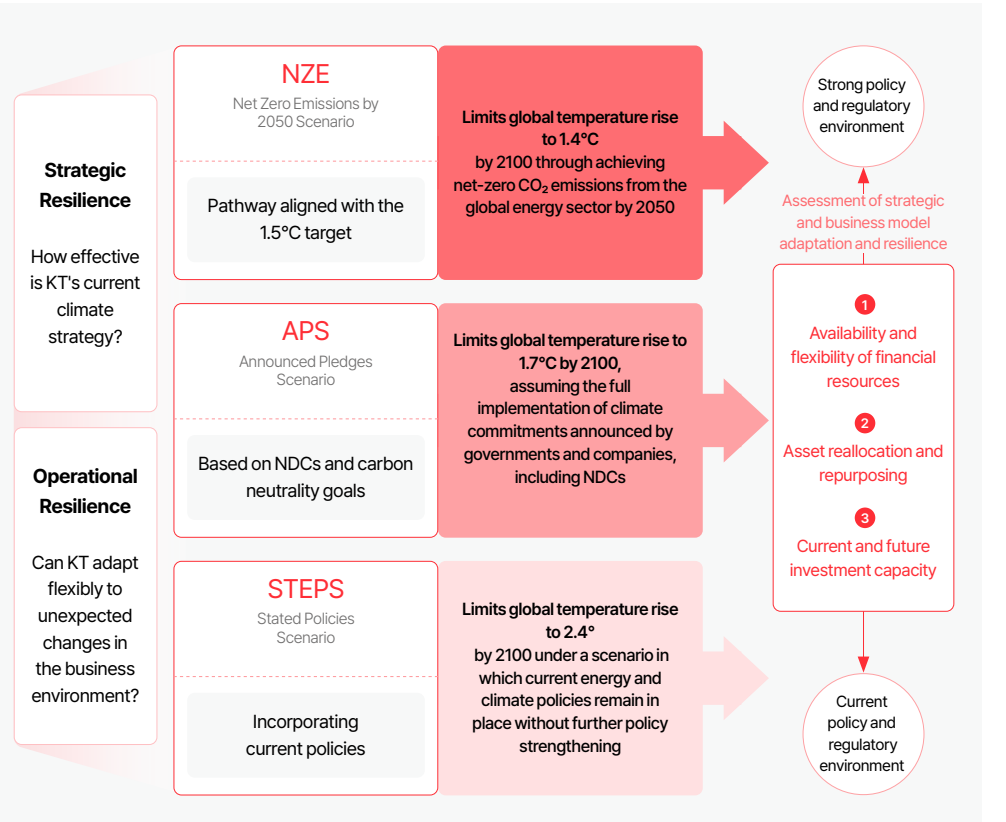
IPCC SSP Scenario[3]

Applied SSP scenarios, which project future climate conditions based on varying levels of climate change mitigation and adaptation, to identify the physical risks that KT may face and assess their impacts according to the expected timing of occurrence.

3) https://www.carbonbrief.org/explainer-how-shared-socioeconomic-pathways- explore-future-climate-change



Climate Resilience Assessment



Climate Change Response

G S R M
Strategy

Response Strategies

Climate Change Risk and Opportunity Type Analysis

According to the materiality assessment framework in TCFD guidelines, we analyzed climate change issues and defined climate-related matters not only as environmental issues but also as management risks. We identify priority tasks considering the size of impact, financial impact, and time of occurrence. We evaluate how identified risks and opportunities may impact our business operations, costs, and long-term strategy. Acknowledging that climate change presents both risks and opportunities, we continuously reassess these findings to upgrade our management framework.

Risk and Opportunity Factor Analysis

Category		Potential Impact	KT's Response and Plan	Onset	Potential Financial Impact	Size of Impact
Risk	Current Regulation	• Continued strengthening of the Emissions Trading Scheme (ETS) for national carbon neutrality • Tighter reduction targets in the fourth phase of the ETS and higher emissions allowance prices due to a larger share of paid allocations	• Establish and implement GHG emissions reduction strategies (energy savings, renewable energy expansion) • Enhance company-wide GHG management capabilities (management system establishment)	Short-term/Medium-term/Long-term	Increase in operational costs	High
	New Regulation	• Introduction of new regulations such as carbon taxes, a building GHG emissions cap (total-emissions system), and mandatory introduction of eco-friendly vehicles • Costs of regulatory compliance when new regulations are introduced	• Monitor regulatory adoption approaches continuously	Medium-term/Long-term	Increase in operational costs	High
	Legality	• Litigation risks for inadequate climate-related disclosure	• Manage data to meet disclosure standards • Ensure the reliability of data with third-party verification	Medium-term/Long-term	Increase in operational costs	High
	Technology	• Increased electricity costs due to failure in establishing low-power network infrastructure	• Identify and implement network power consumption reduction measures (network optimization)	Medium-term/Long-term	Increase in operational costs	High
	Market	• Revenue decline due to reduced consumer demand for energy-intensive products and services	• Expand high-efficiency products and services development	Short-term/Medium-term/Long-term	Decline in sales	Medium
	Reputation	• Customer attrition and decline in stock price due to lack of climate change action	• Reduce GHG emissions continuously by saving energy and using renewable energy • Strengthen communication with external stakeholders, including responding to ESG assessments and publishing ESG reports	Short-term/Medium-term/Long-term	Decline in sales	High
	Physical Environmental Change (Short-term)	• Costs for restoration from damage incurred when network equipment fails due to typhoons and heavy rains • Customer attrition due to prolonged failure of network equipment	• Inspect vulnerable assets and relocate disaster-risk facilities • Establish rapid response system for service disruptions • Improve response capabilities through disaster-type-specific simulation training	Short-term/Medium-term/Long-term	Increase in operational costs	High
	Physical Environmental Change (Long-term)	• Increased costs of cooling telecommunications equipment due to higher average temperatures	• Promote cooling efficiency through introduction of high-efficiency chillers and cooling automation	Medium-term/Long-term	Increase in operational costs	High
Opportunity	Resource Efficiency	• Improving recycling technologies and changing customer perceptions of recycled products	• Reduce operational costs by maximizing recycling of network equipment • Produce eco-friendly devices by recycling telecommunications devices	Short-term/Medium-term/Long-term	Increase in sales	Medium
	Energy Source	• Achieve GHG reduction and carbon neutrality through increased renewable energy utilization • Acknowledgement of GHG reduction from renewable energy consumption	• Increase the use of PPA[1]-focusing renewable energy; Achieve RE100 goals by 2050	Short-term/Medium-term/Long-term	Increase in operational costs (short-term) Decrease in operational costs (long-term)	High
	Product and Services	• Growing customer needs for low-carbon products and services	• Revitalize eco-friendly business (paperless business, etc.)	Short-term/Medium-term/Long-term	Increase in sales	Medium
	Market	• Improve energy efficiency; Expand the renewable energy market	• Revitalize eco-friendly energy business (renewable energy-related business, etc.)	Short-term/Medium-term/Long-term	Increase in sales	Medium
	Resilience	• Participate in renewable energy programs	• Reduce the risk of long-term energy cost increases through PPA	Short-term/Medium-term/Long-term	Increase in operational costs (short-term) Decrease in operational costs (long-term)	High

1) Power Purchase Agreement

Climate Change Response

G S R M
Strategy

Response Strategies

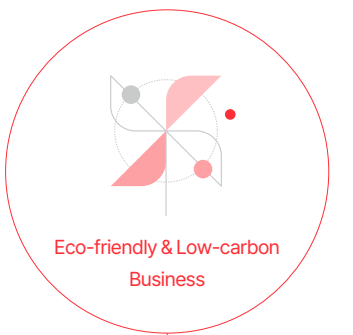
Opportunity Analysis

We consider climate change a transformative trend that is reshaping industrial structures and market demand. We identify climate-related opportunities and integrate them into our business strategy. While decarbonization and the transition to renewable energy may pose risks to businesses, they also create new opportunities. To turn these risks into opportunities, we have identified and implemented various low-carbon business initiatives, including the development of a carbon neutrality platform and the supply of renewable energy. We will continue to strengthen our competitiveness in the climate solutions market as the transition to a low-carbon economy accelerates.

Opportunities and Response Strategies

Opportunity Factor | Category | Response Strategy

	Resource Efficiency	Energy Sources	Product & Services	Market	Resilience
Provide services that help customers reduce carbon emissions through technological innovation		●	●		
Provide low-carbon services and solutions that reduce carbon footprint	●		●		
Generate carbon credit-based revenue through GHG reduction projects	●		●	●	
Reduce electricity costs and carbon trading costs by converting to renewable energy		●		●	●
Reduce energy supply instability and power volatility by increasing the use of distributed power sources		●			●
Reduce operational costs by increasing building energy efficiency	●	●			
Implement reduction activities based on energy policy support				●	●



- Renewable Energy Supply Business
- Carbon Neutral Platform Business
- Energy Trading Solution
- Paperless DX (Paper-to-Digital Conversion)

Climate Change Response

G S R M
Strategy

Response Strategies

Acting on Opportunities

Taking advantage of climate change, we run a business focused on eco-friendly, low-carbon solutions and digital solutions. In response to the tightening global regulatory trend in carbon neutrality, we actively participate in emissions-trading-linked initiatives and carbon neutrality projects organized by the Ministry of Climate and Environment. We entered the power purchase agreement supply market and discovered renewable energy generation resources of over 100MW. In addition, we have established an integrated energy management system by providing integrated operation and control services for solar and fuel cell independent power producer (IPP) projects. Through "KT Carbon Neutral Platform (KT-Net Zero)," we provide corporate customers with carbon neutrality services, including greenhouse gas monitoring and data analytics. We are also gradually expanding our platform business by demonstrating AI-powered energy services, such as microgrids powered by KT's large language model, Mi:dm.

Using this platform competitiveness, we lead the DR business for large electricity-intensive customers. In the electricity brokerage business, we enhanced AI-driven power generation forecasting models and established an automated, precision output control system linked to the wholesale electricity market, supporting market leadership and improving power efficiency. In addition, we are improving operational productivity through our paperless business by digitalizing paper-based workflows and reducing resource consumption. Through these diverse AX projects, we continue to transform climate change challenges into new opportunities.

Carbon Neutral Business

RE100-Integrated Renewable Energy Electricity Supply Business

Target

- Expand the implementation of RE100
- Strengthen renewable energy procurement capabilities

Summary

- Obtain approval as a renewable electricity supplier
- Implement the direct power purchase agreement (PPA) project
- Contribute to the development of the renewable energy market

KT Carbon Neutral Platform (KT-Net Zero)

Target

- Support corporate customers in achieving carbon neutrality
- Establish an integrated greenhouse gas management platform

Summary

- Provide integrated greenhouse gas emissions management functions
- Establish a system enabling real-time visualization of emissions through monitoring and data analytics
- Support the simultaneous achievement of environmental protection and sustainable growth
- Participate in public-funded carbon neutrality projects
- Support services such as Digital Product Passport (DPP) and Product Carbon Footprint (PCF)

Digital Technology-Driven Decarbonization Business

Energy Trading Solution

Target

- Optimize electricity supply and demand
- Reduce energy costs and enhance renewable energy readiness

Summary

- Reduce energy consumption by analyzing customers' energy usage patterns through GiGAenergy DR
- Monitor customers' electricity data in real time using the internally developed Demand Response Management System (DRMS)
- Operate an AI-powered Virtual Power Plant (VPP) platform for wholesale renewable electricity trading based on AI-driven power generation forecasting

Paperless

Target

- Reduce paper consumption
- Accelerate digital transformation and improve operational efficiency

Summary

- Digitalize paper-based workflows through data integration, automation, and mobile enablement
- Digitalize the entire document process, including electronic documents, electronic signatures, and electronic authentication
- Reduce paper consumption while improving operational productivity

Climate Change Response

G S R M
Risk management

Risk Management

Climate Risk Management Framework and Response to Key Climate Issues

Across our entire value chain, including both upstream and downstream activities, we proactively identify physical and transition risks arising from climate change and assess their potential impacts. At the same time, we have established a response framework that comprehensively considers external factors, including the severity of climate change, changes in policies and regulations, and market dynamics. Using S&P Global Climanomics®, which is based on the climate scenarios developed by the Intergovernmental Panel on Climate Change (IPCC), we identify potential physical climate risks, such as extreme temperatures, heavy rainfall, flooding, and typhoons, affecting major buildings and telecommunications infrastructure across the country. We also identify potential transition risks and opportunities aligned with our medium- to long-term growth strategy by reviewing the IEA's energy scenarios, domestic greenhouse gas regulations, and the outlook for the telecommunications and AI industries. Based on the assessment results, we evaluate the potential financial impacts of key climate-related issues on each business area and asset. These results are actively incorporated into the company-wide risk management framework and management strategy, enabling us to comprehensively manage climate-related risks from both short- and medium- to long-term perspectives. This approach provides a solid foundation for effective climate action and sustainable growth in a rapidly changing business environment.

Climate Change Management and Issue Response Process

Step 1 Climate Risk Identification

Scenario Analysis

Physical Risk	Analyze climate risks for each scenario (impact, possibility, period, etc.)
Transition Risk	Analyze risks from the implementation in the NZE scenario (impact, possibility, period, etc.)

Identification of Risk & Opportunity

Select KT's business activity agenda based on the TCFD classification standard

- Risk: Transition risks (policy, legal, market and reputation aspects), physical risks (short-term/long-term)
- Opportunity: From resource efficiency, energy resource, product and solution, market, and resilience aspects
- Short-term: – 2026
- Medium-term: 2027 – 2030
- Long-term: 2031 – 2050

- Identify risk factors through climate-related data analysis
- Identify ESG issues, material impacts, risks, and opportunities across the Company's business model and value chain
- Update the risk inventory continuously

Step 2 Climate Impact Analysis and Evaluation

Analysis of Materiality & Strategic Impact

Physical Risk	Analyze potential exposure of business activities and assets by area	Evaluate potential financial impacts on business operations and assets
Transition Risk	Identify business activities, assets, and liabilities that may be impacted during the transition process	Evaluate potential financial impacts on financial status and transition strategies

- Analyze impacts based on a threshold of KRW 10 billion or more in revenue or costs (1% of operating profit or a 10% asset loss ratio)
- Analyze the expected timing of occurrence by considering the likelihood of occurrence within the medium term
- Assess issues expected to arise after 2030 as subjects for ongoing monitoring

Step 3 Priority Setting

- Prioritize risks by considering industry trends, KT's business strategy, greenhouse gas emissions, climate change scenarios, and government policies and regulations
- Select key issues and develop approaches to align them with response strategies

Step 4 Monitoring and Supervision

- Conduct monitoring on high-risk areas
- Report risk management status to stakeholders in a transparent manner

Climate Change Response

G S R M
Risk management

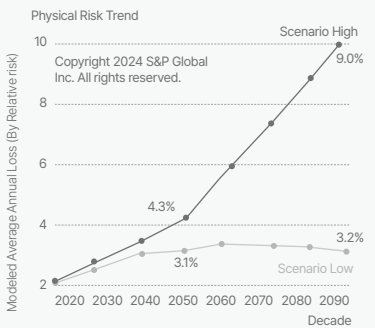
Risk Management

Physical Risk Assessment

To evaluate potential financial impacts of physical risks caused by climate change, we conducted an analysis based on climate scenarios. In accordance with TCFD guidelines, we analyzed chronic and acute risks, respectively. We adopted the IPCC SSP1-2.6 and SSP5-8.5 scenarios. The analysis targeted core communications assets and offices within the Group. We analyzed the risks posed by eight extreme weather risk factors, including wildfire, heavy rain/floods, extreme temperatures, river flooding, coastal inundation, drought, water shortage, and tropical cyclones. Based on the analysis results, under the SSP1-2.6 scenario, the climate-related cost increase rate for our major assets is expected to average approximately 3.2% annually by 2100, and to be at the 3.1% level as of 2050. Under the SSP5-8.5 scenario, the climate-related cost increase rate is expected to reach approximately 9%, and to be at the 4.3% level as of 2050. However, these financial impacts may fluctuate as climate policies and weather events change, creating uncertainty.

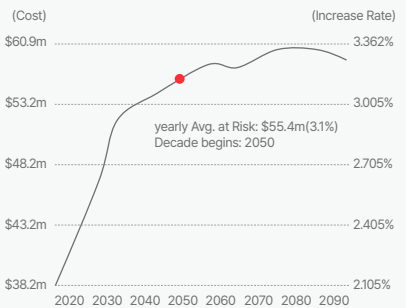
IPCC SSP Scenario

Modeled Average Annual Loss
2020s-2090s[1)]



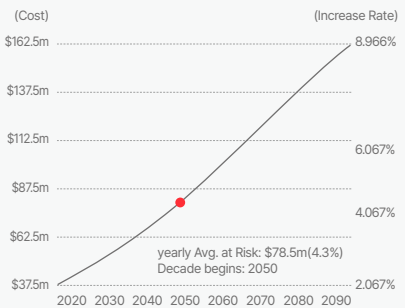
1) S&P Global's Climanomics analysis tool results.

Modeled Average Annual Loss
Over 2090-2099



Low-risk outlook graph based on IPCC SSP1-2.6 scenarios

Modeled Average Annual Loss
Over 2090-2099



High-risk outlook graph based on IPCC SSP5-8.5 scenarios

Hazard-specific Modeled Average Annual Loss (MAAL)

Category	2020-2029		2030-2039		2040-2049	
	SSP1-2.6	SSP5-8.5	SSP1-2.6	SSP5-8.5	SSP1-2.6	SSP5-8.5
Extreme Temperature (Heat Wave)	≤ 2%	≤ 2%	≤ 3%	≤ 3%	≤ 2%	3% ≤
River Flooding	≤ 1%	≤ 1%	≤ 1%	≤ 1%	≤ 1%	≤ 1%
Inland Flooding	≤ 2%	≤ 2%	≤ 2%	≤ 2%	≤ 2%	≤ 2%
Coastal Flooding, Drought, Wildfires, Tropical Cyclones, Water Stress	≤ 0.1%	≤ 0.1%	≤ 0.1%	≤ 0.1%	≤ 0.1%	≤ 0.1%

Physical Risk Response Plan

Category		Identified Risk	Financial Impact
Acute	Precipitation-related extreme climate risks	• Flooding of telecommunications equipment and base stations • Service disruptions caused by power supply outages	• Operational disruptions caused by damage to production facilities • Compensation and reconstruction costs associated with damage to facilities and casualties
	Temperature-related extreme climate risks	• Overheating and failure of telecommunications equipment • Casualties and reduced labor productivity	• Deterioration in operating performance due to reduced labor productivity • Increased recovery and maintenance costs
Chronic	Average temperature rise	• Declining efficiency of telecommunications equipment • Increased dependence on cooling systems	• Higher capital investment in facility upgrades • Continued increases in electricity costs
	Sea level rise	• Flooding of telecommunications facilities in coastal areas • More frequent failures of facilities in coastal areas	• Higher costs for facility relocation and reinforcement • Reduced revenue due to asset losses or business interruptions
Response Strategies		• Adopt a company-wide risk response system, such as the telecommunications disaster response system, to prevent telecommunications failures and respond to large-scale telecommunications disasters • Manage communications facilities to prevent forest fire damage, prepare firefighting facilities, and implement remote control by introducing CATMS • Optimize the cooling system operation using the AI-powered power-saving technology • Replace telecommunications equipment with high-efficiency devices; Expand energy saving solutions continuously • Establish standards for the application of telecommunications equipment through monitoring sea level rise trends in coastal areas	

Climate Change Response

G S R M
Risk management

Risk Management

Acting on Physical Risks

To respond to climate change, we are preparing for physical risks, focusing on prevention, the establishment of disaster recovery frameworks, the enhancement of disaster response capabilities, and AI-powered management systems. From a prevention perspective, we conduct quarterly inspections of vulnerable assets and address identified issues, while relocating facilities and equipment that are vulnerable to disaster risks. We also conduct AI-powered safety assessments to evaluate the structural integrity of communication poles and proactively identify vibrations and cracks using sensors installed in cable tunnels. In addition, we have installed firefighting facilities to reduce the likelihood of disasters while continuously conducting safety inspections across our facilities.

From the disaster recovery perspective, we have established disaster-related manuals and recovery frameworks to rapidly restore communications equipment in the event of damage, thereby maintaining the continuity of our communications services. We have strengthened our expertise by assigning dedicated disaster management personnel to each facility and providing training organized by external specialized institutions. Our disaster response capabilities have also been enhanced through disaster-specific simulation exercises.

From the AI technology-driven management perspective, we leverage an AI-powered communication pole safety assessment system to calculate safety ratings by considering wind loads and pressure at each location and to identify poles at risk during wind hazards. When images of communication poles are uploaded, the system automatically detects risk factors such as tilting and cracks.

In addition, optical sensors installed in communication tunnels enable us to monitor structural cracks caused by external vibrations, while anomalies are detected using acceleration, tilt, temperature, crack, strain, waterlogging, and flow rate sensors. We enhance structural safety by using these systems to detect vibrations immediately. Our integrated management system spanning prevention, response, and recovery minimizes the physical risks posed by climate change and enables us to ensure the stability of our communications infrastructure and the continuity of our services.

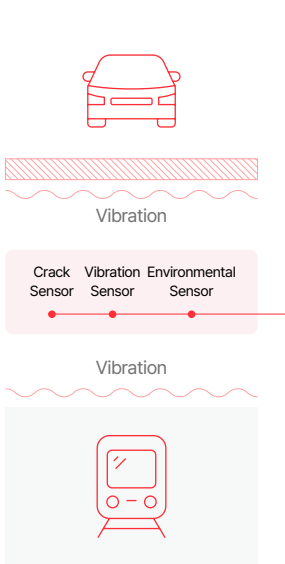
AI-powered Wind Hazard Safety Evaluation System for Communication Poles

Step 1	**Calculate the safety factor by applying the wind load logic** Calculate safety factors considering wind loads and pressures of each area
Step 2	**Identify hazardous poles (e.g. inclination)** Identify hazardous poles according to safety factor values
Step 3	**Conduct field inspections and upload pictures** Upload pictures of communication poles on the system
Step 4	**Automatically detect hazards** Detect and manage risk factors including tilting and crack utilizing AI technologies

AI-Driven Energy Optimization Solutions

Optimization Solution of Cooling Temperature in Communication Rooms	Energy-saving Orchestrator	Server Power Optimization Solution
AI collects and analyzes equipment characteristics and location-specific temperature data for temperature optimization	AI automatically controls base station radio frequency output	AI automatically analyzes server CPU loads to optimize power consumption control

Installation of Optical Sensors



Sensor Type	
Acceleration, angle, temperature, crack, strain, waterlogging, flow rate	
Measuring Equipment	
Hyehwa, Ahyeon, Busan, Cheongju, etc.	
Concentrator (Hyehwa, Ahyeon)	Generating, collecting, and delivering data
Audit System	Monitoring for anomalies and generating alerts
CATMS Pop-up	Displaying alert results

Climate Change Response

G S R M
Risk management

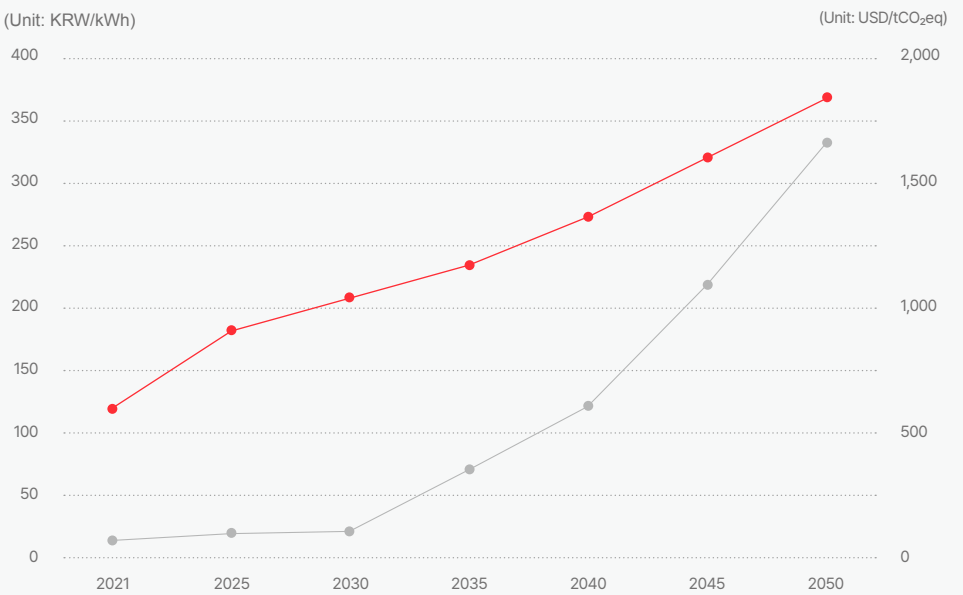
Risk Management

Transition Risk Analysis

Since most of our greenhouse gas emissions result from electricity consumption, our primary transition risks are rising electricity prices and increasing emissions allowance prices. Although the deployment of next-generation network technologies presents an opportunity to strengthen our digital competitiveness, it also brings a greater financial burden due to the increased electricity demand associated with the expansion of telecommunications infrastructure. Pressure on electricity prices may further increase as a result of policy developments, including rising energy costs, higher climate and environmental charges, and an increasing proportion of auctioned emissions allowances. By 2030, annual financial impacts, including emissions allowance costs, are expected to reach approximately KRW 10–14 billion. We recognize these environmental changes as structural transition signals rather than short-term cost factors. In response, we continue to reduce electricity consumption and improve operational efficiency. At the same time, we have expanded renewable electricity procurement through PPAs[1] to change our energy sourcing portfolio. This initiative will strengthen our resilience to changes in external policies, improve the predictability of energy costs, and support both carbon neutrality and long-term financial stability.

Transition Risk Factor and Outlook

Outlook for Rising Electricity Rates[2] and Emissions Allowance[3] Prices



Transition Risk

Electricity Rates

Impact Analysis

- Continued increases in electricity prices (expected)
  - Rising energy import costs
  - Costs associated with expanding the nationwide power transmission and distribution network
- Significant growth in electricity demand driven by the expansion of AI
- Becoming a key factor in corporate management

Emissions Allowance

Impact Analysis

- The Emissions Trading Scheme is expected to be further strengthened to support the achievement of national carbon neutrality
- Emissions allowance prices are expected to continue rising due to more ambitious emissions reduction targets and a higher proportion of auctioned allowances
- Delays in greenhouse gas emissions reductions may increase the cost burden of purchasing emissions allowances

Response Strategies

AI-Driven Energy Optimization	Energy Saving R&D	Eco-Friendly SCM
Optimization Solution of Cooling Temperature in Communication Rooms Energy-saving orchestrator Server power optimization solution	Network energy saving technology research 5G-advanced energy saving technology standardization	Energy saving through eco-friendly equipment sourcing

1) Power Purchase Agreement 2) Reflecting the trend of Korea Electric Power Corporation rates 3) Reflecting the NGFS Net-Zero scenario

Climate Change Response

G S R M
Risk management

Risk Management

Acting on Transition Risks

To address transition risks, our initiatives focus on technological innovation and improvements in operational efficiency. Leveraging AI-powered power management systems, we optimize energy use in telecommunications infrastructure and advance low-power technologies for network equipment to reduce each facility's power consumption. At the same time, we conduct research on energy-saving technology for next-generation network environments, which allows us to prepare for increased power consumption in the medium- to long-term. In addition, we enhanced the Eco-Friendly SCM system and expanded procurement of low-power, high-efficiency equipment. We also improved the efficiency of facilities and cooling systems, laying the foundation for reducing energy consumption.

AI-Driven Energy Optimization		Energy Saving R&D		Eco-Friendly SCM	
Optimization Solution of Cooling Temperature in Communication Rooms (AI TEMS)	• Efficient cooling temperature management for telecommunication rooms • AI collects and analyzes equipment-specific temperature big data to optimize temperature settings • Provide dashboard-based temperature data from multiple perspectives, reflecting equipment- and location-specific temperature characteristics, to support optimal temperature management in telecommunication room.	Network Energy Saving Technology Research	• Develop and deploy energy-saving technology based on selective control of 5G base station antenna elements • Reduce power consumption of radio units • Strengthen research on energy-saving technologies to drive cost-efficient business innovation	Supply Chain Management Strengthening	• Encourage suppliers to develop eco-friendly equipment • Provide consulting support to strengthen ESG capabilities • Establish procurement guidelines for eco-friendly equipment • Identify and share best practices for eco-friendly construction methods and materials
Energy-saving Orchestrator	• AI-powered radio transmission output optimization solution • Analyze base station traffic patterns in real time and optimize radio transmission output automatically • Create energy savings by expanding deployment across base stations nationwide • Expected to reduce power consumption by approximately 2.5% compared to conventional operations	5G-Advanced Energy Saving Technology Standardization	• Contribute to the publication of the 5G network energy efficiency technical report (TR38.864) • Develop standard technologies, including Cell DTX/DRX and channel state information-based power-saving technologies; Propose various research projects to save energy	Network and Facility Energy Efficiency Optimization	• Strengthen eco-friendly technology specifications for new telecommunications equipment and power and cooling facilities • Replace 5G base station equipment with integrated low-power equipment • Improve the efficiency of power supply units for telecommunications equipment • Replace old equipment with high-efficiency equipment and expand the deployment of eco-friendly cooling systems in communication rooms
Intelligent Outdoor Air Cooling System	• Introduce nature-friendly cooling technology across network infrastructure through intelligent outdoor air cooling systems • Utilize outdoor air after detecting the temperature difference between indoor and outdoor environments based on present temperature thresholds	Environmental technology-driven Energy Efficiency Optimization	• Analyze airflow and temperature distribution using Computational Fluid Dynamics (CFD) • Introduce next-generation high-efficiency cooling technologies, including immersion cooling and Direct-to-Chip (D2C) • Replace AC-based systems with DC-based alternatives	Product and Customer Usage Step Energy Savings	• Low-power strategies embracing the customer use phase • Develop low-power adapters to reduce energy consumption of customer equipment • Expand the application of low-power solutions across equipment

Climate Change Response

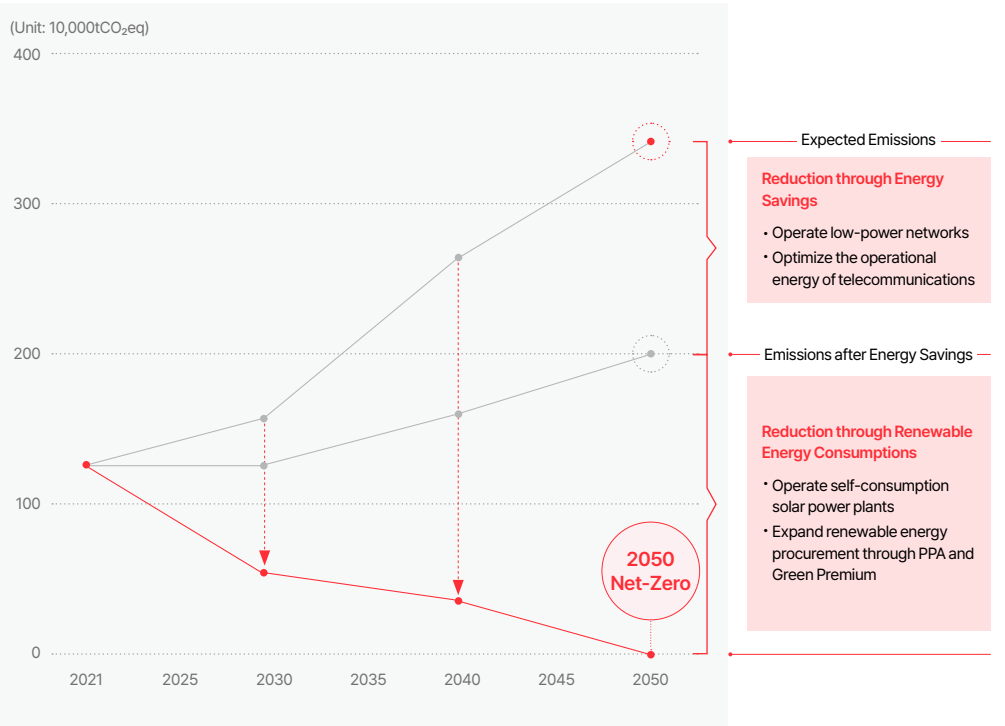
G S R M
Metric/Target

Metrics and Targets

Carbon Neutrality 2050

We have established a medium- to long-term roadmap for carbon neutrality and performed actions to reduce greenhouse gas emissions in stages. We aim to reduce greenhouse gas emissions by 51.7% by 2030 and 75.8% by 2040 compared to 2021 levels, and achieve carbon neutrality by 2050. In addition, we aim to achieve RE100 by 2050 through continuous transition to renewable energy. To this end, we have changed the strategic structure to be eco-friendly across our business operations. Based on our executive ability and company-wide management systems, we will actively respond to climate change and lead the transition to a carbon-neutral society.

Carbon Neutrality 2050 Roadmap



Company-wide Greenhouse Gas Emissions Management

We established greenhouse gas emissions management frameworks for systematic management in response to climate change. The scope of management is all facilities and assets under our operational control. We will advance the frameworks for transparent and reliable data disclosures for future climate-related disclosure.

Scope 1 and 2 Emissions

Our Scope 1 emissions come from office buildings nationwide, company vehicles, emergency generators, and fuel cell operations. To reduce them, we have continuously improved the efficiency of building energy consumption and optimized the operation of vehicles. As a result, in 2025, our Scope 1 emissions decreased by approximately 9,000tCO_2eq.

Our Scope 2 emissions are those from electricity used in corporate buildings nationwide and telecommunications equipment, and the heat (hot water) used to heat corporate buildings. In 2025, our Scope 2 emissions represented a 3.4% decrease from 2024 on a market-based basis and a 0.4% decrease on a location-based basis. To reduce Scope 2 emissions, we implemented power-saving programs, including network optimization and cooling facility efficiency enhancement in telecommunications rooms, thereby reducing greenhouse gas emissions by 37,000tCO_2eq in 2025.

Scope 1,2 GHG Emissions[1]

(Unit: tCO_2eq, tCO_2eq/KRW 100 million)

Category		2023	2024	2025	Goals in 2025
Scope 1	Fixed Fuel	18,558	18,365	18,395	37,600
	Mobile Fuel	14,531	12,655	2,970	
	Fuel Cells	5,476	5,159	5,365	
	Subtotal	38,565	36,178	26,730	
Scope 2 (Market-based)[2]	Electricity	1,087,099	1,077,548	1,040,623	1,108,000
	Heat (Hot Water)	1,812	1,808	1,861	
	Subtotal	1,088,911	1,079,356	1,042,483	
Scope 2 (Location-based)[3]	Electricity	1,087,099	1,099,599	1,094,662	-
	Heat (Hot Water)	1,812	1,808	1,861	
	Subtotal	1,088,911	1,101,407	1,096,522	
Total	Market-based	1,127,476	1,115,534	1,069,213	1,145,600
	Location-based	1,127,476	1,137,586	1,123,252	-
Intensity[4]	Market-based	6.137	6.004	5.533	
	Location-based	6.137	6.123	5.813	

1) Subtotal differences may occur due to decimal rounding 2) Market-based Scope 2: Emissions reflecting renewable energy procurement
3) Location-based Scope 2: Emissions excluding renewable energy procurement 4) Emissions intensity per revenue (based on standalone revenue)

Climate Change Response

G S R M
Metric/Target

Metrics and Targets

Consolidated Greenhouse Gas Emissions (Scope 1,2,3)

To proactively respond to the global trend toward mandatory climate-related disclosures, we manage greenhouse gas emissions across consolidated Scopes 1, 2, and 3. Scope 3 covers greenhouse gas emissions generated throughout the entire value chain, from the supply chain to the use and end-of-life treatment of products and services. The organizational boundary was established using the operational control approach, which serves as the standard for ensuring compliance with the reporting requirements of the GHG Emissions Trading Scheme. Scope 3 emissions were calculated in accordance with globally recognized methodologies, including the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011), Technical Guidance for Calculating Scope 3 Emissions, Scope 3 Guidance for Telecommunication Operators, and PCAF The Global GHG Accounting and Reporting Standard (2022). Through a robust calculation methodology and clearly defined organizational boundaries, we have strengthened the reliability and consistency of our disclosures while continuously enhancing the Group's carbon management capabilities.

Standalone and Consolidated Greenhouse Gas Emissions[1] (Market-based)

(Unit: tCO_2eq)

					Scope 3[2]											
Year	Category	Total	Scope 1	Scope 2	Subtotal	C1 (Purchased goods and services)	C2 (Capital goods)	C3 (Energy)	C5 (Waste generated in operations)	C6 (Business travel)	C7 (Employee commuting)	C11 ((Use of sold products)	C12 (End-of-life treatment of sold products)	C13 (Downstream leased assets)	C14 (Franchises)	C15[3] (Investments)
2023	Standalone	**2,981,790**	38,565	1,088,911	1,854,314	987,722	474,709	126,175	6,674	6,672	18,427	37,379	1,530	78,497	83,122	33,406
	Consolidated	**4,055,271**	66,134	1,546,601	2,442,536	1,200,408	592,700	181,895	10,448	12,738	55,042	41,990	1,775	219,760	84,564	41,216
2024	Standalone	**2,296,482**	36,178	1,079,356	1,180,948	670,104	240,018	87,691	4,699	6,490	15,599	32,011	1,331	65,633	36,164	21,207
	Consolidated	**3,257,069**	63,695	1,505,913	1,687,461	869,914	280,589	127,978	8,235	12,105	52,208	38,051	1,496	230,709	36,164	30,012
2025	Standalone	**2,103,233**	26,730	1,042,483	1,034,020	577,070	182,447	87,544	3,762	7,006	13,370	24,834	1,575	82,367	37,413	16,631
	Consolidated	**3,080,906**	61,078	1,487,641	1,532,187	679,074	254,514	124,621	5,861	12,744	52,639	24,834	1,591	306,049	37,413	32,847

1) Calculations were based on companies for which operational control was maintained as of the end of the reporting period. Companies excluded from the consolidation due to liquidation or sale during the reporting period. For internal transactions among consolidated companies, the companies are excluded from the calculation of scope 3 emissions.
※ Applied Emissions Factor: US EPA Supply Chain Greenhouse Gas Emission Factors(v1.4 by NAICS-6), Environmental Product Declaration LCI DB emission factors, domestic electricity emission factors, IEA Emission Factors 2022, etc.
2) C4(Upstream Transportation and Distribution) and C9(Downstream Transportation) are included in C1 and C2, C10(Processing of Goods for Sale) are excluded due to low relevance to the company's business model, C8(Upstream Leased Assets) is included in scope 1 and 2 calculations
3) C15 is calculated according to the PCAF(Partnership for Carbon Accounting Financials) guidelines. The calculation is limited to KT and its subsidiaries operating in the financial business. However, among the subsidiaries operating in non-financial business, KT Studio Genie was included in the C15 calculation due to the significant size of its financial assets.
- KT separate standard: other comprehensive income - financial assets measured at fair value
- KT consolidated standard: KT, BC Card, KT Investment, KT INM, KT Studio Genie

Climate Change Response

G S R M

Metric/Target

Metrics and Targets

RE100

RE100 is a global campaign to convert 100% of corporate electricity usage to renewable energy. We joined the campaign in 2022. Since electricity usage accounts for more than 97% of our greenhouse gas emissions, the adoption of renewable energy is a key element to achieve carbon neutrality. We aim to convert 56% by 2030, 84% by 2040, and 100% by 2050. To this end, we plan to expand PPAs, self-generated solar power installations, and green premium purchases.

Renewable Energy Consumption

In 2025, total renewable energy consumption reached 118,729 MWh, reflecting a 138% increase compared to 2024. Green Premium procurement accounted for 112,000 MWh, a 133% increase from the previous year. Renewable energy consumption through PPA totaled 5,628 MWh, representing an 832% increase compared to 2024.

Renewable Energy Consumption

(Unit: %, MWh)

Category		2023	2024	2025
Ratio of Renewable Energy[1]		1.1	2.1	5.0
enewable Energy Consumption	Self-generated	1,376	1,286	1,101
	PPA	0	604	5,628
	Green Premium	25,000	48,000	112,000
	Total	26,376	49,890	118,729

1) Total Renewable Energy Consumption / Total Energy Consumption

Solar Power Plants

Since establishing self-consumption solar power plants at the Hwaseong Transmission Station and Sinnae National Office in 2008, we have been operating 103 solar power plants (88 for self-consumption and 15 for sales) nationwide. In 2025, the annual generation of our solar power plants was 7,097MWh, of which 1,101MWh was for our own consumption. We plan to build additional self-consumption solar power plants utilizing building rooftops and parking lots.

Solar Power Plants and Generation

(Unit: Plant (Accumulation), MWh)

Category	2023	2024	2025
PV Power Plants	103	103	103
Annual Power Generation	9,530	8,392	7,097

Energy Consumption Management

In 2025, our energy consumption was 23,328TJ, which was 1.9% less than the 2025 target of 23,770TJ. Renewable energy accounted for 1,140TJ, representing 4.9% of the total energy consumption.

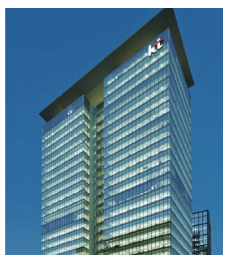
Energy Consumption and Intensity

(Unit: TJ, TJ/KRW 100 million)

Category		2023	2024	2025
Non-renewable Energy	LNG	306	294	303
	Propane	-	2	1
	Byproduct Fuel	25	31	29
	Kerosene	1	1	1
	Diesel	181	138	32
	Gasoline	47	58	25
	LPG for Vehicles	-	3	1
	Electricity	22,476	22,516	21,745
	Heat (Hot Water)	50	52	51
	Subtotal	23,086	23,095	22,188
Renewable Energy	PPA	-	6	54
	Self-generated Solar Power	13	12	11
	Green Premium	240	461	1,075
	Subtotal	253	479	1,140
Energy Total		23,339	23,574	23,328
Energy Intensity (Energy Use per Revenue)		0.127	0.127	0.121

KT Gwanghwamun EAST Recognized as a Low-carbon Landmark

As KT's headquarters building, the Gwanghwamun EAST was developed as an open civic and cultural hub in alignment with the Gwanghwamun National Symbol Street Project. The lower floors feature publicly accessible open spaces and green areas, creating a pedestrian-friendly urban environment. In 2017, the building received the Seoul Architecture Award in the Green Building category. In recognition of its efficient energy operation management through a smart integrated control system, Gwanghwamun EAST was also recognized as a Low-carbon Landmark by the Seoul Metropolitan government in 2025.



Climate Change Response

G S R M
Metric/Target

Metrics and Targets

Water Management

We strive for efficient water management by installing water-saving devices suitable for each facility's characteristics, such as water-efficient automated bidets, foam faucets, and water purification systems. In 2025, our total water consumption was 1,287 thousand tons, which was approximately 1.6% less than the annual consumption target of 1,308 thousand tons. The water reuse volume is 5,700 tons. We aim to raise the water reuse rate continuously to save water, improve water circulation, and establish a sustainable water management system.

Waste Management

We have established waste management guidelines for general, designated, and construction waste generated through our business activities and manage the entire process from generation to treatment and recycling. Through collaboration between the Asset Management Department and the Purchase Support Center, the waste management process begins with a preliminary assessment, including waste identification, cause analysis, and condition classification, to determine whether an asset can be reused. If the asset is reusable, it is transferred to a general warehouse for reuse or utilized by another department. If the asset is not reusable, it is processed appropriately, such as being released for sale or recorded as revenue, to enhance asset circulation. In 2025, our total waste generation amounted to 8,445 tons, approximately 20.1% below the annual target of 10,563 tons. Of this total, 6,854 tons, or 81.2%, was recycled, contributing to resource circulation.

Water Withdrawal (Unit: 1,000 tons)

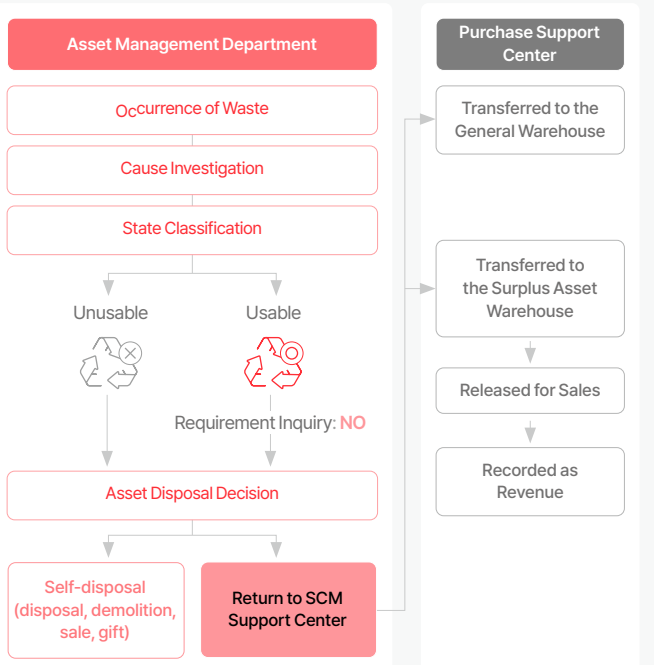
Category	Source	2023	2024	2025
HQ in Bundang	Water Supply	79	77	75
Umyeon Research Center		10	28	18
Gwanghwamun EAST		36	37	44
Daedeok Research Center 2		24	20	21
Songpa Building		30	28	21
KT Telecommunications Building		925	1,033	1,009
Umyeon Research Center	Underground Water	8	5	11
KT Telecommunications Building		101	87	82
Total		1,213	1,315	1,281

Water Reuse Volume (Unit: 1,000 tons)

Category	2023	2024	2025
Songpa Building	-	7	5
KT Telecommunications Building			0.7

Waste Processing Process

We operate waste processing processes for general waste, designated waste, and construction waste. When telecommunications equipment waste is generated, rather than direct disposal, we make it available for use by other regions(other departments) to maximize recycling and strives to minimize waste generation through measures such as using reusable cups in office buildings.



Waste Emission[1] and Recycling Rates[2] (Unit: Ton, %)

Category	Source		2024	2025
Waste Generation	General Waste	8,227	8,276	7,162
	Designated Waste	4,310	2,852	1,194
	Construction Waste	73	111	89
	Total	12,610	11,238	8,445
Recycling Amount		4,793	7,222	6,854
Recycling Rate		38	64.3	81.2

1) Total differences may occur due to decimal rounding
2) Starting from 2024, recycling volume includes the amount of designated waste that is recycled.

Environmental Laws and Regulations Violation (Unit: Case)

Category	2023	2024	2025
Environmental Laws and Regulations Violation	0	0	0

Circular Economy

Circular Economy Initiatives

Sustainable Sourcing and Resource Circularity

We strengthened our eco-friendly sourcing framework in line with our circular economy strategy. Our procurement strategy considers the recyclability and reusability of assets beyond simply purchasing environmentally friendly products, reflecting our commitment to environmental value throughout our business operations. In particular, we introduced cable bobbins made from recycled plastic certified by the Ministry of Trade, Industry and Energy to reduce the use of virgin materials and promote resource circulation. We have expanded their application in phases and increased field deployment. This initiative helps reduce both wood consumption and carbon emissions. In addition, we launched eco-friendly set-top boxes made with recycled plastics, advancing the realization of a circular economy at the product level. In 2025, we expanded the number of eco-friendly set-top box models from two to four. In 2026, we are pursuing E-Circular Excellent Product Certification for four devices, including the KT Giga Genie 3. Building on business agreements with our partners, we have collected and recycled approximately 300 tons of waste plastic, incorporating the recycled materials into product housings while establishing a resource circulation system covering material recovery and manufacturing processes. We will continue to expand the production and supply of eco-friendly devices utilizing recycled plastics.

Eco-friendly (Recycled) Bobbins for Cable

Conventional Bobbin	Wood	Average of Two Recycling Cycles
KT's Eco-friendly Bobbin	Eco-friendly Plastic Made from Recycled Plastic (Low-Density Polyethylene)	More than 10 Recycling Cycles

Reduced CO_2 Emissions by **9.1kg per Unit**

Target and Status

2024	2025	2026
Eco-friendly plastic bobbins deployed to field sites	Pilot results refined; Five optical cable partners and Asia Platech	Cumulative Field Deployment by March 2026
Cumulative Total of 138	**Rental Agreement Signed**	**Approximately 7,000 Units**

Eco-friendly Set-top Box Made from Recycled Plastic





2024	2025	2026
KT Genie TV Set-top box A: 500,000 units	Expanded the range of eco-friendly set-top boxes (from two to four models)	Expanded the scope of eco-friendly recycling
Cumulative Total of 1 Million Units	**Cumulative Total of 1.5 Million Units**	**Cumulative Total of 2.1 Million Units**

Circular Economy

Digitalization and Recycling Programs

Paper Reduction

To conserve resources and reduce carbon emissions, we have advanced our digital transformation efforts. We transitioned from paper statements to digital statements to reduce the environmental impacts associated with paper consumption and delivery. Through this transition, we have reduced carbon emissions by 1,450 tons as of 2025. We also provide various application forms and informational documents in digital format to reduce paper consumption. By utilizing Public MyData and digital certificate services through the PASS app, we have simplified the document submission and verification process. We will continue to enhance our digital-based work processes to improve operational efficiency, minimize environmental impacts, and foster an environmentally friendly workplace.

Reducing Paper Use: Status and Goal

Digital Billing Statements Conversion

Cumulative

Surpassed 20 Million Users

Reduced carbon emissions over the past 10 years

By 12,850 Tons

Electronic Application Usage

1. Digitalize subscription application forms for wireline and wireless services
2. Provide subscription details via email or SMS after application and service activation
3. Contribute to carbon emissions reduction by reducing paper consumption

Electronic Certificates Usage

2024

Simplify required documents through integration with the Ministry of the Interior and Safety's Public MyData Service

2025

Expand self-service channels

2026

Expand the scope of Public MyData utilization

Reusable Cups

To embed the use of reusable cups into employees' daily lives, we have laid the foundation for the adoption of an eco-friendly lifestyle. We introduced reusable cups in the Sky Box, Press Room, and KT Sports Office at KT Wiz Park Baseball Stadium. We also supported eight food and beverage outlets at Wiz Park in introducing reusable containers. Additionally, LX International, LINA Life Insurance, and LX Pantos joined our reusable cup campaign by introducing reusable cups in their respective office buildings. These participations demonstrate our efforts to expand initiatives promoting resource conservation and the use of reusable products throughout local communities.



Carrot Facility (Idle Equipment Reallocation Platform)

We operate the Carrot Facility, an idle equipment reallocation platform, providing opportunities to recycle idle assets within the company and advancing our asset recycling system. To prevent usable equipment from being disposed of, the internal system allows employees to share information on reusable assets, enabling other departments to utilize them when needed. In particular, through an operating system integrated with the internal network, reusable equipment is automatically registered, allowing employees to view the status of available assets and utilize them as needed. Through this initiative, we have reduced unnecessary investments and minimized waste resulting from equipment obsolescence.

Circular Economy

Eco-friendly Campaign: Jiugae

To encourage employees' eco-friendly practices, we have launched an eco-friendly campaign called Jiugae. It signifies small actions to protect the earth, communities, and individuals, identifies eco-friendly habits that can be easily practiced in the workplace, and encourages employee participation. Through this campaign, we embed multiple eco-friendly activities, including resource-saving, reducing the use of disposable products, and energy-saving, into the corporate culture. Based on our employees' engagement, the campaign helps establish a sustainable work environment.

* Effective Date: April 2021 – December 2025

1

Email Jiugae

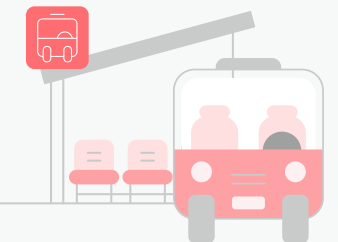


Through the Email Jiugae campaign, we strive to reduce carbon emissions from data storage by eliminating unnecessary emails. Employees voluntarily join the initiative to delete spam and unnecessary emails, reducing the use of digital assets, improving data management efficiency, and protecting the environment.

A cumulative 2.8 million emails deleted; **Reducing carbon emissions by a total of 11.2 tons**
(Deleting one spam email reduces carbon emissions by approximately 4g)

2

Carbon Footprint Jiugae

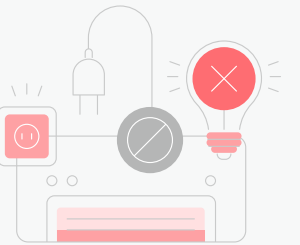


Our Carbon Footprint Jiugae initiative aims to increase employees' engagement in environmentally friendly practices. Through programs offered on a social sharing platform, we encourage employees to participate in daily carbon reduction activities. Funds raised through the initiative are donated to the Korean Committee for UNICEF, farmers affected by floods, the Miral Welfare Foundation, and other people in need, creating both environmental and social value.

Walking donation challenge
Total donations reached KRW 90 million

3

Phantom Load Jiugae

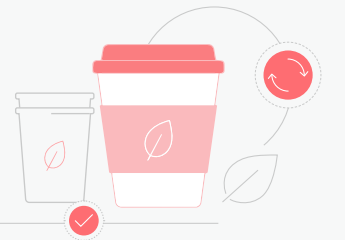


To reduce unnecessary energy consumption during work, we conducted the Phantom Load Jiugae campaign. Employees have contributed to reducing phantom loads and improving energy efficiency by turning off their computers when leaving the office and unplugging their unused devices.

Since the launch of the campaign
Cumulative total of 3,224 action verification photos uploaded to the ESG Portal

4

Disposable Cup Jiugae



We are conducting the Disposable Cup Jiugae campaign to encourage the use of reusable cups in offices, cafes, and lounges in office buildings. This initiative helps employees reduce disposable cup use and practice eco-friendly actions in their daily lives.

Cumulative, as of 2025
Approximately 2.96 million disposable cups replaced

Biodiversity

Biodiversity System

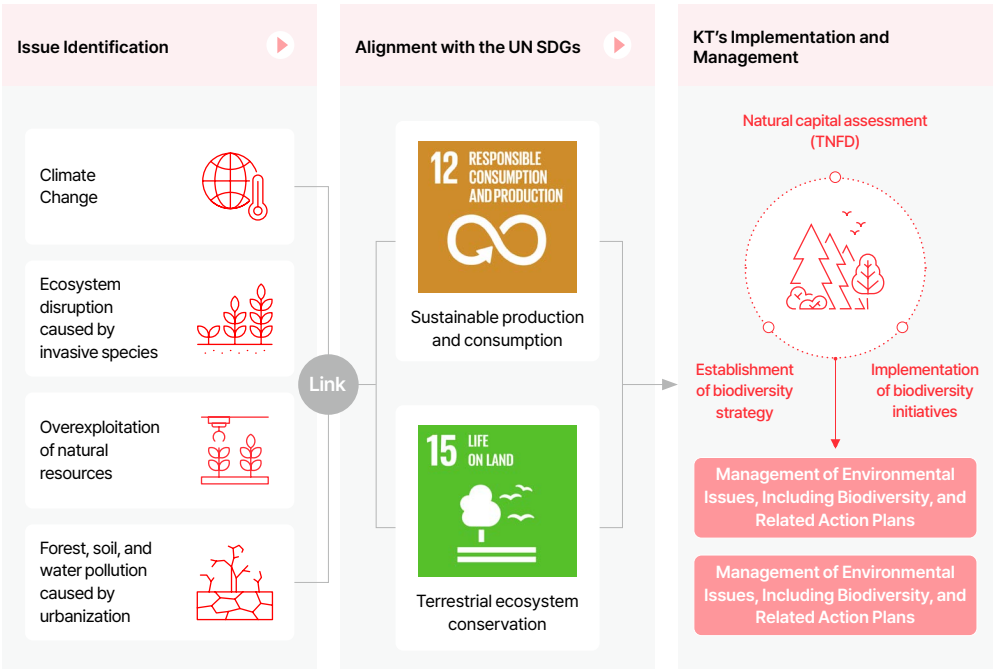
Biodiversity Impact Management System

As natural capital such as forests, soil, and water are destroyed by factors including climate change, invasive species, overexploitation of natural resources, and urbanization, biodiversity loss has become a global environmental issue. Recognizing that this change may affect not only ecosystems but also a corporation's sustainable management environment, we have established a management system for biodiversity conservation. Our strategies and actions for biodiversity conservation align with Goal 12 (Responsible Consumption and Production) and Goal 15 (Life on Land) of the UN Sustainable Development Goals. Based on our ESG governance, we will continue to systematically manage biodiversity-relevant risks and impacts and contribute to preserving natural capital and creating a sustainable society.

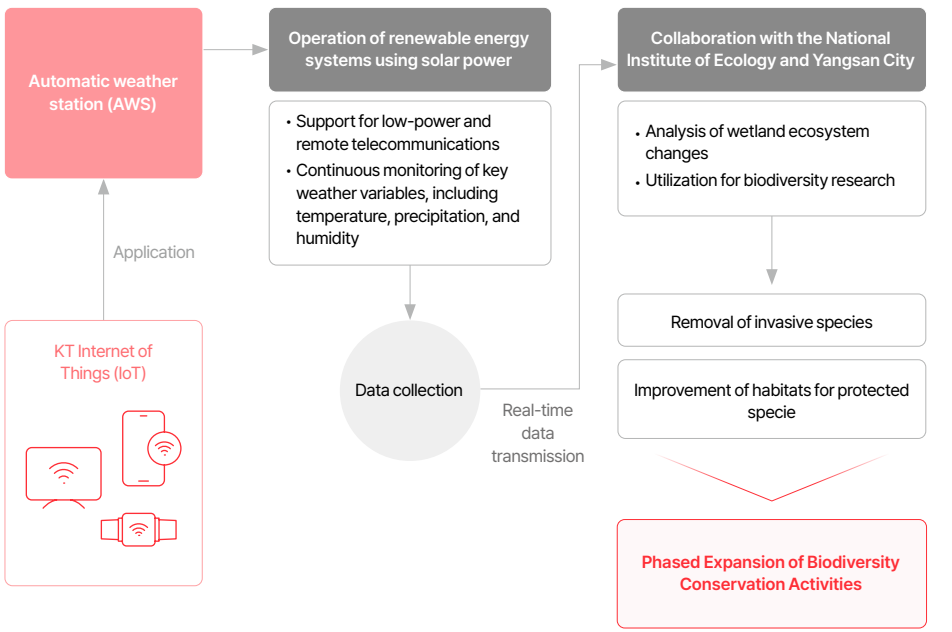
Biodiversity Conservation Efforts

In partnership with specialized institutions, we have carried out systematic conservation activities to address the destruction of nature and biodiversity loss. Based on an analysis of natural capital utilizing a nature-relevant financial information disclosure framework, we select areas with high ecological importance and implement biodiversity conservation strategies in stages. As part of these efforts, we are working with the National Institute of Ecology to protect habitats for endangered wildlife and the ecological environment in areas of high ecological value. In addition, we utilize ICT technologies and automated weather observation systems to monitor key weather conditions, including temperature, precipitation, and humidity, in real time, and have established an ecological monitoring system to track environmental changes. Through these initiatives, we aim to strengthen our natural capital management framework and contribute to biodiversity conservation and the protection of sustainable ecosystems.

Biodiversity Action Process Aligned with the UN SDGs



Establishment and Expansion of an Ecological Monitoring System



Biodiversity

Nature-related Assessment and Biodiversity Analysis

To respond to biodiversity loss and the erosion of natural capital, we conducted a biodiversity impact diagnosis and analysis applying the LEAP method (locate, evaluate, assess, and prepare) of the Taskforce on Nature-related Financial Disclosures (TNFD), a nature-relevant financial information disclosure framework. The analysis on soil, water, greenhouse gas emissions, and other environmental data was conducted across KT office buildings and major telecommunications infrastructures in Jeju and Gangwon-do. It systematically identified the impacts and potential risks of telecommunications infrastructure operations on the natural environment.

Identifying Ecologically Sensitive Areas (Locate)

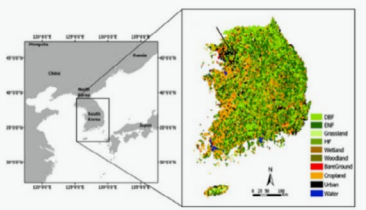
To assess potential impacts on natural capital and biodiversity, we identified ecologically sensitive locations around major infrastructure using the Locate stage of TNFD's LEAP method. The analysis was conducted within a defined area around our telecommunications facilities and comprehensively covered land cover types, the distribution of protective areas, and biodiversity information. In particular, we analyzed the ecological importance, focusing on endangered species on the IUCN Red List, to understand potential impacts of our projects. In addition, based on the Global Land Cover and Land Use data, we identified important areas' land cover types, such as forest, grassland, wetland, and stream, as well as natural capital areas. Using this information, we identify natural environment characteristics and ecological sensitivity in areas with infrastructure.

Assessing Nature-related Dependencies and Impacts (Evaluate)

We collected internal environmental data, including land use, water consumption, air pollution, and waste emissions, to assess the dependencies and impacts on natural capital. Using these data, we conducted an analysis of the telecommunications industry's natural capital dependency and impacts using ENCORE and the WWF Biodiversity Risk Filter Tool. The result showed that the telecommunications industry has low overall dependency and impact compared to other sectors. However, some ecosystem services, such as electricity supply for the stable operation of telecommunications infrastructure and water use for cooling, had limited dependence. Key influencing factors include waste emissions from business operations, greenhouse gas emissions from energy use, and resource use during facility operations.

Locate Analysis

Identification of Land Cover Types and Areas



Business Site	Land Cover	Area	Natural Capital Status
Site A	Forest	123,111m²	O
Site A	Grassland	143m²	O
Site A	Bare Land	9,118m²	X
Site A	River / Stream	134,200m²	O
...	...	...	...

Identification of land cover types (e.g., forests, oceans, rivers) and their areas
<Based on Global Land Cover and Land Use Data>

Identification of Overlap with Protected Areas and Their Extent



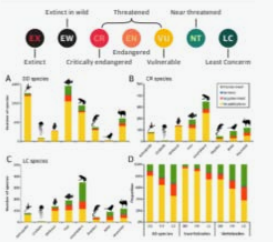
Overlapping Area	Number of Overlaps
0 ha	0

Protected Area
Ecological and Landscape Conservation Area
Nature Environment Conservation Act Wetland Protected Area
Wetlands Conservation Act Nature Park
Nature Environment Conservation Act Water Source Protection Area
Water Supply and Waterworks Installation Act Water Source Protection Area
Water Supply and Waterworks Installation Act Biosphere Reserve
UNESCO

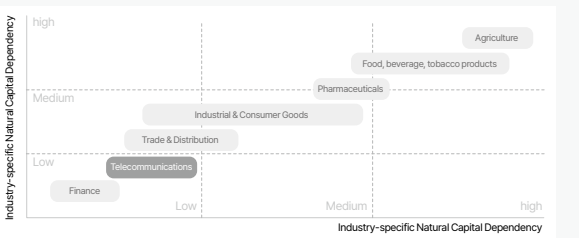
Identification and quantification of overlaps among protected areas (e.g., national parks, wetland protected areas, water source, etc.)
<Based on Global WDPA[1] and KDPA[2] data>

Evaluate Result

Identification of all resident species and endangered species



Natural capital dependency/Impact Evaluation



Comprehensive Analysis Results

Business Site	Score		Priority
	Locate	Evaluate	
Gochang Radio Base Station	4.53	1.17	1
Wonju Training Center	2.67	0.82	2
Jeju Transmitter Station	2.82	0.67	3

Identification of all resident species and endangered species <Based on IUCN Red List and BirdLife data>

1) WDPA: World Database on Protected Areas 2) KDPA: Korea Database on Protected Areas 3) Tool for evaluating industry-specific dependence on, and impacts to, ecosystem services 4) Tool for assessing biodiversity risks at business sites
5) Dependency: Benefits a company gains from ecosystem services supplied by natural capital 6) Impact: Qualitative and quantitative changes in nature caused by corporate activities

Biodiversity

Biodiversity Conservation Campaigns

Protecting Habitats of Endangered Species

As part of our strategic biodiversity conservation efforts, we cooperate with specialized institutions to protect habitats of endangered species. We have contributed to ecosystem conservation through the DMZ Ecological Conservation Corps and biodiversity conservation activities along Jungnangcheon. Building on these achievements, we signed an MOU with the National Institute of Ecology to protect biodiversity. Based on natural capital analysis and on-site ecological research, the National Institute of Ecology and we carry out joint conservation activities focused on areas of high ecological value. We selected Wondong Wetland in Yangsan, Gyeongsangnam-do as the first project site. This riverine wetland with high ecological value is a habitat for diverse species and recognized as an important habitat for endangered wildlife. In partnership with the National Institute of Ecology, we have implemented habitat conservation activities for otters, a Class I Endangered Wildlife Species, and Seoul Gaebalnamul(Nerved-leaf pterygopleurum), a Class II Endangered Wildlife Species. In addition, we installed an automated weather observation system powered by renewable energy (solar power) in Wondong Wetland, establishing an ecological monitoring system. The system remotely collects microclimate1) data using IoT technology, while regular ecological research and data-based environmental analysis enable monitoring of habitat changes and species distribution, increasing the effectiveness of conservation activities. We will continue to enhance biodiversity conservation activities in partnership with specialized institutions and contribute to the protection of natural capital and the maintenance of healthy ecosystems.

1) Microclimate: The climate of the atmospheric layer immediately above the ground surface.

Endangered Species Protected in Wondong Wetland

Protected Species	Protection Status	Characteristics	Estimated Population
Otter	• Class I Endangered Wildlife Species • Natural Monument No. 330	• Apex predator in rivers and wetlands • Inhabit only environments with clean water and healthy food chains • Semi-aquatic mammal	• Approximately 1,500 – 2,000 otters in Korea (Source: Ministry of Climate, Energy and Environment and National Institute of Ecology)
Seoul Gaebalnamul (Nerved-leaf pterygopleurum)	• Class II Endangered Wildlife Species	• Plant inhabiting rivers and wetlands • Limited distribution in parts of East Asia, including Korea and Japan • Wondong Wetland is virtually its only habitat in Korea	• Approximately 232 individuals in Korea (Source: Ministry of Climate, Energy and Environment and National Institute of Ecology) • Population increased approximately 7.7-fold compared with 2022



KT-National Institute of Ecology Biodiversity Conservation Partnership Agreement Ceremony



Installation of an automated weather observation system at Wondong Wetland



Biodiversity education and removal of invasive species at Wondong Wetland



Ecological information on Wondong Wetland

Location	Danggokcheon, Wondong-myeon, Yangsan-si, Gyeongsangnam-do, Republic of Korea
Wetland Type	Riverine wetland
Area	Approximately 0.39km^2
Wetland Length	Approximately 1 – 2 km
Inhabiting Species	White-tailed Eagle, Seoul Gaebalnamul, Otter, Radde Violet, etc.

SOCIAL

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Cybersecurity & Data Privacy

G S R M
Governance

Governance

Roles of the ISSC and ISWG

To enhance our data security capabilities at a company-wide level, we have prepared internal and external governance systems. The Information Security Strategy Committee (ISSC) is a decision-making body that establishes the management control system for company-wide security risks. It is responsible for reviewing and deliberating on critical issues, while the Information Security Working Group (ISWG), composed of working-level representatives, reviews and approves information security policies across the company.

Role of the Personal Information Protection Advisory Committee

With the growing use of AI and digital platforms, concerns about personal information are also rising. In response, we established the Personal Information Protection Advisory Committee to address these issues promptly and promote responsible data use. External experts in policy, technology, and industry offer specialized guidance tailored to KT, helping us implement a proactive, company-wide management system and foster a secure industry-wide ecosystem.

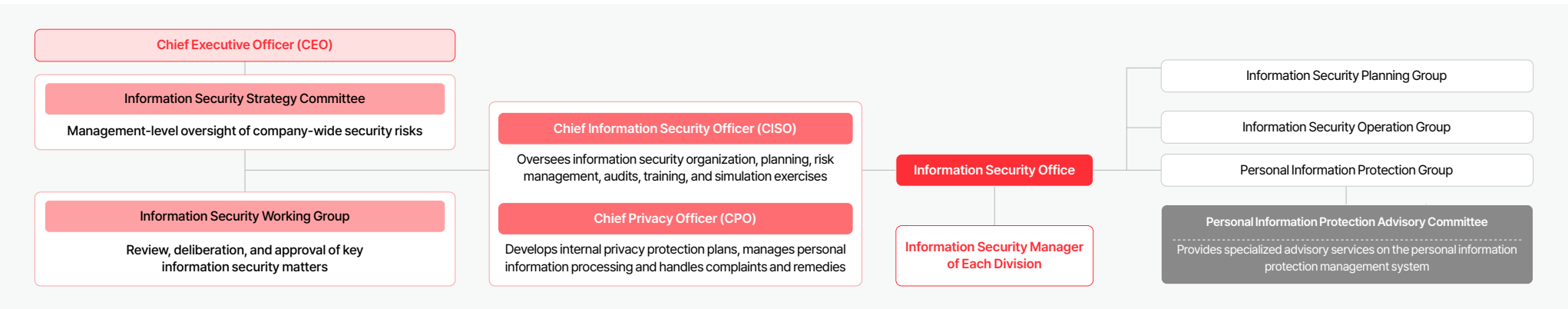
Role of Management

Recognizing information security as a core task, we manage it directly under the CEO's leadership to lay a foundation for systematic management and proactive responses. Significantly, we appointed the Chief Information Security Officer (CISO) and the Chief Privacy Officer (CPO) to enable an expert-centered information protection system. The CISO is responsible for security management company-wide, including operating information protection organizations, establishing strategies and plans, managing risks, and conducting audits, training, and drills. On the other hand, the CPO is responsible for personal information protection, including establishing internal personal information protection, managing personal information processing, and handling customer complaints and remedies. Based on these frameworks, we strive to enhance the capacity of our executives around information security and personal information protection, and to establish sustainable security governance.

Role of the Supervising Department

The KT Information Security Office operates a company-wide information protection system under the leadership of the Chief Information Security Officer (CISO) and the Chief Privacy Officer (CPO). It systematically protects corporate and customer information assets. In a rapidly changing digital environment, information protection is recognized as a necessary management area that goes beyond mere technology support. Against this backdrop, we established a management system that links policy development, implementation monitoring, and technical response.

Information Security Organizational Structure



Cybersecurity & Data Privacy

G S R M
Strategy

Information Security Policy and Medium- to Long-term Goals

Information security is fundamental to maintaining a safe and reliable AX ecosystem. We will enhance our information security and personal data protection framework by securing operational stability, compliance with laws and regulations, and ongoing threat detection and control.

Information Security and Personal Information Protection Statement

KT Corporation (hereinafter the "Company") considers information security and personal data protection as fundamental to creating a safe and trusted AX ecosystem. As the security environment changes rapidly due to digital transformation and the accelerated adoption of AI, the safe management of customer data and the Company's important information assets is essential to its sustainability. To this end, the Company is committed to strengthening its information security and personal information protection system based on the following three principles.

First, the Company will proactively identify and respond to risks that could affect service stability, ensuring customers feel safe when using the services. To this end, the Company will strengthen its security governance company-wide and continue to promote necessary investments and improvement initiatives.

Second, the Company will strictly comply with all relevant laws and regulations, including the Personal Information Protection Act, the Act on the Promotion of Information and Communications Network Utilization and Data Protection, and the Act on the Protection and Use of Location Information. The Company will extend its commitment to information security and protection across its entire ecosystem, including employees, suppliers, and outsourced service providers, while systematically implementing technical, administrative, and physical safeguards.
Third, the Company will continuously detect and control internal and external threats using its information security- and personal information protection-specialized organizations and systems. In addition, the Company will continuously strengthen security capabilities and accountability among management and employees, embedding a management culture that fulfills legal, social, and ethical responsibilities.
Information security and personal data protection are fundamental to maintaining customer trust and supporting the Company's sustainable growth. As the CEO, I am committed to ensuring that these principles are incorporated into the Company's decisions and operations, to create a digital environment that customers and society can trust.

Yoon-Young Park, CEO, KT Corporation

We have established and managed these medium- to long-term goals to enhance information security governance.

	Step 1 2026	Step 2 2027	Step 3 2028
Security threat monitoring and countermeasures	• Establish an integrated security monitoring system • Introduce behavior-based threat detection and response solutions	• Automate log analysis for the integrated security monitoring system • Expand behavior-based threat detection and response solutions	• Advance threat detection and breach containment capabilities • Enhance behavior-based threat detection and response solutions
Zero Trust Security	• Establish a foundation for Zero Trust security	• Scale Zero Trust across the company	• Continuously evolve through optimization and automation
AI security threat countermeasures	• Establish an AI-powered vulnerability assessment framework	• Establish an AI-based cyber defense framework	• Deploy an AI-based autonomous security framework
Personal information safety management	• Strengthen personal information governance	• Establish a personal information safety management system	• Advance the personal information safety management system
Information security capabilities	• Lay the foundation for capability enhancement	• Embed security expertise across the organization	• Secure industry-leading information security professionals

Cybersecurity & Data Privacy

G S R M
Strategy

Information Security Strategies

Establishing Information Security Regulations

To respond to the changing IT environment and security threats, we have advanced information security policies and implementation systems. Based on relevant domestic and international laws and guidelines, we established and revised sector-specific guidelines, including a standard cloud security manual, and are doing our utmost to protect our customers from growing security threats.

Personal Information Protection Process

To protect customers' personal information, we prepared a management framework covering the collection, use, storage, and disposal of personal information. Each stage applies optimal technical and administrative protection measures to prevent loss, theft, and leakage. When introducing or modifying information systems, we conduct security approval processes to review protection measures and implement the necessary improvements immediately. In addition, we perform regular vulnerability assessments and penetration testing of our web and app services, and carry out regular simulation training for breach incidents to enhance practical response capabilities. We also have established a comprehensive response framework covering all areas from terminals to networks to servers through Korea's first integrated IT and network cyber security center to respond to security threats 24/7. Furthermore, we maintain personal information protection liability insurance and cyber insurance to ensure that appropriate compensation can be provided in the event of a security incident.

Personal Information Protection Measures by Type

Administrative Measures	• Apply secure coding when developing software • Perform regular security vulnerability checks and penetration testing to prevent customer information leakage • Conduct joint security incident response drills with relevant institutions including government agencies • Carry out inspections of services, distribution stores, and suppliers dealing with customer information • Obtain personal information protection liability insurance and cyber insurance	
Technical Measures	• Establish an integrated 24/7 security monitoring and control system to detect suspicious activities indicative of hacking • Introduce Endpoint Detection and Response (EDR) and Network Detection and Response (NDR) solutions to enhance responses to advanced cyberattacks • Introduce a centralized log management system (Security Data Lake) to establish a security log-based cyberattack response framework	• Prepare infrastructure security solutions such as firewalls, intrusion detection systems, and access control systems • Establish and operate data breach prevention systems, including Digital Rights Management (DRM), Data Loss Prevention (DLP), and Azure Information Protection (AIP) • Operate a next-generation security access system based on the Zero Trust Network Access (ZTNA) • Expand the scope of personal information encryption

Security Approval Process

Before launching new services, we perform a systematic security review to verify that measures are in place to protect against diverse threats, such as external cyberattacks, data breaches, and unauthorized access. This process comprehensively reviews the service structure and verifies the establishment and implementation of technical and administrative measures from multiple perspectives. In addition, we conduct post-event verification and enhance response capabilities to address security threats and vulnerabilities. Through these initiatives, we proactively identify and address vulnerabilities in response to a changing security environment, taking necessary actions promptly to enhance the stability and reliability of our services.

Security Approval Process during System Development

Development Stage	Security Approval
SW Engineering (Infrastructure, AP, etc.)	**Step 1 Review** — Providing security guidelines Infrastructure, AP, and other security design requirements review
Service Implementation (Infrastructure Establishment & Development)	**Step 2 Verification** — Before commercial deployment Infrastructure, AP, source code vulnerability inspection
Service Launch	**Step 3 Approval** Vulnerability remediation and approval
Service Operation	**Step 4 Post-Verification** — After commercial deployment Infrastructure, AP, source code vulnerability inspection

Cybersecurity & Data Privacy

G S R M
Strategy

Information Security Strategies

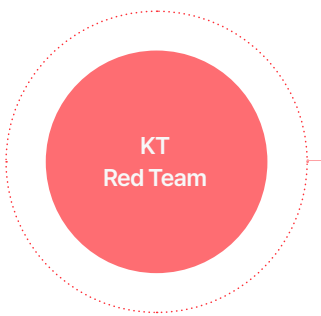
Red Teaming

To respond to sophisticated, intelligent cyber threats, we created a red-teaming organization, Red Team, which identifies vulnerabilities through attack-simulation exercises based on real-world scenarios. It proactively identifies potential threats by verifying the effectiveness of security controls from an attacker's perspective, providing valuable information we use to enhance our overall response capabilities. Working in close cooperation with the security, IT, and network departments, Red Team conducts inspections based on real-world scenarios rather than mere vulnerability identification. These exercises recreate the entire attack life cycle, from initial compromise and lateral movement to unauthorized access to information, to rigorously verify whether existing security systems will operate effectively under actual attack conditions. The findings are incorporated into improvements in security policies, development security, system operations, and incident response procedures.

Supply Chain Security Management Framework

To address security threats posed by externally procured assets, we established a supply chain security management framework. This framework allows us to proactively identify the potential risks arising from externally procured assets and enhance stability across the supply chain. The primary scope of supply chain security management encompasses both embedded and commercial software. We assess the security operations throughout the assets' entire lifecycle, from procurement and operation to maintenance and disposal, and analyze potential security vulnerabilities at each stage. In addition, we are establishing a platform-based system to manage the security risks arising from internal and external components across the supply chain. Through this platform, we collect and analyze security risk information related to externally procured solutions, open-source software, and firmware for network-connected devices. Based on these insights, we conduct inspections and improvement measures to increase security visibility across the supply chain.

Red Team's Major Activities



1. Conduct security assessments using attacker perspective-based scenario
2. Strengthen response capabilities through collaboration among security organizations
3. Assess and improve the effectiveness of security detection and response system
4. Improve security policies and operational procedures based on assessment results
5. Validate detection and response capabilities through simulated penetration tests based on the attack kill chain1) of major hacking groups

Supply Chain Security Management

Lifecycle-based Risk Management	Advancing Security Through an Integrated Platform	Establishing a Supply Chain Security Management System
• Manage key assets, including embedded software, commercial software, and in-house developed software • Inspect the entire lifecycle from introduction to operation, maintenance, and disposal • Analyze security vulnerabilities at each stage and respond proactively	• Establish a supply chain security management platform • Collect and analyze risk information, including open-source software, third-party solutions, and devices • Secure security visibility and operate a continuous assessment and improvement framework	• Identify and manage potential security risks associated with externally sourced assets • Strengthen security across the entire supply chain • Enhance company-wide threat response capabilities

1) Kill chain: A framework that analyzes each stage of an attack to enable proactive detection and prevention

Cybersecurity & Data Privacy

G S R M
Strategy

Information Security Strategies

Operation of Zero Trust Network Access (ZTNA)-based Access Control System

To address the needs of the changing work environment, including the use of cloud services and remote work, we operate a Zero Trust Network Access (ZTNA)-based access control system, which follows the principle of never trusting any request when accessing internal networks. This system comprehensively verifies a range of factors, including user identity, device security status, access location, and network environment, to control access to internal assets. With this approach, we have laid the foundation that is needed to block unauthorized access attempts proactively and defend against attacks in which malicious actors impersonate legitimate users. In addition, we applied Multi-Factor Authentication (MFA) to enhance authentication security. The conditional access policies that dynamically adjust access privileges according to the access context and risk level enhance our ability to handle account compromise and privilege misuse while reducing security risks in accordance with the principle of least privilege. In addition, to respond proactively to cyber threats that are difficult to address with conventional antivirus solutions alone, we have deployed behavior-based Endpoint Detection and Response (EDR) solutions across employee computers. This enabled us not only to prevent attacks but also to detect and respond to threats, strengthening our overall cyber resilience.

Enhancing Data Protection Framework

We have established an integrated security framework to protect and manage all stages of data generation, storage, and use. Documents created and utilized on employee computers are saved and managed in a centralized data repository. We have also established a classification system based on data importance, which we use to apply differentiated protection measures according to data sensitivity. Through this approach, we enhance data visibility and prevent unnecessary external transfers and unauthorized access. We also conduct continuous monitoring to analyze user activities and data access patterns.
In addition, to prevent secondary damage from personal information leakage and strengthen information protection, we are continuing to expand the scope of encryption applied to the personal information stored in information-processing systems. In particular, for sensitive personal information, proactive encryption measures that exceed legal requirements have been implemented, ensuring security throughout the entire process.

Establishment of Access Control Systems

ZTNA-based Access Control System

Enhance Authentication and Access Controls	Conduct Continuous Monitoring and Strengthen Response Capabilities
• Verify multiple factors, including user identity, device security status, and access environment • Strengthen authentication security through MFA • Dynamically control access rights through risk-based conditional access policies • Respond to authentication-based threats, including account compromise and privilege misuse	• Expand the deployment of EDR solutions across employee computers company-wide • Enhance cyber resilience through early threat detection and rapid response • Provide a secure and trusted working environment

Data Protection Enhancement Process

Step 1	Data Centralization and Management	• Consolidate data on business computers into a centralized data repository • Enhance visibility into data location and data flows
Step 2	Data Classification and Establishment of Protection Standards	• Apply a data classification framework based on data criticality (sensitivity) • Define protection levels for personal information and other critical data
Step 3	Access Controls and Encryption	• Apply user-based access controls (Principle of Least Privilege) • Expand the encryption of personal information and other sensitive data
Step 4	Monitoring and Anomaly Detection	• Continuously monitor data access and user activities • Detect abnormal activities and potential data leakage at an early stage
Step 5	Countermeasures and Continuous Improvement	• Respond rapidly to security incidents and analyze causes • Improve policies and systems and advance security systems

Cybersecurity & Data Privacy

G S R M
Risk management

Information Security Risk Management

Cyber-Attack Response System Enhancement

To compensate for the limitations of conventional signature- and rule-based detection measures, we have implemented Endpoint Detection and Response (EDR), which performs behavior-based detection and takes action to respond to anomalies on servers or devices company-wide. In addition, we are implementing a Network Detection and Response (NDR) solution to identify abnormal traffic and risk signs.

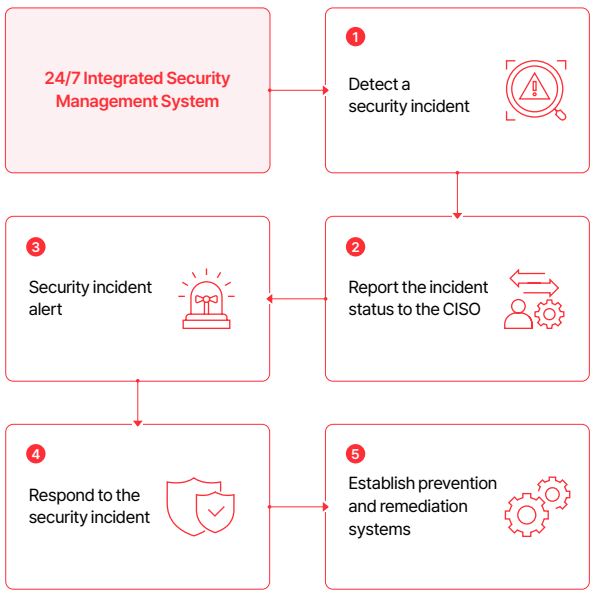
We established a log management system that comprehensively manages security logs to increase analysis efficiency, while integrating a diffuse security monitoring system for each division. With this initiative, we shortened the time required for detection, analysis, and countermeasures, and established a rapid and consistent operational system.

Information Security Certification

To systematically maintain and enhance information security management, we operate a certification framework that is aligned with international and domestic standards. Since obtaining Korea's nationally recognized Information Security Management System (ISMS) certification in 2013, we have enhanced our security management capabilities. In 2020, we transferred to the Information Security Management System-Personal Information Protection Management System (ISMS-P) certification, establishing a more inclusive protection framework.

Today, we continue to maintain the certification and systematically manage our information security management through regular inspections and improvement activities.

Cyber-Attack Response Process



Security Drill Status in 2025

DDoS Response Drill

- **Schedule** : April and August
- **Description** : Held by the Korea Communications Commission; KISA-coordinated joint drill (combined TCP and UDP flooding attacks)
- **Focus Areas** : Time to detect incoming DDoS traffic, identification of attack types and IP addresses, detection and blocking of attack traffic, and post-incident verification of infrastructure and service availability

Incident Response Drill

- **Schedule** : May, June, and August
- **Description** : Exercises covering web shell detection, YARA malware detection, and server malware incident response
- **Focus Areas** : Verification of compliance with the cyber incident response process, including incident detection, analysis, response, communication, inter-team coordination, and reporting procedures


정보보호 및
개인정보보호 관리체계 인증서

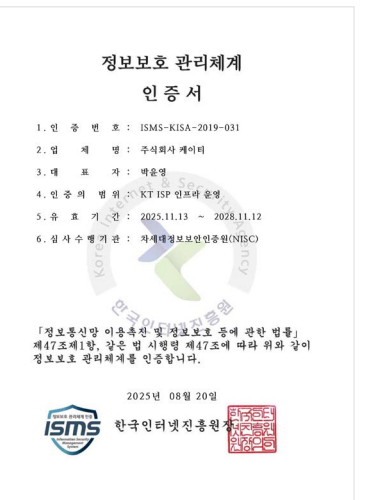
1. 인 증 번 호 : ISMS-P-KISA-2020-043
2. 업 체 명 : 주식회사 케이티
3. 대 표 자 : 박윤영
4. 인 증 의 범 위 : 정보통신서비스 인프라 운영(케이티닷컴, 무선데이터 부가서비스, 유무선서비스)
5. 유 효 기 간 : 2023.12.16 ~ 2026.12.15
6. 심 사 수 행 기 관 : 차세대정보보안인증원(NISC)

「정보통신망 이용촉진 및 정보보호 등에 관한 법률」 제47조 제1항, 같은 법 시행령 제47조, 「개인정보 보호법」 제32조의2에 따라 위와 같이 정보보호 및 개인정보보호 관리체계를 인증합니다.

2023년 11월 15일

ISMS-P 한국인터넷진흥원장

ISMS-P Certification


정보보호 관리체계
인 증 서

1. 인 증 번 호 : ISMS-KISA-2019-031
2. 업 체 명 : 주식회사 케이티
3. 대 표 자 : 박윤영
4. 인 증 의 범 위 : KT ISP 인프라 운영
5. 유 효 기 간 : 2025.11.13 ~ 2028.11.12
6. 심 사 수 행 기 관 : 차세대정보보안인증원(NISC)

「정보통신망 이용촉진 및 정보보호 등에 관한 법률」 제47조제1항, 같은 법 시행령 제47조에 따라 위와 같이 정보보호 관리체계를 인증합니다.

2025년 08월 20일

ISMS 한국인터넷진흥원장

ISMS Certification

Cybersecurity & Data Privacy

G S R M
Risk management

Information Security Risk Management

Information Security Investment

We have enhanced our information security capabilities by making continuous investments in advancing information security systems and infrastructure, and by establishing a company-wide security response framework with dedicated personnel. Notably, we recognize that information security is more than a mere technical issue to solve, and is fundamental to gaining customer trust. Against this backdrop, we are strengthening the level of our security management based on the relevant budget and specialized personnel.

Assessment of Outsourced Service Providers

We conduct regular assessments for services, telecommunications retail agencies, and suppliers that process personal information. Annual assessments are performed across major areas where personal information is processed to proactively identify potential risks and verify that appropriate personal information protection measures are being implemented.

Information Security Investment and Personnel Status (Unit: KRW 100 million, %, Person)

Category	2023	2024
Investment in Information Security	1,218	1,250
Ratio Compared to IT Investment Budget	6.4	6.3
Personnel dedicated to Information Security	337	290
Ratio Compared to IT Personnel	5.6	4.7

* 2025 data are available on the KISA Information Security Disclosure Portal.

Distribution Network Personal Information Protection Compliance Assessment Status (Unit: Case, %)

Category	Activity	2023	2024	2025
Personal Information Protection Compliance Assessment[1)]	Assessment Coverage Across the Distribution Network	100	100	100
	Number of Security Improvement Findings	1,050	991	1,613
	Mitigation Rate for Identified Security Improvement Findings	100	100	100

1) Security assessments are conducted at least once a year across the distribution network.

Cybersecurity & Data Privacy

G S R M
Risk management

Information Security Risk Management

Information Security Awareness

We recognize information security as a core principle that all organizations should uphold, while working to foster a security-oriented corporate culture across all Group companies and suppliers. All employees and Group companies are informed of the importance of information security and how to practice it through a range of internal communication channels, including in-house broadcasting, and are provided with countermeasures. We also implement effective employee engagement activities, such as signing information protection pledges, operating an in-house security reporting center, running a Bug Bounty program, conducting simulated phishing exercises, and maintaining ongoing awareness-raising initiatives to manage risks. At the same time, we apply a company-wide security maturity rating system to systematically assess the management of items that must be complied with. With these initiatives, we embed security awareness into our corporate culture through information security training and hands-on training.

Information Security Training

To raise the security awareness of our employees, we conduct regular company-wide information security training. For employees who need to be able to respond to the diverse cyber threats arising in new technological environments, including AI and cloud services, we also provide specialized training tailored to those relevant roles.
Most of all, we created an environment in which employees voluntarily engage in security activities. We have laid a foundation for strengthening our technical security frameworks and people-oriented security capabilities, raising our information security company-wide.

Bug Bounty Program



Information Security Risk Mitigation Measures

Employee

- Sign the Information Protection Pledge
- Participate in the Bug Bounty program
- Assess employee security levels
- Conduct simulated phishing exercises
- Implement a company-wide security maturity rating system

Group Companies

- Checklist-based security assessment
- Participate in the Bug Bounty program

Information Protection Training Status in 2025

Program	Target	Number of Participants
Changes in the information security paradigm driven by digital transformation	All employees	1st half of the year: 14,204 employees
Information security and personal information protection compliance requirements		2nd half of the year: 14,316 employees
Network security incident response and analysis	Information security personnel[1]	54 employees
Hands-on web penetration testing through real-world cases		54 employees
Cybersecurity architect		54 employees
Understanding network security		54 employees
Cloud security (Azure)		54 employees
The importance of information security in software development	Developers	406 employees
Security vulnerabilities and mitigation measures		406 employees
Understanding personal information protection	Retail outlets handling customer information (outsourced service providers)	2,567 providers

1) Information security personnel who voluntarily completed the training

Cybersecurity & Data Privacy

G S R M
Risk management

Personal Information Protection Utilization Management

Customer Information Collection and Usage Status

We respect customers' right to self-determination regarding their personal information while implementing a management framework that complies with the applicable laws and regulations to ensure transparency at every stage of personal information processing. When we collect or provide personal information to third-party institutions, we inform our subscribers of the personal information items we collect, the purpose of their collection, and the retention period, and obtain prior consent using the opt-in1) method, or when stipulated by law. The collected personal information is used only within the scope agreed to by customers, and is strictly managed to ensure it is not used for secondary purposes.

In addition, when government agencies request data under the Telecommunications Business Act (Article 83, Paragraph 3) and the Protection of Communications Secrets Act (Articles 13), we cooperate by providing the relevant data in accordance with the legal provisions and standards. We regularly report the details of information provision to relevant agencies, fulfilling our legal responsibilities while securing transparency.

1) A system that prohibits the collection of personal data until the individual explicitly permits such collection

Government's Use of Customer Information

KT cooperates in providing relevant data to government agencies in accordance with the legal provision criteria and procedures around requesting data under the Telecommunications Business Act(Article 83, Paragraph 3) and the Protection of Communications Secrets Act(Articles 13). We also report statistical data on the details of such provision to the Ministry of Science and ICT annually.

Category	2023	2024	2025
Telecommunications subscriber information[1)]	282,978 case	231,795 case	252,123 case
Telecommunications confirmation data[2)]	69,381 case	69,529 case	68,639 case

1) Data that can be requested by an information investigation agency based on permission of prosecutors, government officials ranked grade 4 or higher, or senior superintendents of the police force, as per the Telecommunications Business Act (phone number, ID, or other subscriber information)

2) Data that can be requested by an investigating agency with court permission, as per the Protection of Communications Secrets Act(records of calls, logs, IP addresses, etc.)

Data Subject's Rights Guarantee

We disclose the personal data processing policy to enable users to easily review the entire process of the collection, use, storage, and destruction of personal information, and regularly update it in accordance with the latest standards. In addition, we provide an infographic version to present complex information in a more intuitive manner and improve information accessibility and user understanding. We also operate the "Easy Guide to Personal Information Protection" page, which provides customers with essential information, including a definition of personal information and guidance on how to respond to a personal information breach.

Personal Data Processing Policy



Protection of Children and Youth Customer Information

We operate a personal information protection framework that considers customers' ages to ensure children and youth customers use services in a safe environment. When processing the personal information of children under 14, we strictly adhere to personal information protection principles by obtaining consent from their legal representative and collecting only the minimum necessary information. We also have established procedures that allow access to, correction, deletion, and suspension of the processing of children's personal information, while enabling their legal representatives to request the same on their behalf, thereby supporting the practical protection of children's rights.

Cybersecurity & Data Privacy

G S R M
Risk management

Mitigating Personal Information Protection Risks

Voice Phishing Prevention and Countermeasures

To respond to various forms of digital finance fraud, including voice phishing, smishing, and Qshing, we have prepared risk-type-specific protection services to ensure a safe environment for our customers. To prevent phishing attacks, we offer the AI Voice Phishing Detection Service, which analyzes voice phishing scenarios and alerts customers to potential risks. Version 2.0 can detect reported cybercriminals' voices and their distorted voices using AI technologies, creating a three-layer voice-phishing preventive system that is the first of its kind in Korea.

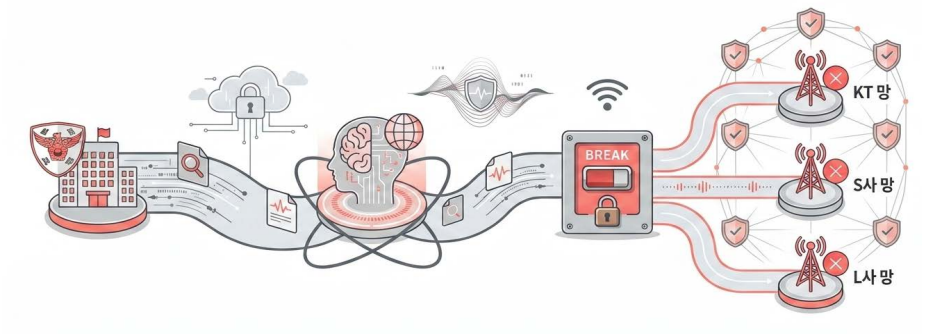
In addition, we established an AI-powered system to identify and block suspicious numbers in collaboration with the National Police Agency's Integrated Response Center for Telecommunications Financial Fraud. Following its implementation, the total number of phishing cases reported to the police decreased from 10,496 to 7,843 in the six-week period after its deployment, a reduction of approximately 2,700 cases (25%). Phishing crimes involving the impersonation of public institutions and other organizations declined by approximately 45%.

Key Personal Information Protection Services

We have strived to create a cyber environment that enables customers to use our services with confidence while strengthening a prevention-oriented personal information protection framework rather than relying on post-incident response.

To this end, we offer various protection services, including KT Safety Box, WhoWho Spam Notification, and Usim Protection Service, for daily digital use. These services help our customers to proactively identify and respond to potential security threats, serving as a foundation for a safe digital life.

Suspected Phishing Number Blocking Process



1. Request identification of suspected numbers
2. AI-based analysis and identification by KT
3. Request emergency blocking
4. Joint network blocking by Korea's top three telecommunications service providers

KT's Personal Information Protection Services

KT Safety Box	Automatic blocking of harmful websites/apps
Whowho Spam Notification	Displays shared information such as spam/safe status on the incoming call screen
Usim Protection Service	Limits device change and overseas roaming
Total Security Internet	Provides security services including malware blocking, harmful website blocking, premium antivirus, and expert remote consultation (for customer PCs and smartphones)
050 Virtual Phone Number	Protects mobile phone numbers in unwanted situations

Cybersecurity & Data Privacy

G S R M
Metric/Target

Personal Information Protection Activities

Personal Information Protection Assessment

At least once a year we conduct assessments of the major areas that process personal information, increasing the effectiveness of our personal information protection measures.

Three-Year Overview of Personal Information Protection Inspection (Unit: Case, %)

Category	Activity	2023	2024	2025
Personal Information Protection Review	Service Inspection Cases	391	396	356
	Assessment Coverage Across All Services	100	100	100

Legal and Regulatory Compliance for Personal Information Protection

We comply with the Personal Information Protection Act and all related laws, and disclose the number of violations as required. Our Personal Information Processing Policy provides comprehensive information on personal data protection, which customers are able to access at any time.

Three-Year Overview of Personal Information Protection Legal/Regulatory Violations (Unit: Case)

Category	2023	2024	2025
Personal Information Protection Legal/Regulatory Violations	0	0	2

Public Personal Information Protection Campaign

Working in collaboration with other major mobile network operators in Korea (SKT and LG U+), we have continuously implemented personal information protection awareness campaigns. Together with the mobile network industry, we raise awareness of the importance of personal information and help users to access our services more safely through various campaigns and educational activities.

In 2025, the campaign's theme focused on personal information protection practices customers should be aware of when changing their mobile phone numbers. We provided practical guidelines to prevent the leakage and misuse of personal information during the number change process through various communication channels, including IPTV, YouTube, public transportation, and social media. In addition, we conducted hands-on training on smartphone personal information protection for digitally vulnerable groups, enhancing awareness and encouraging the practice of personal information protection.



Personal Information Protection Campaign with Mobile Network Operators

Network Service Stability

G S R M
Governance

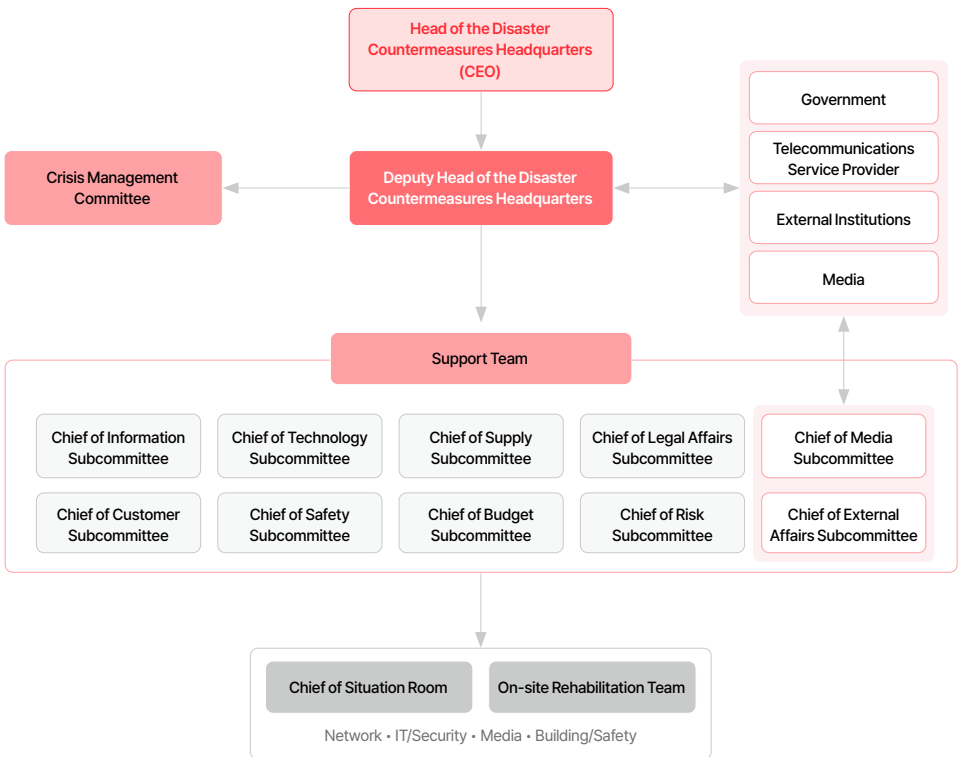
Operating System

Telecommunications Disaster Countermeasures Management System

Across the company we have enhanced our ability to prevent and respond to disasters, thus ensuring the stability of the national core telecommunications infrastructure. Considering the potential for natural disasters, large-scale telecommunications disruptions, and other risks, we have established an integrated management system spanning all stages, from prevention and countermeasures to recovery. Our network monitoring center monitors national telecommunications services 24/7 and detects anomalies early, enabling prompt action. When a disaster or telecommunications failure occurs, we immediately enhance our response by flexibly operating the Disaster Countermeasures Headquarters and central and regional situation rooms depending on the severity and scope of the incident, with a focus on rapid recovery and minimizing damage.

In addition, we are prepared to ensure a company-wide response to large-scale telecommunications disasters through our risk management systems. We conduct regular assessments of disaster-vulnerable facilities and apply proactive improvement measures. We continue to take a prevention-oriented management approach by securing redundant network routes and maintaining emergency response systems. Working with government agencies, major service providers, and external institutions, we have established a collaborative response framework to enable coordinated response and recovery efforts when disasters occur.

Telecommunications Disaster Countermeasures Organization



Roles of the Telecommunications Disaster Countermeasures Headquarters

Head of Disaster Countermeasures Headquarters		Company-wide crisis response management
Deputy Head of Disaster Countermeasures Headquarters (Chief of the Countermeasures Team)		Establishes and operates company-wide crisis response system and serves as the crisis response control tower
Crisis Management Committee		Elects to establish and/or dissolve the company-wide Disaster Countermeasures Headquarters, and makes key operational decisions
Support Team	Chief, Information Subcommittee	Assesses disaster situations, shares information with the government and relevant organizations, and coordinates collaborative response efforts
	Chief, Technology Subcommittee	Provides technical and personnel support to the On-site Recovery Team in cooperation with KT subsidiaries and equipment manufacturers
	Chief, Supply Subcommittee	Deploys emergency recovery personnel and resources
	Chief, Customer Subcommittee	Assesses the extent of damage, communicates the situation to customers, provides customer support, and reviews compensation measures
	Chief, Safety Subcommittee	Provides safety management, emergency response, first aid (including emergency services coordination), and employee welfare support
	Chief, Budget Subcommittee	Prepares emergency disaster response budgets and allocates resources in a timely manner
	Chief, Legal Affairs Subcommittee	Provides legal review and supports related to recovery and compensation
	Chief, Risk Subcommittee	Monitors and manages actual and potential company-wide and external risks
	Chief, Media Subcommittee	Manages communications with the media (broadcast, online, and social media), operates the media response center, and manages designated spokespersons
	Chief, External Affairs Subcommittee	Coordinates with the government, the National Assembly, and external stakeholders
Chief, Situation Room		Assesses the extent of damage and estimated recovery time, oversees recovery operations, and reports relevant information to the Disaster Countermeasures Headquarters
Chief, On-site Rehabilitation Team		Conducts emergency restoration of damaged facilities

Network Service Stability

G S R M
Strategy

Operational Strategies

Traffic Demand Response

To provide 5G services nationwide, we have secured new network infrastructure, and improved the quality of our existing network infrastructure. In the initial stage, we expanded 5G services with a focus on metropolitan areas and transportation routes. Later, we began deploying shared 5G services in rural and fishing areas and completed nationwide 5G deployment, enabling us to provide high-quality wireless services to more customers. In 2025, the total number of subscriber lines was 29.01 million, and wireless network traffic reached 4,412PB1), an increase of 17.2% compared to the previous year (3,763PB). To proactively address this increase in traffic, we have invested in equipment and advanced infrastructure, improving service stability and quality.

1) Petabyte(1,024 Terabyte)

Network Automation

We introduced AI- and data-driven technologies to automate our inspection processes, shifting to a proactive approach to detecting and addressing anomalies. We integrated and standardized data that was previously dispersed across multiple systems and advanced the network operation systems to meet global standards, establishing an environment that enables rapid and consistent operations. In addition, we have strengthened our data analytics frameworks to support data-driven decision-making, enhancing operational visibility and predictability across operations. We also continuously identify and implement improvement initiatives that can be applied immediately in the field, driving ongoing enhancements in operational effectiveness.

Three-Year Overview of Wireless Network Capacity

(Unit: 1,000 Lines)

Category	2023	2024	2025
LTE	15,000	15,300	17,200
5G	9,920	10,800	11,810
Total	24,920	26,100	29,010

Three-Year Overview of Wireless Network Traffic

(Unit: PB)

Category	2023	2024	2025
Wireless Network Traffic	3,488	3,763	4,412

The Digital Transformation of Network Operations

Operating Model Transformation	AI-powered Anomaly Detection	Efficiency through Automation	Advancement of Systems and Data
			
• Transition from a reactive operating model to an AI- and data-driven preventive operating model	• Analyze network data in real time to detect anomalies at early stages • Proactively respond to potential degradations in service quality	• Automate repetitive inspection and response tasks • Reduce operational workload and improve response speed	• Enhance systems based on global standards • Integrate distributed data and improve data utilization

Network Service Stability

G S R M
Strategy

Operational Strategies

Strengthening the Resilience of Submarine Cable Infrastructure

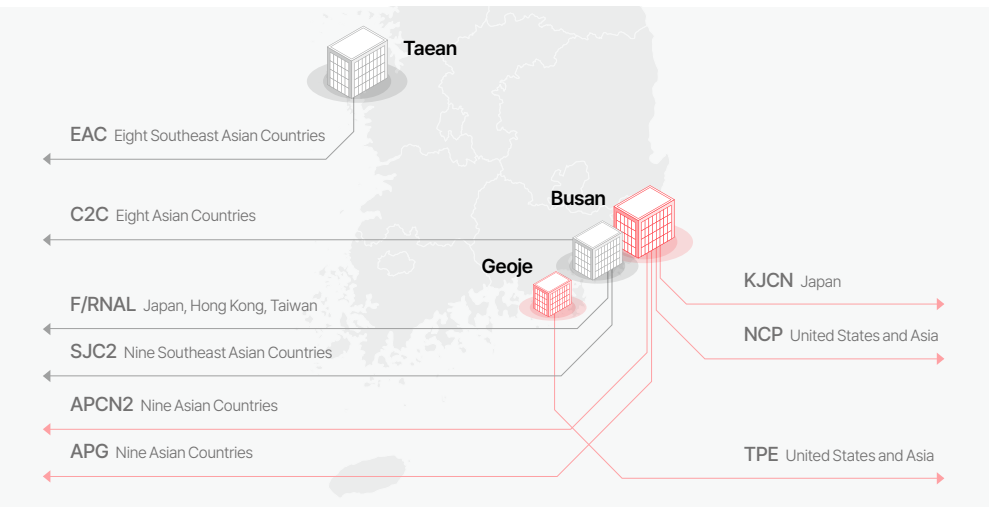
To respond to the growth in global data traffic and digital services, we have expanded the capacity of our submarine cables to ensure stable operations. We operate five submarine cable systems, the largest portfolio of any of the Korean telecommunications operators, and serve as the network operations center for the landing stations and submarine cable systems of each Asian country.

In addition, we diversified the network routes between major regions to reduce dependence on specific routes and segments. We have also established a phased infrastructure expansion plan based on medium- to long-term demand forecasts and global traffic to secure sufficient capacity while ensuring efficient investments.

Green Technology-Driven Energy Efficiency for Telecommunications Facilities and Data Centers

With rising electricity demand driven by growing data traffic and next-generation networks, we are focused on improving the efficiency of sustainable energy through green technologies. Notably, we transitioned from alternating current (AC) to direct current (DC), reducing energy losses during power intake and internal distribution while minimizing the inefficiencies associated with power conversion. We also perform Computational Fluid Dynamics (CFD)-based analyses of data centers and telecommunications facilities to optimize airflow and temperature distribution. In addition, we have adopted next-generation high-efficiency cooling technologies, including immersion cooling and Direct-to-Chip (D2C) cooling. These efforts have improved cooling efficiency, enhanced equipment reliability, and enabled the systematic management of energy consumption across telecommunications facilities, contributing to the realization of our eco-friendly values.

Submarine Cable Infrastructure



Green Technology-Driven Structural Energy Efficiency Improvement

Green Technologies

Power Supply System Transformation	HVAC System Optimization
• Transition from a conventional AC power supply system to a DC-based power architecture • Simultaneously reduce power losses during utility intake and internal power distribution • Improve overall energy efficiency across telecommunications facilities	• Analyze airflow and temperature distribution using Computational Fluid Dynamics (CFD) • Introduce next-generation high-efficiency cooling technologies, including immersion cooling and Direct-to-Chip (D2C) cooling

Network Service Stability

G S R M
Strategy

Development and Application of Next-generation Networks

Vision AI-Powered Communication Pole Safety Management

We adopted a vision AI-powered, portable, and vehicle-mounted safety inspection solution to systematically advance the digital transformation of communication pole safety management. The solution precisely analyzes field-captured images to identify critical risks, including cracks and tilting, which improves inspection accuracy, reduces inspection time, and enhances operational efficiency. Significantly, it enables the early identification of potential risks and digitizes inspection results, providing a foundation for the systematic management of asset conditions and the proactive identification and reinforcement of vulnerable infrastructure. When disasters occur, accumulated data and digital inspection frameworks support rapid on-site response. Through this digital safety management framework, we reduce risks across the telecommunications infrastructure and contribute to building a more predictable operating environment.

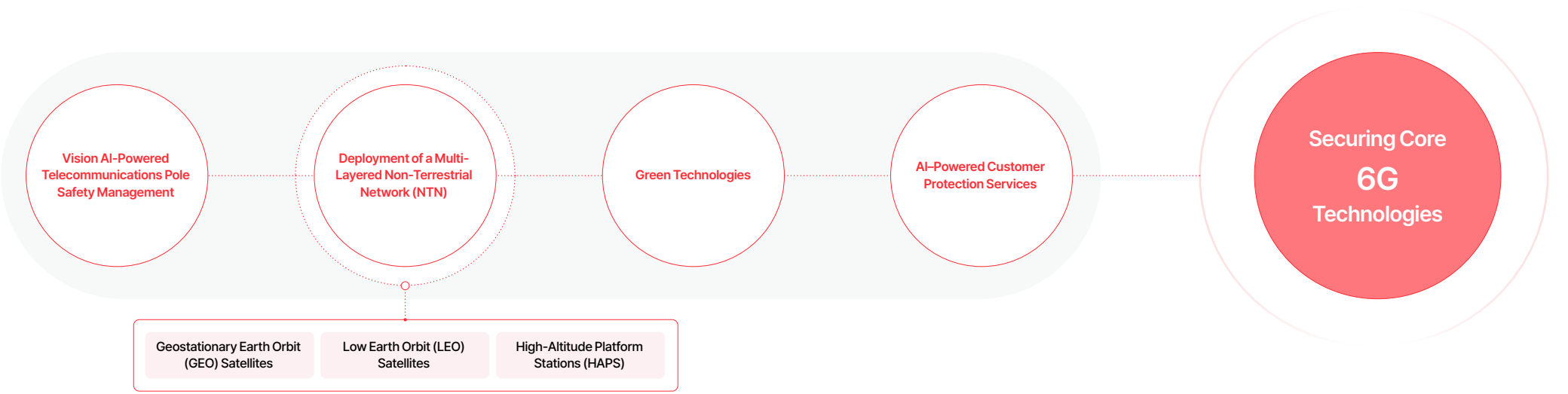
Securing the Core Technologies for 6G: Satellite, Quantum, and AI networks

To prepare for the upcoming 6G era, we have strategically developed next-generation network technologies, focusing on satellite, quantum, and AI networks, to secure the core technologies that will lead the future of telecommunications infrastructure.

In the field of non-terrestrial communications, we are building a multilayered Non-Terrestrial Network (NTN) by integrating multiple platforms, including geostationary orbit (GEO) and low Earth orbit (LEO) satellites, as well as high-altitude platform stations (HAPS). This network has enabled us to expand our telecommunications services beyond the reach of conventional terrestrial networks to maritime and aerial environments, providing coverage that spans not only Korea but also three-dimensional spaces. This also provides a resilient communications foundation that maintains stable connectivity during emergencies and natural disasters, strengthening the resilience of critical national infrastructure. In addition, we have advanced quantum internet technologies that enable a level of data transmission secure that is beyond that achieved through conventional cryptographic key-based security approaches. These efforts strengthen the security of next-generation communications networks by proactively establishing the ultra-high levels of trust and protection required for the future while enhancing the company's cybersecurity capabilities.

We aim to create new service values by cooperating with AI-driven industries such as autonomous mobility and smart cities. Building on these efforts, we will continue to lead the evolution of the 6G communications era while further strengthening our technological competitiveness in the global market.

Next-Generation Telecommunications Infrastructure Structure



Network Service Stability

G S R M
Risk management

Network Service Risk Management

AI-Powered Spam and Voice Phishing Protection

To protect customers from spam text messages and voice phishing, we operate an AI-powered security system that analyzes and blocks domestic and international spam text messages. We also minimize the damage to our customers from spam messages by detecting abnormal text message patterns that customers often overlook. Working in cooperation with the National Police Agency, we have implemented the Suspected Phishing Number Detection and Blocking Project since January 2026, leveraging an AI-powered model. The initiative has contributed to reductions both in reported phishing incidents and related crimes. We plan to expand this protective framework beyond our customers by working in collaboration with financial institutions to proactively share information on suspected phishing activities. Through these efforts, we aim to help prevent financial losses to our customers and contribute to building a safer digital environment.

Emergency Recovery from Core Network Failure

We have advanced, dedicated response systems to enable prompt action in the event of network failures. Through a dedicated Emergency Recovery (ER) team, we operate an initial response process designed to initiate measures within 15 minutes of the start of the service disruption. This has reduced our incident response times by 82% over the past two years, and expanded the network of incident response specialists across operational departments nationwide.

In addition, we plan to establish an operational framework that prevents customer complaints by systematizing the detection, assessment, and response process and applying AI technologies. This improvement would be significant as it enables systematic management across all service disruption processes. The framework has been enhanced by expanding beyond conventional system alert monitoring to incorporate service quality indicators and more granular analysis across network layers, enabling faster identification of affected network segments. In addition, the service disruption analysis system automates incident detection, root cause analysis, and response execution, improving both the speed and accuracy of operations.

SMILE Task Force

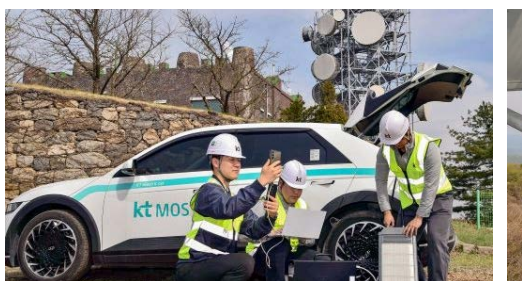
Making our customers our top priority in decision-making, we continue to implement innovative programs to provide a differentiated customer experience across all services. With the goal of giving every customer not only satisfaction but delight, we operate the SMILE Task Force (SMILE TF) to drive service innovation that anticipates customers' hidden needs.

While SMILE TF leads our continuous investment in quality, we are continuing to pursue a company-wide effort to improve the overall customer experience as well as call and data quality. Notably, we focus on providing simple and convenient services, and have improved the customer inquiry and complaint process to make it prompter and more intuitive. As a result of these efforts, KT was ranked first in overall customer satisfaction, call quality, and improvement in data quality in the 2025 mobile telecommunications service satisfaction survey conducted by the Korea Consumer Agency, demonstrating the effectiveness of our customer experience innovation initiatives.

Compliance with Telecommunications Disaster Management Laws

Our management principles comply with all relevant laws, including the Framework Act on Broadcasting and Communications Development, the Telecommunications Business Act, and the Framework Act on Sustainable Infrastructure Management for critical telecommunications facilities, national core infrastructure, and cable tunnels. We also strictly follow government guidelines and continue to inspect the safety and security of our facilities, strengthening the foundation for stable services. Following the Basic Plan for Telecommunications Disaster Management, the National Core Infrastructure Protection Plan, and the Cable Tunnel Management Plan, we enhanced facility safety inspections and security measures while ensuring service connectivity to develop capabilities for responding to telecommunications disasters. These efforts demonstrate our commitment to providing reliable services that customers can trust.





Network Service Stability

G S R M
Metric/Target

Telecommunications Disaster Responses

Training and Education for Telecommunications Disaster Management Personnel

We provide training for disaster management personnel at headquarters and for key telecommunications personnel through external professional training institutions such as the ICT Polytech Institute of Korea. New personnel responsible for disaster response must complete training within one year, while existing personnel must complete supplementary training every two years. As of 2025, a total of 130 employees had received the training.

To strengthen our telecommunications disaster-response capabilities company-wide, we conduct crisis-response simulations twice annually with Group companies. Major telecommunications stations (Grades A–B) conduct situation-specific simulation exercises twice a year, with at least one joint exercise every two years involving fire departments, the military, local governments, Korea Electric Power Corporation, and lower-grade stations. To enhance our service recovery capabilities, we conduct practical emergency recovery training in cooperation with the relevant Group companies, including KT MOS, KT netcore, and KT p&m. In 2025, we conducted 9 training sessions, with 378 field personnel participating.

To enhance recovery capabilities, we conduct training using blind testing methods and chaos engineering techniques to simulate emergencies. We conducted a response capability inspection across major fields, including wireless, IP, transmission, switching, power, and cable, to advance response systems and enable a prompt, stable recovery.

Major Disaster Response Training and Exercises

Training for Disaster Response Personnel	Conduct within one year for newly appointed personnel and every two years for existing personnel
Joint Exercises with External Organizations	Conduct for employees across the Group and personnel at major telecommunications facilities (Grade A and B)
Joint Exercises with External Organizations	Conduct at least once every two years in collaboration with fire departments, the military, local governments, Korea Electric Power Corporation (KEPCO), and other relevant organizations and subordinate telecommunications facilities
Hands-on Recovery Exercises	Blind emergency recovery exercises conducted using chaos engineering techniques to simulate complex emergency scenarios

Disaster Prevention Activities

We designate and manage telecommunications stations as major telecommunications facilities. We have also completed a dual-power-supply system for major stations, and our cable tunnels are equipped with CCTV and fire-response facilities for access control and security management. In addition, we have implemented the Cable Tunnel Automatic Monitoring System (CATMS) for remote monitoring, increasing operational stability. For Outside Plant (OSP[1]) facilities, we continuously inspect and address safety risks such as cracks, damage, tilting, and surface protrusions. We strengthen service continuity through duplex and dualized systems that link major telecommunications equipment. During equipment operations, we systematically manage the entire process through work management systems. In particular, in the IP field, we apply simulation systems that use virtual router simulations before work. We also expand error-prevention functions, such as routing redistribution quantity-limitation functions, to minimize service impact.

We conduct preliminary facility inspections to prepare for vulnerable periods such as winter and thawing, dry, and flood seasons, and any issues identified are immediately addressed. For critical telecommunications facilities with insufficient seismic performance, we implement reinforcement measures based on the evaluation results. In addition, we have developed a crisis response manual for multiple disaster types, including natural disasters, power outages, traffic congestion, and infectious diseases, to ensure stable services during international events or large-scale gatherings.

To prevent card payment interruptions for small business owners during wired network failures, we have developed a function that enables smartphone USB tethering through Wi-Fi routers. We have also established disaster-roaming systems in cooperation with other telecommunications companies, and implemented a function that allows other carriers' customers to access our disaster Wi-Fi services. Throughout 2025, we invested KRW 2.1 trillion for telecommunications stability and better disaster response capabilities. We will continue to provide safe and reliable services.

1) Outside Plant: Core telecommunications infrastructure, including cable tunnels, communication poles, and manholes, in addition to telecommunications equipment such as base stations and servers

Key Disaster Preparedness Activities

Infrastructure Safety
- Inspect critical facilities at telecommunications centers
- Establish dual power supply systems
- Operate CCTV and access control systems for utility tunnels
- Maintain fire suppression systems
- Operate the Cable Tunnel Automatic Monitoring System (CATMS)

Facility and Field Safety Management
- Continuously inspect and mitigate risks at outside plant (OSP) facilities
- Conduct preventive inspections during high-risk seasons (winter and severe weather)
- Perform seismic performance assessments and reinforcement measures

Network Reliability
- Implement redundancy and diversification for critical telecommunications equipment
- Control the entire operational process through the Work Management System
- Apply pre-deployment IP network simulations using virtual routers
- Operate mechanisms to prevent the propagation of network failures

Disaster Response Framework
- Regularly update the Telecommunications Disaster Response Manual
- Establish disaster-specific response procedures
- Conduct regular training for headquarters and field personnel
- Carry out disaster scenario-based drills and response exercises

Service Continuity
- Proactively manage network traffic for large-scale events and public gatherings
- Provide alternative communication services
- during fixed-network failures
- Operate disaster roaming and Disaster Wi-Fi services

Collaboration and Response Capability
- Establish disaster response cooperation frameworks with other telecommunications operators
- Operate joint disaster response systems with external organizations
- Continuously invest in and enhance infrastructure resilience

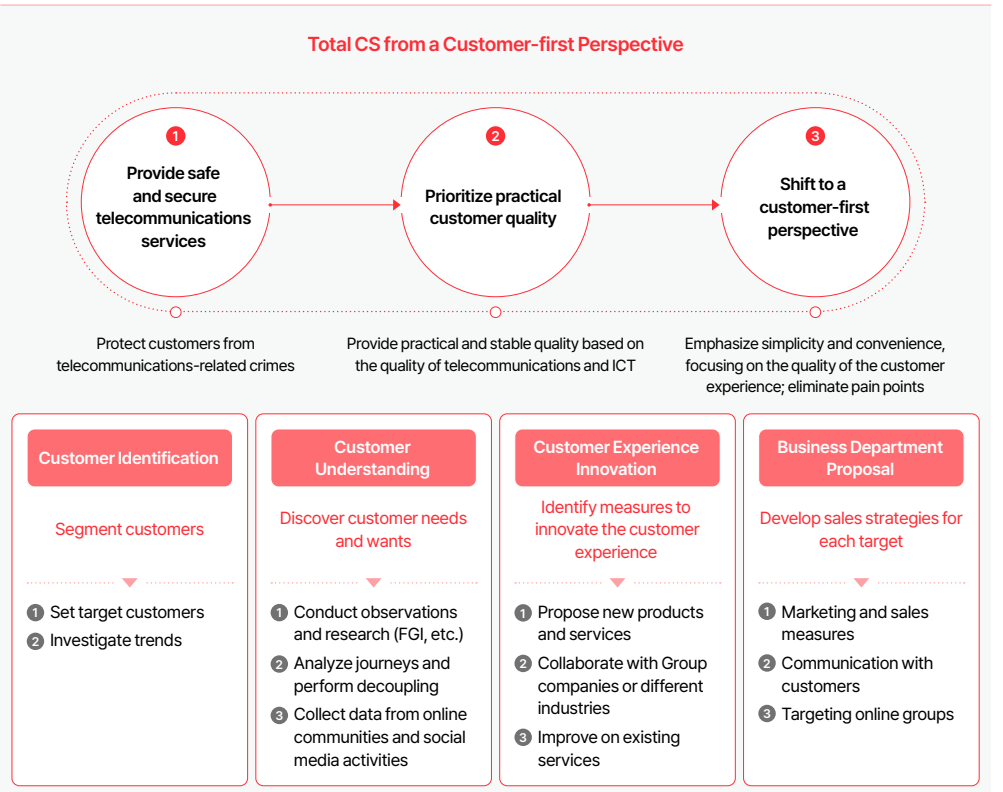
Customer Experience and Satisfaction

Customer-oriented Quality Management Framework

Customer-first Management Implementation

We prioritize our customers and continuously strive to provide them with new experiences. To this end, we collect and analyze customer opinions, which we visualize and manage using our AI technologies. This initiative enables us to listen to the voices of customers, allowing field managers and management, such as the CEO, to improve services and address complaints at an early stage. In addition, to respond to service quality disruptions, handle internal and external VOCs promptly, and resolve issues such as incomplete sales, we established an integrated platform, the AI VOC Portal, to provide consistent and reliable services.

Total CS from a Customer-first Perspective (Consumer Rights Protection Process)



Customer-oriented Product Development

We segment our customers by type based on their stage in the life cycle to provide optimal telecommunications benefits that are tailored to their specific needs.

Households with children

- "Kidsland" - an English learning playground where babies and toddlers can learn while playing
- "Cinnamoroll Kids Phone" (2024) for kids entering elementary school
- "5G Junior Plan" and "Our Child Discount" reduce the mobile costs for households with elementary school children, with additional discounts when parents subscribe together
- "Premium Family-package Youth Discount" to alleviate the cost of telecommunications for teenagers

International Customers in Korea (Over 2.7 Million)

- "Chingusai Wireless package" for friends of the same nationality (offered only by KT)
- Four-language customer service center: English, Chinese, Vietnamese, and Russian
- "5G Welcome Plan" for foreign customers that includes benefits like 001 Free calls and Hanpass coupons.

Households Living Apart from Senior Parents

- "Mompyeonhan (Peace of Mind) Phone 3" solves the worries of parents through remote support, safety check(Missed Call Alerts, Door Locks, etc.), video widget functions, and Smart Tag 2

Engaged Couples

- "Pre-Marriage package" Offers a 50% discount on telecom bills available to anyone who presents a wedding invitation.

Pet Households (Over 5.9 Million Nationwide)

- "Dog Device Pack" offers a wearable device and an automatic feeder for dogs' diet and health management

Young Adults(Ages 20-30) Preparing for Independence

- "Y-dom" extended benefits for data and smart devices for youth up to age 34
- "Y-kkiri Wireless package" discounted wireless service for customers age 19–34 who are friends
- "Premium Single package" lets you use unlimited 5G data for individual use at half the price
- "Galaxy Premium Y Edition" offers benefits tailored to customers in their 20s, including multipurpose device cases, accessory coupons, and the Raon Package.

Seniors Aged 65 and Above

- "5G Senior Plan" Unlimited 5G service with no financial burden
- "Premium WhoWho" Helps protect seniors from voice phishing scams.

Customer Experience and Satisfaction

Enhancing Customer Communication and Satisfaction

AI First Customer Center

KT's customer centers have changed their framework to reduce agent workloads by using AI technologies. By adopting multiple AI solutions, including chatbots, voice authentication, and call mapping, the customer centers are processing customer inquiries quickly, minimizing wait times, and delivering personalized support. AI-voicebots enable flexible handling of diverse customer requests, including repair service requests, billing inquiries, and complaint resolution, while our 24/7 customer service, available throughout nights and weekends, further enhances customer convenience. AI-voicebots are also used for outbound services, such as providing pre-visit notifications and confirming service appointments. For real-time customer support, we integrated Microsoft Azure, ChatGPT, and LLM engines to apply an advanced AICC solution. By applying these innovations, we have continuously improved the customer experience. We will continue to establish a reliable communication environment by advancing our technology-driven services.

AICC Service

KT's AICC is a service that enhances both consultation efficiency and customer satisfaction by using AI technologies. Voicebots and chatbots enable the prompt handling of repetitive inquiries, minimizing customer wait times while improving consultation quality. This has resulted in higher efficiency in consultation operations from the corporate perspective, while delivering faster service and higher customer satisfaction from the customer perspective. We were the first to implement AICC at Korea's largest customer center, the 100 Customer Center, with approximately 7,000 seats. The solution was successfully validated in the field, and offered highly reliable on-premises services for large financial institutions. Building on this experience, we launched an SaaS1)-based AICC solution, A'Cen Cloud, in 2022, allowing businesses to launch AI-powered customer centers without high upfront costs. As of March 2026, it is used by around 400 companies across multiple sectors, including retail, manufacturing, public services, healthcare, and brokerage.

In addition, to support agents, speech-to-text (STT) technology is used to automatically transcribe customer conversations, and AI then summarizes and classifies the content, reducing workloads. The adoption of LLM technologies has further improved the accuracy and speed of these summaries, helping new agents adapt quickly and enhancing the efficiency of manager coaching. Based on the AICC platform, we are integrating various customer channels, including contact centers, chatbots, voicebots, live chat, and mobile apps. We continue to enhance AI quality to ensure that digitally vulnerable and older customers can also use the service without inconvenience.

1) Software as a Service (SaaS): A cloud-based service that allows users to access software on demand.

AI First Customer Center Achievements in 2025

- AI voice bots handled 1.37 million customer inquiries per month
- AI chatbots processed 1.64 million sessions per month (860,000 users with four or more interactions)
- AI consultation quality measurement automation: Streamlined instructor and staff operations (Manual sampling-based consultation quality measurement → AI automated measurement of all calls)
- AI Self-Learning: AI role-plays as customers during consultation practice sessions to help new call center agents adapt quickly to their duties (by task type)
- AI Call mapping: Improve customer complaint resolution and sales success rates through personalized agent connections rather than agent queue order

Core Services and Functions of KT's AICC

A'Cen On-Premise	A'Cen Cloud
Large Corporates	**Small and Medium-Sized Enterprises**
Key Features	Key Features
• Build a company's unique AICC infrastructure • Support client-tailored functions • Support optimized integration sync with internal systems • Enable internalization of consultation data	• SaaS AICC services • Low initial installation costs • Flexible infrastructure expansion depending on call traffic
Main Functions	Main Functions
• Automatic solution: AI provides verbal or chat support instead of human representatives • Consultation support solution recommends relevant product knowledge and answers, and conducts an AI-based automatic consultation quality assessment • Voice authentication: a solution that automates identity authentication based on customer voice data analysis technologies • Mis-selling prevention solution: monitors mis-selling based on STT/TA and reads policies based on TTS	• Omnichannel: enables consistent and efficient consultation through the integration of diverse customer channels • Consultation Assist: supports representatives' work by recording conversations, summarizing and categorizing consultations, and creating automatic recommendations • AI-powered Representative(Voice Bot & chatbot) AI responds to simple inquiries such as reservations, applications, and FAQ • A'Cen API: Provides a valid STT/TA API to the existing call infrastructure • AI-Managed: Performs AI-powered quality management, monitoring, and operation

Customer Experience and Satisfaction

Enhancing Customer Communication and Satisfaction

Improving Accessibility for People with Disabilities

We have enhanced the accessibility and inclusivity of our systems to ensure that all customers can use our services without difficulty. The "Visual ARS" service enables hearing-impaired customers to use the customer center, who for communication can choose between chat, email, and other virtual channels. For visually impaired customers, the Direct Connect Service links them directly to agents without needing to navigate ARS menus, minimizing inconvenience. At the same time, a center dedicated to customers with disabilities operates with 130 trained consultants who provide tailored communication based on the type of disability. Furthermore, we selected 145 telecommunications terms used on our website and during the customer service process and developed a glossary that replaced the technical jargon with more intuitive language. We will continue to enhance our personalized customer service environment to ensure that every customer can enjoy a convenient and satisfying service experience without discrimination.

VOC Innovation and Service Improvement

We recognize the voice of the customer (VOC) as a core asset, and strive to improve overall service quality by using it. Our VOC Portal System systematically analyzes customer opinions. We monitor VOC levels for each product and compare daily levels against the average over a specified period to identify anomalies early. The analysis results are categorized into anomaly occurrence, caution, and normal states, helping identify and address potential problems proactively. System automation enables complaints to be instantly forwarded to the personnel responsible for prompt resolution and stronger preventive measures.

If a customer complaint can be resolved at the call centers, it is handled immediately. If it requires further review, fact relevance is confirmed in cooperation with the relevant departments before the further consultation process. Customers are usually updated within 9 hours of receiving their complaints. We frequently share cases to ensure a consistent company-wide response. Thanks to this structured VOC management system, complaints have declined steadily, which has been recognized by external assessments.

Customer Protection 365 Task Force

To provide a positive customer experience, we operate a company-wide consultative group, the Customer Protection 365 Task Force. It aims to establish a preventive protection framework before customer damage occurs, resulting in a reliable environment for customers.

In this initiative, we analyze customer inquiries as they are received, and use AI technologies to identify and address causes of complaints and potential risks early. In addition, we continuously advance voice phishing detection, spam message blocker, and other safety services to protect customers' assets. Notably, we operate a one-stop resolution system that centrally manages customer issues through a single point of contact, strengthening customer trust by providing consistent standards and responses.

In addition, we offer the Customer Listening Forum, a program through which executives directly engage with diverse customer groups to listen to their opinions and feedback. By embracing a customer-centered management approach that values the voice of the customer, we continuously improve our services and remain committed to providing customers with a safer, more reliable experience.



Visual ARS Service

Status of Complaint and Risk-Related VOC Handling[1)]

(Unit: Cases per Million Customers per Month)

Category	2023	2024	2025
Complaint VOC	7,594	6,396	5,840
Risk-related VOC	420	237	167

1) Figures for 2023 were revised due to missing data



Customer Listening Forum

Customer Experience and Satisfaction

Customer Satisfaction and Service Quality Achievements

Integrated Customer Satisfaction

With company-wide cooperative frameworks and management's strong support, we have steadily improved our service quality. Our efforts have been recognized through outstanding performance in various external evaluations. We have consistently maintained top-tier performance in the Korean Standard Quality Excellence Index (KS-QEI) organized by the Korean Standards Association, demonstrating high levels of customer satisfaction across major services, including internet, IPTV, and mobile communications. In addition, we have been recognized as the best company for a long time in the Korean Standard Contact Service Quality Index (KS-CQI), confirming the excellence of our customer service and operational capabilities. Those achievements demonstrate our ability to create new value by improving customer experience through technologies.

Awards Received for Service Quality and Customer Satisfaction

Category	KS-CQI (Korea Standards Association)	KSQI (Korea Management Association)
2023	Ranked first as the best call center	Selected as Korea's best call center
2024	Ranked first as the best call center	Selected as Korea's best call center
2025	Ranked first as the best call center (recognized for 10 consecutive years)	Selected as Korea's best call center (both mobile communications and high-speed internet sections)

Korean Standard Quality Excellence Index (KS-QEI) (Unit: Points)

Category	2023	2024	2025
Mobile	72.50	70.70	69.78
High-Speed Internet	66.90	67.10	66.68
IPTV	67.40	66.60	67.18

Global Awards

In 2025, we won multiple global ICT awards for our AI-powered network innovation and eco-friendly infrastructure, demonstrating our global competitiveness.

At the Leading Light Awards 2025, which are held by the global ICT research institution Informa and the communication-specialized media outlet Light Reading, we were selected as the Company of the Year for a second consecutive year. We earned this honor for our AI-powered operational system that proactively detects network disruptions, as well as for improvements in energy efficiency. KT was also recognized at the Network X Awards held in France, receiving the Energy Efficiency Innovation Award for reducing energy consumption through its proprietary ES Orchestrator, which analyzes network traffic and operational status in real time to optimize network operations. In addition, KT received the Best Wi-Fi Network Operator Award at the Wireless Broadband Alliance (WBA) Awards, one of the industry's leading global awards for wireless technologies, demonstrating the competitiveness of its wireless network capabilities. .

Compensation Programs for Service Disruptions

To protect customer rights and strengthen trust in our services, we operate a systematic compensation program. The program provides appropriate compensation when service availability is interrupted beyond a specified threshold due to circumstances not attributable to the customer, minimizing customer losses and clarifying corporate accountability.

Compensation System for Service Disruptions

Mobile	Lasting for more than two consecutive hours, or six hours or more cumulatively in a single month	10 times the basic monthly rate and additional service charges for the affected duration
Internet	Lasting for more than two consecutive hours, or six hours or more cumulatively in a single month	10 times the billed amount for the affected duration

Social Contribution

Governance

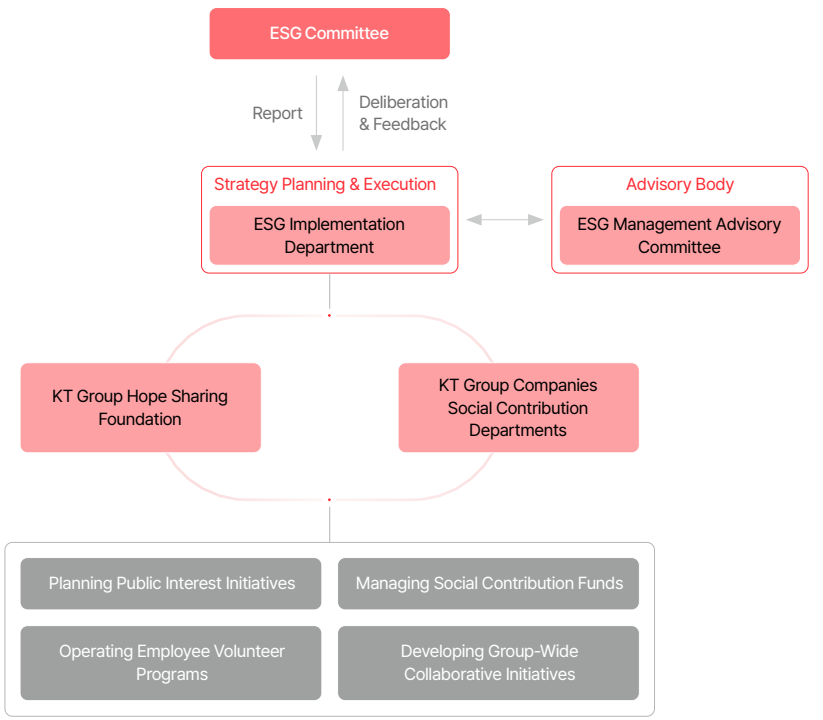
Implementation Structure

To strategically implement the KT Group's social contribution activities, we assigned responsibilities to the ESG Implementation Department and work closely with the KT Group Hope Sharing Foundation and the social contribution departments of Group companies. Main duties include operating employee volunteer groups, managing the Group's social contribution funds, and developing social contribution programs, as well as planning and organizing structured, integrated activities by integrating various initiatives.

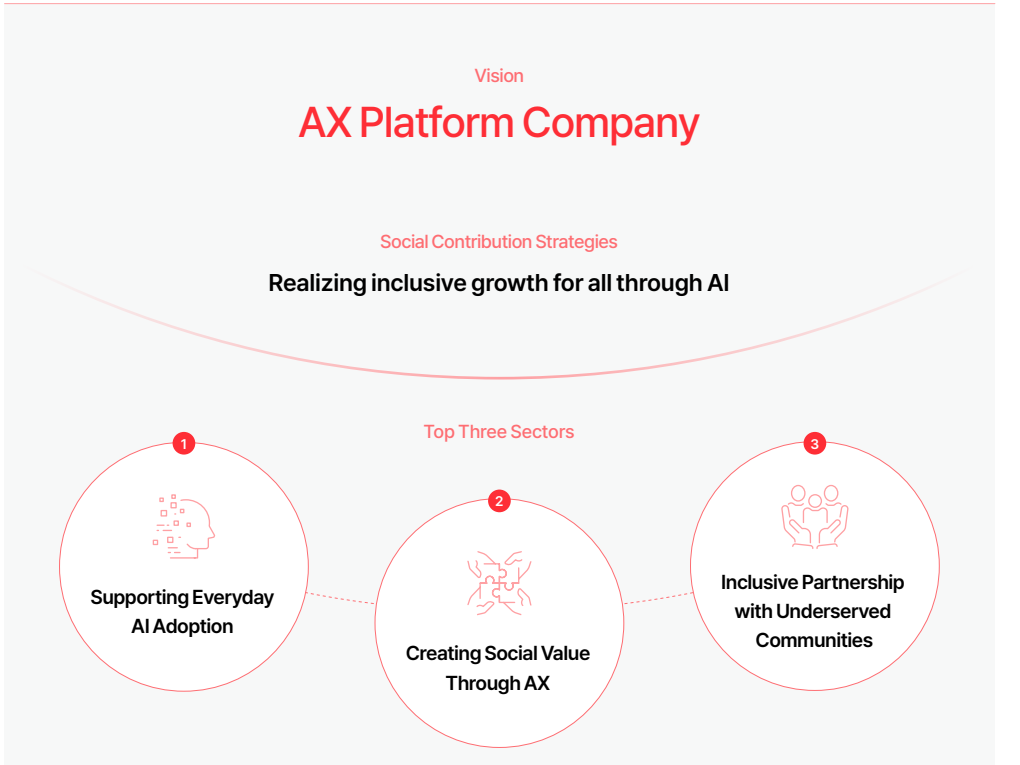
Implementation Strategies

As an AX platform company, we have made efforts to strengthen social inclusion and fulfill our corporate social responsibility using AI technologies. To realize inclusive growth for all through AI, our initiatives aim to mitigate imbalances in opportunity and increase data accessibility. We designated supporting everyday AI adoption, creating social value through AX, and inclusive partnerships with underserved communities as our top three goals, implementing various social contribution activities using AX capabilities.

Social Contribution Organization Structure



Core Values for Social Responsibility



Social Contribution

Achievements by Strategic Area

1 Supporting Everyday AI Adoption

IT Supporters

Since 2007 we have operated the IT Supporters program, a volunteer teaching program that bridges the digital gap through our ICT capabilities. The program includes mobile AI education for teenagers and training on digital citizenship and AI ethics in partnership with local offices of education and local governments. The classes contribute to strengthening digital and AI capabilities for the next generation and establishing a healthy digital culture. In addition, in cooperation with institutions such as the Ministry of Patriots and Veterans Affairs, we offer smartphone and kiosk training, as well as voice phishing training, for older people and veterans, helping them adapt to digital technology use and improving their quality of life. These initiatives play an important role in improving digital and AI capabilities across society in ways that go beyond mere educational support. We will continue to engage in activities that leverage our core capabilities to bridge gaps in digital and AI education.

Cumulative IT Supporters Activities

Number of Activities (Cumulative)	Number of Beneficiaries (Cumulative)
365,841 cases	4,044,334 persons

Nationwide IT-sharing Activities in 2025 (Unit: Session, Person)

Category	Number of Activities	Number of Beneficiaries
Older Adults	818	17,274
People with Disabilities	127	8,816
Children and Teenagers	4,823	116,268
Women with Career Breaks & General Public	188	2,509
Total	5,956	144,867

KIT (KT University Student IT Supporters)

To bridge the digital divide across regions, we have operated a university student-engaged social contribution program, KIT (KT University Student IT Supporters). In this mentoring program, students taking an IT major teach AI technologies and AI ethics to students in rural areas. The university students design the curricula based on advice from KT employees and experts and offer digital ethics and AI coding education, providing practical educational opportunities. This program allows local teenagers to experience digital technologies and develop their future capabilities while strengthening the university students' practical work skills and social accountability through planning and execution experience. Notably, the program is delivered directly in underserved areas, including remote islands and rural communities with limited access to educational opportunities, making a meaningful contribution to reducing regional disparities in education. We will continue to expand the KIT program and further develop it as a participatory social contribution model in which mentors and mentees grow together.



KIT: Mobile AI Education Program

AI Station Operation

To bridge the digital divide and strengthen the AI capabilities of future generations, we operate AI Station, a mobile AI education platform. AI Station is an outreach education program that brings AI learning to schools and local communities in remote islands and rural areas. Through hands-on educational programs, we enhance students' understanding of AI technologies while providing an education in digital ethics to help them use AI safely and responsibly. Significantly, the program has expanded educational opportunities for communities and classes with limited digital access, contributing to narrowing the AI divide. In 2025, the program was delivered across 21 regions and 19 schools nationwide, reaching a total of 1,797 participants. It achieved high satisfaction scores of 4.77 out of 5 from students and 4.94 out of 5 from teachers. The digital ethics awareness section earned a score of 4.84, demonstrating its positive educational impact. Based on our ICT infrastructure and professional personnel, we provide a stable educational environment and enhance educational effectiveness through hands-on instruction delivered in collaboration with KT IT Supporters.



KT AI Station: A Journey Toward Dreams and the Future

Social Contribution

Achievements by Implementation Area

1 Supporting Everyday AI Adoption

AIVLE School

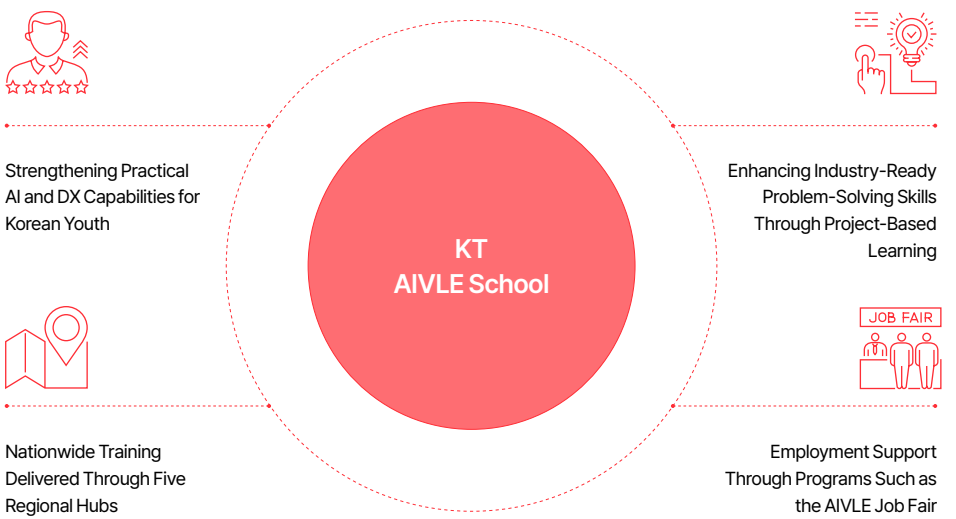
KT AIVLE School is a hands-on digital talent development program that is run in collaboration with the Ministry of Employment and Labor as part of the K-Digital Training Initiative. The program aims to strengthen the capabilities of young people in Korea while creating quality jobs. The curriculum consists of a six-month, 840-hour program that integrates classroom learning, hands-on training, and industry-linked projects. Through the program, participants can systematically develop practical digital skills. Training is delivered through both offline learning centers in metropolitan areas and Daejeon, Gwangju, Daegu, and Busan, and the online learning platform, AIVLE-EDU, which provides flexible access regardless of time or location. This helps reduce regional disparities in education, improve access to learning, and provide a high-quality, real-time learning environment. In addition, the program supports participants in strengthening their career readiness through opportunities to obtain AI-related certifications, participate in and win awards at various competitions, and take part in employment support programs such as job fairs and mock interviews. Leveraging these initiatives, KT AIVLE School graduates have achieved outstanding results in external competitions and hackathons. Notably, the graduates have won the Grand Prize at the Ministry of Employment and Labor's K-Digital Training Hackathon for four consecutive years, providing proof of the program's competitiveness.

AICE

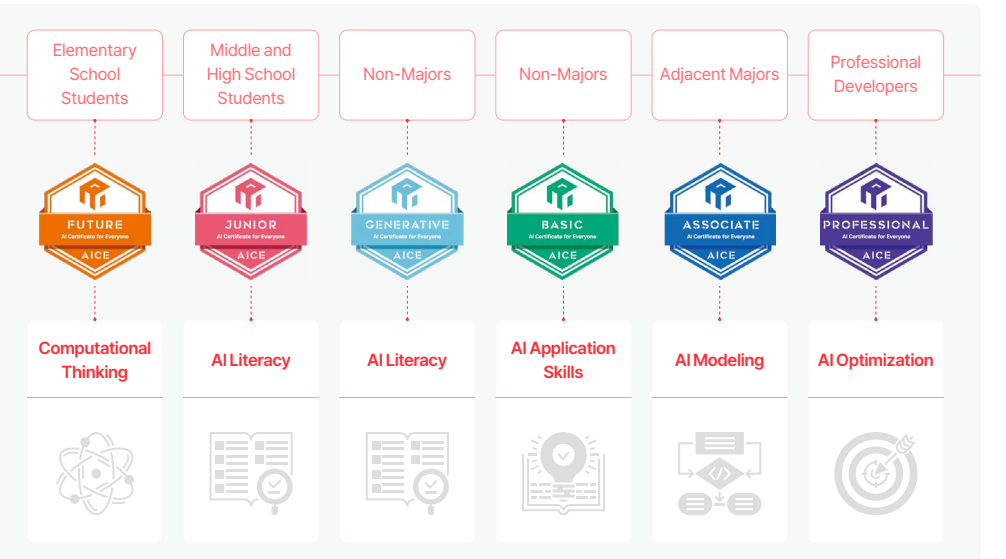
To foster AI talent and strengthen digital capabilities, we conduct an AICE training program. AICE is an AI competency certification framework designed to be accessible to anyone, integrating structured education with competency assessment. Through this program, participants complete systematic training and validate their AI capabilities against standardized criteria. Its curriculum offers level-based learning tailored to participants' proficiency, combining theoretical instruction with hands-on practice to develop practical AI skills applicable in real-world settings.

Based on its six-level system, AICE assesses AI competencies across the entire learning spectrum, from beginners to professional developers. The Associate level is Korea's first nationally accredited AI qualification and has become a social standard for validating AI modeling competencies. AICE is used in various industries and fields of education, including companies, universities, and schools, to assess AI talent. We also use AICE certification to objectively validate learning outcomes. Thus far, more than 70,000 examinees have participated in the program, creating tangible achievements. Beyond serving as a certification program, AICE continues to evolve as a platform that enables people to continuously build their AI literacy.

AIVLE School Operating Framework



Six-Level AICE Certification Framework



Social Contribution

2 Creating Social Value Through AX

Achievements by Implementation Area

Biz Collaboration

We have operated a mutual growth program to discover future growth engines and help commercialize promising technologies. Biz Collaboration, operated in partnership with the Gyeonggi Center for Creative Economy and Innovation, aims to identify startups with high potential and create tangible business opportunities by connecting them with our business units. Selected startups receive support, including one-on-one matching with relevant departments, service development and advancement, and market entry assistance to help them start businesses using early technologies. To date, a total of 125 startups have been selected and supported in areas such as product and service development and advancement, and market expansion. In 2025, startups in AI, cybersecurity, drones, and video, as well as small businesses, joined the program, expanding the foundation for collaboration with us.

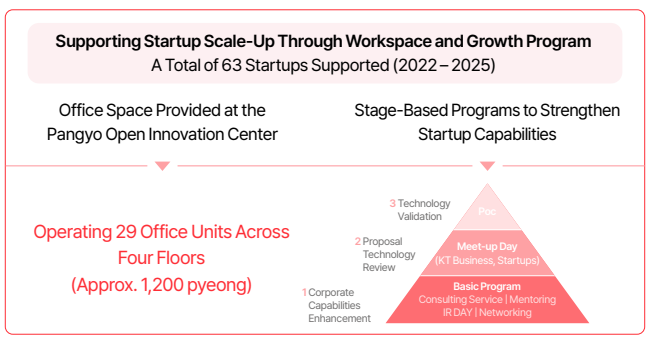
Startups Selected in 2025

Studio Freewillusion	**Rhoonart**
AI Video Generation Technology	Short-Form Video and Music Generation
One More Security	**ANDOPEN**
Real-Time Intelligent Video Analytics Service	On-Device Biometric Authentication Solution
Docenty	**Peach AI**
SLM Agent System	Vision AI Analytics Performance Measurement Solution
Voice Caddie X	**TAXTINUM**
Display Glass Golf Yardage Analysis	Tax Refund Application Service for Small Business Owners

Venture and Startup Collaboration and Development

To discover venture companies and startups with potential and accelerate their continuous development, we run a unique fostering program called KT Future Wave. This program focuses on creating new business opportunities through collaborating with startups with innovative technologies while reactivating the open innovation ecosystem. Promising startups in the AI, cloud, mobility, and quantum computing areas with a high likelihood of future growth receive the opportunity to use a complimentary workspace in the Open Innovation Center at our Pangyo R&D campus. In addition, selected startups are offered collaboration opportunities with KT business departments, support for global market expansion through participation in international exhibitions such as MWC, and mentoring from industry experts. These structured supports help them strengthen their cooperative foundation with us, advance technologies, expand their businesses, and discover mutual growth and business models. To develop local communities and strengthen shared growth, we have established the following mid- to long-term targets for the cumulative number of companies participating in our startup support programs: more than 45 companies by 2026, 90 by 2027, and 135 by 2028. We aim to strengthen the competitiveness of startups and expand cooperative opportunities, establishing an innovative ecosystem and securing future growth engines.

Supporting Startup Scale-Up



ESG Fund

Based on the ESG fund jointly established by Korea's three major telecommunications operators, we invest in promising startups with ESG technologies and collaborate with KT business departments to help establish a sustainable industry ecosystem. To date, we have invested in 27 companies, discovering tangible business cooperation opportunities and supporting the growth of startups. We will continue to discover promising companies and expand opportunities for cooperation.

Digital Talent Scholarship (AX-Based Social Problem-Solving Project)

We operate the Digital Talent Scholarship Program to ensure that students with potential in IT and AI develop their capabilities. This program has provided approximately KRW 18.9 billion in scholarships for 12,116 students in the more than 30 years since it was launched in 1988. In 2025, we implemented a practice-oriented project in collaboration with public institutions and local governments. Specifically, we seek to address issues in local communities and public sectors using AI technologies. One representative example is the Protest and Traffic Control Information Chatbot Service, developed in collaboration with the Jongno District Office. We will continue to support students so they can grow to contribute to the development of a sustainable society, drawing on their technical expertise and experience in solving social challenges.



Social Contribution

3 Inclusive Partnership with Underserved Communities

Achievements by Implementation Area

Sarang Volunteer Corps

Since 2001, we have operated the KT Sarang Volunteer Corps, an employee-engaged social contribution program that puts sharing culture into practice. It conducts various volunteering activities, such as supporting community children's centers, assisting vulnerable members of local communities, providing disaster relief and recovery support, helping farming and fishing communities, inspecting welfare facilities, and offering hands-on educational programs utilizing our ICT infrastructure. During national disasters or emergencies, we deploy the Corps promptly and conduct relief activities in collaboration with government-designated relief organizations such as the Korea Disaster Relief Association and the Korean Red Cross. We have prepared a manual and a foundation for regional support, enabling systematic relief efforts even in a crisis. We also have run a short-term volunteering program to enable employees to engage easily, in cooperation with local volunteer centers and local governments, to implement community-based volunteer initiatives. During major holidays such as Lunar New Year and Chuseok, we share Gifts of Love with vulnerable communities, delivering hope and practical support.

Three-Year Overview of Sarang Volunteer Corps

(Unit: Person, KRW 100 Million, Hour)

Category	2023	2024	2025
Number of Volunteers[1)]	3,303	5,039	2,387
Number of Beneficiaries	61,691	72,360	46,626
Expenditure	14.9	14.3	8.54
Volunteer Hours	12,369	15,745	11,195

1) Cumulative number of participants per session

Reverse Hearing Loss

Since 2003, we have operated the Reverse Hearing Loss program, a long-term support program to ensure that children with hearing impairments get a better chance of communicating with others and growing up healthy. In 2025, we expanded the scope of beneficiaries to include older people, Sea Women of Jeju, and elderly veterans, while installing AI-powered hearing test kiosks in KT Plazas to enable early screening for age-related hearing loss. We support cochlear implant surgeries and rehabilitation for children from low-income families, while operating the Dream Classroom program to help them successfully adapt following surgery.

To date, we have supported more than 36,000 children with hearing impairments in partnership with Severance Hospital, Jeju National University Hospital, Chonnam National University Hospital, Kyungpook National University Hospital, and Preah Ang Duong National Hospital in Cambodia.

Reverse Hearing Loss Operation Status

Hearing Rehabilitation (Dream Classroom)	Support for Hearing Rehabilitation Surgery and Treatment Costs
Cumulative Number of Beneficiaries	Cumulative Number of Beneficiaries
36,251 Persons	585 Persons



E-Mentoring

To bridge the educational divide and support the growth of youth, we operate E-Mentoring, a virtual education and mentoring platform. Anyone can participate in this online program, regardless of their location or environment. Through continuous operation, it has become our leading virtual education initiative. Significantly, the program has built a virtuous cycle of learning, in which former mentees return as mentors. Recently, we have expanded our customized mentoring programs to reflect regional education needs while broadening participation beyond students on islands and in rural areas to include adult learners. We also incorporated AI literacy education into the program to strengthen students' core competencies in the digital era, supporting both learning opportunities and the development of future talent.

E-Mentoring Operation Status in 2025

Beneficiaries	Mentoring
University Students **627 Persons** Elementary, Middle and High school Students **1,640 Persons**	**18,666 Hours** **14,961 Sessions**
10,000 Persons (Cumulative)	200,000 Hours (Cumulative)

Social Contribution

3 Inclusive Partnership with Underserved Communities

Achievements by Implementation Area

KT Heroes Day

To honor veterans and foster a culture of respect for national service, we run the KT Heroes Day program. The program aims to support war veterans in adapting to the evolving digital landscape, and enable them to enjoy greater convenience in their daily lives. We provide digital device training to strengthen their digital capabilities for daily use, such as using kiosks, while also conducting IT training to create a safe digital world in an evolving digital environment. Furthermore, we have continuously expanded training and hands-on programs in collaboration with relevant institutions while providing practical support, including voice phishing prevention education and health-related programs.

Heartfelt Classical Music

We have continuously expanded culture-sharing programs that strengthen empathy and communication among employees and communities through arts and culture. Our representative culture-sharing program, Heartfelt Classical Music, aims to promote classical music and broaden access to cultural experiences. Over the years, it has become our signature Mécénat program. We manage the entire process of the program, from planning to performance and operation, and the performance includes expert commentary to make classical music more accessible to the audience.

The program has presented 46 performances featuring approximately 1,000 artists and attracting around 45,000 audience members. In addition, we invite employees and their families to the program to strengthen cultural engagement and organizational pride. We also invite people with limited access to performances of this kind, thereby contributing to the establishment of an inclusive cultural environment. The program continues to broaden its audience to diverse groups, including the visually impaired, and creates social value through arts and culture. In addition, we operate other cultural initiatives in different formats, such as traveling performances for employees outside metropolitan areas and classical music concerts for children, to enhance diversity and strengthen our corporate culture.

Rate Discount Programs for Vulnerable Groups

To improve the public value and accessibility of communication services, we have welfare support programs for socially vulnerable groups. We discount telecommunication service charges based on welfare categories, including people with disabilities, recipients of the National Basic Livelihood Security Program, low-income households, Basic Pension recipients, and veterans, to reduce the financial burden of essential communications services and expand access to information. In an environment where virtual services and digital lifestyles have become prevalent, access to telecommunications is a core infrastructure for education, healthcare, finance, and employment. On this backdrop, we strive to establish an inclusive service environment. To enhance the effectiveness of this initiative, we have continuously improved beneficiary guidance and the application process. We have strengthened guidance on welfare programs through customer touchpoints and advanced operational systems to ensure customized support for customer in diverse circumstances. The scale of welfare discounts has continued to grow, reaching KRW 388.4 billion in 2025. With a broader scope and size of support, we enabled more users to enjoy stable communications services while fulfilling our social responsibility and contributing to a digitally inclusive society.





Social Contribution

Achievements by Implementation Area

Community Impact Management

We maintain frameworks across our business to proactively manage our potential impacts on local communities and minimize adverse effects. During the construction of base stations and network infrastructure, we proactively review potential issues related to land, property, and electromagnetic waves, and follow prevention-oriented management procedures to ensure that the safety of residents is maintained and their rights are not breached. For projects conducted in Korea and abroad, we consider each region's unique economic, social, and cultural characteristics to proactively identify risks and prepare countermeasures to mitigate them. With these efforts, we reduce complaints and project delays while continuing to pursue stable business in harmonious relationships with local communities.

Community Support Initiatives

Through the Nanwojeong (Share Affection) platform, we provide an online marketplace for small businesses and local products, contributing to an increase in small business owners' sales and the expansion of a digital-based shared growth model. In addition, through the Charity Market program and campaigns, we supported the financial recovery of disaster-affected areas, helping invigorate local economies. At the end of the year, we collected approximately 28 tons of rice through company-wide employee engagement, which was donated to vulnerable communities through 25 local governments and volunteer organizations nationwide, including the Jongno Food Bank, Nowon District Office, Namdong Happy Foundation, Gwangju Metropolitan City Volunteer Center, Busan Metropolitan Food Bank, and Hongseong County Volunteer Center.

Charity Market Highlights in 2025

January	March	May	November
Lunar New Year Promotion	Spring Promotion	Support for Small Businesses Affected by Wildfires	Market for Small Business Products
1,445 Products (Approximately KRW 40 Million)	1,367 Products (Approximately KRW 37 Million)	1,120 Products (Approximately KRW 31 Million)	738 Products (Approximately KRW 19 Million)

3 Inclusive Partnership with Underserved Communities

Community Engagement

We are committed to making a positive impact on the Gwanghwamun area and the local economy by ensuring ongoing communication with local community stakeholders. Through the Gwanghwamun One Team, a joint initiative involving 14 companies, local governments, and nonprofit organizations, we combine the expertise and capabilities of each institution and strengthen our cooperation with local communities, realizing the value of shared growth.

Gwanghwamun One Team's Activities in 2025

- Joint volunteer activities by Gwanghwamun One Team Employees
- Plogging events to improve Gwanghwamun
- Participation in the National Heritage Guardians program to protect cultural heritage
- Ecological conservation activities, including tree planting at Noeul Park in Sangam-dong

The pioneering activities of the Gwanghwamun One Team were recognized as exemplary for a regional ESG consultative body. The initiative was followed by the launches of Sejong, Bonguisan, and Dalgubeol One Teams, which hold regular working-level meetings to continuously identify tasks. In addition, the Gwanghwamun One Team leads diverse activities that include cultural heritage preservation, environmental clean-up campaigns, and carbon neutrality initiatives, creating sustainable values in partnership with local communities.

Local Community Communication Process

1. Operation of a working-level committee
2. Identification of social contribution initiatives and programs
3. Implementation of activities
4. Creation of social values

Disaster Relief Activities

When a disaster occurs, we provide on-site recovery support and deploy a recovery team to assist affected residents and repair damage. Following large-scale wildfires and floods in 2025, we donated KRW 2 billion to support the rapid recovery of affected communities. In addition, we provided emergency relief supplies, free meals, and smartphone charging stations for victims and recovery teams, fulfilling social accountability and contributing to the recovery of local communities.



Human Capital Management

Recruitment

Ideal Employee

We look for employees with KT's level of professionalism who are willing to embrace and support our vision of becoming an AX platform company.

KT's employees understand customers' experiences and inconveniences, increase tangible value for customers, and act responsibly. At the same time, they respect their colleagues' capabilities and develop themselves through communication and cooperation. Under all circumstances, they maintain fundamental guidelines and principles, complete their assigned tasks responsibly, and remain flexible in the face of rapidly evolving technologies. Furthermore, they take bold action based on their expertise and deliver tangible results in diverse business areas.

Recruitment Process

Recognizing that the recruitment process is the starting point of a relationship in which both the company and the candidate must understand each other and make decisions, our recruitment process is designed to form mutual trust. At the same time, recruitment is conducted on an ongoing basis to hire talent with the core competencies required for our businesses in a timely manner.

Rather than focusing on the process after a candidate applies for a position, we have hired the necessary talent through prior talent identification, pool development, and management. The candidates are vetted through multiple steps, including assessments of their character, expertise, and capabilities. We assess their organizational fit and professional capabilities through character and reputation evaluations focusing on our core values. In addition, company-wide onboarding programs help new hires to build a foundation for translating individual development into organizational performance.

Beyond a mere hiring process, our recruitment process fosters a culture of respect and growth for candidates, helping them understand and communicate about our corporate vision, goals, and work styles. Eventually, through a virtuous cycle in which mutual trust drives growth, we continue to build a sustainable talent acquisition system.

Three-Year Overview of New Hires and Voluntary Resignations

(Unit: Person, %)

Category		2023	2024	2025
New Hire	Total	254	379	561
	Female	104	134	165
	Person with Disability	1	23	18
	Intern	216	0	29
Voluntary Resignation	Number of Voluntary Resignees	128	104	61
	Voluntary Resignation Rate[1]	0.65	0.61	0.41

1) Total Number of Voluntary Resignees During Year / Total Number of Employees at Year-end

Three-Year Employment Overview

(Unit: Person, Year)

Category			2023	2024	2025
Total Number of Employees			19,737	16,927	14,701
Gender	Male		15,716	13,144	10,860
	Female		4,021	3,783	3,841
Types of Employee	Regular		19,026	15,812	14,121
	Non-regular[1]		711	1,115	580
Positions[2]	Lower-level Managers	Male	1,024	809	794
		Female	482	469	540
	Middle-level Managers	Male	11,167	8,695	7,258
		Female	2,839	2,573	2,629
	High-level Managers	Male	2,734	2,348	2,220
		Female	242	230	265
	Others[3]		1,249	1,803	995
Executives	Non-registered Executives		77	99	94
	Female Executives		9	11	11
Age Group	20s and 30s		3,744	3,800	3,889
	40 or above		15,993	13,127	10,812
Average Years of Continued Service[4]			22	21	19

1) Non-registered Executives, Executive, Executive Directors, Professional Employees, General/Project Contractors
2) Lower-level Manager(Assistant Manager), Mid-level Manager(Manager, Deputy General Manager), Upper-level Manager(General Manager Executive)
3) Contract Workers, Security Officers, Expert Members, Professional Career Personnel, Staff, Common Employees, etc.
4) Only years of service for regular employees are considered

Human Capital Management

Talent Development

We provide an optimized digital learning environment to all Group companies through the KT Genius learning platform, which offers personalized learning recommendations based on individual HR data, integrated online and offline training, and curriculum and content search features. With regular content updates, the platform delivers around 10,000 online courses covering AX, job skills, leadership, and more. This reflects our commitment to supporting employees' development in line with an evolving business environment.

Future Talent Development Program

To strengthen future AX-driven competence, we operate a company-wide program for future talent development. The program aims to enhance employees' fundamental understanding of AX technologies, including AI, data, and cloud computing, as well as their practical capabilities. The curriculum, which is tailored based on job functions and proficiency levels, supports employees in building technical expertise and covers digital literacy, AI modeling, data science, cloud infrastructure, and data analysis. In 2025, due largely to a growing company-wide interest in AX education, we conducted four courses, recording a total of 6,272 course completions for the year.

B2B/AX Competence Strengthening Program

We offer a practice-focused B2B capability development program that is designed to advance the competencies of customer-facing employees responsible for sales and implementation, and to help new hires adapt to their roles. The curriculum is divided into multiple stages, from understanding AX businesses to strengthening proposal and execution capabilities. In addition, we nurture professional personnel specialized in product and service sales, leveraging network, IT, and AI technologies, while providing customized training that is tailored to each job function. In 2025, many employees, including sales personnel and new hires, participated in the educational program, and we are expanding it to enhance our B2B capabilities.

Information and Communications Supervisor-Accredited Education

We operate an accredited Information and Communications Supervisor education program to strengthen professional expertise and project execution capabilities in the information and communications sector. It is structured in progressive levels from basic to advanced, with the objective of improving supervisory quality and expertise. In partnership with the ICT Polytech Institute of Korea, the program offers a structured curriculum to develop professionals. In 2025, 31 employees completed the basic and intermediate courses, 4 completed the advanced course, and 55 completed the highest-level course, further strengthening our talent pipeline in the information and communications supervision field.

AX Degree Program Completion Status in 2025

Four Programs
6,272 Persons
Participated

Digital Literacy	4,336 Persons
Fundamental	1,018 Persons
Mastery	261 Persons
Business	657 Persons

B2B/AX Competence Strengthening Program Completion Status

Top Five Concentration Program
2,068 Persons
Participated

Upskilling proposal and execution capabilities	40 Persons
Digital Literacy	133 Persons
Upskilling practical AX business capabilities (consulting practice and sales simulations)	113 Persons
Upskilling CT and IT technical capabilities	1,698 Persons
Building fundamental B2B job competencies (new hires and internal transfers)	84 Persons

Accredited Information and Communications Supervisor Program Completion Status

kt × ICT폴리텍대학 ICT Polytech Institute of Korea

Basic and intermediate level education for Information and Communications Supervisors	31 Persons
Advanced level education for Information and Communications Supervisor	4 Persons
Highest-level education for Information and Communications Supervisor	55 Persons

Human Capital Management

Talent Development

Meister Program

We select high-performing employees with outstanding job expertise as Meisters and officially recognize and reward their capabilities. The program identifies personnel who have achieved extraordinary performance and developed expertise in certain areas, thereby strengthening KT's competitiveness. The Selected Meisters are responsible for knowledge-sharing activities beyond their departments to create synergies. In addition, they share their knowledge and expertise through diverse channels to help improve colleagues' capacities and performance.

Network Expert Academy (N.EX.A)

Our expert development program, Network Expert Academy (N.EX.A), aims to enhance the capabilities of network personnel. Its curriculum focuses on hands-on practice, rather than mere theory. Participants engage in in-depth discussions of real-world cases and identify issues that need to be addressed immediately on-site. The identified tasks are implemented through intensive training and feedback led by internal and external instructors over two to three months, thereby increasing the effectiveness of training. N.EX.A concentrates on core network areas, including IP, wireless core, wireless access, and transmission. We offer customized training for employees, from new hires to those with professional expertise, to strengthen our operations and disruption response capabilities. Beyond skills-oriented training, we aim to increase operational effectiveness across the network by raising our AX capabilities.

Key Competency Activities of Meisters

Company-wide Lectures	Learning Groups	Specialized Fields	Capability Contribution
Expertise-based content creation and practice training	Participation in learning communities for colleagues and departments	Competition, patent, recruitment, and deliberation supports	Contributions to capability development within one's role and department

N.EX.A Process

1	2	3	4
Development of hands-on learning programs based on professional expertise	**In-depth discussions among participants**	**Professional instructor training**	**Feedback activities**
Identify and expand workplace application cases	Select high-priority improvement topics and identify opportunities for improvement	Enhance technical capabilities through 2–3 months of training	Reduced operational workload, proactive incident prevention, and improved customer-perceived service quality

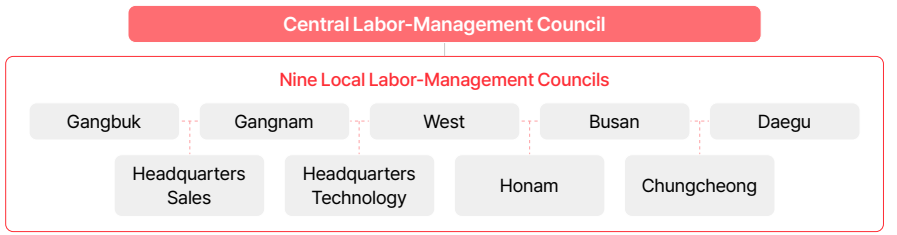
Human Capital Management

Employee Management

Labor-Management Council

The framework for our labor-management communication is based on shared growth and trust. We have steadily enhanced the consultative structure to improve the work environment and benefits for employees. Regular central and local labor-management council meetings are held in accordance with the applicable laws and collective agreements, which gather a range of opinions from the field. The Labor-Management Council addresses multiple areas to increase employee satisfaction and organizational commitment, including welfare benefits, work systems, and employee amenities.

Central Labor-Management Council



Key Agendas

Q1 March 20, 2025
Increased sports event allowance; designation of additional substitute holidays

Q2 June 16, 2025
Enhanced leave benefits, including half-day leave, special reward leave, and adjusted mandatory working hours during the childcare period

Q3 September 29, 2025
Expanded employee psychological counseling support

Q4 December 30, 2025
Holiday bonuses provided during major national holidays

Labor Union

We guarantee employees the freedom to form and join labor unions in accordance with Article 5 of the Trade Union and Labor Relations Adjustment Act and Articles 2, 3, and 4 of its Collective Agreement. The Company engages in collective bargaining with the labor union in good faith based on mutual trust and responsibility, and ensures that agreements reached through collective bargaining are applied fairly to union members. Recognizing that stable labor-management relations are a cornerstone of sustainable business operations, we are committed to protecting employees' rights and continuously improving working conditions. As of January 2026, the labor union membership rate stood at approximately 78%.

Performance Evaluation and Compensation

To enhance our operational effectiveness, KT applies a performance evaluation process that involves setting individual goals for all employees and providing continuous growth coaching and monitoring to drive improvements in both performance and capabilities. Evaluation criteria and procedures are clearly disclosed in advance, and fairness is reinforced through evaluator training, evaluation interviews, and appeal processes. The results of evaluations are considered in important HR decision-making processes, including salary increases, promotions, and role assignments. With this framework, we have established an HR operational system under which employees' contributions and capabilities are recognized fairly.

Three-Year Female Employee Salary Ratio

(Unit: KRW Million, %)

Category		2023	2024	2025
Basic Salary	Average compensation per employee	107	110	118
	Average compensation per female employee	97	101	109
Ratio of average female compensation to overall average compensation		91	92	92

Performance Evaluation and Compensation Process

Step 1 Setting Objectives
Set specific and measurable objectives in line with organizational goals through consensus with team members of the organization

Step 2 Development Coaching
Listen to feedback from members of the organization; lead performance and capability enhancement by giving specific feedback on what they did well and what needs improvement

Step 3 Performance Sharing
Share results achieved relative to goals with employees and document the annual performance outcomes

Step 4 Evaluation[1)]
Clearly share the basis of the evaluation in interviews before and after the evaluation; provide coaching to help improve performance

1) For fairness, a peer evaluation is performed in parallel.

Human Capital Management

Corporate culture

Corporate culture Development Programs

To cultivate a corporate culture of employee respect, we operate a range of corporate culture revitalization programs. We provide employees an opportunity to promote communication among themselves and foster a sense of pride and belonging through various sports and cultural programs, including group baseball cheering events at the exclusive employee skybox, Harmony That Opens Hearts, Heartfelt Classical Music, Concerts That Connect Hearts, and the Connecting Hearts Concerts, which are charity concerts featuring young musicians. In addition, we have promoted work-life balance and enhanced employee satisfaction and organizational engagement through family-friendly programs, such as congratulatory gifts for employees whose children enter elementary school and headquarters experience programs for employees' children. At the same time, we enhanced communication led by department leaders to foster a shared understanding of management direction, and operate communication and collaboration programs that promote cross-functional teamwork. To support our transformation into an AX platform company, we are continuing to expand our customized training programs that strengthen employees' change readiness and execution capabilities across the organization.

Corporate Culture Enhancement Programs

Organizational Cohesion Programs	Work–Life Balance Programs	Organizational Communication Programs
• Group sporting event support • Company Anniversary Week • Harmony That Opens Hearts, Heartfelt Classical Music, and Concerts That Connect Hearts	• Family sports event tickets • Elementary school entrance gifts for employees' children • Family-friendly office experience program (Gwanghwamun Headquarters)	• Programs to strengthen communication and collaboration • Customized training to support KT's transformation into an AX company

Blue Board System

Our Blue Board organization is led by opinion leaders in their 20s and 30s and aims to enhance inter-generational communication and promote change in the company. Launching in 2001, Blue Board has bridged opinions between management and employees over the last 25 years, accelerating organizational evolution and innovation. In addition, by leveraging the visual and sensory preferences of younger generations, it has helped identify and implement ideas for overall management, including business models, public perception of KT, and work styles. In 2025, Blue Board accelerated department-level initiatives to transform our ways of working through AI-driven innovation. Externally, it contributed to improving our corporate reputation and sustainable management by participating in AI-powered ESG value-creating programs. Going forward, Blue Board will continue to serve as a key platform for organizational innovation by promoting our core values and driving the development and execution of forward-looking ideas that can support the company's sustainable growth and transformation.

Blue Board Operation Status

2023	• Discover management insights • Corporate culture programs for each department • Management-to-employee communication programs	50 Participants
2024	• Discover management insights • Corporate culture programs for each department • Generative AI image contest	63 Participants
2025	• Internal AX innovation and promotion activities • External ESG value improvement activities	85 Participants

No. 1 Workshop Platform

No. 1 Workshop is KT's own innovation platform that draws on employees' collective intelligence to solve problems and drive execution through communication and collaboration. Internal and external experts join discussions on customer complaints, on-site issues raised by employees, and new ideas, and proposals are implemented once approved by the sponsoring executive. Over time, No. 1 Workshop has become KT's representative platform for communication and collaboration, contributing to the discovery and execution of diverse innovation initiatives. It has been widely used to address key management issues — particularly customer experience improvement, work method innovation, and new project discovery — and has been externally recognized as a best-practice example of innovation.

Recently, we have conducted numerous workshops requiring more in-depth discussion due to the complex, intertwined interests among organizations, continuously addressing diverse topics such as external cooperation and AX transformation-related agendas. Through this participation- and dialogue-centered problem-solving platform, KT continues to raise the execution value of its work.

Evolution of the No. 1 Workshop



Introduced as a tool for driving KT Group innovation and key management agendas

Human Capital Management

Welfare Benefits

Customized Welfare Benefits

We provide tailored support to our employees throughout all their life stages, including marriage, childbirth, parenting, housing, and retirement planning, to help them maintain a work-life balance. To help address Korea's low birth rate and ease the burden of raising children, we have prepared various childbirth and childcare support programs, including childbirth grants, postnatal care allowances, and newborn welcome loans, while operating an on-site childcare center and children's programs to foster a family-friendly workplace.

In addition, we offer various employee benefits, including medical expense reimbursement, education assistance, access to leisure facilities, and scholarship programs for employees' children. In 2025, we introduced an Emergency Living Expense Loan Program for employees and their families, which provides loans of up to KRW 20 million per person to help cover unexpected financial needs arising from circumstances such as rare or severe illnesses, serious disabilities, hospitalization expenses, financial accidents, family care leave, or infertility leave. Through these initiatives, KT remains committed to enhancing employees' quality of life and fostering a workplace in which people can grow and thrive together.

Key Employee Benefits

Welfare Points
- All employees (additional Future Development Points for employees with less than 20 years of service and under age 50)

Employee Loans
- Housing loans, newborn welcome loans, and emergency living expense loans
- Interest subsidies for loans from financial institutions

Leisure & Recreation
- Access to company-affiliated training centers, resorts, hotels, and other domestic leisure facilities
- Global training and overseas development programs

Lifestyle Support
- Self-development allowance
- Telecommunications expense support (mobile phone, landline, and TV services)
- Support for family events (marriage, childbirth, bereavement, 60th birthday celebrations, etc.)

Childcare Support
- On-site childcare center
- Education allowance for children with disabilities and general education support (ages 0-18)
- Tuition assistance for high school and university education

Housing Support
- KT employee residence (Seoul)
- Rental housing allowance for employees on long-distance assignments

Employee Stock Ownership
- Employee stock ownership plan with year-round participation

Health & Medical Benefits
- Health checkups for employees and one eligible family member
- Medical expense reimbursement
- Group insurance coverage

Flexible Work Arrangement Program

To ensure that employees can work in ways that best suit their personal circumstances and job requirements, we offer various flexible working arrangements. Under the Total Working Hours System, employees can flexibly adjust their work schedule as long as they maintain a four-week total of 160 hours. This allows them to work longer hours during busier weeks and reduce their working hours or take additional days off during less demanding periods, allowing for more efficient time management.

When the weekly workload makes it difficult to comply with the statutory 52-hour workweek limit (40 regular hours plus up to 12 overtime hours), employees may utilize the Flexible Working Hours System. This system allows working hours to be redistributed across different weeks by increasing hours in some weeks and reducing them in others, provided that the average weekly working hours remain within 40 hours over the applicable reference period.

In addition, we have introduced a PC-Off System, which automatically restricts access to company computers outside designated working hours. This helps minimize unnecessary overtime while encouraging employees to work more efficiently during regular working hours.

Flexible Work Arrangement Program Status

(Unit: Person)

Program	Description	Average Number of Monthly Users in 2025
Total Working Hours System	Work 160 hours in four weeks from Monday to Saturday (minimum of four hours in the office per day) (6 am to 10 pm)	7,196
Weekday Break	Take a day off by allocating work hours(0 work hours on a weekday)	3,389
	taking Friday off for a long weekend is recommended	

Three-Year Welfare Expenses Overview

(Unit: KRW Million)

Category	2023	2024	2025
Total Expense[1)]	308,369	315,549	263,938
Expense per Employee	15.3	17.1	17.7

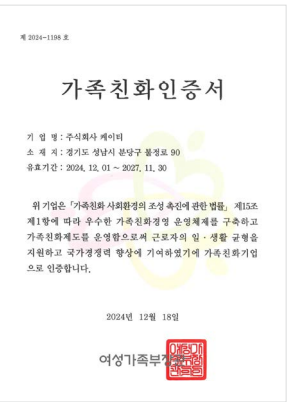
1) Includes legally required labor cost(4 primary insurances), meal/commuting allowances(meal and commuting cost support), workplace group insurance premiums(group insurance subscription support), medical expense support, etc.

Human Capital Management

Welfare Benefits

Family-friendly Programs

We operate a range of family-friendly programs, including childcare support, to ensure employees' work-life balance. Thanks to our efforts in this area, the Korean government awarded us the Family-Friendly Certification following an evaluation process.



제 2024-1198 호

가족친화인증서

기 업 명 : 주식회사 케이티
소 재 지 : 경기도 성남시 분당구 불정로 90
유효기간 : 2024. 12. 01 ~ 2027. 11. 30

위 기업은 「가족친화 사회환경의 조성 촉진에 관한 법률」 제15조 제1항에 따라 우수한 가족친화경영 운영체제를 구축하고 가족친화제도를 운영함으로써 근로자의 일 · 생활 균형을 지원하고 국가경쟁력 향상에 기여하였기에 가족친화기업으로 인증합니다.

2024년 12월 18일

여성가족부장

Family-Friendly Certification

Childcare Center

To support a stable childcare environment for employees, we opened a childcare center in the renovated KT Gwanghwamun Building West in 2025. The facility accommodates 108 children and has a dedicated area of 1,614m^2. It was designed with a strong emphasis on ensuring safety and an educational environment, so employees can entrust their children, supporting their work-life balance. By reducing employees' childcare burden, we contribute to fostering a more family-friendly corporate culture. In addition to Gwanghwamun, we operate on-site childcare centers at our major offices in Bundang, Mok-dong, Umyeon-dong, and Pangyo.



KT Gwanghwamun Childcare Center

Established: September 15, 2025
Location: KT Gwanghwamun Building West, 178 Sejong-daero, Jongno-gu, Seoul
Capacity: 108 children (48 enrolled in 2025, 75 enrolled in 2026)

Childcare Programs

We offer customized, family-friendly programs to support our employees through various life stages, including pregnancy, childbirth, and childcare. The programs adapt to changing work environments and the diverse needs of employees, with a focus on providing practical benefits that employees can experience. Through a wide range of supports, including reduced working hours, leave and parental leave programs, financial assistance, and emotional well-being initiatives, we ensure that employees maintain stable lives and realize their potential in each life stage. In 2024, the Hi Baby Task Force introduced new programs to ease the burden of childcare. Additionally, we offer various benefits, such as improved childcare environments and education assistance, creating a workplace employees can trust.

KT Family Support Programs

Pregnancy

- Reduced working hours throughout pregnancy
- Prenatal checkup leave
- Prenatal checkup leave for spouses
- Maternity support allowance (miscarriage/stillbirth)
- Miscarriage leave
- Miscarriage leave for spouses
- Pregnancy congratulatory care package
- Infertility leave
- Financial support for infertility treatment (non-covered expenses)

Childbirth

- Maternity leave
- Extended paternity leave
- Maternity support allowance
- Childbirth congratulatory grant
- Postnatal care allowance
- Childbirth congratulatory care package
- Newborn Welcome Loan

Childcare

- Up to 2 years of parental leave
- Salary support during the second year of parental leave
- Childcare leave for parents of elementary school children
- Up to 2 hours of reduced working hours for childcare with no reduction in pay
- Dual Work Program for employees with childcare responsibilities
- Family care leave
- Loan repayment deferment during parental leave
- On-site childcare center (Gwanghwamun)
- Children's education allowance
- Education support for children with disabilities
- High school tuition assistance and university scholarships

Human Capital Management

Welfare Benefits

Employee Stock Ownership Program

To share the value created through the company's growth with our employees, we offer an Employee Stock Ownership Program. Under a systematic and stable management framework, the Employee Stock Ownership Association holds an approximately 2.7% stake of the company, with the majority of employees participating as members of the association and engaging in creating the company's future value. We will continue to strengthen the ESOP so that employees can share in the company's growth and contribute to the creation of long-term value.

Retirement Pension

We have a retirement pension program to ensure that employees can remain financially secure after retirement. The program systematically supports all employees in building a retirement savings system throughout their careers. We provide education and guidance programs to help them understand the retirement pension program and utilize it. By offering detailed information on pension management options and program utilization guidelines, we support their preparations for retirement according to their individual financial needs. Pension assets are externally managed, ensuring the secure administration of retirement funds.

Retiree Support Programs

We operate multiple retiree support programs to help employees remain engaged in society and prepare for the next chapter of their lives after retirement. We provide career transition training and counseling services for employment to employees approaching retirement. We also offer a Senior Consultant Program, which allows employees with expertise to continue to utilize their experiences and know-how after retirement. In addition, our Career Transition Support Program offers multiple supports, including job-related training, professional certification assistance, and job placement services. For middle-aged employees, we provide time to prepare for career transitions or reemployment through a Gap Year for Future Planning Program.

Retiree Programs

Senior Consultant



A program that enables KT to continue leveraging the expertise and experience of retiring employees by rehiring them for a limited period after their retirement to transfer knowledge to junior employees and strengthen organizational capabilities.

- Introduced in 2018
- Employees with outstanding job expertise may be rehired for up to 2 years after mandatory retirement
- 904 senior consultants appointed (as of April 2026)

* 40 appointed in 2026 (as of April)

Number of Senior Consultants Appointed (Last Three Years)

- 128 Employees in 2023
- 175 Employees in 2024
- 60 Employees in 2025

Career Transition Support for Prospective Retirees



A career transition program that helps employees prepare for a new career after retirement by providing education, certification support, and employment assistance.

- Career Transition Center established in 2018

Before Retirement	After Retirement
Certification support and career transition training programs	Job placement support in collaboration with the Ministry of Employment and Labor and external training institutions, including post-placement follow-up services

Gap Year for Future Planning



A program that supports mid-career employees in preparing for post-retirement life by providing an extended leave of absence for education and career transition planning.

- Available to employees aged 50–58
- Up to 4 years (48 months) of career development leave
- 418 cumulative participants to date

Support during leave includes

- Certification attainment, farming and rural resettlement education, professional career consulting
- Job-related training and entrepreneurship and technical training programs

Human Rights Management

Human Rights Management System

Human Rights Policy

To fulfill our social responsibility to protect and promote human rights, we established the Human Rights Policy in June 2017. By applying this Policy, we prevent and manage human rights risks that may arise across our business and value chain. We officially support global human rights standards, including the "UN Universal Declaration of Human Rights," the "ILO Conventions," the "OECD Guidelines for Multinational Enterprises," and the "UN Guiding Principles on Business and Human Rights," and reflect them in our management and policies. In addition, we joined the UN Global Compact (UNGC), and have actively implemented its 10 principles across four key sectors: human rights, labor, environment, and anti-corruption. We respect all internationally recognized human rights, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights (right to freedom covenant), the International Covenant on Economic, Social and Cultural Rights (social covenant), and the eight core ILO conventions (freedom of association, prohibition of forced labor, prohibition of child labor, and discrimination). Based on these principles, we prioritize the protection of human rights across all our corporate activities.

Definition of Human Rights at KT

Basic Human Rights

Guarantee of equality and prohibition of discrimination
- KT prohibits all forms of discrimination based on gender, age, nationality, race, religion, education level, and physical challenges.

Guarantee of freedom and prohibition of forced labor
- KT prohibits all forms of involuntary work and services.

Human dignity and prohibition of child labor
- KT prohibits the employment of minors under 18 years of age in all forms.

Human Labor Rights

Freedom of assembly and right to collective bargaining
- KT guarantees employees' rights to form or join a union to protect the rights of individuals or groups of employees.

Fair compensation and observance of labor standards
- KT guarantees fair compensation and observes the Labor Standards Act for work conditions, including work hours and wages.

Guarantee of safety and health
- KT guarantees the observance of laws related to workplace safety and health.

Promotion of Human Rights

Freedom of expression
- KT guarantees and supports the right of customers to freely express and share their opinions with others and have access to information. We protect children from harmful content on communications services.

Protection of personal information and privacy
- KT respects the privacy of its customers and protects their personal information. To this end, we strive to minimize the recording and storage of personal information, take technical and administrative measures to protect information and guarantee the rights of data subjects.

Pursuit of happiness through innovation
- KT promotes the convenience and happiness of its customers by leading innovation and technological development based on our GIGA network and ICT services. We will ensure that our customers can enjoy innovative services and pursue happiness regardless of their origin, class or physical challenges.

Human Rights Management and Education

To implement the Human Rights Policy across our business operations, we have strengthened the related management frameworks. We continuously monitor legal and regulatory trends in the area of human rights to proactively address relevant issues. Based on this effort, we actively make efforts to prevent human rights risks. In addition, we conduct regular human rights education to spread human rights culture across the company. In 2025, we provided human rights education twice a year, once in each half, and all employees completed it. Its curriculum includes key topics designed to strengthen human rights protection and foster a culture of mutual respect in the workplace, such as sexual harassment prevention, workplace bullying prevention, and disability awareness training.

Human Rights Education

(As of 2025, for all employees)

Preventing sexual harassment (Each half of the year)	• Understanding the criteria around identifying sexual harassment cases at the workplace, and learning how to respond to and prevent them
KT compliance (Each half of the year)	• Understanding the laws and regulations on public bidding, human resources, occupational safety and health, and accounting and tax
Protecting personal information (Each half of the year)	• Understanding the latest trends related to the protection of personal information and relevant laws and regulations; understanding the basic rules to follow to protect personal information
Preventing workplace bullying (Once annually in the first half of the year)	• Learning the types of bullying and how to respond based on multiple cases
Enhancing awareness of disability (Once annually in the second half of the year)	• Understanding different types of disabilities to eliminate prejudices against people with disabilities, and learning manners and etiquette to build a corporate culture in which such understanding and communication takes place effectively

Human Rights Management

Human Rights Risk Management

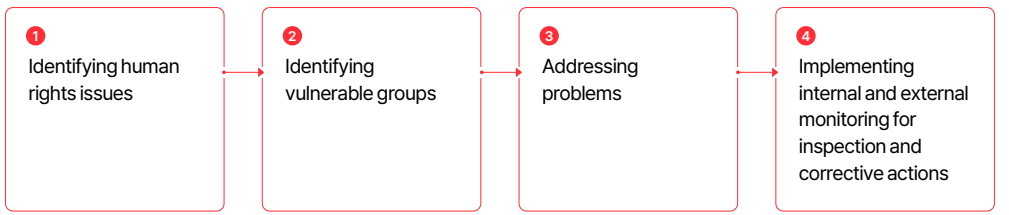
Proactive Identification of Human Rights Risks

To more systematically manage our human rights impacts, we operate a human rights inspection framework that spans the entire value chain. Based on the UN Guiding Principles on Business and Human Rights, we analyze the overall value chain across manufacturing, supply, sales, and distribution to identify core human rights issues. We prioritize issues that are identified according to the risk level, enabling a more effective response. In addition, using our unique human rights risk exposure assessment framework, we inspect potential human rights issues considering three areas: policy declaration, policy implementation, and human rights remedy. This approach allows us to systematically identify human rights risks and enhance the prevention-oriented risk response framework. In addition, external stakeholders across the value chain may submit grievances, including those related to human rights, through the designated grievance channels. Grievances can be submitted via email at subcontract@kt.com. Business partners may also submit grievances through the KT Partner Portal by navigating to Portal Main > Communication Channel > VOS > Grievances.

Human Rights Risk Assessment Process and Scope

We operate a human rights risk assessment process that follows the UN Guiding Principles on Business and Human Rights. Human rights risk identification is carried out based on the characteristics of each assessment target and includes pre-launch reviews of products and services, stress assessments for employees engaged in emotional labor, personal information protection audits, supply chain sustainability assessments, and business risk analyses.

Human Rights Risk Assessment Process



Human Rights Risk Assessment Result

We analyzed major corporate activities across the entire value chain to select key human rights risks. The significant risks selected include supply chain labor rights and safety issues in the manufacturing and supply chain stages, potential infringement of indigenous rights during business development, personal information protection issues in sales and distribution processes, and protection issues for public-facing workers such as customer service counselors. We perform due diligence inspections to understand the current status of high-priority human rights issues and implement improvement initiatives to mitigate human rights risks, working in cooperation with the relevant departments.

Human Rights Risk Mitigation Measures

We quantify human rights risks by category, manage core risk indicators, monitor their likelihood, and derive remedial actions to mitigate or eliminate them. Acknowledging the potential for human rights violations inherent in the work performed by customer service agents, we conduct assessments and counseling programs to protect their rights. Through diagnostics and analysis across the entire value chain, we have identified potential human rights issues. Based on the results, we conduct training sessions to ensure employees' fundamental human rights, including the right to work and safety. In addition, we conduct annual training sessions on major social issues, including "sexual harassment prevention," "awareness of persons with disabilities," and"protection of personal information." Additionally, we apply filtering tools to establish a safe digital environment for children. For example, a dedicated children's interface, Kids Mode, and the Safe Search for Kids offered by the GIGA Genie devices provide search results that are limited to content suitable for users of a certain age.

Human Rights Management

Human Rights Risk Assessment

Management by Type of Human Rights Risk

Human Rights Issue	Vulnerable Group	Subject of Review	Definition of Issues	Management Level	Assessment System
Products & Services	Children, general public	KT	Potential human rights infringements that may occur due to goods and services	Due diligence	Assessment of risk before introduction to the market
Protection of Public-facing Workers	Customer service representative	Subsidiaries	Protection of CS personnel exposed to unreasonable behavior (abusive language, sexual harassment, insults, threats) or excessive demands	Due diligence	Monitoring of public-facing workers
Protection of Personal Information	General public	KT, subsidiaries, suppliers	Protection of personal information and privacy, which are closely related to the telecommunications business	Due diligence	Inspection of protection of private information
Supply Chain Human Rights	Suppliers, employees, migrant workers	Suppliers	Infringements of the basic human rights, labor rights or right to safety of supplier employees	Due diligence	Assessment of sustainable management of the supply chain
Protection of the Indigenous Rights	Residents, local communities	Local communities	Direct infringement of resident rights, including land and property due to business expansion	Due diligence	Assessment of business risks
Employee Human Rights	Employees	KT	Basic human rights, labor rights, and safety rights violation issues in working environment	Due diligence	Operational monitoring
Harmful Content	Children, general public	KT	Protection of children from access to harmful content, and protection of universal access to information	Due diligence	Operational monitoring
Conflict Minerals	Residents, children	Material suppliers	Exploitation of child labor in the Congo and neighboring countries in the production of the tin, tungsten and tantalum used in electronic devices	Precautions	-

Identification and Assessment of Human Rights Issues in the Value Chain

Category	Item	Manufacturing & Supply		Operation		Sales & Distribution	
Products & Services	Process			Before launch Development	After launch Content	Sales Sales	Follow-up management Customer Service
	Relevant Issues			Products & Services Employees' human rights	Employees' human rights Harmful content	Privacy protection Supply Chain Human Rights	Public-facing workers' Protection Employees' human rights
Network	Process	Collection Raw materials	Manufacturing Manufacturing	Before a project Sales	After a project Operation		
	Relevant Issues	Conflict Minerals	Supply Chain Human Rights	Protection of indigenous rights Employees' human rights	Privacy protection Employees' human rights		

Human Rights Management

Human Rights Protection Activity

Respect for Diversity and Equity

We prohibit discrimination based on factors unrelated to job performance, including age, gender, and disability status, throughout recruitment, promotion, training, and other HR processes. By providing fair opportunities, we strive to ensure that all employees can demonstrate their capabilities in an equal working environment. Through KT Hope Builder, our subsidiary-type standard workplace for people with disabilities, we support disabled workers in performing various tasks, and strive to increase their job satisfaction, going beyond merely fulfilling a legal obligation to employ persons with disabilities. In addition, KT supports the continued career development of female employees by enhancing family-friendly policies and improving the working environment. As part of these efforts, we have established ambitious medium- and long-term targets of increasing the parental leave utilization rate among female employees to 87% by 2026 and 88% by 2030. The three-year average parental leave utilization rate for female employees currently stands at 79%.

Three-Year Overview of Employment (People with Disabilities, Foreigners, and Veterans) (Unit: Person)

Category		2023	2024	2025
Diversity	People with Disabilities	490	509	427
	Foreigners	13	8	13
	Veterans	809	592	551

Three-Year Overview of Maternity and Parental Leave (Unit: Person, %)

Category	2023	2024	2025
Number of Maternity Leave Users	205	246	282
Number of Parental Leave Users	198	202	255
Parental Leave Return-to-Work Rate	97.2	94.6	98.1
Female Parental Leave Utilization Rate[1)]	81	70	86

1) Percentage of female employees with a child born during the reporting year who commenced parental leave in the same year.

Employee Protection Activity

Recognizing employees' mental health and psychological safety as important human rights protection factors, we run a range of programs to support their mental health. In cooperation with professional institutions, we provide counseling services to our employees and their families, easing the emotional difficulties that may arise during work and daily life. In 2025, we opened a counseling room at our Gwanghwamun headquarters office, conducted a regular stress test for all employees to assess their mental health, and implemented special counseling programs, establishing a prevention-oriented support framework. At the same time, in-house counselors visit the sites and conduct teamwork improvement activities based on psychological test results and suicide prevention training, ensuring that employees work in a safe and respectful environment and enhancing human rights protection activities continuously.

Number of Individual Counseling Service Users (Unit: Person)

Category	2023	2024	2025
Number of Individual Counseling Service Users	357	287	489

Handling of Employee Complaints (KT119)

We have various grievance handling channels to protect employees' rights. The Committees for Handling Employee Complaints and Grievances at branches nationwide collect internal feedback and operate the online grievance system, KT119, allowing employees to report grievances and receive support anywhere, at any time. We also have prepared other communication channels, such as internal bulletin boards, mobile apps, and email, to increase accessibility.

KT119 has evolved beyond a simple grievance reporting channel into a comprehensive counseling platform. Since 2022, it has operated as an integrated life counseling platform, providing professional counseling in five areas: legal, financial, tax, debt, and psychological counseling. This helps employees resolve practical issues. We continue to enhance the expertise and responsiveness of the grievance resolution process and expand employee support functions as the platform handles a growing number of counseling cases.

Three-Year Overview of KT119 Usage Satisfaction[1)] (Unit: Point)

Category	2023	2024	2025
Satisfaction	4.59	4.54	4.63

1) Total participants across all sessions

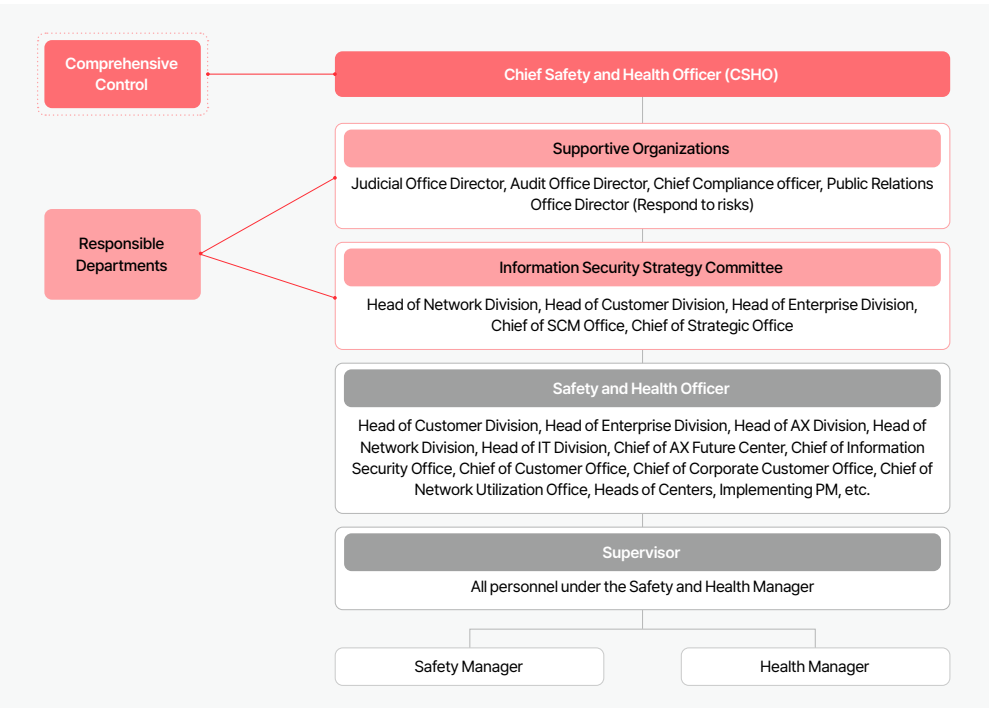
Occupational Health and Safety

Governance

Safety and Health Management Organization

We have adopted a company-wide occupational safety and health governance structure to ensure systematic safety management across the organization. Led by the Chief Safety and Health Officer (CSHO), KT has established an integrated occupational safety and health management system under which relevant departments collaborate to identify, manage, and mitigate safety risks. Major business divisions—including Network, Customer, and Enterprise—as well as corporate support functions serve as accountable organizations to ensure that safety management is effectively implemented throughout our business operations. Each division appoints designated Occupational Safety and Health Managers and Supervisors, while Safety Managers and Health Managers are responsible for carrying out day-to-day occupational safety and health activities at operational sites.

Safety and Health Management Organization Chart



Roles of the Chief Safety and Health Officer

Our Chief Safety and Health Officer (CSHO) serves as KT's top safety and health executive, who is responsible for overseeing company-wide safety and health organization, personnel, budget, and safety and health risk response while establishing a prevention-oriented response system to minimize industrial disasters.

Roles of the Dedicated Safety and Health Organization

Our dedicated Safety and Health Organization supports and oversees company-wide safety and health frameworks. Its key roles are establishing an annual safety and health plan, managing legal obligations, overseeing area-specific safety and health management, and inspecting the implementation of field safety. We systematically identify potential hazards and risks through regular risk assessments and translate the findings into corrective actions and follow-up measures that are implemented at our operations sites. In the event of an incident, the Company responds promptly, conducts root cause analyses, and establishes preventive measures to minimize the risk of recurrence. In addition, we work closely with each business unit to support its effective implementation of company-wide occupational safety and health policies, further strengthening a prevention-focused, field-oriented safety management system.

Occupational Safety and Health Committee

Our Occupational Safety and Health Committee has been established to protect workers from workplace risks and prevent industrial accidents. It is a consultative body through which labor and management jointly deliberate on and decide major matters related to occupational safety and health, and it plays a role in enhancing our field-oriented safety management framework. A total of 364 members from 27 business sites nationwide constitute the Committee, which systematically manages safety and health issues through labor-management cooperation. This approach helps ensure practical safety and health activities are continuously implemented on-site.

Status of the Occupational Safety and Health Committee

	100 or More Employees (24 Places)	Less than 100 Employees (3 Places)
Committee Composition	Equal number of representatives from management and labor (5 or more employees)	Equal number of representatives from management and labor (3 or more employees)
Number of Members	322 Members	26 Members
Number of Entrusted Members[1)]	12 Members	4 Members

1) Outsourced members: Safety and Health Managers appointed through external professional institutions.

Occupational Health and Safety

Safety and Health Strategies

Establishment and Implementation of the Safety and Health Management Policy

We have established a company-wide occupational safety and health management framework and developed and implemented an annual fundamental occupational safety and health plan. Based on the "safety first" principle, we established a clear governance framework with defined roles and responsibilities for each organization while enhancing proactive measures to identify and prevent workplace hazards. In addition, we have expanded management responsibilities to our operational sites, and implemented proactive response measures to address potential risk factors. Through these efforts, we aim to further enhance workplace accident prevention and achieve Zero Workplace Accidents by fostering a safe and healthy working environment in line with our occupational safety and health policy.

Safety and Health Management Policy

Safety and Health Management Policy

We place the highest priority on safety and health, embedding safety as a core value to deliver trusted occupational safety and health management for our employees, business partners, stakeholders, and the public.

1. We foster a culture in which every employee takes ownership of safety and health in all aspects of their work.
2. We proactively identify and eliminate hidden hazards and risks across our operations to prevent workplace accidents.
3. We systematically manage and continuously improve our facilities to ensure the safety of everyone from our employees to the public.
4. We empower employees to stop work immediately whenever they identify a safety risk, creating a workplace in which safety always comes first.
5. We strengthen our business partners' capabilities in the area of occupational safety and health, and promote a shared culture of safety for sustainable growth together.

Four Key Safety and Health Priorities and Objectives

We have established four key occupational safety and health priorities to prevent workplace accidents and create a safe working environment. Based on these priorities, we systematically implement occupational safety and health initiatives across our operations.

Four Key Safety and Health Objectives

Identification and Mitigation of Hazards and Risks, and Strengthening On-site Safety Management	① Shorten inspection cycles for aging outdoor telecommunications facilities. ② Continuously identify and eliminate hazards and risks to prevent occupational accidents. ③ Classify vulnerable facilities based on their condition and safety level and implement phased improvements. ④ Share information on vulnerable facilities and safety risks across KT Group companies.
Strengthening Legal Compliance and Risk Management	① Implement real-time, system-based verification of occupational safety and health compliance at each workplace. ② Clearly assign accountability for fulfilling the statutory responsibilities of occupational safety and health managers. ③ Strengthen professional capabilities through occupational safety and health consulting and management diagnostics. ④ Redefine safety management roles and responsibilities with KT Group companies, contractors, and other business partners.
Strengthening Collaboration with Group Companies, Business Partners, and Other Stakeholders	① Secure qualified contractors with proven capabilities in occupational accident prevention. ② Operate shared funding programs to strengthen the safety infrastructure. ③ Provide capability-building programs to promote independent safety management among group companies and business partners. ④ Ensure the timely execution of safety-related expenditures, including occupational safety and health management budgets.
Promoting Employee Health and a Safe Working Environment	① Strengthen proactive disease prevention and personalized health promotion programs. ② Enhance emergency response capabilities for cardiac arrest and other medical emergencies. ③ Identify and eliminate health-related hazards and risks while strengthening the proactive management of medicines and medical supplies.

Occupational Health and Safety

Risk Management

Certification for Occupational Safety and Health Management Systems

To prevent occupational accidents and establish a safe working environment, we established a global-level safety and health management system. Through our efforts in this area, we obtained the Certification for Occupational Health and Safety Management Systems (ISO 45001) for all business areas in October 2023, which is maintained to this day. ISO 45001 is the highest international certification for safety and health, established by the International Organization for Standardization (ISO) in 2018. It assesses occupational safety and health prevention, safety of the working environment, and the establishment and implementation of systematic safety and health management systems, and issues a certification. We enhanced our safety management by having our existing safety and health management system objectively assessed by a specialized institution and addressing issues identified during the certification process. We will continue to uphold safety and health as a core management principle and advance the related frameworks and operational systems, establishing a reliable and safe working environment and providing stable services to customers.

Compliance with Safety and Health Law and Regulations

In response to the Serious Accidents Punishment Act, we have systematically inspected risk factors across our business areas, and enhanced our safety and health activities to reduce the likelihood of workplace accidents. Through the Safety Reinforcement Council, we have expanded a cooperative foundation between organizations, collaborated with specialized institutions to verify construction field safety and develop safety technologies, enhancing our field response capabilities. At the same time, based on the safety-first principle, we have strengthened implementation across four key safety and health areas, striving to embed a prevention-oriented safety culture across the company. By continuing to improve the safety management system and field-focused executive ability, we aim to minimize workplace accidents and establish a safe working environment that all employees can trust.

Certification for Occupational Safety and Health Management Systems


Certification for Occupational Health and Safety Management Systems (ISO 45001)

[Scope of Certification Category]

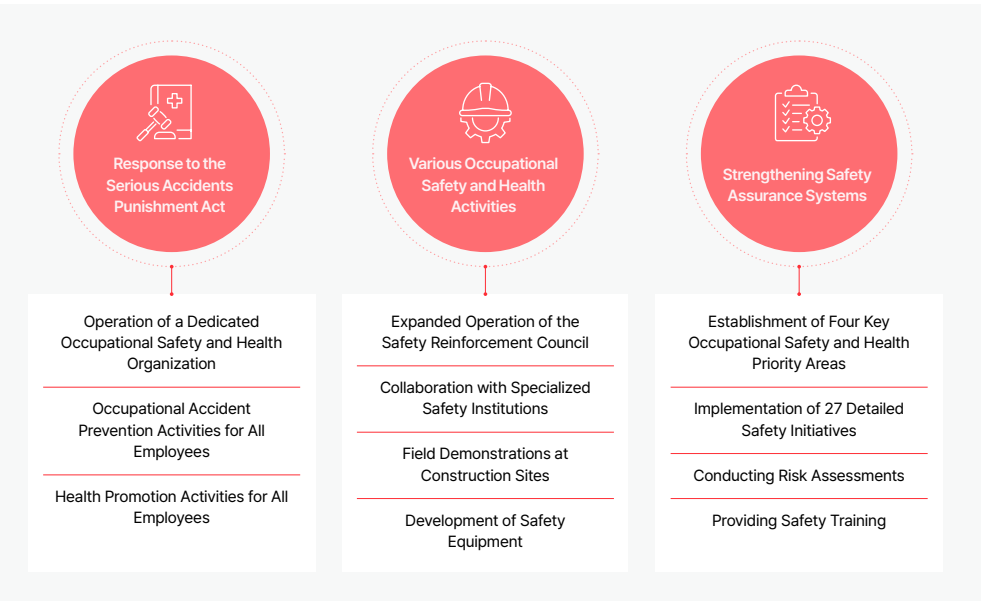
Wireless communication, high-speed internet, IPTV, IDC, cloud, AI/DX service development and provision, integrated design, construction and maintenance of information communication systems and networks

[Validity Period]

October 31, 2023 – October 30, 2026

Certification Institution: Korea Management Registrar Inc.

Compliance with Safety and Health Law and Regulations



Occupational Health and Safety

Risk Management

Risk Assessment

To proactively manage safety risks throughout the company, we conduct regular risk assessments, which are followed by systematic safety and health improvement activities. The assessments comprehensively inspect various risk factors to identify harmful and hazardous factors and establish appropriate mitigation measures. The assessment results include descriptions of the assessment; implementation is managed systematically, including the scope of the assessment, key hazards and risks identified, areas requiring improvement, and risk mitigation measures. For issues requiring improvement, corrective actions are promptly implemented in accordance with the risk reduction plans. The implementation of corrective actions and risk status are continuously monitored to ensure effective management and prevent repeated risks through stronger prevention-focused management systems. In addition, through the Occupational Safety and Health Compliance Check Day, we integrate the risk assessment results into employee training to increase practical application at operational sites. Similar cases and risk information are also shared with KT Group companies and suppliers to enhance safety management company-wide. Through these efforts, we have maintained consistent safety standards throughout our workplaces and fostered a disaster prevention and safety culture.

Risk Assessment Process

Risk assessments	Comprehensive inspection of risk factors	Identification of hazards and risks	Corrective actions and follow-up measures
Assessment result management	Implementation status review	Addressing identified risk factors	Implementing improvements using mitigation measures
Continuous management	Verifying implementation	Ongoing monitoring of risk levels	Sharing results with group companies and business partners

Risk Assessment Results

(Unit: Case)

Category	2023	2024	2025
Number of cases requiring corrective action	4,004	2,170	1,176
Immediate corrective actions completed	3,427	1,972	1,136
Long-term corrective actions in progress	576	198	40

* Based on the 2025 risk assessment, all 1,176 cases requiring action out of 14,105 cases assessed were improved (100% completion).

Safety Training

Recognizing that safety is a fundamental principle that should be practiced by all employees, not a certain department's responsibility, we conduct regular safety training to ensure that employees learn to practice safety culture naturally during their daily work. Through the monthly Occupational Safety and Health Compliance Check Day, each department conducts self-inspection and implementation. In addition, to ensure workplace safety and prevent accidents, we conduct online training twice a year and develop checklists to inspect major risk factors, including the working environment, electrical safety, vehicle management, protective equipment, and work tools. For vehicle and protective equipment management, facility security, and fire prevention, we frequently conduct inspections and take immediate corrective actions to enhance our field response capabilities.

Safety Training Status

Occupational Safety and Health Compliance Check Day	Online Safety Accident Prevention Training	Safety Checklist	Unannounced Safety Inspections
Encourage voluntary safety practices and accountability at the departmental level	Enhance occupational safety and health awareness and prevent workplace accidents	Inspect office environments, electrical safety, vehicle management, and personal protective equipment at work sites	Inspect vehicles, PPE, facility security, and fire prevention measures, and implement corrective actions for any non-compliance.

Three-Year Overview of Employee Safety Training

(Unit: Person)

Category	2023	2024	2025
Job-specific training	123	182	67
Employee training	17,071	17,077	12,613
New hire training	415	375	898
Special training	1,048	485	309

Occupational Health and Safety

Supply Chain Safety and Health Management

Safety and Health Management Policy for Supply Chain

We place a significant emphasis on safety and health risk management throughout the entire value chain. This includes incorporating safety and health capabilities as a key evaluation criterion from the supplier selection stage, and strengthening our partnerships with companies that have established safety management systems. Based on our Supplier Code of Conduct and guidelines, we apply safety and health policies and standards. Furthermore, to enhance suppliers' voluntary safety management capabilities, we regularly provide consulting on establishing serious accident response systems and safety management training, promoting a prevention-oriented safety culture throughout our supply chain.

Safety Enhancement Support for Supply Chain

We operate diverse safety enhancement support programs to help suppliers establish independent safety management systems, which go beyond mere inspection and management. Working in collaboration with specialized institutions, we assess suppliers' safety and health status to prevent accidents and help them address vulnerabilities. In particular, for working environments with a high risk of serious disasters, we enhance our prevention-oriented management by inspecting the field and identifying and eliminating risk factors, strengthening suppliers' safety and health management systems through assessments and consulting support. We also regularly share information on seasonal high-risk operations and support suppliers in their efforts to create safer working environments by providing safety equipment such as smart watches and lifts.

Supply Chain Safety Enhancement Support Status in 2025

Evaluate risk factors in open storage yards	• Consulting on 40 items across 9 areas: 152 partner companies
Supply and support safety equipment	• Distribution of green safety helmets: 1,444 helmets to 270 partner companies • Distribution of heated vests: 916 vests to 143 partner companies
Provide consulting services for serious disaster and safety accident management systems	• Safety and Health (S&H) assessments and consulting for outstanding partner companies: 26 companies • Growth roadmap consulting for partner companies: 145 companies
Support safety education	• Monthly customized occupational safety and health newsletters provided

Safety Training for Supply Chain

To enhance the safety and health capabilities of our suppliers, we provide regular training through various channels. Through safety and health meetings and consultative groups, we share major policy objectives and tasks, review each supplier's safety management status, and discuss improvement measures. We also gather feedback on workplace concerns through multiple communication channels, and work to identify practical solutions. In addition, we provide customized training programs for owners of telecommunications construction suppliers, safety and health managers, safety and health coordinators, and construction workers on-site. In addition, we distribute a monthly safety newsletter highlighting seasonal high-risk operations, and provide safety equipment, such as green safety helmets and heated vests, to help prevent workplace accidents.

Supply Chain Workplace Safety and Health Communication and Training

Sharing Workplace Safety and Health Initiatives	Active Communication	Conducting Safety Awareness Training
Share initiatives through workplace safety and health meetings and consultative councils	Review key safety management issues and discuss grievance resolution measures	Conduct training for business owners of telecommunications construction partners, safety and health managers, safety and health coordinators, and on-site construction workers

Supply Chain Safety Training





Occupational Health and Safety

Metrics and Targets

Workplace Accidents

We continuously analyze workplace accident trends to minimize safety incidents in the workplace, and are creating a safer working environment through ongoing improvement efforts. In 2025, a total of five workplace accidents were recorded. By accident type, slips, trips, and falls accounted for 60%, collisions 20%, and other incidents, including traffic accidents, illnesses, and commuting-related accidents, 20%. The primary causes were identified as general accidents (80%) and worker negligence (20%). Regionally, Gangbuk-gu and Gangwon-do recorded the highest proportion of accidents (60%), followed by Gangnam-gu and the West area (40%). Based on this analysis of accident types and root causes, KT will continue to develop more targeted and effective preventive measures.

Three-Year Overview of Workplace Accident Occurrence

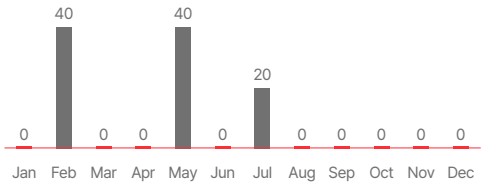
(Unit: Case, %)

Category		2023	2024	2025
KT	Number of Accidents	17	8	5
	Occupational Accident Rate[1)]	0.1	0.1	0.1
Supplier[2)]		11	6	2

1) Number of accident victims / Annual average number of workers × 100
2) Based on industrial accident approval cases by year (Targeting 200 major supply companies in OSP/wireless/transmission & power supply fields)

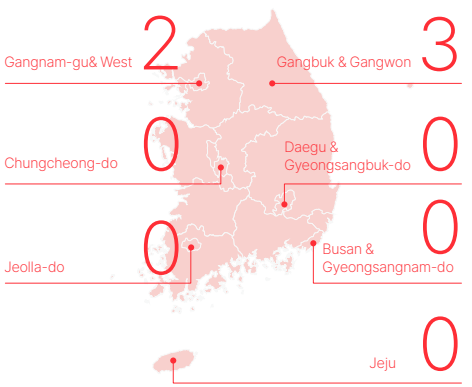
Monthly Workplace Accident Occurrence Rate in 2025

(Unit: %)



Number of Workplace Accidents by Region in 2025

(Unit: Case)



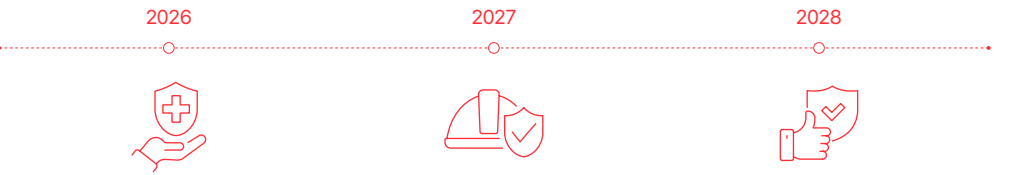
Number of Workplace Accidents by Cause in 2025



Medium- to Long-term Safety and Health Goals

We have implemented a medium- to long-term safety and health plan to prevent workplace accidents and create a safe working environment. We aim to continuously advance AI- and data-powered safety and health management systems, address hazardous and harmful factors, and enhance suppliers' safety management, fostering a company-wide safety culture.

Medium- to Long-term Safety and Health Goals



2026	2027	2028
Safety and Health Management System Advancement and Optimization (37,400 aged and vulnerable facilities improved)	**Completion of the KT Group's Autonomous Safety and Health Management System** (34,500 aged and vulnerable facilities improved)	**Full Implementation of the KT Group's Autonomous Safety and Health Management System**
• Advance AI-based safety and health management system • Construct safe workplace through continuous discovery and elimination of hazardous and risk factors, and expansion of worker safety management capabilities • Expand win-win cooperation for zero accidents in group companies and partners • Autonomous prevention-centered safety culture	• Complete AI-based autonomous safety and health management system • Continuous discovery of hazardous and risk factors and completion of elimination of identified high-risk factors • Safety and health win-win cooperation system with group companies and partners • Safety culture awareness among all employees encompassing group companies	• Implementation of AI-based autonomous safety and health management system • Continuous discovery of hazardous and risk factors and elimination of identified high-risk factors • Maintain a safety and health win-win cooperation system with group companies and partner companies • Foster a strong safety culture among all employees across KT and its group companies

Supply Chain Sustainability

Supply Chain Management System

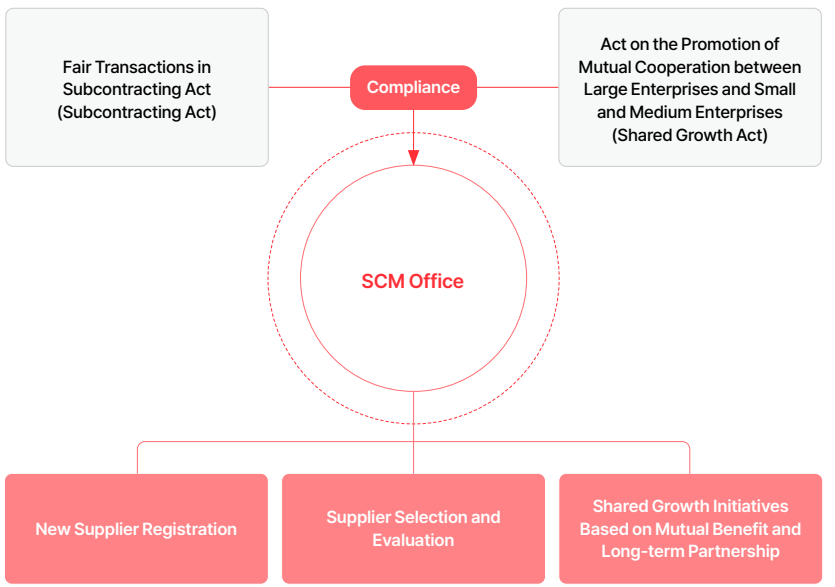
Role of the Responsible Department

We operate a shared growth-oriented supply chain management system through a dedicated shared growth organization. In accordance with the applicable laws and regulations, including the Fair Transactions in Subcontracting Act (Subcontracting Act) and the Act on the Promotion of Mutual Cooperation between Large Enterprises and Small and Medium Enterprises (Shared Growth Act), as well as our internal standards, we ensure fair supplier registration, selection, and evaluation processes, creating a business environment that suppliers can trust. In addition, we pursue a management structure that supports shared growth with our suppliers, enhancing shared growth initiatives considering mutual benefits and long-term cooperation.

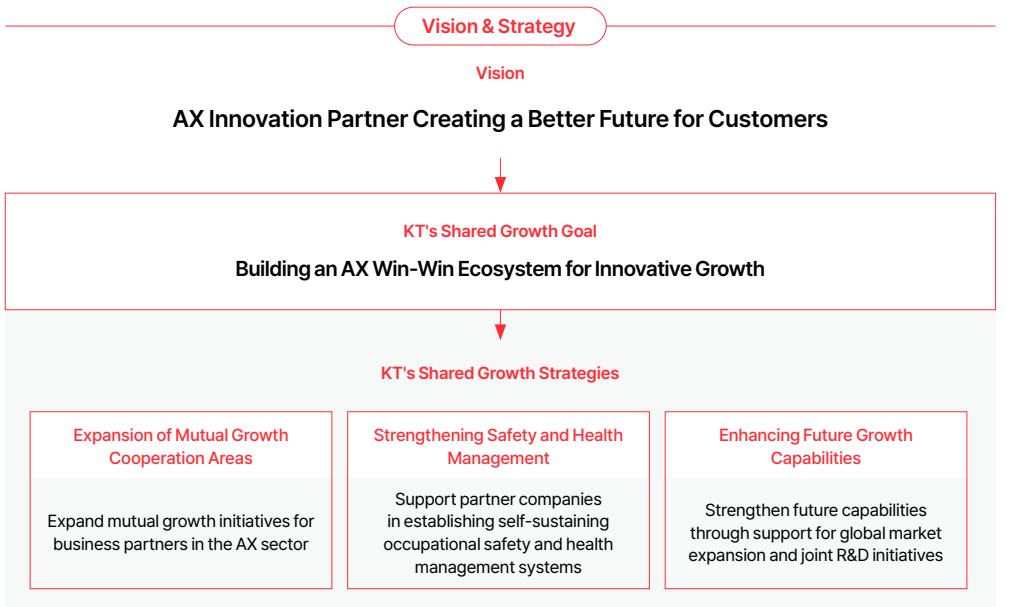
Shared Growth Strategies

We have set "building an AX win-win ecosystem for innovative growth" as our core goal. In line with this goal, we have expanded the scope of support to partner companies in the AX area, beyond the previous CT-focused cooperative system, enhancing the foundation to respond to changes in future technologies. Significantly, by building on 16 years of shared cooperation, we have expanded support for our suppliers' sustainable growth and the supply chain's future competitiveness in 2025. In addition, we have introduced a new shared growth program and implemented various initiatives to support suppliers' stable business operations and technological competitiveness. These approaches show our commitment to advancing shared growth systems in order to provide differentiated services and create a future growth engine based on communication and cooperation with suppliers.

Dedicated Organization for Shared Growth



Shared Growth Vision and Strategies



Supply Chain Sustainability

Supply Chain Management System

Sustainable Supply Chain Policy

To enhance our shared growth with our suppliers, we have prepared a sustainable management standard for them. The standard covers key principles regarding the environment, social, and governance areas, and is used as a common management standard to ensure that suppliers prepare sustainable management frameworks. In response to global demands and ESG trends, we adapted it into the Supplier Code of Conduct and guidelines. The guidelines also incorporate global trends, including the UN Global Compact (UNGC), enhancing supply chain management systems focused on human rights, the environment, health, safety, and ethics.
In accordance with the supply chain policy above, we have established guidelines for suppliers and implement mutual cooperation by receiving Fair Trade Agreements before engaging in business transactions. The Agreements include plans for consulting and technical support to improve the quality of suppliers and a code of conduct outlining their social responsibilities, which they are expected to comply with. In addition, we conduct ESG risk assessments using evaluation criteria that reflect both industry characteristics and international initiatives, and provide consulting based on the assessment results to systematically manage the non-financial risks of our suppliers.
We will continue to establish a sustainable supply chain with our suppliers and enhance overall ESG performance across the supply chain based on responsible procurement and mutual cooperation.

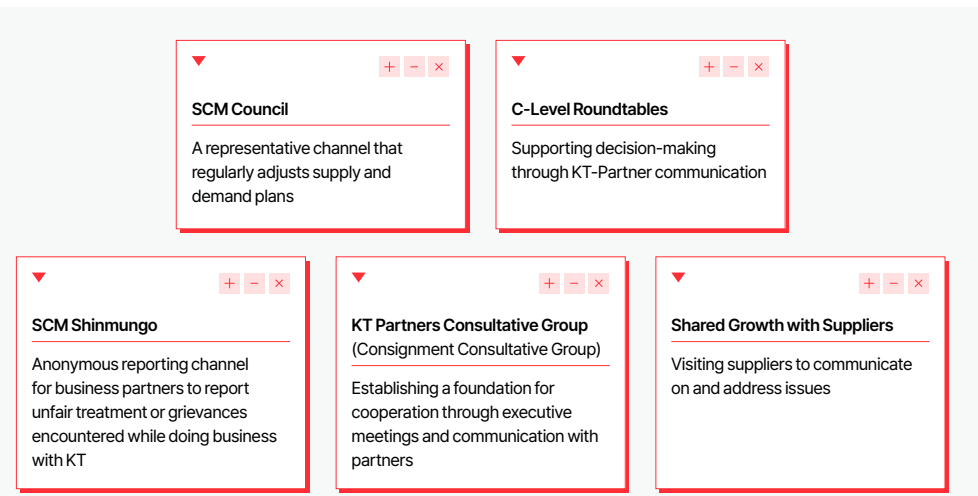
Supply Chain Communication

To reinforce our cooperation with partner companies, we have established an annual shared growth communication roadmap, and take a systematic approach to our communications based on the roadmap. We have expanded our interactions with partner companies through various communication channels, and share important business information and management goals enhancing a long-term cooperative foundation.
In addition, through regular communication programs to help our suppliers make effective decisions, we provide helpful information and practical support. At the end of each year, we hold an Outstanding Partner Awards ceremony to recognize partner companies that have demonstrated exceptional performance, further promoting the value of shared growth and collaboration.

Four Guidelines for Shared Growth

Partner Selection and Operation Guidelines	The purpose is to establish evaluation criteria, evaluation items, and procedures for new materials and construction partners.
Subcontracting Transaction Contract Execution Operational Guidelines	The contract regulations aim to establish matters related to contracts for purchasing goods(including manufacturing and procurement), construction, services, sales, and leasing at KT.
Subcontracting Transaction Internal Review Committee Operation Guidelines	The Subcontracting Transaction Internal Review Committee aims to conduct prior reviews of the fairness and legality of company subcontracting transactions as per Article 53 of the contract regulations.
Written Issuance and Preservation Guidelines	To establish written issuance and preservation in subcontracting transactions, guidelines for written issuance and preservation have been introduced and implemented.

Supply Chain Communication Channels



* 2025 SCM Grievance Channel: 1 case received / 1 case resolved (Resolution rate: 100%)

Supply Chain Sustainability

Shared Growth Program

Support for Cooperation in New Technology Development

To enhance the competitiveness of the domestic ICT industry ecosystem, we have expanded technical cooperation and supported the development of new technologies and solutions, as well as cooperation for shared growth. In 2020, we signed a business agreement with the Ministry of SMEs and Startups and established a KRW 4 billion fund to participate in the Public-Private Joint Technology Commercialization R&D Program (Shared Growth Model). By working in cooperation with external institutions, we have jointly developed technologies with our suppliers, achieving results such as improved equipment and service quality, enhanced cost efficiency, and strengthened technological self-reliance. These achievements are shared with our suppliers, contributing to tangible shared growth. We also share our patents and technological assets to enhance their capabilities and innovations.

Support for Market Development

To lay the groundwork for the growth and global market development of suppliers, we have pursued a range of activities, such as joint participation in representative global exhibitions, as well as participation in the Ministry of SMEs and Startup's Large-Small Business Joint Global Market Entry Support Program. In 2025, we operated a pavilion dedicated to our suppliers in four global exhibitions including MWC, IBC, ECOC, and MWC Doha. In addition, the scope of support has been expanded to include promising ventures and startups in the AI sector, which we discovered, nurtured, and invested in, as well as our existing suppliers in the telecommunications sector. These initiatives helped promote the technologies and services of small businesses and ventures to global buyers and investors, enhancing their competitiveness. We will continuously expand our support for our suppliers' market development and global competitiveness, strengthening a shared growth ecosystem in which Korean small businesses and ventures can grow together.

Three-Year Overview of Supplier Support

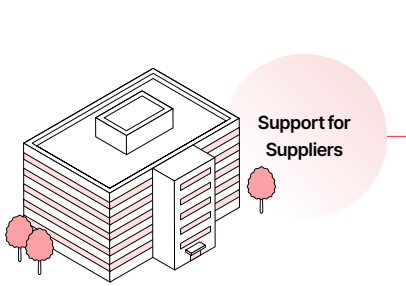
(Unit: Case, KRW Million, Person, Company)

Category			2023	2024	2025
Joint R&D and New Product Development with SMEs	Number of Projects		284	302	302
	Costs		49,701	67,657	72,880
Azure Credit Support Project	Number of Sessions		-	-	11
	Costs		-	-	330
Technology Support and Protection	Performance Sharing System	Number of Sessions	18	22	12
		Costs	1,748	900	0
	Number of Technical Data Verification and Supervision Cases		86	85	72
	Number of Trade Secret Original Certification Supervision Cases		3,348	3,314	3,314
	Free Patent Assignment	Number of Sessions	17	22	12
		Costs	178	147	54
	Number of Technology Transfer Support Cases		15	20	20
Workforce Support	Number of SBC Plan Participants		23	23	23
	Number of Companies Supported through the Online Recruitment Portal		247	220	209

Support for Market Development

2025 Support for Market Development

- Supported participation in four global exhibitions, including MWC, IBC, ECOC, and MWC Doha.
- Supported participation in global technology conferences, including MS Ignite 2025 and Google Cloud Next 2025.
- Expanded the scope of support to ventures and startups in the AI sector, which are discovered, nurtured, and invested in by KT.
- Laid a foundation for the effective promotion of SMEs and venture suppliers.



Supply Chain Sustainability

Shared Growth Program

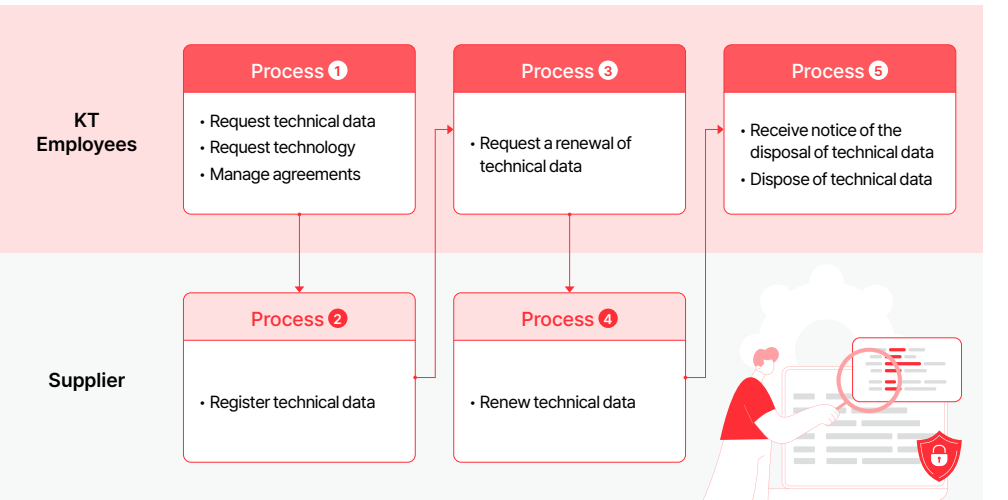
KT Eco:N

KT uses "Eco:N," its partner cooperation platform, to strengthen its platform-based business collaboration with suppliers. It helps discover promising suppliers in the AX field and supports smooth collaboration by providing KT employees with various corporate information, including business partners' solutions, credit ratings, financial status, and intellectual property rights. A total of 2,911 companies are registered on Eco:N, and based on this foundation, various forms of collaboration are taking place, including service launches and order proposal collaboration(Commercialization), business cooperation agreements and technical verification(MOU/PoC), and technical document reviews and cooperation meetings(Collaboration Discussions). The introduction of Eco:N has significantly reduced lead time compared to the previous human network-centered cooperation method, and has led to the establishment of a more proactive and efficient cooperation system, contributing to creating a healthy business ecosystem. Business partners can expand opportunities for collaboration and investment attraction by proactively sharing information through Eco:N, while we can continue to pursue sustainable win-win cooperation with competitive business partners. In 2025, we newly opened "KT Group Eco:N," expanding this platform-based cooperation model throughout the KT Group. In addition, we operate the KT Partner Portal (http://partner.kt.com) as a grievance handling channel, and when disputes with partner companies occur, the responsible committee reviews the content and provides oversight. This approach allows us to continue to strengthen the business ecosystem in which we achieve sustainable growth together with our suppliers.

KT TechCare

We have established the KT TechCare system to safely protect partners' technical materials and activate business cooperation proposals. This initiative creates an environment in which business partners' technologies and proposals are reviewed with the appropriate protective tools, increasing transparency and efficiency in cooperative procedures. The KT TechCare system issues technical document request forms and NDAs, allowing only authorized KT users whose access aligns with the intended purpose to view the relevant materials, and applies DRM(Digital Rights Management) functions to automatically delete technical materials after the agreed retention period. To date, approximately 3,800 companies have joined and are safely conducting technical materials transactions, and all external idea proposal channels have been unified into the TechCare system for systematic management. In addition, business departments conduct proposal reviews under the leadership of directors, and the review results are communicated to proposing companies within 30 days, improving the process to enable transparent and rapid feedback. Through these system and process improvements, 31% of externally received ideas have been adopted, and collaboration discussions with our business divisions have progressed. In 2025, we enhanced our system functions to increase partner convenience and strengthened promotion and communication to activate external idea proposals, further expanding opportunities for shared growth with our suppliers.

Technical Document Control Process



Supply Chain Sustainability

Risk Management

Proactive Supply Chain Screening

We execute written agreements with new suppliers through an electronic contract management system. This ensures that our supply chain policies and compliance requirements are clearly incorporated into the contracting process. We have also strengthened our contractual framework to ensure that the principles of ethical management and fair trade are properly reflected. Upon the execution of a contract, suppliers must sign a separate pledge under the Special Terms and Conditions for Ethical Practices, which include a commitment to ethical management and fair trade as well as provisions prohibiting unethical conduct, thereby enhancing the integrity and reliability of business transactions. We continue to strengthen the transparency of our bidding and contracting processes by establishing and revising the Special Terms and Conditions for Ethical Practices, ensuring that these enhanced standards are applied not only to suppliers but also to other third parties.

Supply Chain Risk Assessment

To systematically manage suppliers' non-financial risks, we have operated a supply chain ESG assessment framework based on external ESG assessments. We objectively diagnose suppliers' non-financial risks through supply chain ESG risk assessment criteria that reflect industry characteristics and international initiatives. In partnership with the Korea Commission for Corporate Partnership, the consulting program is designed to enhance suppliers' ESG capabilities and incorporate ESG throughout the supply chain. The supply chain ESG evaluation framework covers environmental criteria as well as social factors, including human rights, customer management, labor practices, and workplace safety and health, in addition to governance factors such as ethical management and business stability. Suppliers are evaluated and selected based on their business category, while comprehensive financial and non-financial risks are managed through semiannual management evaluations and Risk Management Index (RMI) monitoring conducted twice a year by an independent external credit rating agency. In addition, we separately assess the occupational safety and health performance of our business partners to identify and closely monitor worksites with a high risk of occupational accidents. We also support outstanding business partners in obtaining recognized safety certifications, such as SH Certification.

Three-Year Overview of Supply Chain Risk Assessment Results

(Unit: Company, %)

Category	Division	Item	2023	2024	2025
Supply Chain Risk Assessment[1)]	Number of registered suppliers	Number of suppliers	388	420	316
	Number of suppliers subject to assessments	Number of suppliers	388	420	315
		Ratio	100	100	99
	Number of suppliers subject to ESG assessments	Number of suppliers	381	368	225
		Ratio	98	88	71
	Number of suppliers subject to on-site due diligence	Number of suppliers	381	418	225
		Ratio	98	99	71

1) Reflects voluntary mergers and acquisitions among construction suppliers due to changes in supplier management systems and exclusion of duplicate suppliers by field

Risk Improvement Plan Development

To proactively manage potential risks in the supply chain, we have a field-focused response system for suppliers with high risks. We support their efforts to promptly address critical issues identified through on-site inspections. If risks cannot be addressed in a short time, we encourage them to develop systematic long-term improvement plans. In addition, we also continuously monitor the implementation of improvement activities by our business partners, and provide practical support by identifying challenges and additional needs throughout the implementation process, including revising improvement plans and providing relevant reference materials. Through these efforts, we strengthen the self-managed risk management capabilities of our business partners while enhancing the safety and sustainability of the supply chain as a whole.

ESG Training and Consulting Support

To enhance ESG management across the supply chain, we manage improvement support frameworks after assessments. Based on the results of written diagnostics and field inspections, we support suppliers' improvement by providing tailored consulting and training programs. In particular, we closely assess major ESG risks they face, identify key issues based on risk factors, and develop implementation plans. This approach provides guidelines and exemplary cases to help suppliers perform tasks, strengthen their ESG response capabilities, and establish a sustainable management system.

Supply Chain Sustainability

Risk Assessment Process

Assessment and Support Body

kt ⟷ Cooperation ⟷ Korea Commission for Corporate Partnership

Establishment based on Assessment

Supply Chain ESG Assessment Indicator

- Consider industry characteristics
- Based on international initiatives

Sector-specific Assessment Criteria

- Evaluation by business area, including procurement, construction, software development, services, and retail stores
- Semiannual management evaluations and Risk Management Index (RMI) assessments conducted twice a year through an independent external credit rating agency



❶ Risk Assessment and Classification

Non-financial (ESG) Risk Assessment

- **E**: Environmental management capabilities
- **S**: Human rights, Customer management, Education, Safety management, Job condition
- **G**: Ethical management, Business stability, Business transparency

Safety and Health Assessment

Identification of workplaces with a high risk of occupational accidents

Workplaces with a high risk of occupational accidents

Monitoring and focused management

Safety-certified workplaces

Encouragement and support for obtaining safety certification (SH Certification)



❷ Due Diligence and Diagnosis

Proactive identification of supply chain risk

Document-based assessments

Identification of suppliers subject to on-site inspections

Suppliers with identified non-compliances or significant risk factors → Provide ESG Consulting Services

Suppliers with potentially significant issues or a high likelihood of risk occurrence → Provide guidance on corrective actions; Recommend the development of improvement plans



❸ Post-Management and Support

Corrective Actions and Support

- Provide guidance on corrective actions
- Recommend the development of improvement plans
- Identify corrective actions for significant risk factors
- Provide practical guidance for implementing improvement measures

Monitoring and Certification Support

- Conduct ongoing monitoring
- Revise and supplement improvement plans when challenges are identified
- Provide supporting materials for improvement activities
- Support suppliers in obtaining SH Certification for safety-certified worksites

GOVERNANCE

95 Board of Directors
103 Shareholders' Rights
105 Responsible AI
109 Ethical Management
111 Compliance
120 Enterprise Risk Management

Board of Directors

Board Composition

We have strengthened the autonomy of the Board of Directors to ensure that it is able to perform its oversight and supervisory responsibilities in a way that is completely independent from management. To this end, the roles of the CEO and the Chair of the Board have been separated, with the Chair appointed from among the independent directors, thus establishing a more objective and accountable decision-making framework.
In addition, we place a strong emphasis on the board's independence in its composition. As of the end of April 2026, the Board consisted of nine directors, of whom 77.8% were independent directors. This exceeds the minimum requirement specified in the applicable laws and regulations, and enables the Board to review key management issues from a balanced perspective while overseeing the executive management team.
We also prepared a framework to ensure that each Board committee operates independently and objectively. The framework enables the committees to closely review management issues using their expertise and independence while contributing to our sustainable growth and sound governance.



(As of April 2026)

Board Composition

No.	Name	Position	Gender	Term of Office	Expertise	Professional Experience
1	Yoon-Young Park	CEO, Executive Director	Male	March 2026 – AGM 2029 (First Appointed in March 2026)	ICT, Management	• Current) Chief Executive Officer (CEO), KT Corporation • Former) Head of Enterprise Business Unit, KT Corporation • Former) Head of Enterprise Business Consulting Group, KT Corporation • Former) President, The 1st Korea Public Safety Communications Association • Former) President, The 6th Korea Cloud Industry Association
2	Hyun-Jin Park	Executive Director	Male	March 2026 – AGM in 2027 (First Appointed in March 2026)	ICT, Management	• Current) Head of Customer Business Division (Executive Vice President), KT • Former) CEO, kt Millie Seojae • Former) CEO, kt Genie Music
3	Yong-Hun Kim	Chair of the Board, Independent Director	Male	March 2025 – AGM in 2028 (First Appointed in March 2022)	Legal, Risk & Regulation	• Current) Chaired Professor, Sejong University • Former) Partner Lawyer, DR&AJU Law Firm co. D&A LLC • Former) Secretary General, Constitutional Court of Korea
4	Woo-Young Kwak	Independent Director	Male	March 2025 – AGM in 2028 (First Appointed in June 2023)	ICT, Management	• Former) Visiting Professor, Graduate School of Engineering Practice, Seoul National University • Former) Chairperson of Steering Committee, Vehicle IT Fusion & Innovation Center, Ministry of Science, ICT and Future Planning • Former) Executive Vice President, Vehicle IT Development Center, Hyundai Motor Company
5	Seung-Hoon Lee	Independent Director	Male	March 2025 – AGM in 2028 (First Appointed in June 2023)	Finance, Management	• Current) Member of the Steering Committee, Korea Investment Corporation (KIC) • Former) Executive Vice President, SK Gas M&A & Growth Strategy, SK Telecom, SK Inc. • Former) Head of Korea Research Center, JP Morgan
6	Seong-Cheol Kim	Independent Director	Male	March 2025 – AGM in 2028 (First Appointed in June 2023)	ICT, Risk & Regulation	• Current) Professor, School of Media and Communication, Korea University • Current) Non-executive Director, Korea Communications Agency (KCA) • Current) Board Member, International Telecommunication Society (ITS)
7	Young-Han Kim	Independent Director	Male	March 2026 – AGM in 2029 (First Appointed in March 2026)	ICT, Future Technology	• Current) Professor, School of Electronic Engineering, Soongsil University • Current) Advisory Board Member, 6G Forum • Former) President, The 37th Korean Institute of Communications and Information Sciences (KICS)
8	Myung-Sook Kwon	Independent Director	Female	March 2026 – AGM in 2029 (First Appointed in March 2026)	Management, ESG	• Former) President, Intel Korea • Former) Board Member, Korea Women Corporate Directors (WCD Korea) • Former) Vice President, Global Marketing, Small Battery Business, Samsung SDI
9	Jin-Seok Suh	Independent Director	Male	March 2026 – AGM in 2029 (First Appointed in March 2026)	Accounting, Management	• Current) Non-executive Advisor, OCI Holdings and Bukwang Pharmaceutical • Former) Regional Managing Partner (CEO), EY Korea • Former) CEO, OCI Holdings

Board of Directors

Board Operations

Director Appointments

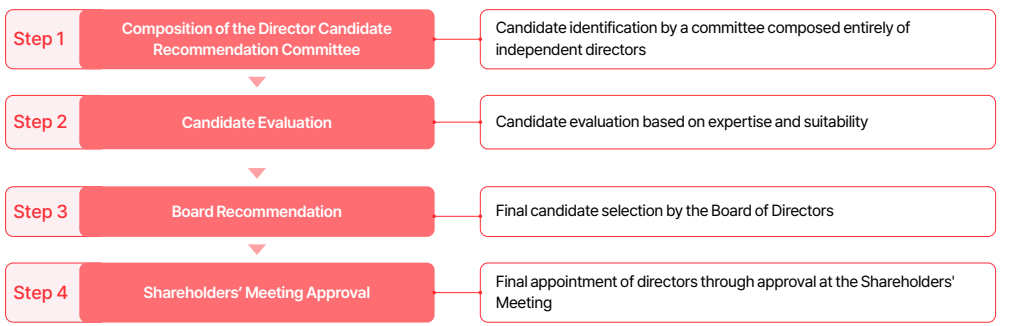
To ensure fairness and independence in the CEO appointment process, we have a systematic nomination procedure. The Director Candidate Recommendation Committee, which is composed entirely of independent directors, creates and evaluates a candidate pool. From this pool, a candidate is nominated through a resolution of the Board, and is appointed upon their approval at the General Meeting of Shareholders. This process ensures that the suitability of CEO candidates is assessed from a perspective independent of management and promotes a transparent appointment process.

In particular, we enhanced the shareholder approval requirements for CEO appointments, thereby establishing a governance foundation that enables the appointment of candidates with broader shareholder support. Executive directors, excluding the CEO, are nominated by the CEO, require the consent of the Director Candidate Recommendation Committee and approval by the Board, and are then appointed at the General Meeting of Shareholders. In addition, all directors are elected individually, enabling shareholders to make an independent judgment on each candidate and further protecting shareholder rights.

Board Independence

To ensure the practical independence of the independent directors, we have clearly stipulated their independence requirements in the Articles of Incorporation and limited their total term of service to six years, preventing any potential erosion of their independence over a prolonged tenure. To improve transparency and fairness in the independent director appointment process, we have also strengthened our frameworks. In 2023, we introduced the Improvement Plan for the Independent Director Appointment Process, which allows shareholders to recommend candidates for independent directors. To strengthen the objectivity and fairness of the candidate evaluation process, we established an advisory panel and excluded executive directors from the review.

Director Appointment Process



Board Diversity

To enhance the diversity and expertise of the Board, we revised the Corporate Governance Charter, laying the groundwork for us to respond flexibly to management changes. In the director appointment process we consider diverse factors, including gender, age, nationality, and cultural background, while ensuring complementary diversity in professional experience, expertise, and educational background. This approach enables the Board to make strategic decisions from broader and more balanced perspectives. Significantly, when appointing independent directors, we rigorously review candidates with expertise in each field who can contribute to our sustainable growth and development, while ensuring their independence from any conflicts of interest. The Director Candidate Recommendation Committee conducts a comprehensive evaluation of candidates' expertise and suitability in accordance with the applicable legal requirements before recommending the final nominees to the General Meeting of Shareholders.

Board Expertise

The Board of Directors is composed of individuals with diverse expertise and experience. The expertise of our Directors includes not only fundamental capabilities, such as finance, accounting, and management, but also sustainable management capabilities, such as compliance with the laws and regulations and relevant risk management, the AX-driven cutting-edge technology industry, and ESG.

The Board is composed of personnel with expertise in each area, providing practical advice on issues and keeping management in check. In addition, it makes decisions and supervises management to improve corporate competitiveness, contributing to ensuring responsible governance operations and increasing sustainable corporate value.

Board Training in 2025

Date	Independent Directors in Attendance	Topic
January 21	All Directors	Strengthening KT Group Brand Alignment and AI Brand Leadership
April 15	All Directors	KT Group Management Direction for 2025
May 13	All Directors	KT's Response to SIM Card Hacking Incidents at Other Telecommunications Companies
June 17	All Directors	Overview of Global Group Companies
July 15	All Directors	Overview of Global Group Companies
August 4	All Directors	Amendments to the Commercial Act
September 9	All Directors	Future Network Strategy
September 16	All Directors	Internal Control over Financial Reporting
October 21	All Directors	Amendments to the Trade Union Act

Board of Directors

Board Operations

Board Convening and Meetings

The Board served as the primary decision-making body in 2025, deliberating on and approving key management matters, including ESG. In 2025, we held 16 Board meetings, during which the Board deliberated on and resolved 71 agenda items, including an ESG Implementation Plan. To ensure fairness and transparency in the decision-making process, Board resolutions are, in principle, passed by the attendance of a majority of directors with voting rights and the approval of a majority of those present. However, if the applicable laws or Articles of Incorporation stipulate otherwise, such provisions shall take precedence. In 2025, the average attendance rate for the Board was 95.8%, with Executive Directors recording an attendance rate of 81.3% and Independent Directors achieving 100% attendance, reflecting the Board's strong accountability. Independent Directors presented amendments, supplements, and opposing opinions on two agenda items, representing 2.8% of all agenda items.
In addition, to support Independent Directors in their rational decision-making, we hold exclusive independent director sessions at least once a month.

Board Evaluation

To improve the effectiveness and responsibility of the Board's operations, we have established a regular evaluation framework. The framework allows us to assess whether the Board is faithfully performing its tasks, and to make continuous improvements throughout our operations based on the evaluation results. The evaluation framework is divided into evaluations for the Board and individual directors. The evaluation for the Board comprehensively inspects the overall operations of the Board and committees, including the Board's fulfillment of its roles and responsibilities, the efficiency of its decision-making structure, and the effectiveness of committee activities. Individual director evaluations focus on each director's fulfillment of the duties of care and loyalty, level of participation and contribution, and effectiveness in promoting corporate value. We continuously work to enhance our Board operations by considering the results and feedback from these annual evaluations. Through this process, we have established a more efficient and responsible decision-making framework.

Result of Board Evaluation (Out of 5 Points)

(Unit: Points)

Category	Evaluation Area	2023		2024		2025	
		Average	Overall Average	Average	Overall Average	Average	Overall Average
Roles and responsibilities of the BOD	Development of long-term strategy, monitoring of management, evaluation of financial results, fair treatment of shareholders, decisions considering shareholders' long-term interests, CEO evaluation and compensation, succession and training of CEO candidates	4.81	4.81	4.89	4.85	4.48	4.41
Efficiency of the BOD	Adequacy of the frequency of BOD sessions and agenda items submitted, sufficiency and adequate explanation of data, provision of sufficient time to review documents, active discussions, collection of information required for decision-making, monitoring of follow-up measures, education of newly elected directors, appropriateness of the composition of the board	4.76		4.78		4.31	
Adequacy of the Committees' activities	Expertise of the committees' composition, delegation of authority to committees, organic connection between the BOD and the committees, appropriateness of the composition of the committees, adequate use of expertise, efficient operation of the committees	4.85		4.92		4.46	

Board Compensation

We align our executive director compensation system with management performance outcomes. Compensation of executive directors, including the CEO, is determined based on management performance, ensuring alignment with management outcomes.
In addition, the Board has established compensation payment standards and methods, which are reported annually at the General Meeting of Shareholders. These compensation caps are confirmed through approval at the General Meeting of Shareholders, enhancing transparency and shareholder control over the compensation determination process.
Furthermore, part of the compensation is paid in company shares, with transfer restrictions applied for a specific period, encouraging a focus on responsible long-term management rather than short-term performance.

Board of Directors Compensation

(Unit: Person, KRW Million)

Compensation Category	Number of Directors	Total Amount	Average Compensation per Person
Executive Directors	2	2,493	1,247
Independent Directors	7	794	113

Board Accountability

To ensure that directors fulfill their duties faithfully and diligently, protective measures have been established to manage risks in the event that legal claims for damages arise during the execution of their responsibilities to the Company or third parties. Accordingly, Directors Liability Insurance is maintained to provide coverage for financial losses resulting from legal liabilities incurred during the performance of directors' and officers' duties. As of 2025, the policy offers a total coverage limit of KRW 100 billion, protecting directors against the potential risks associated with management decisions and oversight responsibilities.

Board of Directors

Board Committees

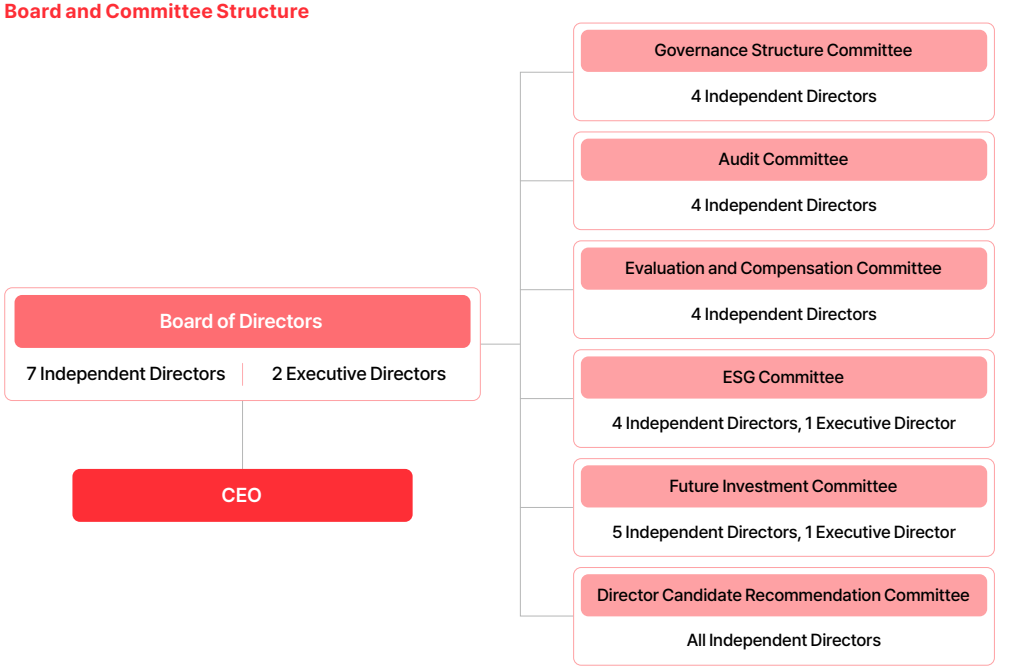
Composition of Board Committees

To support the Board's expertise and effective decision-making, we have created committees under the Board. Each committee rigorously reviews key issues and supports the Board's roles and responsibilities based on its expertise in the relevant area.

Currently, we have six committees: the Governance Structure Committee, the Audit Committee, the Evaluation and Compensation Committee, the ESG Committee, the Future Investment Committee, and the Director Candidate Recommendation Committee.

Each committee's composition and operations are determined in accordance with its regulations. This approach systematically helps the Board to make management decisions from an expert perspective.

Board and Committee Structure



Governance Structure Committee

The Governance Structure Committee was established to continuously inspect and improve our governance operational framework. This Committee reviews the appropriateness of Board composition and operations, supporting the establishment of more transparent and efficient governance.

Specifically, it reviews and evaluates the appropriateness of the Board's size and the proportion of independent directors, the composition and roles of the Board and its committees, as well as measures to enhance their operational efficiency and effectiveness. It also deliberates on and approves a wide range of matters, including the enactment and amendment of key governance documents such as the Articles of Incorporation, Board regulations, and the Corporate Governance Charter, as well as the Board and independent director evaluation framework.

The Governance Structure Committee is composed entirely of independent directors, ensuring that they objectively conduct reviews and make decisions from an independent perspective. Going forward, we plan to strengthen the Board's transparency and accountability through the Governance Structure Committee.

Composition of the Governance Structure Committee

(As of April 2026)

Governance Structure Committee				
Name	Woo-Young Kwak	Myung-Sook Kwon	Young-Han Kim	Jin-Seok Suh
Position	Independent Director (Chair of the Committee)	Independent Director (Member)	Independent Director (Member)	Independent Director (Member)

Governance Structure Committee Operations in 2025

(As of December 2025)

Meeting No.	Date	Agenda	Deliberation Result
1st	February 11, 2025	Partial Amendment to the Articles of Incorporation (Proposed)	Accepted with Revisions
2nd	February 24, 2025	Partial Amendment to the Articles of Incorporation (Proposed)	Accepted as Proposed
3rd	March 31, 2025	Amendment to the Board of Directors Regulations (Proposed)	Accepted as Proposed
4th	May 8, 2025	Enactment and Amendment of Board-Related Regulations (Proposed)	Conditionally Accepted
5th	May 13, 2025	Amendment of Board-Related Regulations (Proposed)	Accepted as Proposed
6th	August 12, 2025	Amendment of Board-Related Regulations (Proposed)	Accepted as Proposed
7th	October 16, 2025	Amendment to the Board of Directors Regulations (Proposed)	Accepted with Revisions

Board of Directors

Board Committees

Audit Committee

The Audit Committee is the body that independently inspects and supervises our accounting and projects, ensuring the appropriateness of management activities and the reliability of financial information. The duties of Audit Committee members are clearly stipulated to be performed independently of the Company, The Committee is composed of Independent Directors appointed at the General Meeting of Shareholders, and is required to include personnel with expertise in accounting and finance to improve its expertise and effectiveness. In addition, using its authority to request reports on business operations and examine the company's financial status, the Committee members rigorously review the legality of business activities, the appropriateness of internal control, and the accuracy of financial reporting.

Expertise of the Audit Committee

Name	Expert Category	Professional Background
Jin-Seok Suh (Chairperson)	Certified Public Accountant (Category 1)[1]	• Qualification: Holder of a Korean Certified Public Accountant (KICPA) license • Experience: More than five years at EY Hanyoung (1990 – 2023)

1) A person who holds the qualifications of a Certified Public Accountant under Article 37, Paragraph 2, Subparagraph 1 of the Enforcement Decree of the Commercial Act, and who has at least five years of professional experience in work related to such qualifications

Composition of the Audit Committee

(As of April 2026)

Audit Committee				
Name	Jin-Seok Suh	Seung-Hoon Lee	Seong-Cheol Kim	Myung-Sook Kwon
Position	Independent Director (Chair of the Committee)	Independent Director (Member)	Independent Director (Member)	Independent Director (Member)

Non-audit Service Fees

(Unit: KRW million)

Agreement Date	Service Period	Description	Service Fees
May 2025	May 2025 – July 2025	Issuance of a Comfort Letter	180
July 2025	July 2025 – October 2025	Evaluation of Electronic Signature Certification Service Providers	185
July 2025	July 2025 – January 2026	Issuance of an ISAE 3402 Assurance Report	220

Audit Committee Operations in 2025

(As of December 2025)

Meeting No.	Date	Agenda	Deliberation Result
1st	January 21, 2025	Report on External Recruitment of Executive Officers for the Second Half of 2024	Accepted as Proposed
		Report on 2024 Compliance Performance and the 2025 Compliance Plan	Accepted as Proposed
		2024 Audit Performance Report and Proposed 2025 Audit Plan	Approved as Proposed
		Proposed Audit Committee Evaluation of the Head of Internal Audit for 2024	Determination of the Evaluation Rating
		Proposed Audit Committee Evaluation of the Compliance Officer for 2024	Determination of the Evaluation Rating
2nd	February 11, 2025	Proposed Approval of Audit and Non-Audit Services Provided by the External Auditor to the Company and Its Consolidated Subsidiaries	Approved as Amended
3rd	February 24, 2025	Proposed Audit Committee Selection Criteria for the External Auditor for FY2026–FY2028	Approved as Amended
		Report on the Operating Status of the Internal Accounting Management System for FY2024	Accepted as Proposed
4th	March 10, 2025	Report on the FY2024 External Audit Results	Accepted as Proposed
		Proposed Audit Committee Evaluation of the Operation of the Internal Controls over the Financial Reporting System for FY2024	Approved as Proposed
5th	March 10, 2025	Proposed Audit Committee Opinion on the Effectiveness of Internal Control Systems	Approved as Proposed
		Review Results of the Agenda and Documents for the 43rd Annual General Meeting of Shareholders	Approved as Proposed
		Proposed Audit Report for the 43rd Annual General Meeting of Shareholders	Approved as Proposed
6th	March 12, 2025	Proposed Appointment of the External Auditor for FY2026–FY2028 by the Audit Committee	Approved as Proposed
7th	March 31, 2025	Proposed Appointment of the Chair of the Audit Committee	Appointment of the Chairperson
8th	April 8, 2025	Proposed Audit Results of the FY2024 U.S. Disclosure Consolidated Financial Statements	Approved as Proposed
		Proposed Final Appointment and Fee Approval of the External Auditor for FY2026–FY2028	Approved as Proposed
9th	May 8, 2025	Report on the FY2024 Audit Performance of the External Auditor	Accepted as Proposed
		Proposed Approval of Amendments to the Internal Control over Financial Reporting Regulations	Approved as Proposed
		Proposed First Quarter FY2025 Financial Statements (Separate and Consolidated)	Accepted as Proposed
10th	August 4, 2025	Proposed First Half FY2025 Financial Statements (Separate and Consolidated)	Accepted as Proposed
11th	August 5, 2025	Report on External Recruitment of Executive Officers for the First Half of 2025	Accepted as Proposed
		Report on the First Half FY2025 Audit Results	Accepted as Proposed
		Report on Audit Performance for the First Half of 2025 and the Audit Plan for the Second Half	Accepted as Proposed
12th	November 4, 2025	Report on the External Auditor's Third Quarter 2025 Review Results	Accepted as Proposed
		Proposed Third Quarter FY2025 Financial Statements (Separate and Consolidated)	Accepted as Proposed
13th	December 9, 2025	Report on the External Auditor's Final Year-End Key Audit Matters	Accepted as Proposed
		Proposed Approval of Audit and Non-Audit Services Provided by the External Auditor to Consolidated Subsidiaries	Approved as Proposed
		Proposed Appointment of an External Member to the Compliance Committee	Decision Deferred
14th	December 16, 2025	Proposed Appointment of an External Member to the Compliance Committee	Decision Deferred

Board of Directors

Board Committees

Evaluation and Compensation Committee

The Evaluation and Compensation Committee deliberates on the appropriateness of the CEO's performance management and compensation system, managing the entire process from setting management targets to implementation evaluation and compensation standard review. This approach ensures management performance and compensation align with the Company's management direction and medium- to long-term value creation.
The Committee deliberates on and approves evaluations of the CEO's established management targets and their implementation, while reviewing the compensation standards and payment methods for the CEO and Executive Directors. In particular, the Committee deliberates on relevant agendas in accordance with objective standards to ensure that the compensation system is reasonably operated based on performance and accountability. The Evaluation and Compensation Committee is composed entirely of Independent Directors, ensuring its independence and transparency in evaluating and compensating the CEO and Executive Directors.

Future Investment Committee

The Future Investment Committee, established in April 2025 by a Board resolution, is a specialized committee of the Board that delivers on key decisions that affect the Company's medium- to long-term growth and future value.
The Committee specializes in reviewing investments and exercises the authority delegated by the Board within a defined scope, enabling prompt and efficient decision-making. Through this framework, we can respond more quickly to a changing business environment and seize on strategic investment opportunities in a timely manner. Its key responsibilities include reviewing and approving major investment and finance-related matters, such as equity investments in and divestments from other companies, the establishment, relocation, or closure of branch offices, and the issuance of corporate bonds. The Committee also reviews our business plans and investment performance and reports its findings to the Board.

Composition of the Evaluation and Compensation Committee (As of April 2026)

Evaluation and Compensation Committee				
Name	Yong-Hun Kim	Seung-Hoon Lee	Seong-Cheol Kim	Young-Han Kim
Position	Independent Director (Chair of the Committee)	Independent Director (Member)	Independent Director (Member)	Independent Director (Member)

Composition of the Future Investment Committee (As of April 2026)

Future Investment Committee						
Name	Young-Han Kim	Yong-Hun Kim	Woo-Young Kwak	Seung-Hoon Lee	Jin-Seok Suh	Hyun-Jin Park
Position	Independent Director (Chair of the Committee)	Independent Director (Member)	Independent Director (Member)	Independent Director (Member)	Independent Director (Member)	Executive Director (Member)

Evaluation and Compensation Committee Operations in 2025 (As of December 2025)

Meeting No.	Date	Agenda	Deliberation Result
1st	February 13, 2025	Report on the CEO's 2024 Management Performance Compared to Business Objectives	Accepted as Proposed
		Proposed Compensation Policy and Payment Method for the CEO and Executive Directors	Accepted as Proposed
2nd	February 25, 2025	Proposed Evaluation Results of the CEO's 2024 Management Performance	Evaluation Results Confirmed
		Proposed 2025 Management Objectives for the CEO	Approved as Proposed
3rd	April 8, 2025	Proposed Long-Term Incentive Payment and Treasury Share Disposal for 2024	Accepted as Proposed
4th	July 15, 2025	Proposed Compensation Policy and Payment Method for the CEO and Executive Directors	Accepted as Proposed
		Proposed Long-Term Incentive Compensation Limit for 2025	Accepted as Proposed
		Proposed Director Compensation Framework	Accepted as Proposed

Future Investment Committee in 2025 (As of December 2025)

Meeting No.	Date	Agenda	Deliberation Result
1st	December 9, 2025	Proposed 2026 Business Plan	Accepted as Proposed
		Proposed Budget for the First Quarter of 2026	Accepted as Proposed

Board of Directors

Board Committee

ESG Committee

The ESG Committee was established at the 6th Board meeting in May 2025 by integrating the former Internal Trading Committee and the Sustainability Management Committee, with the goal of ensuring trade fairness and transparency and comprehensively managing all ESG-related matters.

The previous Internal Trading Committee was responsible for managing risks associated with intra-group transactions by establishing internal transaction policies, conducting prior reviews and post-monitoring of major transactions, and assessing potential regulatory compliance issues to ensure the fairness and transparency of transactions among affiliated companies. The Sustainability Management Committee, meanwhile, oversaw the Company's long-term ESG strategies and policies, monitored the implementation of sustainability initiatives, including climate change response, social responsibility, and ethics and compliance management, and reviewed the overall progress of KT's sustainability management efforts.

Today, the ESG Committee is a Board committee that deliberates on and approves ESG management and internal transactions under the Monopoly Regulation and Fair Trade Act. Its key responsibilities include reviewing KT's mid- to long-term ESG strategy, reporting ESG initiatives to the Board of Directors, overseeing ESG-related risk management, and reviewing intra-group transactions. The Committee is composed such that at least two-thirds of its members are independent directors.

Through the ESG Committee, we will continue to integrate the management of internal transaction risks with sustainability management, thereby enhancing corporate value and strengthening stakeholder trust.

* Resolution of the 6th Board Meeting held on May 13, 2025: The Internal Trading Committee and the Sustainability Management Committee were integrated into the ESG Committee.

Establishment of the ESG Committee



Composition of the ESG Committee (As of April 2026)

ESG Committee					
Name	Myung-Sook Kwon	Woo-Young Kwak	Seong-Cheol Kim	Young-Han Kim	Hyun-Jin Park
Position	Independent Director (Chair of the Committee)	Independent Director (Member)	Independent Director (Member)	Independent Director (Member)	Executive Director (Member)

ESG Committee Operations in 2025 (As of December 2025)

Meeting No.	Date	Agenda	Deliberation Result
Internal Trading Committee (Before Integration)			
1st	April 8, 2025	Proposed Contract Amendment for 2025 Line Infrastructure Investment and Maintenance Services	Accepted as Proposed
Sustainability Management Committee (Before Integration)			
1st	January 14, 2025	Report on 2024 ESG Management Performance	Accepted as Proposed
2nd	February 11, 2025	Proposed 2025 ESG Management Plan	Accepted as Proposed
ESG Committee			
1st	May 13, 2025	Report on ESG Report and Materiality Assessment Results	Accepted as Proposed
2nd	July 15, 2025	Report on the Publication of the 2025 KT ESG Report	Accepted as Proposed
3rd	August 12, 2025	Proposed Contribution for the Gwanghwamun Square Outdoor Advertising Free Display Zone Project	Accepted as Proposed
4th	November 11, 2025	Report on KT's Response Strategy to Environmental Regulations	Accepted as Proposed

Board of Directors

Board Committee

Director Candidate Recommendation Committee

The Director Candidate Recommendation Committee identifies candidates for the CEO and Independent Director roles and oversees the entire process from evaluation to appointment. The Committee applies a fair and systematic process to CEO succession and the recommendation of independent director candidates.

The Committee comprehensively evaluates candidates' expertise, experience, and capabilities before nominating them to the Board, supporting the appointment of individuals who align with our medium- to long-term strategies and governance.

In addition, the Director Candidate Recommendation Committee is composed entirely of independent directors, ensuring the Committee's independence and the objectivity of the nomination process. This transparent and fair candidate recommendation process contributes to improved diversity and expertise in Board composition.

Composition of the Director Candidate Recommendation Committee (As of April 2026)

Director Candidate Recommendation Committee							
Name	Yong-Hun Kim	Woo-Young Kwak	Seung-Hoon Lee	Seong-Cheol Kim	Young-Han Kim	Myung-Sook Kwon	Jin-Seok Suh
Position	Independent Director (Chair of the Committee)	Independent Director (Member)	Independent Director (Member)	Independent Director (Member)	Independent Director (Member)	Independent Director (Member)	Independent Director (Member)

Director Candidate Recommendation Committee Operations in 2025 (As of December 2025)

Meeting No.	Date	Agenda	Deliberation Result
1st	January 21, 2025	Report on the Nomination Advisory Panel's Review Results and Proposed Number of Candidates to Be Identified by the External Search Firm	Determination of the Candidates Subject to Reference Checks by the External Search Firm
2nd	February 13, 2025	Proposed Confirmation of Independent Director Candidates and Their Terms of Office	Resubmitted
3rd	February 24, 2025	Proposed Confirmation of Independent Director Candidates and their Terms of Office	Independent Director Candidates and Terms of Office Confirmed
4th	March 31, 2025	Proposed Appointment of the Chair of the Director Candidate Recommendation Committee	Committee Chair Appointed
5th	November 4, 2025	Proposed CEO Candidate Selection Plan	CEO Candidate Selection Plan Approved
6th	November 11, 2025	Proposed Appointment of the Chair of the Director Candidate Recommendation Committee	Committee Chair Appointed
7th	November 18, 2025	Proposed Formation of the CEO Nomination Advisory Panel	CEO Nomination Advisory Panel Established
		Proposed Formation of the CEO Candidate Pool	Approved as Proposed
		Proposed Plan for the Independent Director Nomination Process	Independent Director Nomination Plan Approved
		Report on the Standing Pool of Independent Director Candidates	Received as Presented
8th	November 21, 2025	First-Round Review of CEO Candidates	Review Results Confirmed
9th	December 2, 2025	Proposed Formation of the Independent Director Nomination Advisory Panel	Independent Director Nomination Advisory Panel Established
		Proposed Formation of the Independent Director Candidate Pool	Approved as Proposed
		Second-Round Review of CEO Candidates	Review Results Confirmed
10th	December 9, 2025	Third-Round Review of CEO Candidates	Review Results Confirmed
11th	December 16, 2025	Ratification of the Resolution of the Director Candidate Recommendation Committee	Approved as Amended
		Selection of the CEO Candidate	Review Results Confirmed
12th	December 23, 2025	Report on the Nomination Advisory Panel's Review Results and Proposed Number of Candidates to Be Identified by the External Search Firm	Determination of the Candidates Subject to Reference Checks by the External Search Firm

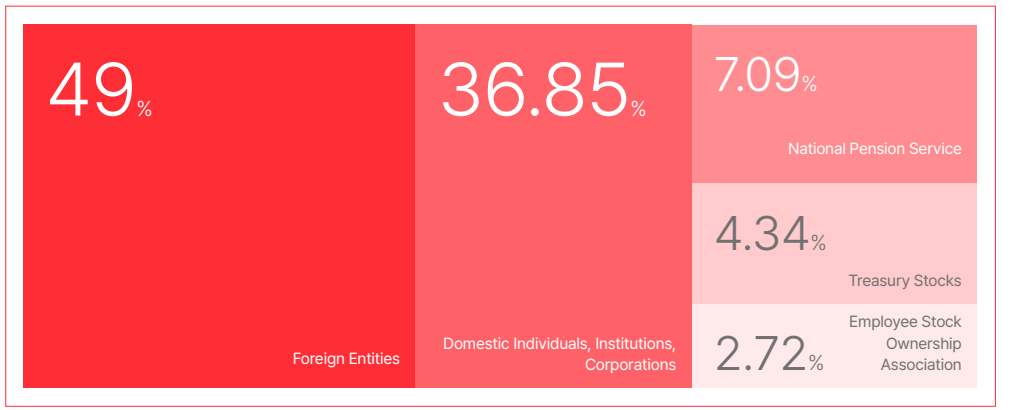
Shareholders' Rights

Exercising Shareholder Rights

Share Issuance

As of March 2026, we are authorized to issue a total of 1,000,000,000 shares, with 312,899,767 common shares issued at KRW 52,500 per share (as of the end of December 2025). As of December 31, 2025, the shareholder composition consists of treasury shares at 4.34%, employee stock ownership at 2.72%, the National Pension Service at 7.09%, domestic individuals, institutions, and corporations at 36.85%, and foreign investors at 49.00%.

KT Shareholder Composition (Unit: %)



Shareholding Status (As of December 2025)

Shareholder	Number of Shares (Share)	Shareholding Ratio (%)
Treasury Stocks	10,926,622	4.34
Foreign Entities	123,490,626	49.00
National Pension Service	17,868,096	7.09
Employee Stock Ownership Association	6,864,163	2.72
Domestic Individuals, Institutions, and Corporations	92,872,178	36.85
Total	252,021,685	100

Convening the General Meeting of Shareholders

We have established an operational procedure for the General Meeting of Shareholders (GMoS) and the Extraordinary Meeting of Shareholders to ensure shareholders' rights. The GMoS is convened within three months for shareholders recorded on the shareholders' register as of December 31 each year. Extraordinary Meetings are convened by the CEO by Board resolution as needed. Notice of shareholder meetings is sent to shareholders in writing or via electronic documents before the meeting date, specifying the date, location, and agenda items. For shareholders below a specified ownership threshold, meeting notices may be replaced by notices published in newspapers or through the electronic disclosure system, ensuring both legal compliance and operational efficiency in conducting shareholders' meetings in accordance with the applicable laws and procedures.

Considerations for Selecting the General Meeting of Shareholders (GMoS) Date

1. Financial year-end closing and audit report completion dates
2. Annual business plan and management schedule
3. Opinions of major stakeholders, including pension funds and institutional investors
4. Opinions of small shareholders and other stakeholders
5. When most GMoS will take place

Shareholders' Rights

Protection of Shareholder Rights

Voting Rights System

We have implemented a proxy solicitation system to increase convenience for our shareholders by enabling them to exercise their voting rights without attending the meeting in person, through direct delivery and electronic proxy methods. In addition, we introduced an absentee ballot system to protect the voting rights of minority shareholders. Written voting forms are enclosed with shareholder meeting notices to enable minority shareholders to express their opinions on individual agenda items in writing. This framework allows minority shareholders to actively engage in decision-making.

At the same time, we have implemented an electronic voting system to enhance accessibility for our shareholders. We provide guidance on electronic voting options in shareholder meeting notices and announcements, establishing an environment in which shareholders are able to exercise their voting rights free from time and location constraints.

Communication with Shareholders

To support shareholders' reasonable decision-making, we actively use various announcement channels and IR activities and maintain a framework that allows us to deliver business status and financial information in a timely manner. We continuously disclose key IR materials through the KT website and the DART system, and we also disclose the implementation status of our compliance control framework and disclosure-related matters in our business reports. Significantly, key materials are provided in both Korean and English to enhance accessibility for foreign investors, bridging the information gap between domestic and global investors. We hold quarterly, semi-annual, and annual earnings conference calls around January, April, July, and October following quarterly financial closings and regularly provide corporate briefings for domestic and international institutional investors. We also strengthen communication with the market and help investors' understanding through analyst briefings and executive meetings. At the 43rd General Meeting of Shareholders in 2025, we introduced online broadcasting to strengthen shareholder engagement

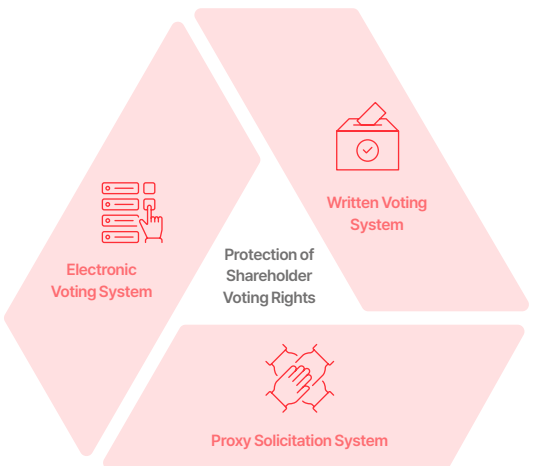
Shareholder Return Policy

We implement a shareholder return policy that is aimed at enhancing sustainable corporate value while delivering returns to shareholders. In addition to our traditional cash dividend policy, we actively conduct share repurchases and cancellations to improve the effectiveness of shareholder returns and further enhance shareholder value.

We also continuously improve our dividend policy to increase the consistency and predictability of dividend payments. By amending our Articles of Incorporation to establish the basis for quarterly dividends and implementing the revised framework in practice, the Company has created a more stable foundation for shareholders to receive regular dividend income.

In addition, we have enhanced procedural transparency and increased convenience for investors by improving the dividend record date system, enabling investors to make more informed investment decisions after the dividend amount has been determined.

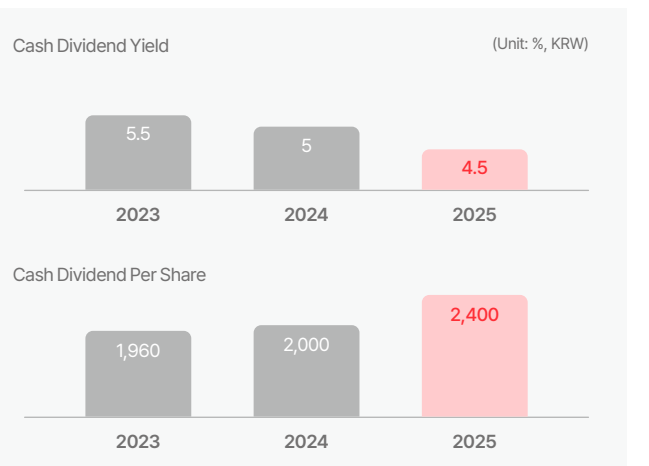
KT Shareholder Voting Rights Protection Measures



KT General Meeting of Shareholders



Three-Year Overview of Shareholder Return Performance



Responsible AI

Responsible AI

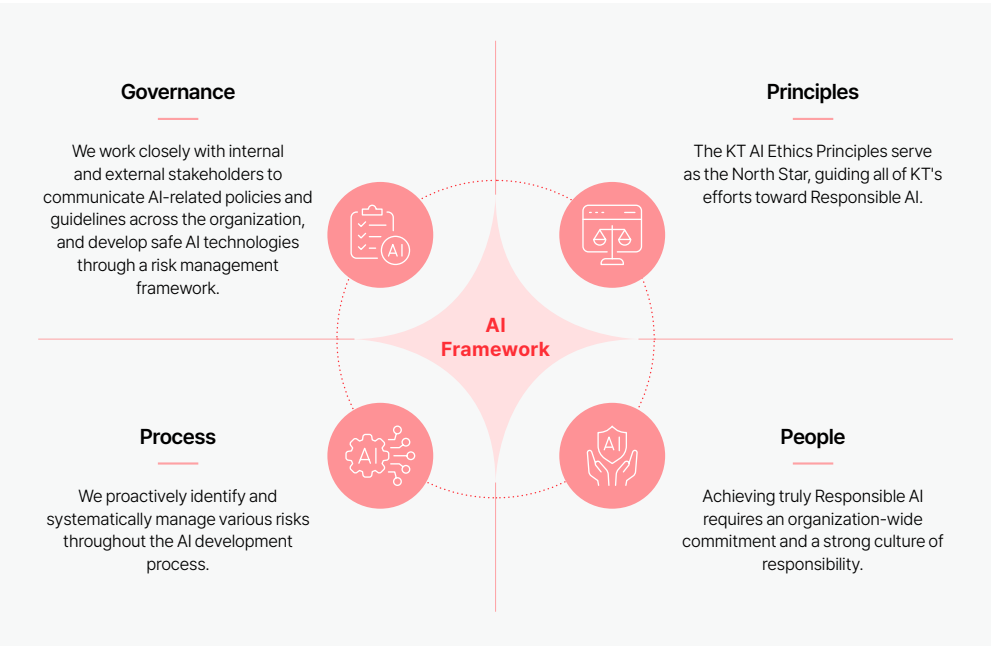
Responsible AI Framework

We have established a responsible AI framework to proactively address the complexity and uncertainty arising from rapidly advancing AI technologies. This framework aims to systematically manage ethical issues and risks throughout the development and operation of AI technologies while enabling the delivery of trustworthy AI services. Its core principles are accountability, sustainability, transparency, safety, and inclusiveness, which are applied across the entire AI lifecycle, from design and development to deployment and operation. This includes an internal process that enables management to review the safety of our AI systems. Through this framework, we seek to comprehensively consider the impact of our AI technologies on customers and society while contributing to the development of a reliable AI ecosystem.

Highlights in 2025

We fulfill our responsibilities in accordance with the applicable laws while leading the establishment of a trustworthy AI ecosystem at the company level. To this end, we have embedded ethical standards in our AI development and operations, and applied a systematic management process across the company. In 2025, we conducted responsible AI assessments more than 30 times for key AI models, including SOTA K and Mi:dm, and multiple services such as Genie TV AI Agent. In addition, to spread a culture of ethical AI development and operation, we designated the relevant training as legally mandatory programs, requiring all employees to complete them. Moreover, we developed and launched SafetyGuard, a Korean harmful expression detection model, contributing to improving AI safety throughout the industry while enhancing external engagement through the AI Safety Consortium and the AI Trustworthiness Alliance. These efforts allowed us to achieve the highest rating of Advanced in the GSMA Responsible AI Maturity Assessment.

Responsible AI Framework



Key Highlights in 2025



Responsible AI

Governance & Principles

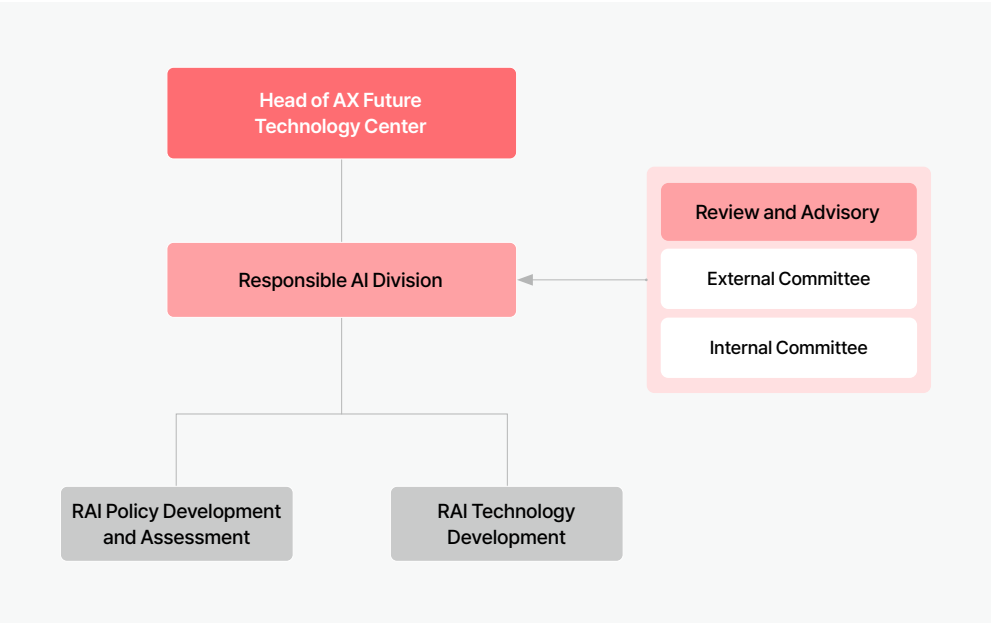
Governance

Since 2024, we have implemented company-wide governance in line with discussions on responsible AI in Korea and overseas. In the AI service planning, development, and operation process, we proactively review its impact on customers, stakeholders, and society. In addition, management comprehensively reviews mitigation measures for critical risks before service launch to support responsible AI. To enhance responsible AI's effectiveness, we continuously operate external committees to objectively review AI ethics and evaluation frameworks from diverse perspectives. To respond to new policies such as the Framework Act on the Development of Artificial Intelligence, we also operate an internal committee that relevant departments participate in. The responsible AI-dedicated department evaluates safety and applies relevant internal processes to ensure that our AI models and services have a positive influence on customers and society while promoting the R&D and application of technologies for realizing responsible AI.

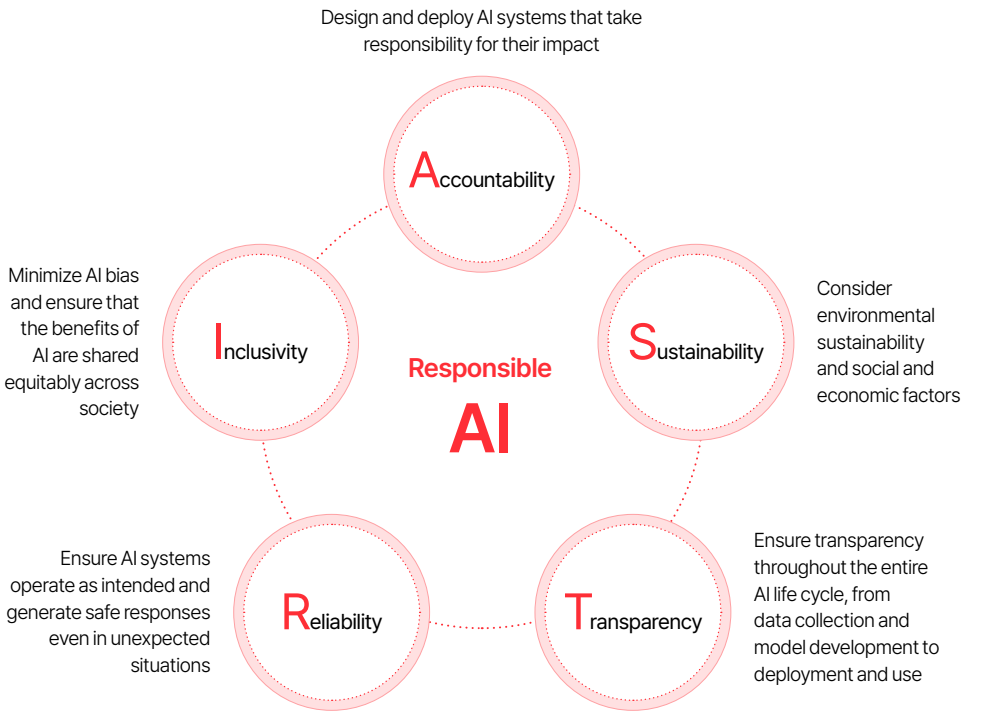
Principle

We have established our AI Ethics Principles , which embrace both ethics and technologies with the aim of realizing responsible AI. The Principles comply with global standards and are designed with the Korean social and cultural context in mind, reflecting various stakeholders' perspectives in a balanced way. The Ethical Principles are applied as a decision-making standard across AI technology development and service application, and serve as the core principle that guides relevant discussions. Based on this approach, we develop and operate AI technologies in accordance with a consistent standard in a changing technology environment, working continuously to ensure a trust-based AI ecosystem.

Responsible AI (RAI) Organizational Structure



KT AI Ethics Principles



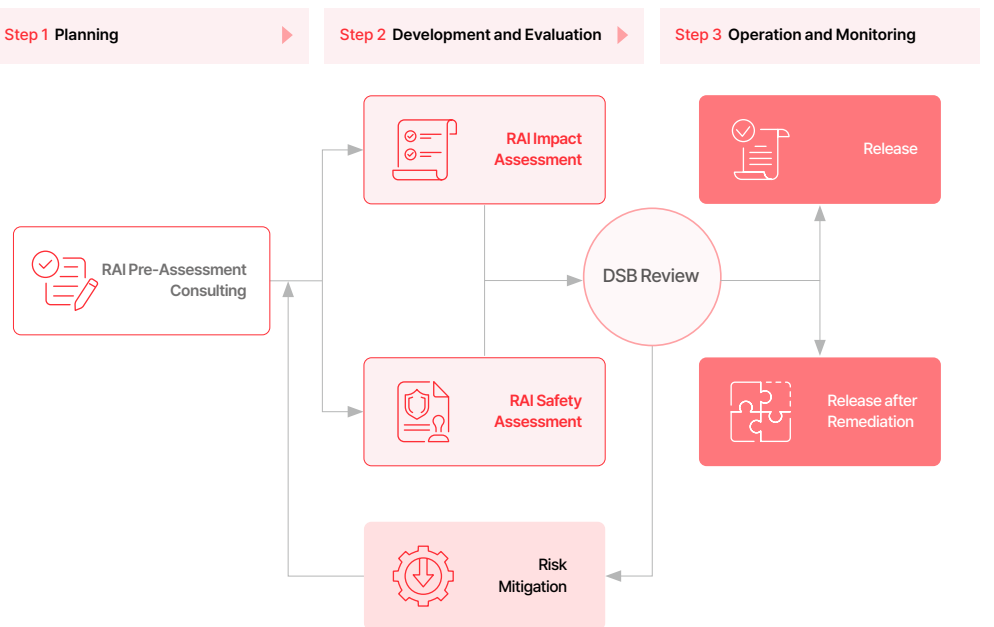
Responsible AI

Process

Responsible AI Assessment

To realize responsible AI, since 2025 we have been refining and advancing our internal processes, including an assessment framework and a pre-launch safety review process. To this end, we introduced a systematic assessment process that comprehensively incorporates domestic and international regulations, government guidelines, and global corporations' policies. Under this framework, all AI models and services are required to undergo a Deployment Safety Board (DSB) review before release, during which executive management conducts a safety assessment and grants final approval for deployment. In 2025, we consistently applied this process to more than 30 AI services, including Mi:dm K 2.0, SOTA K, and other key AI models and AI agents, such as Genie TV and Sajang Easy for small business owners. For each model and service, we conducted an AI Impact Assessment to evaluate potential social and economic impacts, followed by an AI Safety Assessment to verify the severity of the identified risks. Based on the results of these assessments, executive management carried out a comprehensive review before making deployment decisions and implementing appropriate risk mitigation measures.

Process



Case Study: Genie TV AI Agent

KT's Genie TV AI Agent is a service that combines Giga Genie and generative AI, serving as a customizable home secretary that supports daily conversation and media searches. From the beginning of its development, we emphasized accountability as our core value. In particular, given that our users include many children, we developed and applied age-specific safety standards and an AI safety assessment set. When the quality of AI responses deteriorates during development, we analyze log data to identify the root cause and work systematically to mitigate risks by implementing appropriate measures, such as system inspections and the deployment of a Content Safety Filter.

Application of Responsible AI to Genie TV

Development Process	Responsible AI Process	Example of Responsible AI Implementation for the Genie TV AI Agent
Step 1 Planning	Impact Assessment ‣ Identify social impacts and potential risks in advance by reviewing user characteristics and key functionalities, and determine priority risk areas	• Considering that the service is designed for families, including children, the risk of exposure to harmful content through the conversational media search function was identified as a key risk management area
Step 2 Development and Test	Safety Assessment ‣ Perform technical evaluation to ensure the AI operates safely and complies with social and ethical standards in the service environment	• Developed a safety evaluation test set specifically for child protection • Assessed the safety of AI responses in Kids Mode (the generation rate of harmful responses, including biased, violent, or illegal content) • Implemented mitigation measures for harmful responses
Step 3 Review and Deployment	DSB Review ‣ Management conducts a final review of AI risks and mitigation measures identified through the impact and safety assessments, determines deployment readiness, and approves release	• Final review by management of the Impact Assessment, Safety Assessment, and mitigation measures • Verified and implemented content safety filters to block harmful responses, and confirmed disclosure of the AI's risks and limitations in the terms of service prior to deployment
Step 4 Operation and Monitoring	Monitoring ‣ Continuously monitor for emerging risks after deployment and repeat the RAI assessment process whenever the model or its functionality changes	• Monitor harmful prompts and AI responses • Reconduct the impact assessment, safety assessment, and DSB review when the model is updated or new features are introduced

Responsible AI

Technology & People

Responsible AI Technology

To ensure social responsibility and safety in addition to innovation in artificial intelligence, we apply advanced technologies throughout the AI life cycle, from data preparation to development and testing, deployment, and operation. We have introduced specialized technologies at each stage to identify and manage the social and economic impacts of AI and its potential risks, laying the foundation to mitigate them.

AI Lifecycle	Applied Technology
Step 1 **Data Preparation**	Data Cleansing Tool • PII(Personal Information Identifier) Filter ‣ Automatically detect and de-identify PII contained in training data • Toxic Filter ‣ Detect profanity, sexual content, politically sensitive expressions, and hate speech (including stereotypes, insults, and discrimination) to prevent biased model behavior and the generation of harmful content
Step 2 **Development & Test**	RAI Evaluation Tool • Support developers in easily evaluating the safety and robustness of AI models and services during the development and testing phases, while automatically performing qualitative evaluations using a Judge LLM • Integrate and manage a wide range of benchmarks and apply a distributed processing architecture to significantly reduce the time required for quantitative evaluations
Step 3 **Deployment & Operation**	Guardrail and Monitoring • SafetyGuard ‣ Applied to both the input and output stages of AI models to detect and control various risks in real time • Monitoring ‣ Continuously monitor AI functions in commercial services such as Genie TV

Company-wide AI Ethics Training

As the adoption of AI technologies has expanded across the company, we have significantly strengthened our education framework to enhance ethics awareness among employees. In 2025, we made AI ethics training mandatory for all employees and expanded the program from a limited group to a company-wide curriculum, establishing AI ethics as a core organizational standard. To enhance the effectiveness of this training, we provide curricula customized to the specific responsibilities of different jobs. The training focuses on practical ethical issues that AI developers, planners, and business units are likely to encounter in their day-to-day work, equipping employees with practical guidance that can be readily applied in real business situations.

Responsible AI Training and Consulting

	AI Ethics and Fundamental AI Law in Korea	AI Ethics Literacy Fundamental AI Law and Requirements	Practical Training and Consulting
Target Trainees	All KT Employees (Mandatory Training)	All KT Employees (AX Degree Program)	AI Planning Personnel, Developers, Business Departments
Training Frequency	Every 2nd Half of the Year (October)	Every Quarter (Four Times)	Frequently
Program	• What is AI Ethics? • Necessity of AI Ethics • Global Trend • Fundamental AI Law in Korea • Responsible AI Corporate Culture	• Intensifying AI Risks • RAI: Why It Matters • KT's Responsible AI • Fundamental AI Law and Overview	• Practical Guidelines • Impact Assessment and Safety Evaluation Method
Number of Program Graduates (As of 2025)	All KT Employees (14,416 Persons)	4,996 Persons	-

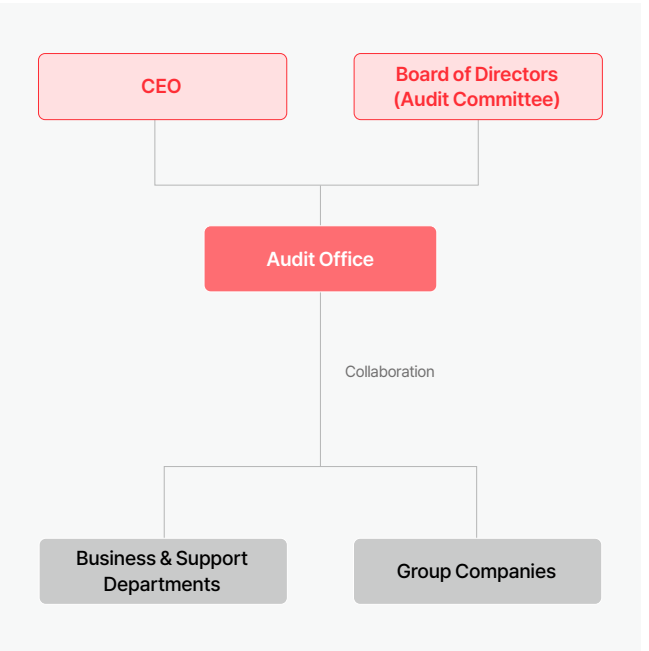
Ethical Management

Ethical Management Framework

Ethical Management Implementation Organizations

To enhance our performance in the area of ethical management, we determine the implementation direction and key plans under the leadership of the CEO, while the Audit Committee, with independence and expertise, conducts audits and assesses the implementation of corrective actions, increasing the effectiveness of the management framework.
As a dedicated organization supporting the Audit Committee, the Audit Office plays a role in ensuring Group and company-wide implementation of ethical management. It assesses management issues and conducts regular audits to identify ethical risks and address any violations. Going forward, we will thoroughly manage and oversee ethical management to embed a culture of ethical management across the company.

Ethical Management Organizational Chart



Ethical Management Strategy

To ensure that employees make responsible and consistent decisions in the course of their work, we have systematized the ethical management standard and implementation principles. This approach has included our establishment of a company-wide ethical standard, the Ethical Management Principles, and our requirement that all employees sign an annual pledge confirming their commitment to complying with these principles. This annual commitment is a practical mechanism by which we embed ethical management into our day-to-day operations and the corporate culture, rather than treating it as merely declarative. Our Ethical Management Principles consist of five core principles: customer focus, compliance management, return to basics, KT Professionalism, and social responsibility. They provide a common framework to guide employees' daily decision-making and business conduct, which we have continuously advanced, incorporating changes in the business environment and social expectations. In addition to anti-corruption and ESG-relevant factors, we have more recently expanded to align with our vision of becoming a leading AX platform company and the core values of KT Professionalism that support this transformation. To ensure that our employees respond appropriately to the wide range of ethical situations that may arise in their interactions with customers, companies, and stakeholders, we apply the Guidelines for the Implementation of Ethical Management Principles. These Guidelines provide clear standards for addressing ethical issues in the field, supporting employees' sound and consistent decision-making. Most recently, to accelerate our transformation into a leading AX platform company, we have strengthened not only our audit and recurrence prevention activities related to ethical issues, but also our proactive risk prevention efforts through diagnostic reviews and improvements to business processes.

Ethical Management Principles

We are pursuing a future that is founded on sound decisions and ethical judgment to make KT an AX Platform Company.

To this end, we are committed to customer focus, compliance management, return to basics, KT Professionalism, and social responsibility as the guiding principles of ethical management.

1 Customer Focus	Pledge to think and act with a customer-oriented focus	|1-1| We shall respect customers and protect their information. |1-2| We shall continuously create differentiated value that can lead changes in customers' lives.
2 Compliance	Pledge to strictly observe the laws and regulations	|2-1| We shall abide by the law, follow the Code of Ethics, and fulfill our compliance obligations. |2-2| We shall familiarize ourselves with and observe the Anti-Corruption Code of Conduct. |2-3| We shall pursue transparent management while protecting the company's secrets.
3 Return to Basics	Pledge to stick to the basics and principles	|3-1| We shall make reasonable and objective judgements from perspectives that are conducive to the company and act responsibly. |3-2| We shall always draw a clear line between public and private matters, and take the lead in fostering a healthy organizational culture. |3-3| We shall pursue sustainable performance and establish a fair reporting culture for the sound growth of the company.
4 KT Professionalism	Pledge to practice KT Professionalism	|4-1| We shall develop our capabilities and expertise to best solve customers' problems. |4-2| We shall deliver results through strong ownership, seeing responsibilities through to completion with decisive execution. |4-3| All members shall respect each other and unite to achieve goals.
5 Social Responsibility	Pledge to fulfill social responsibilities and obligations as an AX Platform-leading company	|5-1| We shall strive to protect shareholders' rights and profits and improve quality of life for our employees. |5-2| We shall prioritize the environment, safety, and human rights, and utilize all our capabilities to execute ESG management actively. |5-3| We shall take the lead in social contribution activities and pursue win-win growth with our business partners.

Ethical Management

Ethical Management Practices and Activities

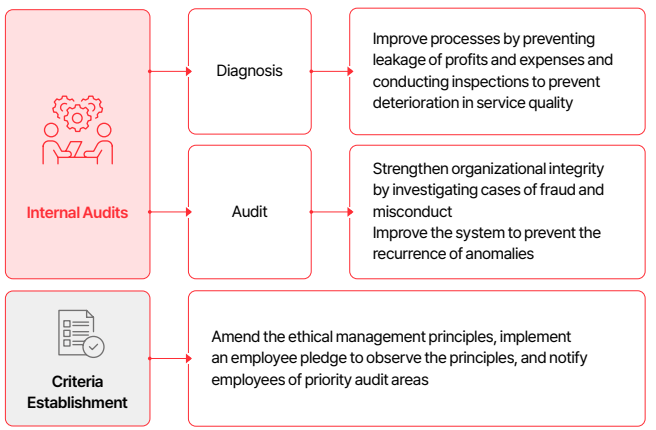
Assessment and Audit

We conduct fair and impartial audits to ensure objective investigations of misconduct and to reach equitable conclusions. To accelerate business growth, we identify root problems through communication and collaboration between business and operational departments, and conduct assessments to identify practical solutions. Every year, considering changes in the business environment and critical risks, we identify and share key compliance priorities across the company to strengthen our prevention-driven ethical management.

Our assessments focus on determining the appropriateness of revenue and cost management and preventing any deterioration in quality. Based on the results, we provide recommendations and implement follow-up measures to prevent recurrence. At the same time, we conduct audits to maintain organizational discipline in cases involving unethical conduct or potential misconduct.

In addition, we continuously provide the Guidelines for the Implementation of the Principles of Ethical Management through various internal communication channels, ensuring that employees clearly understand the relevant rules and standards in the course of their work.

Ethical Management Process

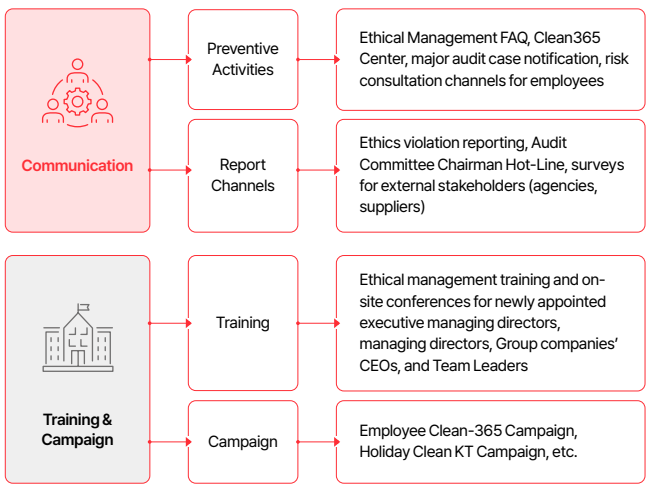


Ethical Management Training and Campaign

To practice ethical management throughout our business operations, we continuously run training and employee engagement campaigns. We conduct regular and ad hoc ethical management training for leaders, including newly appointed executives, CEOs of Group companies, and Team Leaders, to share ethical responsibility and implementation standards at a leadership level. In addition, we have continued activities that encourage ethical conduct in daily life, including the Clean-365 Campaign and the Holiday Clean KT Campaign, ensuring that ethical management is an ongoing commitment rather than a one-time training event.

We plan to establish a culture in which ethical management is embedded in the Company, and on this foundation, further strengthen our transparent and robust ethics management framework.

Ethical Management Training and Campaigns



Actions against Unethical Conduct

To establish a transparent and impartial corporate culture, we operate ethics reporting channels. These channels are for reporting job-related irregularities, misconduct, conduct detrimental to dignity, bribery, the receipt of improper gifts or benefits, embezzlement, breach of trust, and all other acts that violate ethical management principles.

All reports received are processed fairly and transparently in accordance with our process guidelines, and the identities and reports of whistleblowers are strictly protected under our Whistleblower Protection Policy. We also operate a separate hotline that allows external stakeholders to directly report misconduct by KT's or Group companies' executives to the Chair of the Audit Committee.

Beyond simple reports of misconduct, we have expanded the functions of the reporting channels to also identify opportunities for operational improvement. For example, we introduced a reward program for reports that lead to significant business improvements to foster employee engagement. Furthermore, we conduct regular surveys for suppliers and distribution channels. Recently, these surveys have been expanded to cover contract or business termination points, enabling us to receive a wider range of stakeholders' opinions.

Ethical Management Violations and Actions Taken in 2025

Type	Case	Results
Business regulation violations	0	
Financial regulation violations	0	
Duty to maintain sincerity violations	7	Suspension 3, Salary Reduction 1, Reprimand 2, Dismissal 1
Duty to maintain dignity violations	0	
Duty of integrity violations	3	Salary Reduction 1, Dismissal 2
Information protection violations	1	Dismissal 1
Sexual harassment and workplace bullying violations	0	
Organizational order violations	0	
Abuse of authority and job-related deception	0	

Compliance

G S R M
Governance

Governance

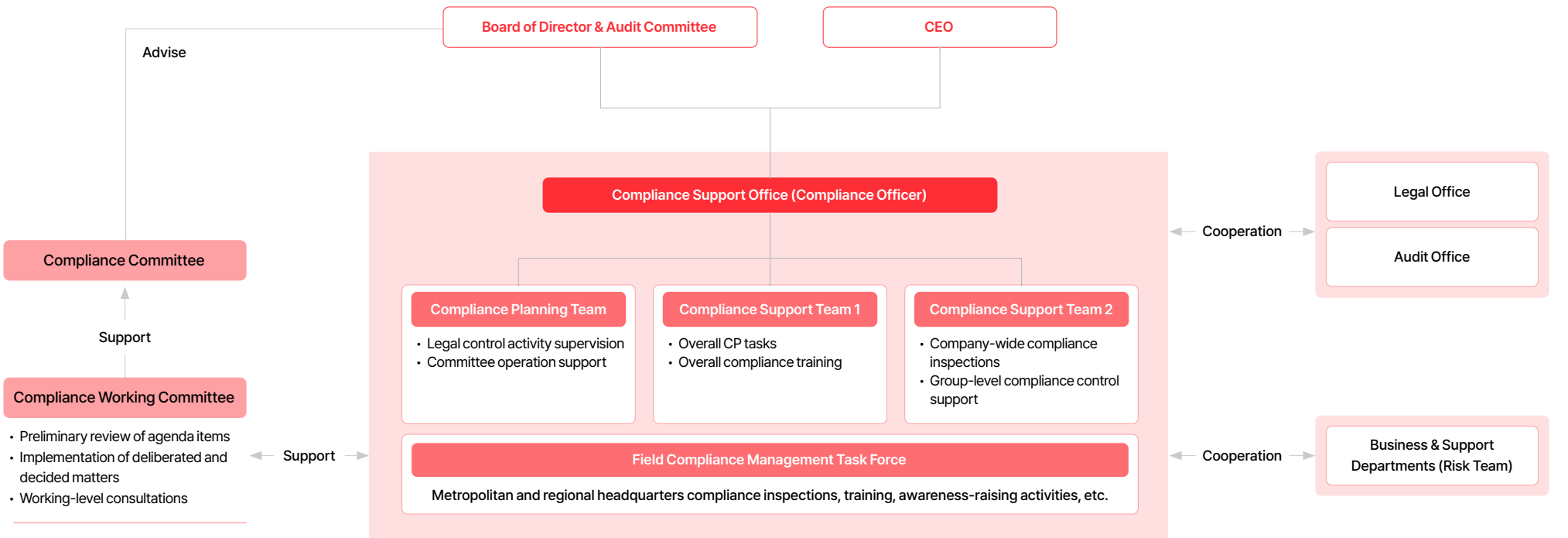
Roles of the Compliance Support Office

To enhance compliance management company-wide, we have established a systematic framework with the Compliance Committee and Compliance Support Office at the center. The Compliance Committee serves as the primary decision-making body for critical legal matters. Its independence and expertise have been reinforced by appointing an external professional as Chair. In addition, the Compliance Working Committee, which includes the Compliance Officer and executives, conducts preliminary reviews, oversees implementation, and facilitates interdepartmental collaboration on key issues.

Appointment of the Compliance Officer

As the key executive, the Compliance Officer oversees our compliance management framework. The Compliance Officer leads company-wide compliance training and inspections, increasing the effectiveness of our compliance operation. The Compliance Officer reviews our response strategies for major legal and regulatory issues and continuously strengthens the management framework to embed a commitment to compliance throughout the company. In addition, the Compliance Officer identifies key compliance management tasks, shares prevention, assessment, and response plans across Group companies, facilitates the dissemination of best practices, and discusses recognition and reward programs for exemplary compliance performance, promoting the overall compliance management standard throughout the Group.

Compliance Organizational Chart



Compliance

G S R M
Strategy

Compliance Strategy

Compliance Operation System

We have established a compliance management framework that combines a systematic foundation with an implementation framework. We continuously manage compliance to ensure that it is embedded across the company through codes of conduct, employee training, compliance pledges for all employees, and third-party corruption risk prevention systems.

The Board of Directors has also made efforts to reinforce its commitment to compliance, which have included establishing ethical standards and adopting the Anti-corruption and Ethical Management Pledge. To reinforce the transparency of our compliance activities, we systematically disclose the composition of our compliance organization, operational programs, Group-level strategies and key activities. In 2024, we improved our governance by increasing the ratio of external professionals on the Compliance Committee, strengthening its independence and objectivity. We also expanded the pre-review process beyond donations and sponsorships to include major management decisions such as significant contracts, investments, and mergers and acquisitions. To comply with fair trade laws, we operate a Fair Trade Compliance Program and have designated a dedicated compliance officer, ensuring company-wide execution and accountability.

Independent Director Anti-corruption and Ethical Management Pledge

As a Director of KT Corporation, I hereby pledge to remain aware of and comply with the Anti-corruption Code of Conduct and the Code of Ethics for Independent Directors established by the Company for compliance management and ethical management.

Pledge on the Code of Business Conduct for Executives

Chapter 5 Fair Trade and Shared Growth

Article 1 Executives shall understand and comply with the Anti-corruption Code of Conduct established by the company for compliance management.

Executives shall understand and comply with the Anti-corruptic

Compliance Declaration (Fair Trade Compliance)

Dear KT Employees,

Declaring "AX Platform Company" as its new vision, KT is embarking on a new phase of growth. In this journey, the most important task is to establish a clear standard of development. I believe that standard must be fairness.

Fair and transparent trade is about more than simply complying with the laws and regulations. It is the foundation for earning the trust of customers and society, and for achieving sustainable growth. As the market evolves rapidly and competition becomes fiercer, this fairness principle should be strictly upheld. There may have been times when we prioritized speed over direction, or relied on previous practices in pursuit of results. However, we must change. Compliance with fair trade is not optional. It is a principle we must observe, and a source of our competitiveness.

As CEO, I will always follow our core management principle, which is fair trade compliance. I ask you to familiarize yourself with the applicable laws and internal policies. If you are aware of any violations, I encourage you to report them without hesitation.

A culture of fair trade practices cannot be built overnight. But when every one of us engages in this commitment and practice, fairness will become the strongest foundation of KT. I sincerely ask for your continued attention and commitment to this key priority.

Thank you for your support.

CEO **Yoon-Young Park**

Nine Key Compliance Areas

01 **Anti-Corruption**
Establish and inspect the anti-corruption system, including the FCPA and anti-graft laws

02 **Fair Trade**
Prevent fair trade-related risks such as unfair trading, price collusion, etc.

03 **Subcontracts**
Prevent violations of the Subcontract Act and extortion of technology or ideas from suppliers

04 **Information Protection**
Prevent personal information risks and leakage of business information

05 **Contract**
Prevent procurement debarment risks and violations of contractual procedures subcontracting restrictions

06 **HR**
Prevent risks related to the Labor Standards Act, the Act on the Protection of Dispatched Workers and the Employment Equity Act

07 **Industrial Safety and Health**
Prevent risks related to industrial accidents, disasters, or fire

08 **Accounting & Tax**
Strengthen and inspect internal controls, and prevent tax-related risks

09 **User Protection**
Strengthen user protection measures in accordance with the Telecommunications Business Act and prevent related risks

Compliance

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Risk management

Risk Management

Compliance Self-Assessment

To continuously improve compliance practices company-wide, we operate a compliance management framework that is based on self-assessment. This self-assessment initiative enables every employee to assess their compliance and put compliance into practice, rather than merely confirming whether they complied. To this end, we have applied an assessment process based on the Plan-Do-Check-Act (PDCA) framework. The procedure, from planning at the beginning of the year to implementation, inspection, and improvement, is repeated to make continuous improvements.
In addition, we have strengthened tailored assessment frameworks based on each department's characteristics and risks. We classified department-led self-assessment items and identified key management areas through anti-corruption risk assessments, enabling more effective assessments. In addition, we introduced a separate assessment framework for some divisions to prevent potential legal violations.

Compliance Self-Assessment Process

Step 1 Plan			Step 2 Do	Step 3 Check/Act
Confirm the assessment framework	Establish the assessment framework		Execute assessments	Conduct evaluation and improvement plans
January	February		February – December	June & December
Finalize and communicate the annual inspection plan	Conduct department-level self-assessments of risk	Plan department-led compliance self-assessments	Perform compliance self-assessment activities	Conduct regular evaluations and implement improvement plans
• Designate the responsible department within each organization • Enhance the inspection package, including departmental assessment methodologies	• The Compliance Office designates self-assessment checklists (Based on company-wide mandatory requirements and department-specific characteristics) + • Select department-specific compliance self-assessment items	• Develop an annual self-assessment plan for each department based on the selected monitoring items	Awareness-Raising: Conduct monthly and topic-specific compliance awareness activities (Compliance Day, etc.) (Using awareness packages provided by the Compliance Office) Departmental Monitoring: Conduct compliance reviews and implement improvements through data analysis and on-site inspections (including the standard methodology, with no restrictions on methods) Reporting and Record-keeping: Report monitoring results and corrective actions to department heads, provide feedback, and document the monitoring process and outcomes (platform registration)	• Evaluate the results of self-assessment (periodic review) and identify operational improvements through the collection of online and offline feedback and interviews with responsible personnel

Compliance

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Risk management

Risk Management

Minimizing Risks from the Fair Trade Act and Regulations

To minimize violations of the Fair Trade Act, we have continuously engaged in systematic compliance activities in the area of fair trade. Over the medium to long term, we aim to maintain a 100% preliminary review rate for all cases by advancing the preliminary review process, preventing potential legal violations. In addition, we have trained Fair Competition Compliance Specialists within each department to strengthen our compliance capabilities and establish a practical risk prevention framework.

Fair Trade Preliminary Review and Results

Since 2005, we have conducted preliminary reviews of new service launches and new contracts through the Fair Trade Preliminary Review Center. Based on the results, we proactively manage possible unfair practices. In 2025, we conducted many preliminary reviews and continued compliance inspections in the course of business. We received an administrative fine from the Korea Fair Trade Commission in relation to collusion and the abuse of a superior bargaining position in the provision of mobile telecommunications services. We also received an administrative penalty from the Personal Information Protection Commission for failing to provide the legally required notice regarding the overseas transfer of personal information in connection with the eSIM activation service. We take these cases seriously, and are comprehensively reviewing our systems and business processes to prevent similar issues from recurring.

To avoid the recurrence of problems, we continuously strengthen our internal control framework, preliminary review procedures, and employee training to enhance the effectiveness of our fair trade compliance and compliance management systems.

Fair Trade Key Objectives and Detailed Activities

Enhancement and Advancement of Preliminary Review Process 	The aim of this process is to have a legal review of fair competition conducted before the release, change or termination of any business or services. We have achieved a 100% of our target for the last three years. To strengthen our compliance with fair competition requirements, we have supplemented our fair competition manual and introduced user-friendly processes.
Fair Competition Training for Employees 	All employees have taken online and offline courses on fair competition that cover the Monopoly Regulation and Fair Trade Act, the Subcontracting Act, the Fair Agency Transactions Act, the Telecommunications Business Act, etc.
Departmental Risk Management Personnel Designation and Professional Competency Development 	Each department designates compliance managers. Risk officers have also been appointed within each business unit's risk team and each regional compliance team. To strengthen their capabilities, these individuals undergo external training related to fair trade, and are informed of the recent trends of the regulatory body and newly enacted or revised laws.

Three-Year Overview of Fair Trade Preliminary Review

(Unit: Case, %)

Category	2023	2024	2025
Fair Trade Preliminary Review Cases Processed	271	312	340
Fair Trade Preliminary Review Rate	100	100	100

Compliance

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Risk management

Risk Management

Fair Trade Compliance Program Operations

To establish a fair and transparent trade order and comply with all of the applicable laws, we have launched systematic compliance programs (CP). This internal compliance system is designed to ensure that companies voluntarily comply with the laws and regulations related to fair trade, preventing legal violations and promoting fair market competition. We have ensured our compliance with various fair trade laws, including the Subcontracting Act, the Fair Agency Transactions Act, the Fair Labeling and Advertising Act, and the Electronic Commerce Act, to prevent monopolistic practices and collusion, promote fair business practices, and protect consumer rights. Notably, we emphasize ensuring fairness in transactions between large enterprises and SMEs, fostering balanced relationships within our distribution network, and safeguarding consumers' ability to make informed decisions. The compliance management framework of the fair trade CP is systematically reinforced through eight components, including establishing and implementing compliance standards and procedures, top management's commitment and support, appointing a Compliance Officer, developing and utilizing the Fair Trade Compliance Manual, and providing compliance training for employees. In addition, we operate a preventive compliance management system by conducting regular training and internal monitoring to strengthen employees' compliance awareness, and through proactively identifying and addressing potential compliance risks. We also continuously evaluate and enhance the effectiveness of CP, enabling us to respond to evolving regulatory requirements and market expectations.

Compliance with Fair Trade Laws

Applicable Law		Description
Protection of Fair Competition	Monopoly Regulation and Fair Trade Act	Protects fair competition by regulating monopolistic practices, cartels, and unfair trade practices.
Regulation of Business Power Imbalances	Subcontracting Act	Establishes fair subcontracting practices between large enterprises and SMEs while protecting the rights and interests of SMEs.
	Agency Transactions Act	Promotes balanced development between suppliers and distributors in the distribution process.
Consumer Protection	Fair Labeling and Advertising Act	Protects consumers' ability to make informed decisions by prohibiting unfair and misleading advertising.
	Electronic Commerce Act	Protects consumer rights in electronic commerce and mail-order transactions.

Fair Trade Compliance Program (CP)

What is the Fair Trade Compliance Program (CP)?

A CP is an internal compliance management system that a company voluntarily applies to ensure compliance with fair trade laws and regulations. Through the CP, companies can proactively prevent violations of fair trade regulations and promote fair and competitive market practices.

Key Elements of the Fair Trade CP

- Establishment and Implementation of Compliance Standards and Procedures
- Commitment and Support from Top Management
- Appointment of a Compliance Officer
- Development and Utilization of the Fair Trade Compliance Manual
- Implementation of Compliance Training
- Establishment of an Internal Monitoring System
- Disciplinary Measures for Employees Violating Fair Trade Laws and Regulations
- Evaluation of Program Effectiveness and Continuous Improvement

Fair Trade CP Operations

Date	Agenda
December 2024	Appointment of the Compliance Officer (Board approval; appointment of Taewon Heo, Head of the Compliance Office)
February 2025	Comprehensive revision of the Fair Trade Compliance Program Operating Regulations
	Establishment of a Fair Trade Violation Reporting Channel to prevent violations of fair trade laws and regulations
May 2025	Development and distribution of the Fair Trade Compliance Manual
July 2025	KT employees make Pledge of Commitment to Fair Trade Compliance
	CEO declares commitment to fair trade compliance
October 2025	Revision and redistribution of the Fair Trade Compliance Manual
November 2025	Third-party evaluation of the effectiveness of the CP
December 2025	Third-party mock assessment of the Compliance Program (CP)

Compliance

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Risk management

Risk Management

CP Risk Assessment

To proactively manage potential compliance risks, we conduct regular CP risk assessments. These assessments are guided by key fair trade laws, including the Monopoly Regulation and Fair Trade Act, the Subcontracting Act, the Fair Labeling and Advertising Act, the Fair Agency Transactions Act, and the Electronic Commerce Act, and are conducted at least once per quarter, or a minimum of four times annually. Through these assessments, we proactively identify areas with a higher risk of violations of fair trade laws and establish corresponding management items. Based on the assessment results, we develop and implement various risk mitigation measures, including employee training, compliance inspections, and awareness-raising activities. For high-risk areas, we provide tailored training and activities to strengthen preventive effectiveness.

Fair Trade Compliance Manual

To support autonomous compliance management by our employees, we have developed and apply the Fair Trade Compliance Manual. Focusing on key fair trade laws, including the Monopoly Regulation and Fair Trade Act, the Subcontracting Act, the Fair Labeling and Advertising Act, the Fair Agency Transactions Act, and the Electronic Commerce Act, the Manual is a practical guide that systematically outlines the standards and procedures employees must follow in the course of their work. The Manual helps employees better understand applicable laws and apply them in their jobs, thereby preventing fair trade compliance risks.
To reflect legislative amendments and the latest regulatory trends, we update the Fair Trade Compliance Manual twice a year, in April and in October, and distribute the updates company-wide to continuously enhance our compliance capabilities. In addition, the Manual is disclosed to improve accessibility for our stakeholders, and is available for download through our website. Through this approach, we enhance transparency and reliability in our fair trade while reinforcing our commitment to compliance management, both internally and externally.

CP Risk Assessment Process

Step 1
Define the assessment scope and coverage
- Define the assessment scope by applicable fair trade regulations (e.g., the Monopoly Regulation and Fair Trade Act, the Subcontracting Act, the Fair Agency Transactions Act, the Fair Labeling and Advertising Act, and the Electronic Commerce Act).
- Establish the assessment scope by organization, business unit, and transaction type (e.g., transactions with affiliates and business partners).

Step 2
Identify risk factors
- Identify major types of compliance violations.
- Reflect past cases, internal monitoring results, and external regulatory trends.

Step 3
Analyze and assess risks
- Consider business impact, legal risk, and reputational risk.
- Establish control items for areas with a high likelihood of non-compliance.

Step 4
Establish control measures and response plans
- Design and enhance control procedures, including prior review and approval processes, standard contract templates, and compliance guidelines.
- Establish risk-specific response strategies, including enhanced training, inspections, and monitoring.

Step 5
Reflect assessment results and implement improvements
- Continuously improve the Compliance Program (CP) operating framework through reassessment and ongoing enhancement.
- Update and improve training programs and control procedures.

External Download Link for KT's Fair Trade Compliance Manual

KT Homepage



Compliance

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Risk management

Risk Management

Compliance and Fair Trade Training

To enhance company-wide compliance and our fair trade compliance program (CP), we have prepared systematic training programs. These are divided into company-wide basic training, role-based training, special training, and remedial training for employees who have not completed the required courses. The training is also based on employees' positions, departments, and job responsibilities, and conducted according to an annual training plan. Company-wide compliance and basic CP training is conducted for all employees, and includes anti-corruption and fair trade compliance (cartel prevention) as core subjects. In addition, job-specific legal training covering accounting, personal information protection, and the Telecommunications Business Act is provided to reflect the characteristics of each department, strengthening employees' practical compliance capabilities. We also provide separate seminars and professional training programs for Compliance and CP officers at headquarters and regional offices to enhance their practical response capabilities and understanding of the law. In 2025, we introduced new CP training for executives and specialized training programs. The CP training for executives aims to strengthen the compliance awareness of management, including the CEO, and was delivered by an external legal expert, focusing on fair trade CP and the latest regulatory developments. In addition, case-based special training was conducted for departments with a history of fair trade violations or elevated risks to prevent violations of fair trade laws. In addition to these efforts, we support Group companies in their compliance efforts by providing anti-corruption and fair trade compliance training materials and instructors. We also provide anti-corruption training for suppliers to improve compliance management across the supply chain.

Strengthening the Internal Control over Financial Reporting (ICFR)

As a US-listed company, we annually inspect the design and operation of our Internal Control over Financial Reporting (ICFR) and systematically report and disclose the results. Through these efforts, we secure accuracy and reliability while strengthening the foundation of internal control that internal and external stakeholders can trust. To respond to the introduction of Korea's consolidated audit requirements, we upgraded our related systems and enhanced our ICFR operating organization and management systems. We have applied consistent policies and standards across the Group to advance ICFR, established Group management frameworks and KT standard guidelines to comply with the 2025 disclosure requirements for fraud risk controls, and conducted related assessments for our major Group companies and ourselves.

Compliance and Fair Trade Training

Category	Target Trainees	Detailed Activities
Special Training Reflecting Risk Assessment Results	Departments Identified as Medium or High Risk through Risk Assessments	• Improved and distributed training materials based on actual KT compliance and fair trade violation cases • Distributed training materials that reflect amendments to compliance and fair trade regulations, as well as the latest regulatory developments • Conducted training on the latest fair trade trends through external legal experts
Special Training for Departments with CP Violations	Departments with CP Violations	
CP Training for Executives	CEO and Senior Executives	
Practical Training	All Employees	• Shared compliance requirements and violation cases related to fair trade laws and regulations (e.g., the Monopoly Regulation and Fair Trade Act, the Fair Agency Transactions Act, the Subcontracting Act, and the Fair Labeling and Advertising Act)
Professional Training	Compliance/CP Officers at Headquarters and Regional Offices	• Provided training on the latest developments and violation cases related to fair trade regulations, including virtual case studies, Korea Fair Trade Commission disclosure requirements, and external training programs offered by professional organizations (e.g., the Korea Fair Competition Federation)

Three-Year Overview of Compliance and Fair Trade Training

(Unit: Person)

Category	2023	2024	2025
Special Training Reflecting Risk Assessment Results	-	-	94
Special Training for Departments with CP Violations	-	-	920
CP Training for Executives	-	-	59
Practical Training	23,735	16,998	42,842
Professional Training	708	291	255
Total Number of Training Participants	24,443	17,289	44,170

* In 2025, practical fair trade compliance training was conducted twice as mandatory training for all employees.

Compliance

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Metric/Target

Strengthening Compliance Capabilities

Supporting the Establishment of Frameworks for New Group Companies

We have established systematic support programs to ensure that newly established and acquired Group companies establish compliance management frameworks from the beginning. Considering each Group company's business characteristics, organizational size, and industry environment, we collaboratively design practical compliance frameworks while providing step-by-step support to minimize implementation challenges during operations. Beyond establishing initial frameworks, we continue to provide guidance and feedback to ensure that key compliance infrastructures, including internal policies and procedures, training programs, and risk management processes, are embedded within the company. Through these programs, we support new Group companies in establishing autonomous and sustainable compliance frameworks in a relatively short period of time.

Compliance Consulting

To proactively manage compliance risks throughout the Group, we continuously provide compliance consulting and monitoring activities. We assess all Group companies on key Group-wide priorities, such as the designation of the Chief Privacy Officer (CPO) and Chief Information Security Officer (CISO). For areas identified as vulnerable in the assessments, we provide improvement targets and implementation guidelines to minimize risks from the Group's perspective. In addition, we conduct both reviews and consulting on key regulatory areas, including compliance with regulations on online dark patterns and the appropriateness of personal information access management. In 2025, we also required our overseas subsidiaries to conduct self-assessments of financial management and contract governance, while strengthening their compliance capabilities through monitoring and the sharing of improvement recommendations. In addition, we apply a legal risk-sharing framework to ensure that a Group company's risk does not spread across other affiliates, and to take prompt countermeasures.

Supporting Process

	Step 1 **Compliance Training**	Understanding concepts, securing awareness, and building consensus
	Step 2 **Group Company Status & Quick-Fix**	Setting coaching direction and prior risk measures
	Step 3 **Personal Coaching & Identification of Improvement Tasks**	Methodology-centered explanation, deriving appropriate implementation measures, execution

Compliance Consulting Implementation Methods

Group Legal Risk Management	Group Common and Priority Agenda Inspection	Group Compliance Framework Enhancement
• Conducting legal risk assessments using anonymous reporting channels for group companies that have signed compliance management agreements with the KT Compliance Committee • Supporting group-level compliance risk management/ response and preventing spread within the group	• Conducting assessment/ inspection of important priorities that should be commonly recognized across group companies, and offering targeted recommendations for improvement	• Supporting the compliance activities of each group company to strengthen group compliance (systems, institutions, inspections, awareness enhancement)

Compliance

G S R M
Metric/Target

Strengthening Compliance Capabilities

Compliance Training Content Operations

We deliver compliance training to enhance our employees' compliance practices. We provide training in the fundamentals of compliance for all employees, and programs tailored to each department's work characteristics and risk. In 2025, we strengthened our programs on fair trade laws, and expanded in-person special training programs for departments with a history of legal violations or elevated compliance risks. In addition, we launched fair trade training for management, enhancing compliance awareness at the leadership level.

All training programs are designed based on actual business cases to increase their practical relevance, allowing employees to assess and apply compliance standards independently. In addition, compliance academies and seminars for compliance officers enhance their expertise and practical capabilities, while programs for suppliers and Group companies foster a culture of compliance.

On-site Meeting and Performance Sharing Session

Led by the Compliance Officer, we have enhanced communication with frontline business units to ensure that the compliance management framework is effective in practice. The Compliance Officer hosts meetings with executives and compliance personnel to listen to operational challenges and concerns while providing prompt support and follow-up actions to address areas requiring improvement.

In addition, we conduct an annual compliance assessment and reward outstanding departments to strengthen compliance practices company-wide. We present awards not only to departments but also to outstanding teams, collaboration and support teams, and individuals, thereby encouraging active participation in compliance activities.

A Tool for Autonomous and Ongoing Compliance

We have continuously advanced the compliance platform that we established in 2020 as a core infrastructure to support employees' autonomous compliance practices. This platform comprehensively provides guidelines and manuals for key compliance areas, major audit cases, reference materials on the Improper Solicitation and Graft Act and the Foreign Corrupt Practices Act (FCPA), and guidance on the Fair Trade Compliance Program. It helps employees access relevant compliance information quickly, and to proactively prevent potential legal violations. We also provide a mobile version, enabling employees working off-site or in the field to access it anytime, anywhere.

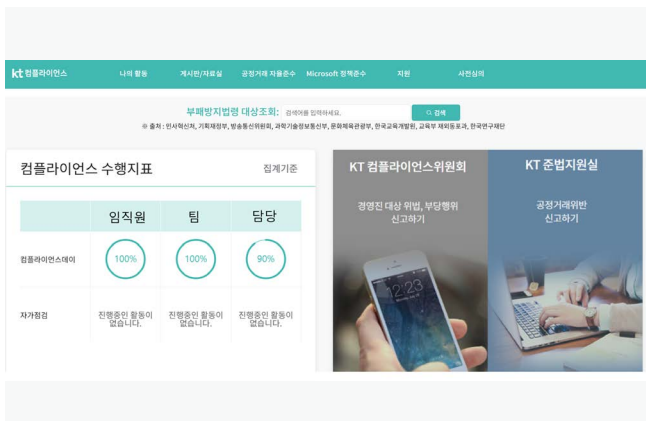
Since 2024, in addition to providing information through the platform, we have operated an anonymous reporting center under the oversight of the Compliance Committee to receive anonymous reports of unlawful or improper conduct by the Group's management. All reported cases are thoroughly investigated in accordance with established procedures, and appropriate actions are taken. Beginning in 2025, we established a dedicated channel for fair trade-relevant violations, further strengthening the Group's fair trade and compliance management frameworks.



Compliance Training



KT Compliance Performance Sharing Session in 2025



KT Compliance Violation Reporting

Enterprise Risk Management

Governance

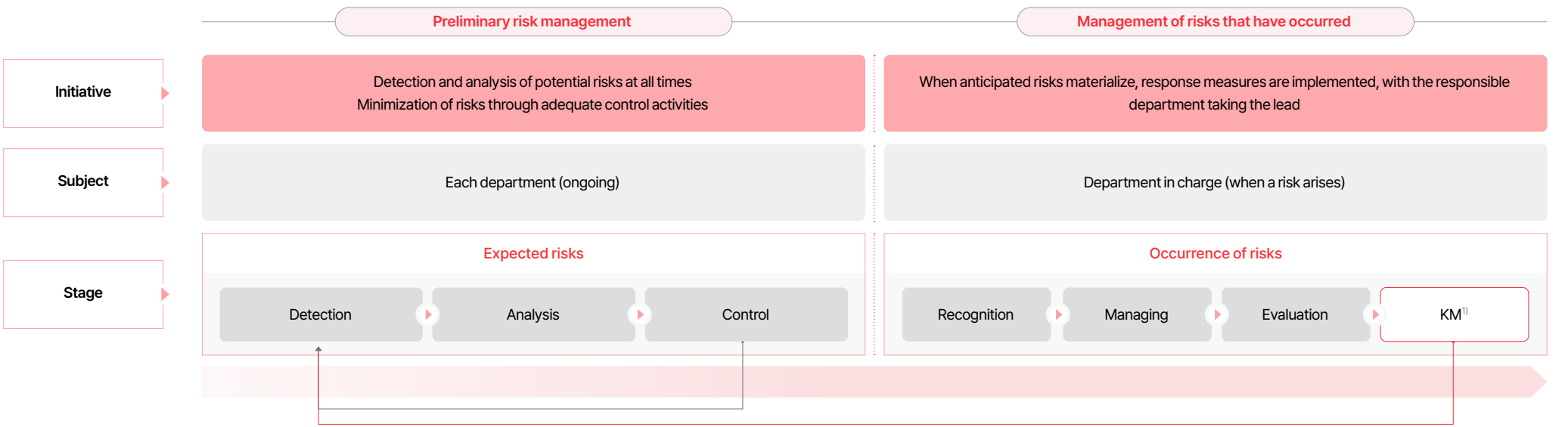
Risk Management Implementation Organization

Based on our company-wide integrated risk management framework, we continue to strengthen the operational foundation needed to identify and address various management risks. Led by a dedicated organization, the Enterprise Risk Management (ERM) Team, we operate a comprehensive company-wide risk management framework while allocating risk-dedicated functions to each business department, establishing a management structure that organically connects headquarters and business units in the field. Through this initiative, we have established a framework that can promptly identify risks arising in the field and minimize gaps in risk mitigation. In 2026, we further strengthened our analysis of the causes of high-risk issues and structural prevention methods by assigning each department within the Audit Office to each business division. This approach allowed us to proactively identify risk factors that may recur and prepare fundamental solutions, going beyond mere follow-up actions.

To enhance risk management throughout the Group, we have embedded the virtuous cycle of risk collection, high-risk identification, and countermeasures. For critical issues, we conduct in-depth inspections in addition to audits and assessments, enabling integrated countermeasures at the Group level. Our risk management experience, built over many years, is systematized in accordance with company-wide common principles and standards. We also have enhanced agility and consistency through an immediate report framework between business divisions. To ensure that the risk management framework operates effectively from a frontline business unit's perspective, each department monitors its risk response status weekly. For high-risk issues, they closely manage the entire process, including fact-finding, determining response measures, and monitoring follow-up actions. By enabling all employees to identify risks related to their work and share them with risk management departments, we have been able to spread a prevention-driven risk management culture.

When a risk occurs, we apply a step-by-step process that consists of immediate reporting, initial response, risk severity assessment, and determination of countermeasures based on the level of accountability, thereby addressing risks promptly and effectively. We will further strengthen the sustainable management foundation with predictability and resilience while enhancing the sophistication of the risk management framework and our on-site response capabilities.

Risk Management Process



1) Knowledge Management (KM): Knowledge database utilization of information generated throughout the entire process of risk identification, response, and evaluation for risk management and response

Enterprise Risk Management

Risk Management Strategy

Strengthening Risk Management Capabilities

We operate a collaborative framework that encompasses our business departments and Group companies to establish a more integrated and consistent foundation for risk management. Key risk issues and countermeasures are shared in the regular working-level consultative meetings, while the framework is designed to enable prompt collaboration for issues requiring Group-wide management. In addition, we have prepared an institutional strategy to ensure that employees report risks as soon as they are identified. While employees who fail to report risks or delay reporting, resulting in the escalation of issues, are penalized, we mitigate or waive penalties when issues are reported in a timely manner. This approach encourages proactive reporting and supports initial responses. We also apply a more robust support framework for Group companies' high-risk issues. If necessary, we organize a company-wide task force, deploy dedicated risk management personnel, and coordinate with legal, public relations, and external affairs departments to enhance the response to complex issues. Furthermore, we extend our risk management principles and operational framework to Group companies, and provide training programs and support for their risk management departments to enhance Group-wide management. We also incorporate their risk management initiatives into the performance indicators, enhancing the execution capability of operational frameworks. We will continue to work to accelerate our transformation into an AX platform company by ensuring all Group companies practice our core values in line with our strategic direction.

Risk Management Training

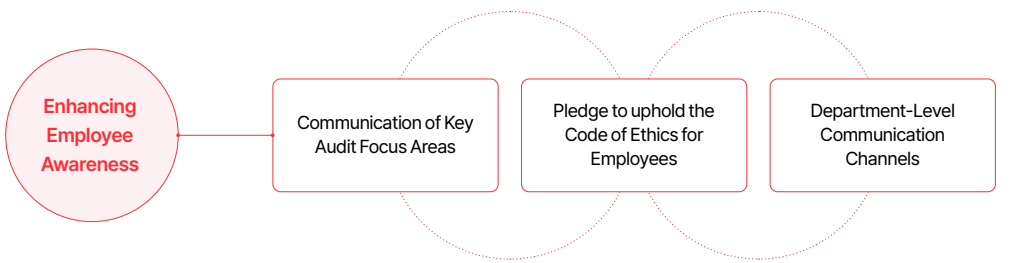
To enhance risk response capabilities company-wide, we continue to provide training and practical supports that are tailored to each trainee's characteristics. For Department Leaders and new hires, we conduct annual training on the importance of risk management and basic principles, embedding the culture of risk identification and response from the beginning of organizational integration. For all employees, we communicate key audit areas, require pledges to uphold the Code of Ethics, and operate a communications channel for each department to share our risk management standards and considerations. To enhance the practical response capabilities of business departments, we provide customized training and distribute risk-specific manuals and casebooks, thus establishing a practical support framework that can be readily applied in the field.

Crisis Response Framework

To minimize the impact on key stakeholders, including customers, and ensure service continuity, we apply a company-wide crisis response framework. Critically, we designed the company-wide crisis response framework and continuously enhanced the Crisis Response Manual to systematically address critical risk scenarios that may affect us, such as large-scale network outages, IT system failures, and personal data breaches. Based on this framework, we ensure that all processes, from incident detection to reporting, decision-making, and execution, are carried out in a timely and consistent manner when a crisis occurs.

To ensure the manual is effective on-site, we conduct annual drills for each area and support management and working-level employees in understanding their roles and responsibilities. Findings from the drills are incorporated into the response framework and manual, increasing the effectiveness of our risk management framework.

Enhancing Employee Risk Awareness



Crisis Response Framework

Revision of the Crisis Response Manual and Framework	Conducting Crisis Response Drills	Continuous Identification and Implementation of Improvement Measures
Strengthening Company-wide Preparedness for Crises, Including Network/IT Failures and Personal Data Breaches	Continuously Enhancing Practical Response Capabilities to Ensure Prompt Action During Crises	Advancing the Crisis Response Framework by Identifying Weaknesses and Implementing Continuous Improvements

Enterprise Risk Management

Key Risk Management

Company-wide Risk Management

We systematically identify key risks and apply differentiated management frameworks based on their importance to advance a company-wide risk response framework. Based on previous incidents and management experience, we structure risk types and analyze their impact and likelihood of occurrence to identify and prioritize key risks requiring focused management. In particular, enhanced control measures are applied to high-risk areas that directly affect external trust, such as improper practices in proposals and bidding, customer data breaches, network outages, and safety incidents. Those risks are managed through a multi-layered approach, including an assessment by a dedicated team that considers the control department's management effectiveness and characteristics, an assessment of the control department's operations, and regular monitoring, to minimize the likelihood of risk occurrence and the impact of such risks. In contrast, low-risk issues are managed based on a self-assessment framework for each control department, ensuring an efficient management framework depending on the level of risk.

Recently, to enhance the Group's risk management capabilities, we launched a management assessment function for Group companies and a dedicated organization while expanding proactive risk management activities, including potential risk identification, on-site inspections, and in-depth assessment. In addition, we strengthened the audit framework for key risk management departments, further enhancing preventive controls over high-risk areas.

KT Risk Type

No.	Risk Type	Definition
1	Poor business execution	Lack of feasibility in business (new business, poor investment and acquisition, etc.), inadequate business operation, delays in rationalization
2	Accounting fraud	Abnormal fund management (e.g., providing political funds), accounting fraud (overstating revenue, understating liabilities, etc.)
3	Fabricated transactions	Issuing false tax invoices, falsifying telecommunications infrastructure work, etc.
4	Asset loss	Bad debts from agencies, natural disasters, theft, arbitrary disposal of unused assets, etc.
5	Billing/ settlement errors	Overcharging customers, incorrect settlements with agencies/suppliers, missing rental costs, etc.
6	Proposal/bid misconduct	False proposals, collusion, bribery/entertainment in the bidding/ contracting/execution process of public projects
7	Customer information	Misuse of customer information such as large-scale (over 1,000 cases) customer information leakage/breach and illegal telemarketing
8	Network disruptions	Major (affecting over 1,000 customers) interruptions of wire line/ wireless/IPTV services, service interruptions due to external works, etc.
9	Safety accidents	Safety accidents during work (including suppliers), employee deaths (illness, suicide, etc.)
10	IT disruptions	Interruptions in cloud services, sales computing, IDC, and other IT services
11	Telecommunications misuse	Abuse of wire line/wireless communication services for illegal spam, voice phishing, etc.
12	Sales quality	Mis-selling such as unauthorized subscription/identity theft, subscription to additional services without consent, inadequate customer service, etc.
13	Unfair support for affiliates	Unfair support such as private contracts with affiliates, inflated contract amounts, etc.
14	Inappropriate conduct with stakeholders	Unfair transactions with partners/dealerships, favoring certain businesses, abuse of superior position, technology theft, etc.
15	Poor facility management	Fires in telecommunications offices, telecommunications facilities (base stations, etc.), suppliers' material warehouses, etc.
16	HR misconduct	Employment fraud, illegal dispatch, unfair dismissal, etc.
17	Employee misconduct	Bribery, embezzlement of company assets (embezzlement of public funds, personal use of company vehicles/corporate cards, etc.)
18	Bullying/sexual harassment	Workplace bullying, sexual harassment, etc.
19	Corporate security	Leaking corporate secrets to competitors, media, etc.

Tax Risk Management

We faithfully fulfill our tax reporting and payment obligations in accordance with our strict tax policies, managing our tax risks systematically. Based on the principle that we do not tolerate illegal activities for short-term performance gains or convenience, we maintain an internal process that reviews compliance with tax laws and regulations during key decision-making. In addition, we include tax areas in compliance items and conduct regular training and inspections for relevant employees, enhancing our tax risk prevention capabilities. When regulations are unclear, we minimize ambiguity and prevent unintended illegal activities through tax ruling requests. We comply with tax-related disclosures. To help our key stakeholders, including investors and tax authorities, to better understand the Company's financial information, we also provide, where appropriate, explanations of temporary differences between accounting and tax treatment.

KT's Major Tax Policies

- No tax evasion in any form
- No transfer of value creation to low tax countries
- No abuse of tax laws to evade taxes
- No unlawful cost shifting (transfer pricing)
- No use of tax havens
- No illegal acts that violate tax laws
- No other forms of tax evasion, such as false reporting

Enterprise Risk Management

Strategic Risk Identification and Response

Potential Business Impacts and Response Measures for Key Risks

Based on the assessment and analysis of the business environment, we proactively identify potential risks, establish strategic measures, and incorporate them into our business strategy to minimize risk exposure.

Critical Risks	Potential Business Impacts	Countermeasures
Increasing Importance of Information Security 	• Cyberattacks targeting information and communications systems are increasing, and the attack methods are becoming more sophisticated (Reported cybersecurity incidents: 1,277 in 2023, 1,887 in 2024, and 2,383 in 2025; Korea Internet & Security Agency) • As AI models become more advanced, concerns are increasing over the potential misuse of AI, including for cyberattacks	• Strengthening enterprise-wide security governance under the leadership of the Chief Information Security Officer (CISO) and expanding cybersecurity expertise • Enhancing Zero Trust-based security systems that verify and authenticate all internal and external accesses • Investing more than KRW 1 trillion in information security over five years to enhance the integrated security monitoring system and replace aging equipment
Increasing network traffic driven by the expansion of AI services 	• Traffic across fixed and mobile telecommunications networks continues to increase due to the growing consumption of real-time media content, such as YouTube and Netflix • Data traffic is expected to grow even further with the widespread adoption of generative AI services and the continued expansion of the cloud industry	• Continuing network investments, including backbone network expansion and wireless base station deployment, to improve customer-perceived service quality • Applying AI technologies to telecommunications network operations to enhance network stability and operational efficiency • Proactively preparing next-generation network technologies, including 6G, satellite communications, AI-RAN, and quantum security
Increasing energy price volatility 	• Energy prices are rising and becoming increasingly volatile due to heightened geopolitical risks, including conflicts in the Middle East • Energy costs associated with IT and network services are expected to increase, while the expansion of AI services is also expected to drive higher electricity consumption by high-powered GPUs	• Developing and deploying AI-powered energy-saving technologies, including telecommunications facility temperature optimization, energy-saving orchestrators, and server power optimization solutions • Monitoring building facilities and energy consumption in real time through the Integrated Operations Center while operating HVAC and lighting systems more efficiently • Diversifying the energy supply structure through renewable energy procurement strategies, including Power Purchase Agreements (PPAs)

APPENDIX

125 Major Management and Financial Achievements
127 GRI Standards
132 UN SDGs
133 UN Global Compact
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136 Association and Organization Memberships
137 GHG Verification Statement
139 Independent Assurance Statement

Major Management and Financial Achievements

Economic Data

Economic Value Creation and Allocation

Category			Unit	2023	2024	2025
Economic Value Creation	Operating Revenue		KRW million	26,376,273	26,431,204	28,244,161
Allocation of Economic Value	Allocation to Shareholders and Creditors	Cash dividends	KRW million	482,970	491,512	580,956
		Interest expenses	KRW million	356,345	374,665	366,032
	Business Partners	Expenses for purchase of goods and services	KRW million	16,116,308	15,856,672	17,034,127
	Employees	Salary	KRW million	4,549,409	5,622,045	4,592,773
	Government	Corporate income tax	KRW million	335,367	167,607	581,328
		Taxes and levies[1]	KRW million	250,651	265,305	267,932
	Local Communities	Donation	KRW million	24,664	9,499	14,479

1) Including spectrum usage fees

Number of Users by Service

Category	Unit	2023	2024	2025
Wired Phone	1,000 persons	12,035	11,475	10,890
IPTV	1,000 persons	9,409	9,449	9,533
High Speed Internet	1,000 persons	9,827	9,956	10,170
Wireless Communication[1]	1,000 persons	24,897	26,132	28,985

1) 5G, 4G(LTE), MVNO

Operating Revenue by Business

Category		Unit	2023	2024	2025
ICT[1]	Revenues	KRW million	18,371,437	18,579,678	19,324,024
	Share	%	58.3	58.7	56.0
Finance[2]	Revenues	KRW million	3,720,859	3,557,455	3,356,764
	Share	%	11.8	11.2	9.7
Satellite Broadcasting[3]	Revenues	KRW million	708,217	706,305	683,306
	Share	%	2.2	2.2	2.0
Real Estate	Revenues	KRW million	583,504	595,814	674,814
	Share	%	1.9	1.9	2.0
Other[4]	Revenues	KRW million	8,118,542	8,204,574	10,427,895
	Share	%	25.8	25.9	30.3
Subtotal	Revenues	KRW million	31,502,559	31,643,826	34,466,803
	Share	%	100	100	100
Consolidated Adjustment	Revenues	KRW million	5,126,286	5,212,622	6,222,642
Total	Revenues	KRW million	26,376,273	26,431,204	28,244,161

1) Wired and wireless communication, convergence business, B2B operations, etc.
2) Credit cards, etc.
3) Satellite broadcasting
4) Information technology, facility security, global business, and other businesses operated by subsidiaries

Status of Patent Management

Category	Unit	2023	2024	2025
Patent Registration in Korea	Case	198	209	248

Major Management and Financial Achievements

Economic Data

Condensed Consolidated Statement of Financial Position

Category		Unit	2023	2024	2025
Assets	Current assets	KRW million	14,518,157	14,251,937	13,977,536
	Non-current assets	KRW million	28,191,825	27,628,020	28,971,037
	Total assets	KRW million	42,709,982	41,879,957	42,948,573
Liabilities	Current liabilities	KRW million	13,147,409	13,874,734	11,692,764
	Non-current liabilities	KRW million	11,001,436	10,008,674	11,797,786
	Total liabilities	KRW million	24,148,845	23,883,408	23,490,550
Stockholders' Equity	Share capital	KRW million	1,564,499	1,564,499	1,564,499
	Paid-in capital in excess of par value	KRW million	1,440,258	1,440,258	1,440,258
	Retained earnings	KRW million	14,494,430	13,779,776	14,964,332
	Accumulated other comprehensive income/ loss	KRW million	52,407	63,729	563,279
	Other capital components	KRW million	-802,418	-637,560	-876,715
	Non-controlling interests	KRW million	1,811,961	1,785,847	1,802,370
	Total stockholders' equity	KRW million	18,561,137	17,996,549	19,458,023
Total Liabilities and Stockholders' Equity		KRW million	42,709,982	41,879,957	42,948,573

Condensed Consolidated Statement of Comprehensive Income

Category	Unit	2023	2024	2025
Operating Revenue	KRW million	26,376,273	26,431,204	28,244,161
Operating Expense	KRW million	24,726,499	25,621,733	25,775,028
Operating Income	KRW million	1,649,774	809,471	2,469,133
Other Profit	KRW million	308,044	344,829	294,715
Other Expense	KRW million	507,904	501,055	218,454
Financial Income	KRW million	486,277	917,650	626,582
Financial Expense	KRW million	568,682	994,781	771,797
Net income from equity interests in associates and joint ventures	KRW million	-43,424	8,587	17,919
Income Before Income Tax	KRW million	1,324,085	584,701	2,418,098
Income Tax Expenses	KRW million	335,367	167,607	581,328
Net Profit for the Term	KRW million	988,718	417,094	1,836,770
Other Comprehensive Gain/Loss	KRW million	7,447	-90,195	490,278
Total Comprehensive Gain/Loss for the Term	KRW million	996,165	326,899	2,327,048

R&D Investment

Category	Unit	2023	2024	2025
R&D expenses	KRW million	224,990	211,482	355,307
R&D expenses to revenue	%	0.85	0.80	1.26

GRI Standards

Statement of use	KT applies the GRI Standards to disclose its ESG management performance for the period from January 1, 2025 to December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI sector Standards	As of June 2026, when KT publishes this report, there are no applicable GRI Sector Standards.

Universal Standards(GRI 2)

GRI Standards101	Index	Indicators	Page	Remarks
General Disclosures 2021				
GRI 2: The Organization and its Reporting Practices	2-1	Organizational details	6	
	2-2	Entities included in the organization's sustainability reporting	140	
	2-3	Reporting period, frequency and contact point	140	
	2-4	Restatements of information	-	Restatements of information are indicated with a footnote.
	2-5	External assurance	137 ~ 139	
GRI 2: Activities and Workers	2-6	Activities, value chain and other business relationships	6	
	2-7	Employees	70	
	2-8	Workers who are not employees	70	
GRI 2: Governance	2-9	Governance structure and composition	95	
	2-10	Nomination and selection of the highest governance body	95~96	
	2-11	Chair of the highest governance body	95	
	2-12	Role of the highest governance body in overseeing the management of impacts	12, 101	
	2-13	Delegation of responsibility for managing impacts	12, 101	
	2-14	Role of the highest governance body in sustainability reporting	12, 101	
	2-15	Conflicts of interest	95~97	
	2-16	Communication of critical concerns	97	
	2-17	Collective knowledge of the highest governance body	96	
	2-18	Evaluation of the performance of the highest governance body	97	
	2-19	Remuneration policies	97, 100	
	2-20	Process to determine remuneration	97, 100	
	2-21	Annual total compensation ratio	97	
GRI 2: Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	4~5	
	2-23	Policy commitments	12, 20, 78	
	2-24	Embedding policy commitments	14, 20~25, 81	
	2-25	Processes to remediate negative impacts	81, 120~123	
	2-26	Mechanisms for seeking advice and raising concerns	109~110	
	2-27	Compliance with laws and regulations	52, 110	
	2-28	Membership associations	136	
GRI 2: Stakeholder Participation	2-29	Approach to stakeholder engagement	18	
	2-30	Collective bargaining agreements	73	

GRI Standards

Universal Standards(GRI 3)

GRI Standards101	Index	Indicators	Page	Remarks
Material Topics 2021				
GRI 3: Material Topics	3-1	Process to determine material topics	15	
	3-2	List of material topics	16	

GRI Standards101	Index	Indicators	Page	Remarks
Strengthening Compliance				
GRI 3: Material Topics	3-3	Management of material topics	17	
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	114	
Renewable Energy Transition				
GRI 3: Material Topics	3-3	Management of material topics	17	
GRI 302: Energy	302-1	Energy consumption within the organization	33	
	302-3	Energy intensity	33	
	302-4	Reduction of energy consumption	28, 30	
	302-5	Reductions in energy requirements of products and services	25	
Responding to Climate Change				
GRI 3: Material Topics	3-3	Management of material topics	17	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	31	
	305-2	Energy indirect (Scope 2) GHG emissions	31	
	305-3	Other indirect (Scope 3) GHG emissions	32	
	305-4	GHG emissions intensity	31	
	305-5	Reduction of GHG emissions	31	
Strengthening Network Stability				
GRI 3: Material Topics	3-3	Management of material topics	17	
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	54~58	
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	59~62	
	417-3	Incidents of non-compliance concerning marketing communications	110	
Customer Information Protection and Cyber Security				
GRI 3: Material Topics	3-3	Management of material topics	17	
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	52	

GRI Standards

Topic Standards(GRI 200)

GRI Standards101	Index	Indicators	Page	Remarks
Topic Disclosures				
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	125	
	201-2	Financial implications and other risks and opportunities due to climate change	22~30	
	201-3	Defined benefit plan obligations and other retirement plans	-	Refer to the Annual Report, p.306–310
	201-4	Financial assistance received from government	-	Refer to the Annual Report, p.70
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	53~58, 63~69	
	203-2	Significant indirect economic impacts	63~69	
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	125	
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	113	
	205-2	Communication and training about anti-corruption policies and procedures	115~119	
	205-3	Confirmed incidents of corruption and actions taken	110	
GRI 207: Tax	207-1	Approach to tax	122	
	207-2	Tax governance, control, and risk management	122	
	207-3	Stakeholder engagement and management of concerns related to tax	122	

GRI Standards

Topic Standards(GRI 300)

GRI Standards101	Index	Indicators	Page	Remarks
Topic Disclosures				
GRI 303: Water and Effluents	303-3	Water withdrawal	34	
	303-5	Water consumption	34	
GRI 304: Biodiversity	304-1	Business sites owned, leased, or managed in areas of high biodiversity value	39	
	304-2	Significant impacts of activities, products, and services on biodiversity	39	
	304-3	Habitats protected or restored	40	
GRI 306: Waste	306-2	Management of significant waste-related impacts	34	
	306-3	Waste generated	34	
	306-4	Waste diverted from disposal	34	
	306-5	Waste directed to disposal	34	
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	92	
	308-2	Negative environmental impacts in the supply chain and actions taken	92	

GRI Standards

Topic Standards(GRI 400)

GRI Standards101	Index	Indicators	Page	Remarks
Topic Disclosures				
GRI 401: Employment	401-1	New employee hires and employee turnover	70	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	75	
	401-3	Parental leave	76, 81	
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	84	
	403-2	Hazard identification, risk assessment, and incident investigation	85~87	
	403-3	Occupational health and safety improvement activities	82~86	
	403-4	Worker participation, consultation, and communication on occupational health and safety	82	
	403-5	Worker training on occupational health and safety	85	
	403-6	Worker health promotion	75	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	85	
	403-8	Workers covered by an occupational health and safety management system	83~84	
	403-9	Work-related injuries	87	
GRI 404: Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	71~72	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	81, 96	
	405-2	Ratio of basic salary and remuneration of women to men	73	
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	110	
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A	
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	N/A	
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A	
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures	78	
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	64~69	
	413-2	Operations with significant actual and potential negative impacts on local communities	64~69	
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	92	
GRI 415: Public Policy	415-1	Political contributions	N/A	

UN SDGs

KT's Major Activities by UN SDG

SDGs	KT's Major Activities
	**Goal 3** **Ensuring a Healthy and Happy Life** • Operating the Occupational Safety and Health Committee, where labor and management deliberate and decide on measures to prevent industrial accidents • Designating and operating a monthly Safety and Health Compliance Inspection Day • Operating an on-site clinic and psychological counseling center for employee health management
	**Goal 4** **Quality Education for All** • Operating the KT Digital Talent Scholarship Program to foster future digital professionals • Operating KT AIVLE School to cultivate practical, job-ready digital talent • Operating the Ransun Yahak remote learning mentoring program (for middle school and university students)
	**Goal 5** **Ensuring Gender Equality** • Operating five workplace daycare centers (Gwanghwamun, Bundang, Mokdong, Umyeondong, and Pangyo) • Conducting sexual harassment prevention training in the workplace • Enhancing board diversity by appointing female independent directors • Establishing the Hi-Baby TF to expand work-life balance support and improving welfare across all stages of pregnancy, childbirth, and childcare
	**Goal 7** **Environmentally Friendly Production and Consumption of Energy** • Completed RE100 membership and established an implementation roadmap • Operating solar power plants at 103 sites nationwide with a total capacity of 7,097MWh • Promoting smart energy businesses and social carbon reduction initiatives based on digital technologies • Participating in the Green Premium program and continuously expanding renewable energy use through PPAs
	**Goal 8** **Expanding Quality Jobs and Driving Economic Growth** • Signing the Caring Company Agreement, the first among information and communications technology (ICT) companies • Hosting the Local Love Market to support local communities affected by disasters and emergencies • Boosting employee morale and welfare through ongoing consultations with the Central Labor-Management Council

SDGs	KT's Major Activities
	**Goal 9** **Promoting Industrial Growth, Innovation, and Social Infrastructure Development** • Achieved the highest grade in the Win-Win Growth Index for 11 consecutive years through various partner support programs • Collaborating on the development of new technologies and solutions by operating a joint R&D system with partners • Supporting smooth financing for partners through the Win-Win Cooperation Fund and agreements with financial institutions
	**Goal 10** **Reducing All Forms of Inequality** • IT Supporters and KIT (KT University Student IT Supporters) activities to bridge the digital divide • Supporting cochlear implant surgery and rehabilitation for hearing-impaired children through the KT Sori Chatgi (Finding Sound) program, and providing early diagnosis and treatment for age-related hearing loss • Offering welfare discount benefits for vulnerable groups
	**Goal 12** **Sustainable Production and Consumption** • Implementing the Ji·U·Gae eco-friendly campaign (small actions to protect the Earth, Us, and Ourselves) to spread an eco-friendly culture within the company • Using communication cable bobbins made from recycled plastic materials • Remanufacturing eco-friendly set-top boxes through a recycling process when disposing of old ones • Operating the Danggeun Equipment platform to recycle idle equipment
	**Goal 13** **Responding to Climate Change** • Expanding the consolidated greenhouse gas inventory • Operating solar power plants at 103 sites nationwide with a total capacity of 7,097MWh • Providing ESG online training for employees and distributing eco-friendly card news to raise awareness of environmental management • Contributing to GHG reduction through research and services utilizing AI and digital technologies

UN Global Compact

Compliance with the Ten Principles of the UN Global Compact

Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights, and
	Principle 2	make sure that they are not complicit in human rights abuses.
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,
	Principle 4	the elimination of all forms of forced and compulsory labour,
	Principle 5	the effective abolition of child labour, and
	Principle 6	the elimination of discrimination in respect of employment and occupation.
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges,
	Principle 8	undertake initiatives to promote greater environmental responsibility, and
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.

No.	UNGC ADVANCED CRITERIA	Page
1	Describe mainstreaming into corporate functions and business units.	6
2	Describe value chain implementation.	78, 89
3	Describe robust commitments, strategies or policies in the area of human rights.	78
4	Describe effective management systems to integrate the human rights principles.	78~81
5	Describe effective monitoring and evaluation mechanisms of human rights integration.	78~81
6	Describe robust commitments, strategies or policies in the area of labour.	73, 78
7	Describe effective management systems to integrate the labour principles.	73, 89~93
8	Describe effective monitoring and evaluation mechanisms of labour principles integration.	73, 89~93
9	Describe robust commitments, strategies or policies in the area of environmental stewardship.	20
10	Describe effective management systems to integrate the environmental principles.	21-34
11	Describe effective monitoring and evaluation mechanisms for environmental stewardship.	21-34
12	Describe robust commitments, strategies or policies in the area of anti-corruption.	112
13	Describe effective management systems to integrate the anti-corruption principle.	111~119
14	Describe effective monitoring and evaluation mechanisms for the integration of anti-corruption.	111~119
15	Describe core business contributions to UN goals and issues.	132
16	Describe strategic social investments and philanthropy.	64~69
17	Describe advocacy and public policy engagement.	132~133
18	Describe partnerships and collective action.	33, 78, 89
19	Describe CEO commitment and leadership.	4
20	Describe Board adoption and oversight.	12
21	Describe stakeholder engagement.	18

TCFD

Compliance with TCFD Recommendations

Category	TCFD Recommendations	KT's Answer	Page
Governance	a. Describe the board's oversight of climate-related risks and opportunities	The ESG Committee, a committee within the Board of Directors, approves KT's environmental management strategies and implementation plans and manages and oversees their performance to ensure effective execution. It also reviews the detailed implementation plans and results in each area carried out by the ESG Implementation Department, the working-level organization.	21
	b. Describe management's role in assessing and managing climate-related risks and opportunities	The CEO promotes climate change response activities through the ESG Committee to achieve Net-Zero. Overall responsibility for the climate change response is assigned to the CHO, who establishes a carbon-neutral strategy reflecting climate-related risks and opportunities, evaluates key risks and opportunities, and reports to and works with the Board of Directors and the ESG Committee.	21
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	We analyze potential impacts based on climate-related risks and opportunities in line with the TCFD guidelines.	23
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Each responsible department establishes and implements response strategies and action plans for each climate-related risk and opportunity.	22~25
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	We analyzed potential risks by taking into account the IEA and NGFS Net-Zero scenarios as well as the IPCC SSP scenarios.	22
Risk Management	a. Describe the organization's processes for identifying and assessing climate-related risks	ESG Implementation Department identifies climate-related risks through scenario analysis and designates issues expected to pose significant risks to financial resources or reputation as material issues.	26
	b. Describe the organization's processes for managing climate-related risks	For risks designated as material issues, response strategies and detailed implementation plans are established, and the relevant matters are reported to and approved by the ESG Committee and the Board of Directors.	26
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	For risk factors identified from a company-wide perspective, response strategies and detailed implementation plans are developed for those of high mid- to long-term significance, and these are reported to and approved by the Board of Directors.	27~30
Metrics and Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	We use indicators such as greenhouse gas emissions (Scope 1, 2, and 3), energy consumption, and greenhouse gas/energy intensity to assess climate-related risks and opportunities.	31~34
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	We disclose Scope 1, 2, and 3 emissions annually through the ESG report.	31~32
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	To achieve Net-Zero by 2050, we have set targets to reduce emissions by 51.7% by 2030 and 75.8% by 2040 compared to 2021 levels, and we disclose our emissions annually.	31~32

SASB

Table 1. Sustainable Disclosure Topic & Metrics

Category	Metric	Unit	Code	Page
Environmental Footprint of Operations	(1) Total energy consumed	GJ	TC-TL-130a.1	33
	(2) Percentage of grid electricity	%		33
	(3) Percentage of renewable energy	%		33
Data Privacy	Policies and Activities Related to Advertising Practices and Customer Privacy Protection	N/A	TC-TL-220a.1	42~52
	Number of customers whose information is used for secondary purposes	Person	TC-TL-220a.2	50
	Total amount of monetary losses as a result of legal proceedings associated with customer privacy (fines, etc.)	KRW 10,000	TC-TL-220a.3	52
	(1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) number of users affected by information breaches	Cases, %	TC-TL-220a.4	50
Data Security	(1) Number of information security breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected by information breaches	Cases, %	TC-TL-230a.1	52
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	N/A	TC-TL-230a.2	50~52
Waste Management	(1) Resources recovered through resource recovery programs, (2) percentage of resources reused, (3) percentage of resources recycled, (4) resource landfill rate	Tons, %	TC-TL-440a	34
Fair Competition	Financial loss due to violations of laws related to unfair competition	KRW	TC-TL-520a.1	Annual Report, p.467–481
	(1) Download speed of the company's owned and commercially associated content, (2) average download speed of unaffiliated content	Mbps	TC-TL-520a.2	-
	Explanation of risks and opportunities related to net neutrality, paid peering, and zero rating	N/A	TC-TL-520a.3	-
Managing System Risks from Technology Disruptions	Systems for maintaining normal service operation and provision in preparation for service disruptions and similar situations	N/A	TC-TL-550a.2	53~58

Table 2. Activity Metrics

Metric	Unit	Code	Response
Number of Wireless Subscribers	1,000 persons	TC-TL-000.A	28,985
Number of Wireline Subscribers	1,000 persons	TC-TL-000.B	10,890
Number of Broadband (High-speed Internet and IPTV) Subscribers	1,000 persons	TC-TL-000.C	19,703
Network Traffic	PB(Petabytes)	TC-TL-000.D	4,412

Association and Organization Memberships

Domestic

KTOA (Korea Telecommunications Operators Association)	TTA (Telecommunications Technology Association)	Korea Artificial Intelligence Industry Association
Korea Association for ICT Promotion (KAIT)	Mobile Authentication Standards Association	Korea Internet Promotion Association
Korea Online Privacy Association (OPA)	Korea Radio Promotion Association (RAPA)	Future Quantum Convergence Forum
ICT-ISAC Korea	Korea Information and Communication Contractors Association (KICA)	Korea Location Information Industry Association (LIIA)
Korea Power Demand Management Association	Korea IPTV Broadcasting Association	

Overseas

GSMA	3GPP	O-RAN Alliance
UN Global Compact	GCF(Global Certification Forum)	AI-RAN Alliance
ITU (International Telecommunication Union)	Wi-Fi Alliance	The Climate Group
WBA(Wireless Broadband Alliance)	HAPS Alliance	

GHG Verification Statement (Consolidated)

Verification No. KQA-26-0625-01

Subject of Verification

Korea Quality Assurance Co., Ltd. (KQA) has conducted verification of the "2025 Greenhouse Gas Emissions on a Consolidated Basis" of KT Corporation.

Responsibility and Authority

This statement is a third-party verification statement on the greenhouse gas emissions report of KT Corporation for the period from January 1, 2025 to December 31, 2025, comprising the emission activities set out below.

- Scope 1: stationary combustion, mobile combustion
- Scope 2: purchased electricity, purchased heat
- Scope 3: greenhouse gas emissions from 11 activities
  — Cat. 1, 2, 3, 5, 6, 7, 11, 12, 13, 14 and 15

Responsibility for the preparation of the greenhouse gas emissions report and for the information contained therein rests with KT Corporation, while the responsibility of KQA is to present an independent and objective verification opinion in compliance with the Verification Criteria and Procedures.

Verification Scope

The verification covered the worksites and emission sources under the operational control of KT Corporation on a consolidated basis.

Reporting boundary:

- Scope 1-2: direct and indirect emissions
- Scope 3: greenhouse gas emissions from 11 activities (Cat. 1, 2, 3, 5, 6, 7, 11, 12, 13, 14, 15)

Verification Criteria and Procedures

The verification was carried out in accordance with the following criteria for the calculation, reporting and verification of greenhouse gas emissions, and was performed to obtain limited assurance as to whether the emissions were calculated in conformity with those criteria.

- ISO 14064-1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals
- ISO 14064-3: Specification with guidance for the validation and verification of greenhouse gas statements
- Other applicable criteria: Guidelines on Emissions Reporting and Certification under the Emissions Trading Scheme; IPCC Guidelines for National Greenhouse Gas Inventories; Verification Guidelines for the Operation of the Emissions Trading Scheme

Verification Opinion

KT Corporation calculated its emissions in accordance with the verification criteria and procedures and implemented all corrective actions requested by the verification body. During the verification process, no matters were identified that would lead us to conclude that the emissions had been inappropriately calculated or contained material errors. Accordingly, we present an opinion of **"Appropriate."**

2025 Greenhouse Gas Emissions

(Unit: tCO_2eq)

Category		Emissions
Scope 1	Direct emissions	61,078
Scope 2	Indirect emissions – location-based[1)]	1,543,090
Scope 2	Indirect emissions – market-based[2)]	1,487,641
Scope 3		1,532,187
Cat. 1	Purchased goods and services	679,074
Cat. 2	Capital goods	254,514
Cat. 3	Fuel- and energy-related activities (excl. Scope 1·2)	124,621
Cat. 5	Waste generated in operations	5,861
Cat. 6	Business travel	12,744
Cat. 7	Employee commuting	52,639
Cat. 11	Use of sold products	24,834
Cat. 12	End-of-life treatment of sold products	1,591
Cat. 13	Downstream leased assets	306,049
Cat. 14	Franchises	37,413
Cat. 15	Investments	32,847

1) Excludes renewable energy procured through power purchase agreements (PPAs) and the Green Premium
2) Includes renewable energy procured through power purchase agreements (PPAs) and the Green Premium

Korea Quality Assurance Co., Ltd.
June 29, 2026

President **Song Jong-Cheol**

GHG Verification Statement (Separate)

Verification No. KQA-26-0625-01-01

Subject of Verification

Korea Quality Assurance Co., Ltd. (KQA) has conducted verification of the "2025 Greenhouse Gas Emissions on a Separate Basis" of KT Corporation.

Responsibility and Authority

This statement is a third-party verification statement on the greenhouse gas emissions report of KT Corporation for the period from January 1, 2025 to December 31, 2025, comprising the emission activities set out below.

- Scope 1: stationary combustion, mobile combustion
- Scope 2: purchased electricity, purchased heat
- Scope 3: greenhouse gas emissions from 11 activities — Cat. 1, 2, 3, 5, 6, 7, 11, 12, 13, 14 and 15
- Societal reductions: energy-saving facilities

Responsibility for the preparation of the greenhouse gas emissions report and for the information contained therein rests with KT Corporation, while the responsibility of KQA is to present an independent and objective verification opinion in compliance with the Verification Criteria and Procedures.

Verification Scope

The verification covered the worksites and emission sources under the operational control of KT Corporation on a separate basis.

Reporting boundary:

- Scope 1-2: direct and indirect emissions
- Scope 3: greenhouse gas emissions from 11 activities (Cat. 1, 2, 3, 5, 6, 7, 11, 12, 13, 14, 15)
- Societal reductions: energy-saving facilities

Verification Criteria and Procedures

The verification was carried out in accordance with the following criteria for the calculation, reporting and verification of greenhouse gas emissions. Reasonable assurance was obtained for Scope 1 and Scope 2 emissions, and limited assurance for Scope 3 emissions and societal reductions.

- ISO 14064-1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals
- ISO 14064-3: Specification with guidance for the validation and verification of greenhouse gas statements
- Other applicable criteria: Guidelines on Emissions Reporting and Certification under the Emissions Trading Scheme; IPCC Guidelines for National Greenhouse Gas Inventories; Verification Guidelines for the Operation of the Emissions Trading Scheme

Verification Opinion

As a result of the verification performed in accordance with the relevant criteria and procedures, we confirmed that KT Corporation's Scope 1 and Scope 2 emissions were appropriately calculated in conformity with the relevant criteria and that all corrective actions requested by the verification body were implemented. In addition, from the verification of Scope 3 emissions and societal reductions, no matters were identified that would lead us to conclude that they had been inappropriately calculated or contained material errors. Accordingly, we present an opinion of **"Appropriate."**

2025 Greenhouse Gas Emissions

(Unit: tCO_2eq)

Category		Emissions
Scope 1	Direct emissions	26,730
Scope 2	Indirect emissions – location-based[1]	1,096,522
Scope 2	Indirect emissions – market-based[2]	1,042,483
Scope 3		1,034,020
Cat. 1	Purchased goods and services	577,070
Cat. 2	Capital goods	182,447
Cat. 3	Fuel- and energy-related activities (excl. Scope 1·2)	87,544
Cat. 5	Waste generated in operations	3,762
Cat. 6	Business travel	7,006
Cat. 7	Employee commuting	13,370
Cat. 11	Use of sold products	24,834
Cat. 12	End-of-life treatment of sold products	1,575
Cat. 13	Downstream leased assets	82,367
Cat. 14	Franchises	37,413
Cat. 15	Investments	16,631
Societal reductions[3]		**326,886**

1) Excludes renewable energy procured through power purchase agreements (PPAs) and the Green Premium
2) Includes renewable energy procured through power purchase agreements (PPAs) and the Green Premium
3) Greenhouse gases reduced by installing energy-saving facilities and similar measures outside KT

Korea Quality Assurance Co., Ltd.

June 29, 2026

President **Song Jong-Cheol**

Independent Assurance Statement

To KT Corporation

Introduction

The Korea Compliance Institute (hereinafter the "Assurance Provider") was engaged by KT Corporation (hereinafter the "Reporting Organization") to conduct third-party assurance of the KT ESG Report 2026 (hereinafter the "Report") and hereby submits this Assurance Statement. Responsibility for the information presented in the Report rests with the Reporting Organization, while the Assurance Provider is responsible solely for issuing an independent assurance opinion in accordance with the stated assurance methodology. The Assurance Provider maintains no relationship with the Reporting Organization that would compromise its independence.

Assurance Standard, Scope and Level

This engagement was performed as a Type 1, Moderate level assurance in accordance with AA1000AS v3. In line with AA1000AP (2018), the standard applied to report assurance, we reviewed adherence to the four principles of Inclusivity, Materiality, Responsiveness and Impact, and examined whether the content of the Report conforms to the GRI Standards. The assurance centered on the Reporting Organization's key sustainability management activities and performance from January 1, 2025 to December 31, 2025 as presented in the Report. Activities and performance information relating to third parties, including suppliers and contractors, were not included within the direct scope of assurance.

Limitations

The Assurance Provider carried out the engagement within a limited scope, on the premise that the data and information provided by the reporting organization were complete and sufficient. Beyond the internal materials submitted by the reporting organization, independent external sources and public databases were referenced to review the quality and reliability of the information. This Assurance Statement was issued for the management of the Reporting Organization under contract; upon final approval by the Reporting Organization, responsibility for all activities and performance information contained in the Report rests with the Reporting Organization.

KCI Assurance Methodology

Adhering to the assurance criteria of the Korea Compliance Institute and applying a methodology designed to enhance the quality of the Report, the Assurance Provider performed the following activities.

- Review of conformity with the requirements of GRI 1 Foundation under the GRI Standards (2021) and with the relevant Topic Standards
- Confirmation of the level of implementation of the GRI Standards' information disclosure principles
- Review of the validity of the materiality assessment process and its results
- Review of the adequacy of the approach, policies, implementation activities, performance indicators, monitoring systems and target-setting process for each key material issue
- Review of the consistency and appropriateness of information on key activities and performance during 2025 as described in the Report
- Confirmation of the accuracy and verifiability of the data collection, calculation and management processes
- Cross-verification of the reliability of information using independent external sources and public databases

Assurance Conclusion

The Assurance Provider confirmed that the Report contains no inappropriately or inaccurately described content among the sustainability management activities and performance presented. We also concluded that the Report has been prepared in accordance with the GRI Standards, and reviewed the disclosures relating to General Disclosures, Material Topics and Topic Standards.

- GRI Standards 2021 Reporting Principles
- Universal Standards: General Disclosures, Material Topics
- Topic Specific Standards

- **GRI 200 (Economic Topics)** : 201-1, 201-2, 201-3, 201-4, 203-1, 203-2, 204-1, 205-1, 205-2, 205-3, 206-1, 207-1, 207-2, 207-3
- **GRI 300 (Environmental Topics)** : 302-1, 302-3, 302-4, 302-5, 303-3, 303-5, 304-1, 304-2, 304-3, 305-1, 305-2, 305-3, 305-4, 305-5, 306-2, 306-3, 306-4, 306-5, 308-1, 308-2
- **GRI 400 (Social Topics)** : 401-1, 401-2, 401-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 404-2, 405-1, 405-2, 406-1, 407-1, 408-1, 409-1, 410-1, 413-1, 413-2, 414-1, 415-1, 416-1, 417-1, 417-3, 418-1

- **Inclusivity: Presenting Views on Stakeholder Impacts and Encouraging Participation**

KT Corporation classifies customers, shareholders and investors, government and media, employees, suppliers, local communities, academia and experts, and the environment as its key stakeholders, and complies with the principle of Inclusivity by operating diverse communication channels for each group and by disclosing key issues. In particular, the engagement framework for each stakeholder group's key issues is appropriately linked with the principal activities identified through it.

- **Materiality: Identifying and Prioritizing Material Sustainability Topics**

Through a double materiality assessment, the Reporting Organization identified 23 issues and selected five core issues — customer information protection and cyber security, climate change response, enhanced network stability, the transition to renewable energy, and reinforced compliance — which are appropriately described in the Report. Industry issues have also been suitably reflected through peer benchmarking and the collection of stakeholder opinions, and the related activities and performance for the selected issues are clearly presented in the Report.

- **Responsiveness: Transparent Disclosure of and Appropriate Response to Material Sustainability Issues and Impacts**

We confirmed that the Reporting Organization identifies material sustainability issues and, in responding to stakeholder needs and expectations, appropriately describes in the Report the activities undertaken and the outcomes achieved while disclosing them transparently. By presenting targets for stakeholder-related issues, the Reporting Organization further demonstrates its commitment to response.

- **Impact: Identifying, Recognizing and Managing Ecosystem Impacts Arising from Organizational Activities**

The Reporting Organization defines the scope of stakeholder impact for each issue, identifies both the impacts of the organization on society and those of society on the organization, and presents its efforts to improve them. In particular, we confirmed that continuous monitoring and management are carried out for each impact, with efforts made to mitigate risk factors.

Recommendations

KT systematically links and discloses the issues identified through its key stakeholder channels together with the corresponding response activities and performance. We recommend that KT establish a disclosure framework enabling stakeholders to continuously monitor its climate change response targets and implementation pathway. We further expect that KT will advance its trusted sustainability management system by strengthening the linkage between core business activities, such as the AX transition, and its ESG management strategy, and by reporting them in an integrated manner.

June 10, 2026
President, Korea Compliance Institute

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About This Report

Overview

This is KT's 21st ESG report, and has been published to transparently disclose the company's efforts and achievements in creating economic, environmental, and social value. The report serves as a communication channel for sharing KT's sustainable management strategies and direction. Moving forward, KT will continue to engage stakeholders by providing transparent sustainability information.

Reporting Frequency

Every year (latest publication: June 2025)

Reporting Period

This report presents KT's economic, environmental, and social performance and activities for the period from January 1 to December 31, 2025. For certain major business activities, information through the first half of 2026 has also been included. Quantitative performance data is presented for the most recent three-year period, from 2023 to 2025, to enable year-on-year comparison and trend analysis.

Reporting Scope

This report covers KT headquarters and its branch offices nationwide, focusing primarily on the Company's major business activities. Financial performance is reported based on the consolidated financial statements prepared in accordance with Korean International Financial Reporting Standards (K-IFRS).

Reporting Standard

This report has been prepared in accordance with the GRI Standards,[1] which are the sustainability reporting standards of the Global Reporting Initiative. It also reflects global sustainability disclosure requirements by referencing S1 and S2[2] issued by the ISSB, as well as the ESRS.[3] In addition, the report incorporates the Ten Principles of the United Nations Global Compact[4] covering human rights, labor, environment, and anti-corruption, as well as the SDGs,[5] embedding the Company's commitment to corporate social responsibility and sustainable development throughout the report.

1) Global Reporting Initiative
2) International Sustainability Standards Board
3) European Sustainability Reporting Standards
4) United Nations Global Compact
5) United Nations Sustainable Development Goals

Report Verification

The financial information contained in this report has been prepared based on financial statements audited by an independent external auditor. To enhance the credibility of the non-financial information, it has been verified by an independent third-party assurance provider. In addition, the greenhouse gas emissions data included in this report has been subject to separate assurance.

Cautionary Statement Regarding Forward-Looking Statements

This report may contain forward-looking statements that include future plans and targets, in addition to historical and current information. These statements can often be identified by the use of terms such as "pursue," "plan," "target," "strategy," and "estimate." In particular, the ESG strategies, carbon neutrality and energy reduction targets, technology development, and environmental performance detailed in this report may constitute forward-looking statements regarding KT's future management direction. They are intended to help stakeholders understand KT's ESG management direction and commitment, and they may not be suitable for other purposes, such as investment decisions. In addition, forward-looking statements may be affected by external factors beyond the Company's control, including economic conditions, regulatory changes, and technological advancement. Although KT has prepared these statements based on reasonable information available at this time, please be advised that actual future results may differ due to these underlying uncertainties. Except as required by laws or regulations, KT assumes no obligation to update or revise any forward-looking statements in this report in response to new information or future events.

Distribution and Feedback

This report is available on our website. If you have feedback or questions about our ESG management, please use the contact information provided in the report.

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ESG REPORT 2026



ENVIRONMENTAL
SOCIAL
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