

'Creating new life value by dreaming of tomorrow with our customers'

The management philosophy and foundation of the value system at Xi C&A is built on a strong volition to achieve sustainable growth by fulfilling social responsibilities.

Based on this belief, Xi C&A strives to become a company that provides the best customer value by achieving the status of not only best in Korea but also a top-tier global company in the construction of industrial facilities.

- With customers**
 Xi C&A considers customers as family. We are always striving to be close to our customers by thinking and acting from their viewpoint.
- Novelty**
 Xi C&A is striving to lead the era. We assertively accommodate contemporary demands and drive constructive change with an open mind.
- Create life value**
 Xi C&A leads improvement of life value. We will continue to make effort to enable all social communities to lead and enjoy better lives by creating tangible and intangible value that makes lives more comfortable and enjoyable.
- Dream of tomorrow**
 Xi C&A opens doors to the dreams of tomorrow. We are creating a brighter and more energetic future than present by nurturing and fostering the possibility of achieving a balance between work and love on the foundation of our passion and spirit of challenge.

"Trustworthy, competent persons who innovate and strive to become the best"

The right person at Xi C&A is a trustworthy, competent persons who innovates and strives to become the best. For this purpose, our company is nurturing globally competent persons who are experts in their respective tasks through strategic employee development. We are striving to establish a great workplace by maintaining positive employee-employer relationships to foster the proper organizational culture and safe work environment. We are improving Xi C&A's capacity to create value through improvement of staff and executive capabilities as well as by providing a pleasant working environment.

Our strategy & commitment

We are implementing a diverse range of educational programs to develop expertise. Educational programs can be broadly divided into 'leadership capabilities', 'management capabilities', and 'work expertise capabilities' aimed at the establishment of a system that cultivates competent persons optimized for their respective career paths. Most importantly, we are strengthening the mindset and capabilities of employees in order to increase their awareness of safety-related issues and improve their construction skills, creating a culture of health and safety education via our safety innovation school in order to instill value system for a safe work environment.

Fair evaluation and compensation A nurturing-based performance management system

Xi C&A is operating a nurturing-based performance management system that simultaneously pursues enhancement of staff performance and cultivation of competent persons. Rather than merely adhering to the conventional performance management paradigm, executing only evaluations, Xi C&A is operating a nurturing-based performance management system that pursues capability development and cultivation of competent persons by setting challenging and achievable goals that are appropriate for the individual, with exhaustive performance management executed frequently throughout the year and long-term feedback regarding goal achievement levels. In this way, we seek to establish a sound and desirable organizational culture under which staff can not only motivate themselves but also experience their own personal growth. We are also operating a system that links fair evaluation and performance with compensation in order to ensure that staff and executives are compensated for their performance fairly and rationally. Xi C&A aims to ensure fair evaluation based on individual ability and performance by applying diverse methods such as performance/capability evaluation and evaluation sessions. In addition, we motivate our staff through fair compensation that reflects their individual performance.



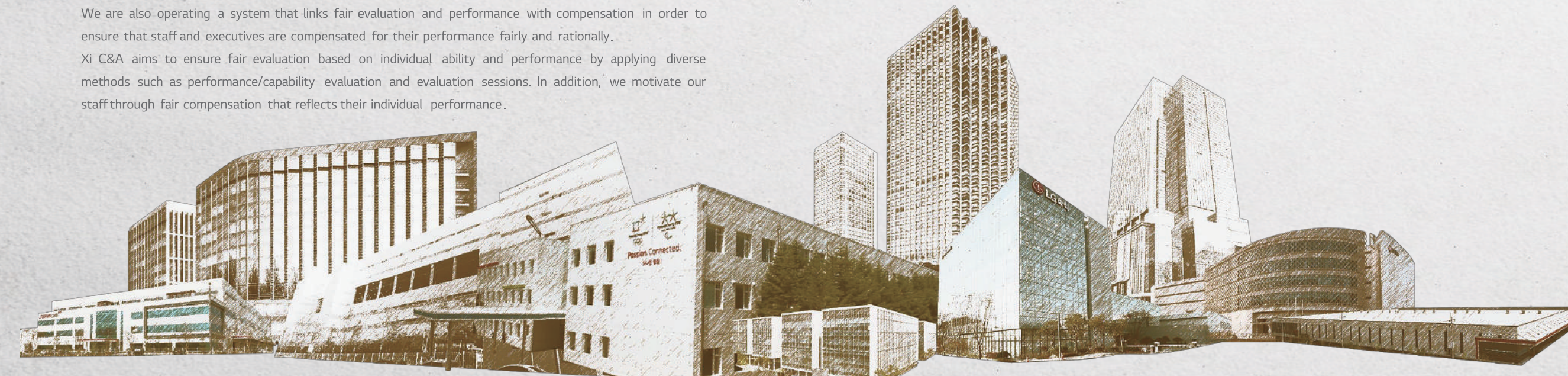
Capability and performance-oriented evaluation system



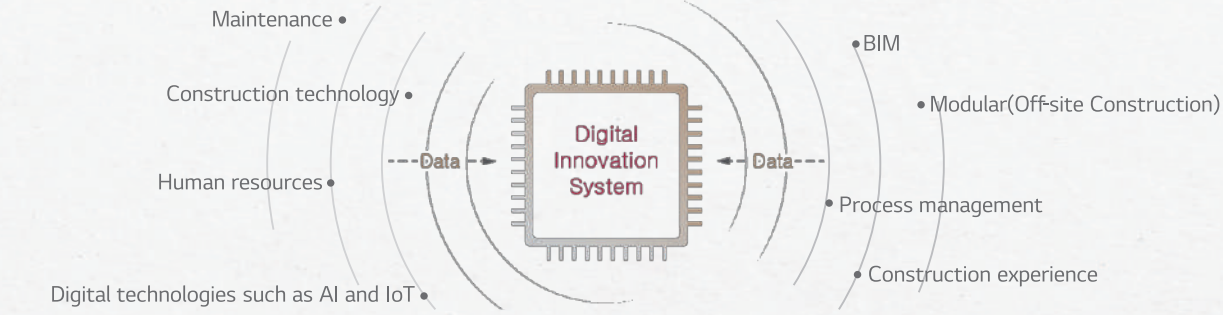
Compensation according to performance and capabilities



Motivation of staff and cultivation of competent persons



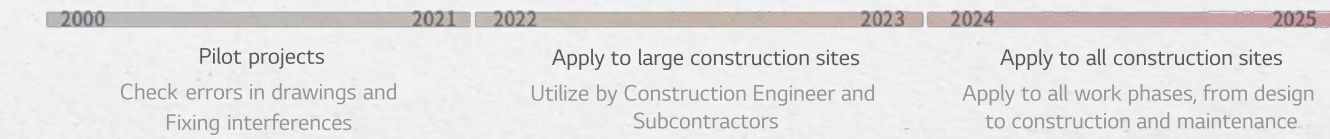
Creating innovative future technology value through "Smart Construction"



Xi C&A is pursuing digital innovation in the construction industry to maintain leadership in the era of digital Transformation. We are achieving productivity innovation by assertively utilizing data analysis technologies of digital technologies such as AI and IoT and by grafting Big Data to our businesses.

Smart Con. Road Map

Xi C&A is assertively utilizing BIM-based smart construction to ensure safety and precision work at construction sites. Moreover, we are reducing the quantity of raw and secondary materials used, reducing unnecessary resource waste by computing the optimal quantity of materials to be infused, overcoming issues of interpretation and excess, that can occur during construction and design processes.



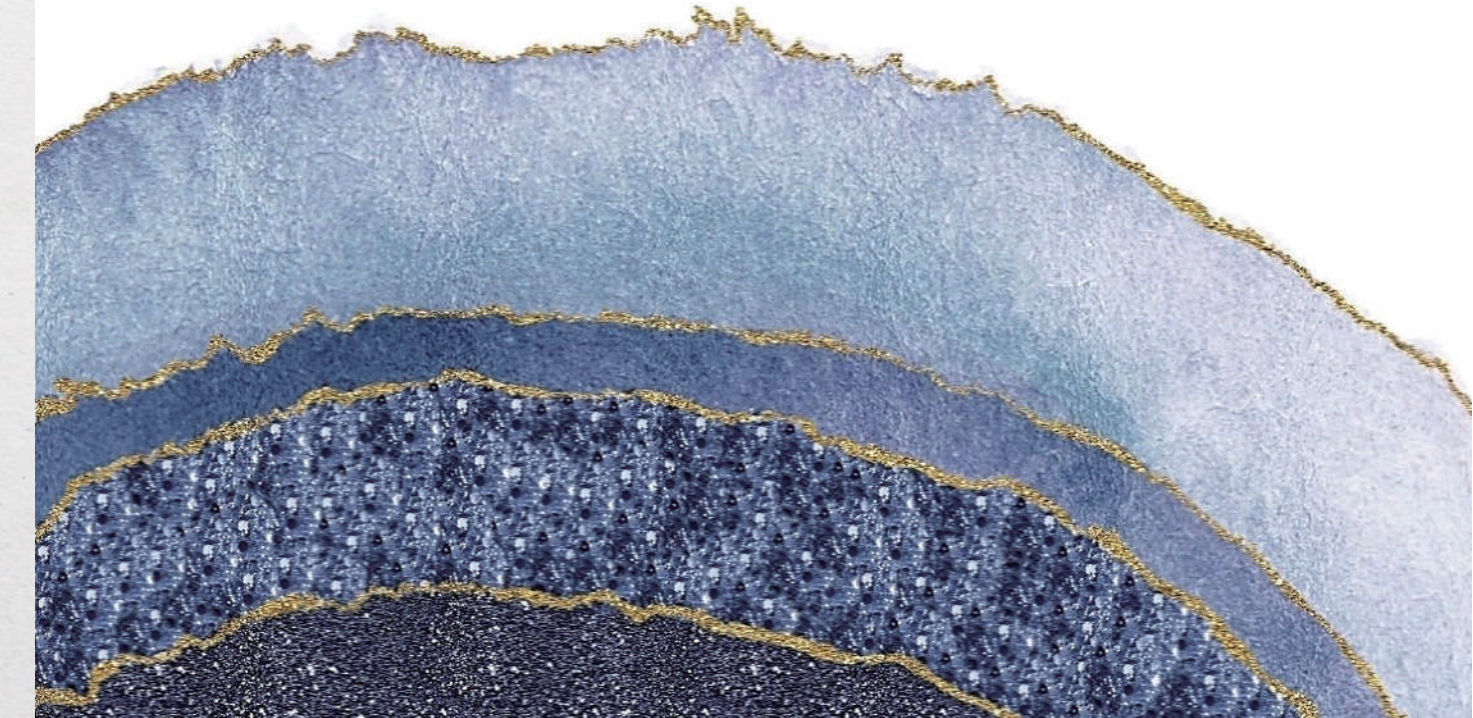
Preliminary construction and safety plan review Remove risks in advance through review of potential forms of work and large-scale equipment interference.	AI camera Automatic checking of construction errors through AI analysis of image data.	Precision measurement with drone Check progress in civil work and review framework construction precision using 3D ground surface scanning information.	Mobile PMIS Utilization of mobile smart devices for real-time inquiries and sharing of construction site information.
VR for BIM Execute construction site safety education by producing BIM model-linked VR content.			Machine Control Execute accurate final excavation level through installation of GPS device on excavator.
Cloud system (BIM 360) Strengthen on-site communication through real-time sharing of design drawings and on-site issues.			Vehicle location tracking system Manage site supply of materials just in time through real-time construction vehicle tracking.
Apply construction robots Floor plastering robot Safety patrol and surveillance 3D scan / 360° camera / automatic measurement	3D laser scan Review of construction quality through Point Cloud Data and BIM model comparison using scanning of current construction status.		

GS E&C Affiliated Company

Xi C&A is a subsidiary company of GS E&C and is continuing to make efforts to provide maximum customer value in accordance with our management philosophy of being a 'Construction company creating new life value by dreaming of tomorrow with customers'.

We are continually furthering our status as an undisputedly sound construction company through successful execution of construction projects for industrial facilities including cleanroom, IDC(Internet Data Center), research facilities, high-tech industrial facilities and chemical plants.

On the foundation of expertise and experience accumulated thus far, we will continue to improve our capabilities in the construction of leading production facilities to become a top-tier global construction company in the area of industrial facilities.



High-Tech Industrial Facilities



LG Display Vietnam Period: 2016.03-Present	LG Display Guangzhou Period: 2015.06-Present	LG Display Paju Period: 2015.10-Present	LG Display Gumi Period: 2008.06-Present	LG Energy Solution, Automobile battery factory in Pinkiang, Nanjing, China Period: 2018.09-2021.05	LG Energy Solution, Small battery factory in Xijiang, Nanjing, China Period: 2020.09-2022.04	LG Energy Solution Test & Research Bldg. at Ochang Factory 2 Period: 2021.06-2022.05	LG Energy Solution Ochang Factory 1 Period: 2010.07-2017.07	LG Electronics Changwon Factory 1, smart factory Period: 2018.02-2021.01	LGCNS Busan Mieum District Data Center Period: 2012.03.31-2013.01.31
--	--	---	---	--	--	--	---	--	--

Business Research Facilities



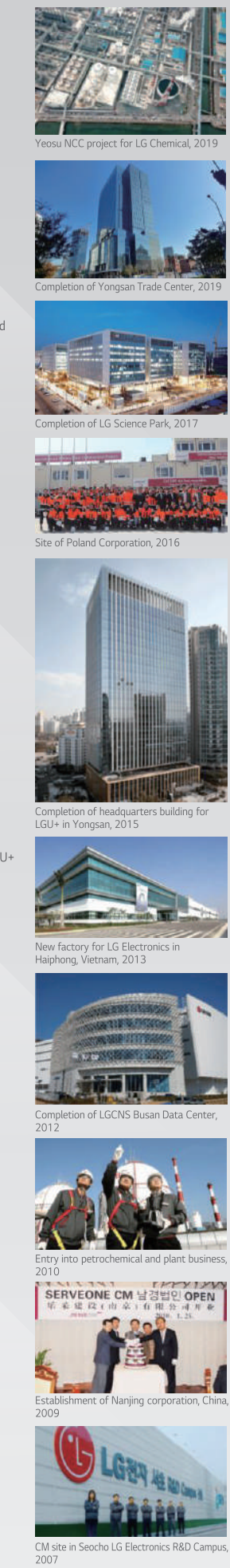
LG Science Park Magok Period: 2015.05-2020.12	LG Chemical Osan Tech Center Period: 2018.06-2019.10	LG Electronics Changwon R&D Period: 2018.06-2019.10	LG U+ Yongsan Headquarters Period: 2012.06-2015.02	HIVE Yongsan Headquarters Period: 2016.12-2019.11	D&O Magok Headquarters / Hotel Period: 2015.11-2018.07	LG U+ Sangam Headquarters Period: 2016.05-2008.07	LG Corporation Seoul Station Bldg. Period: 2017.11-2018.07	LG Display Paju Learning Center Period: 2014.09-2017.05	LIG Nex 1 Daejeon Tech-Valley Period: 2016.04-2017.10	LG Electronics V-ENS Incheon Campus Period: 2011.12-2013.05	LG Academy Remodeling work Period: 2010.10-2011.10	LG Twin Tower remodeling work Period: 2010.10-2012.07
---	--	---	--	---	--	---	--	---	---	---	--	---

Plant Industrial Facilities Petrochemical plants



LG Chemical Yeosu SAA Project Period: 2014.05-2015.12	LG Chemical Daesan BPA (Bisphenol A) Period: 2011.11-2013.08	LG Chemical Yeosu BRU Project Period: 2019.11-2021.05	LG Chemical Daesan POE 200,000-ton Project Period: 2017.03-2018.12	LG Chemical B-Project Period: 2019.01-2021.08	LG Chemical Daesan R-Project Period: 2017.02-2019.12	Daesan 3BE Project Period: 2017.09-2019.06	LG Chemical Yeosu SAA Project Period: 2014.05-2015.12	LG Chemical Daesan SSB project Period: 2013.01-2014.01	Jeonnam 100MW in-land wind power generation plant establishment project Period: 2016.02-2018.12
---	--	---	--	---	--	--	---	--	---

2022	Jun.	Changed company name - Xi C&A Co., Ltd. (Equity ratio : GS 60%, LG 40%)
2021	May	Established branch office in Indonesia Selected as outstanding worksite by the Bureau of Safety of Xingang District at the expansion site for the battery production line project in Nanjing, China of LGES
	Dec.	Received award at the on-site safety competition for Activation Bldg. 4 for LGES Poland
2020	Nov.	Received award from the CEO of Korea Environment Corporation in the competition for outstanding cases of construction environment management
	Dec.	Corporation in China selected as a leading construction company in Nanjing City Received citation for industrial safety and health by the Minister of Employment and Labor
2019	May	LGD VH site received most outstanding on-site award for safety assurance activities organized by the Ministry of Labor of Vietnam
	Dec.	Completion of new construction of Yongsan Trade Center
2018	Feb.	Selected as a leading smart system company for environmental management (prevention of scattered dust) (Environmental protection federation of Nanjing, China)
	Dec.	Received award as a safety competition runner-up in Dolnoslaskie Province, Poland for the site of the 2 nd stage automobile battery factory of LG Chemical Poland
2017	May	Received award from the Chairman of People's Committee on Labor, Hygiene, and Safety of Vietnam for the V-PJT site of LGD Vietnam in Haiphong
	Jun.	Received citation by the Director of Daegu Employment, and Labor Bureau for the LGD Gumi CR&UT site
	Oct.	Completion of LG Science Park
	Nov.	Received award from the President in the Korea Electric Safety Awards
2016	Jan.	Established construction corporation in Vietnam
	Feb.	Established construction corporation in Poland
	Jul.	Received award from the Minister of Employment and Labor in the competition on presentation of outstanding cases of general construction companies in the 49 th Industrial Safety and Health Awards
	Dec.	Acquisition of Class-2 construction license in China
2015	Feb.	Completion of construction of LGU+ Yongsan Headquarters
	Mar.	Completion of construction of factory in Haiphong, Vietnam for LG Electronics
	Dec.	Merger with LG Toyo Engineering
2014	Apr.	Acquisition of Tier II design certification for new construction site of Pyeongchon IDC for LG U+
	Aug.	Acquisition of 2 joint patents for IDC air conditioning technology
	Sep.	Entered into MOU with LG Electronics for joint research of IDC high-efficient CRAC
2013	May	Commencement of new factory construction in Haiphong, Vietnam for LG Electronics (first project in overseas country)
	Oct.	Acquisition of OHSAS 18001 Certificate
	Nov.	Commencement of CR construction in Yantai, China for LG Display (first project in China)
2012	May	Received safety citation by the Busan Regional Bureau of Employment and Labor for the site expansion of Coca Cola mass production factory
	Sep.	Acquisition of ISO 14001 Certificate
	Dec.	Completion of Busan Data Center for LG CNS
2011	Jan.	Changed the business division name (CM Business Division → Construction Business Division)
	Jul.	Selected as an outstanding construction company for disaster management (Ministry of Employment and Labor)
	Sep.	Acquisition of ISO 9001, ISO 27001 Certificates
	Nov.	Completion of remodeling of LG Twin Tower
2010	Jan.	Entry into the area of petrochemical plants
2009	Jul.	Received award for contributions made towards safety management at business sites by the Korea Occupational Safety and Health Agency
	Dec.	Established corporation in Nanjing, China
2008	Feb.	Registration of civil engineering and construction business and industrial environment facility construction business (Seoul)
2007	Jan.	Launched CM Business Division by LG Group



CM site in Sechoo LG Electronics R&D Campus, 2007