

Dear Harim Group family!

The new year of 2024 has arrived. I hope the bright and hopeful energy of the new year will be with you.

I would like to thank all of our executives and employees for their hard work in creating results despite internal and external difficulties, including the global supply chain crisis, last year.

The outlook for this year's economic situation is still grim.

But no matter what, opportunity is at hand, and if we focus on what we need to do, we will have it.

Dear employees!

We are creating excellence not only for individuals but also for all corporate organizations through Harim Group's practice habits called HBH.

HBH refers to the habit of identifying problems in advance through daily management and taking preemptive action to resolve revealed problems.

Exposing problems is a core premise of HBH. It is not easy to identify inefficiencies or waste in our day-to-day routines.

However, if you set good standards, classify, and divide into smaller pieces, the problematic areas are clearly revealed.

Let's look at all of our process and identify the ones that need improvement and the task becomes clear. As you become motivated, you focus on solving problems, and work becomes easier, more convenient, and faster.

Efficiency is maximized by not wasting time and effort on things that should not be done.

Through this, both individuals and companies can excel.

This is what it means to say that habits create excellence.

Dear employees!

Habits are formed by repeated actions.

To achieve this, leaders must take the lead and work, decide, and act with HBH.

While following HBH, habits are formed, and when the same actions are repeated at the top, bottom, left, and right sides of the organization, a good corporate culture develops.

Global companies that continuously innovate and produce results consistently have good habits formed within transparent and efficient systems.

A good corporate culture is stronger than any strategy and more efficient than any resource.

A company without good habits can never be a good company.

Dear Harim Group employees!

HBH is a good habit, an invisible performance driver.

Bad habits formed by failing to properly identify problems and repeating useless tasks must be changed to HBH as soon as possible.

We are promoting process innovation so that HBH can be established more quickly and easily.

Through this, HBH will be upgraded to the next level when an integrated platform where data flows in real time is established.

Dear employees!

This year, we stand at the start of another challenge. The industrial infrastructure of global shipping logistics and urban high-tech logistics will be included in our business scope.

The size of the business grows and the work becomes more diverse.

However, on the way to achieving a vision and creating competitiveness, whether the size is big or small or the number of things is small or large has no meaning.

This is because corporate management is carried out within the natural order, that is, within principles.

All of our businesses are valuable in themselves and must contribute to the sustainable development of our communities.

Compliance and ethical management are the basics, and ESG management is also an essential element, not an option.

We must actively participate in the human community's efforts to overcome the climate change crisis, and to this end, we must actively introduce technologies to achieve carbon neutrality.

To all Harim Group family members at domestic and overseas business sites!

No matter where we are or what our job is, we must do something that creates value.

In the new year, let us move forward together toward our vision with passionate passion and high spirits.

I hope that God's grace and blessings will always fill your families.

Thank you.

January 2, 2024

Kim Hong-guk, Chairman of Harim Group