

Report for sustainability
management on 2009

Sustainability Report



대한지적공사
Korea Cadastral Survey Corp.

Report Information

Meaning of report

Korea Cadastral Survey Corporation has published the sustainability management report to get the basis of trust from concerned people and to create a new value and to grow as a sustainable organization based on this by reporting management activity. We will share the recognition for the sustainability management internally and open to concerned people and strengthen the communication externally through this report containing the management strategy and activity performed in three which are economic, social & environmental aspects.

Standard and object for making report

The report of sustainability management of Korea Cadastral Survey Corporation was made according to GRI (Global Reporting Initiative) Guideline G3' and the accuracy and objectiveness of data was preferentially considered. This report was made for the internal and external concerned people such as employees, government organizations, local communities, customers, subcontractors and NGOs. The 3rd party inspector certified that this report was provided according to the G3 guideline.

Scope of report

This report showed the sustainability management activity and achievement of headquarter, local office including branch office. The overseas business was reported in unit of project. The period of the report is from January 1, 2009 till December 31, 2009. When the trend of previous year is required for comparison, the activities and achievement from 2007 till 2009 was adopted.

Report period

This report is the 2nd sustainability management report showing the economic, social and environmental activities and achievements of Korea Cadastral Survey Corporation. We will report the activities and achievements through the publication of sustainability management in every year.

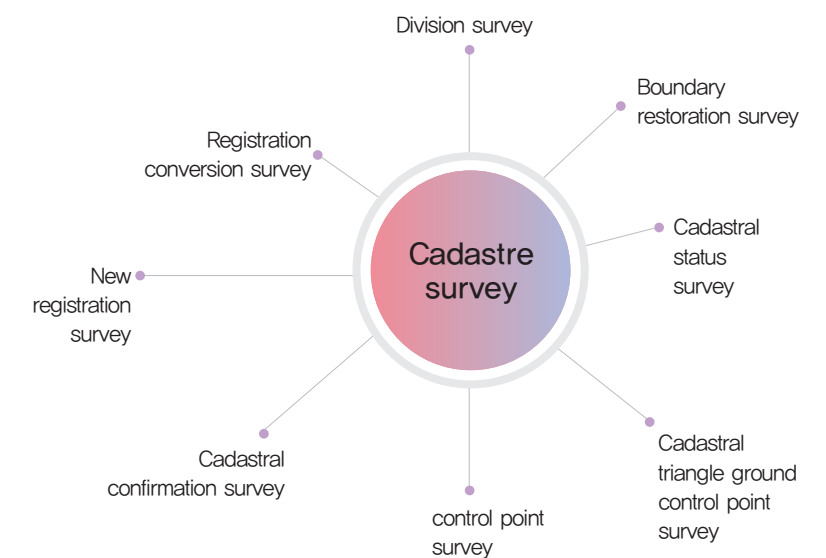
Additional contents and information provision

The contents in this report can be checked at the homepage of Korea Cadastral Survey Corporation (www.kcsc.co.kr). Please contact the person in charge at below if you need additional information or questions for the report.

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Korea Cadastral Survey Corporation is a specialized public enterprise for Cadastral information service which has been performing the Spatial information industry that is the base of property right protection of nation and the national spatial information industry in accuracy and public confidence during the last 71 years.



Global leader contending the cadastral system and spatial information industry promotion.

Korea Cadastral Survey Corporation has been taking the best to be the 'advanced public enterprise of trustworthiness' with single mind and wish of all employees across the top management and frontline staff with company's motto of corporation as 'the global leader fronting the promotion of cadastral system and spatial information industry promotion'.

Line of happiness connecting the land and human

The land, the dynamic force makes all lives grow and the people live from that land, the both of them has co-existed always even though the land is not recognized always as it stays underneath of the people's footsteps.



COVER STORY
The way is just a land only without the appointment among the people.
The company that makes the way connecting the man and land, it is the Korea Cadastral Survey Corporation.

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An aerial photograph of a vast, green agricultural landscape. A winding river flows through the center of the image, bordered by lush green fields. A small bridge crosses the river in the upper right quadrant. The landscape is divided into a grid of rectangular plots by narrow roads or paths. In the background, there are clusters of small houses and a larger industrial or commercial building with a white roof. The overall scene is a mix of natural beauty and human-made infrastructure.

Land

Whose commitment is that? The role of such wide land which teaches the meaning of the fair sharing with everybody and produces the innumerable gifts.

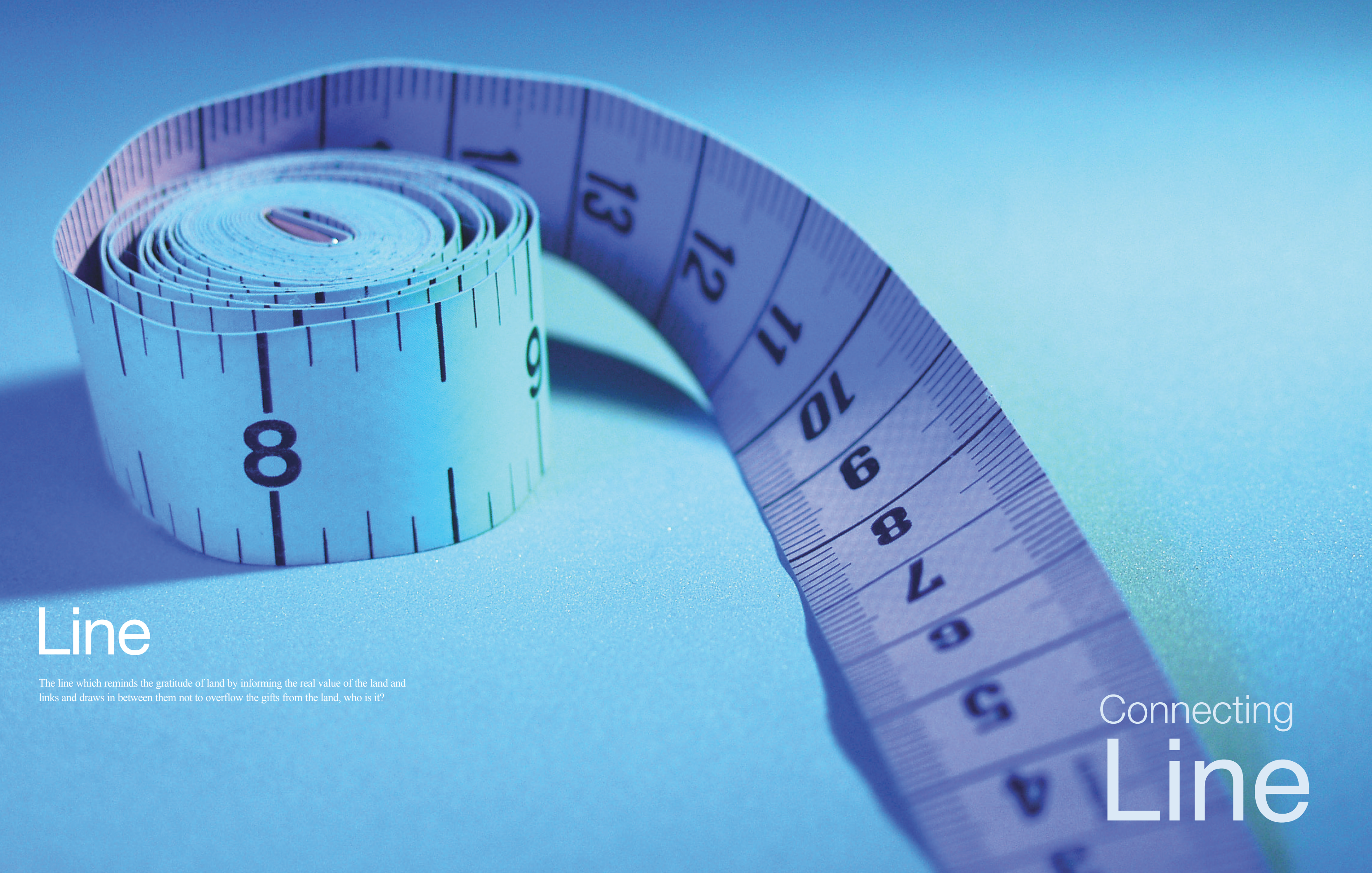
Connecting
Land



Human

The people who obtained many gifts from the land, but they stated to forget the land when they get distance with the land. When it will be that they will come back to the land again?

Connecting
Human



Line

The line which reminds the gratitude of land by informing the real value of the land and links and draws in between them not to overflow the gifts from the land, who is it?

Connecting
Line

● CEO Message



To every stakeholders people with Korea Cadastral Survey Corporate

It is my great pleasure to inform the achievement of management activities of the sustainability performed during the last year to the stakeholders who support Korea Cadastral Survey Corporate. The last 2009 was the period to harden the foothold for the development of Korea Cadastral Survey Corporate with the full efforts of all employees in the midst of the severe conditions such as the reduction of manpower and organization due to the advancement policy of the public companies by government, the uncertain management environment from the changes from national economy, severe competition with the private providers for cadastral survey.

First of all, we made an endeavor to carry out the 'effective management', 'ethical management', and 'value oriented management' to contribute the 'building up the world first class country through advancement.'

Moreover, we have performed far upgraded social contribution activities through the establishment of partnership with other institutions and network including the differentiated social contributions such as reduction of survey cost for devastated area, free survey for the low incomers, reduction of survey cost for Gaesung industrial complex, cadastral scholarship association · operation of cycle team to be a company beloved from the nation by means of the social contribution as a public company. We declare to make an effort as followings to advance as the going concern with sustainability throughout 2009.

We will realize the effectiveness in management.

We will carry out the effective management by efficient operation for organization · manpower · budget and establishing the achievement oriented organization culture in this year. We will achieve the empowering the specialty of manpower and enhanced business structure through the vehicles of manpower nurturing program to acquire the 5% improvement of productivity and more than 20% of new business sales. We will make more effort to establish the spatial information industry which has been performed in compliance with the green growth policy of government through this. Especially, the confidence to the corporation shall be hardened by improving the accuracy of survey and efficiency of task performance such as the data rearrangement on cadastral public document for unification of administrative information on real estate, quality improvement on serial cadastral map, providing the support for the integral building information establishment based on GIS.

We will strengthen the base for the value oriented management.

We will establish the achievement oriented culture. We will realize the value oriented management by strengthening the manpower capability through the improvement of new recruitment method and career development program and fixing the system reflecting the result of the evaluation on performance as the 3,800 staff is the biggest asset of our corporation.

We will put full power for taking social responsibility as a public corporation.

We, Korea Cadastral Survey Corporation will realize the image of the public enterprise trusted by the nation by expanding the recognition on the activities of social responsibility as essential strategy for sustainable growth and stand as a public enterprise leading the social responsibility by performing the sincere role as a public organization stick to the ethical management.

Thank you,

March 2010

President Sung Yeol Lee

이성열

The ethical management of KCSC performed systematically by the application of global ethical criteria not only the willing of CEO, monitoring system and establishing the corporate culture is targeted to realize becoming the most clean public enterprise.





Endeavoring to comply with the UN Global Compact



Korea Cadastral Survey Corporate proclaimed the willing of the sustainability management internally and externally by entering the UN Global Compact which commits to carry out 'economic, environmental and social' 'responsibility voluntarily' on June 2007. Our corporation recognizes that the ethical management is the most fundamental and strongest competitiveness and submitted the achievement of activities related with human right, labor and anti corruption indicated by the 10 principles of UN Global Compact. We will make an effort consistently to born again as a trusted and respected global company in the future. We promise to open transparently through the management report of sustainability.

Global Compact 10 Principles ●

Status of compliance and basic data

Human right 	Human Rights Principle 1: A company shall support and respect the internationally proclaimed human right protection. Principle 2: A company shall endeavor aggressively not to be engaged in the breach of human right.	<ul style="list-style-type: none"> · Management of human right respect · Status of education on human right · Operation of mental suffering treatment system · Article 43 of Behavioral Act
Labor 	Labor Standards Principle 3: A company shall support the practical approval for the freedom of association and the right to bargain collectively Principle 4: shall exclude the any type of forced laboring Principle 5: shall eliminate the children laboring effectively Principle 6: shall eliminate the discrimination in employment and affairs	<ul style="list-style-type: none"> · Joint consultation meeting · Employment system in equality · Prevention on the discrimination on the nonregular workers and improvement of treatment · Elimination of forced labor and children working · Article 14 and 48 of Behavioral Act
Environment 	Environment Principle 7: A company shall support the preventive access to the environmental matters Principle 8: shall perform the remedies improving the environmental responsibility Principle 9: shall accelerate the environmentally friendly technology development and expansion	<ul style="list-style-type: none"> · Endeavoring for the energy saving. · Facilities of new recyclable energy · Instrument of energy saving · Recycling the waste · Purchasing the environment friendly products · Article 47 of Behavioral Act
Anti corruption 	Anti-Corruption Principle 10: shall deny all types of corruption including the non fair benefit and bribe etc.	<ul style="list-style-type: none"> · Ethical management · Details of activities of ethical management · Article 5, 8, 15, 16, 21, 23, 24 of Behavioral Act

News Highlights 2009

1. 70 years of Korea Cadastral Survey Corporate history published

'The 70 years of Korea Cadastral Survey Corporate' was published which contains the trace of Korea Cadastral Survey Corporate for 70 years from the foundation on 1938. the 70 years of history shows the Korean cadastral history at a glance not only the history of Korea Cadastral Survey Corporate because it contains 1,224 pages including more than 200 photos in two volumes is composed of valuable data of historical value such as the survey equipments used, letter of appointment, certificate of graduation, details of repair.



2. Successive achievements of overseas market exploring

Korea Cadastral Survey Corporate has driven the overseas business as a new growth engine on the basis of the competence and reputation accumulated in Vietnam, Cambodia and Morocco through spreading the active probing activities such as launching the demonstration business of land registration in Azerbaijan, entering MOU for land registration business with Jamaica on November and sending the delegation for order taking in Oman in foreign market during 2009.



3. Approval for the project of cadastral resurvey

The Presidential Council of National Competitiveness decided on September 2009 that it is reasonable for Korea Cadastral Survey Corporate to perform the cadastral survey on the land and sea for the unification of cadastral survey and legal safety. First of all, it is decided that 22% of the entire national territory shall be converted into numerical registered region until 2012 by means of arrangement of lands in non-coincidence. This decision is very meaningful as performance of the cadastral resurvey which was long cherished wish was approved in the official meeting at the attendance of President.



4. Award of grand prize in the Best Practice contest

Korea Cadastral Survey Corporate awarded the grand prize in the BP contest where 15 public organizations under Ministry of Land, Transport and Marine Affairs were participated on October 29, 2009. Korea Cadastral Survey Corporate participated with the subject of 'Shortening the issue time for the cadastral survey map plan through the work process improvement' was appraised and applauded with compliment from the judges that it is the sincere service to customers.



5. Award of special prize for the national productivity

Korea Cadastral Survey Corporate awarded the special prize in the part of green productivity for national productivity from the Ministry of Knowledge and Economy at the '33rd National Productivity Innovation Contest' on September 10, 2009. The award of the National Productivity was the first with the meaning of evaluation on the superiority on sustainability management of CEO, willing for the green productivity and social responsibility executive activities as a public organization.



6. Success of the Digital National Territory Expo 2009

Digital National Territory Expo 2009 was held successfully in KINTEX at Goyang city, Gyeonggi province for 3 days from September 9, 2009. Total 31,253 viewers participated during the EXPO period and it was a big success that the 300 exhibition booths were installed which was increased by 28% from 233 booths in 2008.



7. Challenge of Korea Cadastral Survey Corporate cycle team

2009 was the year of super record for cycle team in domestic and foreign competition. Sun Jae Jang who is a member of national team recorded as the sprint 1st in the international competitions of 18th Tour De Chableis and Etoile D' Or Swiss which were held in France and Swiss and placed on the 1st nine times as a total including individual and group competition in domestic match. The team of Korea Cadastral Survey Corporate had succeeded the 1st as a group. We had a heroic deed for director, Yun Ho Jang and Sun Jae Jang to be selected as the best director and player respectively.



8. Opening of Workshop 2020 for widening vision

Korea Cadastral Survey Corporate held a workshop for widening vision and strengthening the leadership competence at the participation of 320 managers including directors from headquarter, chief of division and chief of branch office at the Gyobo Life training center at Cheonan Chungnam for 2 days from February 6, 2009. This workshop intended for the resolution of the newly established vision and mission on December 2008 and to raise the competence of leadership. In addition, workshops to spread the 'Vision 2020' of Korea Cadastral Survey Corporate and to wake the mind of ethical management was held in each division in participation of all employees from end of January to mid of February.



9. Joining to the campaign for 'Movement of loving my hometown'

Korea Cadastral Survey Corporate participated into the 'Movement of loving my hometown' which has been crusaded by Hankook Daily and KB bank as the first out of public organizations. President, Sung Yeol Lee had a protocol ceremony at headquarter on March 25, 2009 and delivered KRW 25 million of green environment fund to the Governor of Taean County, Tae Gu Jin provided by the mileage accumulation of corporate credit card during the last 3 years at the meeting room in Chungnam Province Administration building in the afternoon. In addition, more than 700 employees of Korea Cadastral Survey Corporate have been joining to the campaign of 'Card for loving my hometown' of KB bank that 0.2% of the used amount is used for the project for activation local economy.



10. Diversification of channel for public relation

The public relation channel to spread Korea Cadastral Survey Corporate to the nation. With the initiation of the radio campaign on 2008, we place an advertisement on KBS and SBS TV from July 2009. It was a year to establish the public relation accessing to the nation utilizing the low cost and high efficient channels such as showing wide color advertisement in the substation building like Gwanghwamun station in Seoul.

Participating activities from concerned people

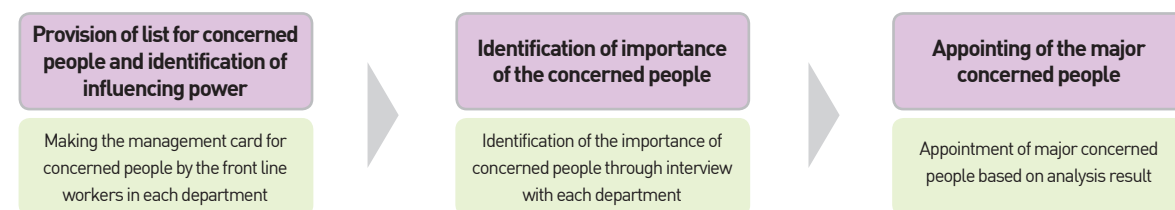
Viewpoint to the concerned people

Korea Cadastral Survey Corporate recognizes the groups or individuals who are influenced by or influencing to the activities of Korea Cadastral Survey Corporate. Out of these, 5 groups such as government, customer, subcontracted companies, local community and employees were set as a major concerned people in consideration of the influencing power and importance. We have composed and operated the communication channel to perform the consistent engagement activities to concerned people. Important opinions from them are reflected on the strategy of Korea Cadastral Survey Corporate and performed action and the results are reported. Sustainability management report has been regarded as an important tool for communication with concerned people in the course and we strongly believe that the procedures to select, control the concerned people and processes of engagement will enhance the possibility of sustainability of Korea Cadastral Survey Corporate. The performing of link between issues and activities derived from communication with concerned people and the sustainability management of Korea Cadastral Survey Corporate will elevate the effectiveness and value far more.

Main concerned people and core value

Government, customer, subcontracted companies, local community and employees were selected as major concerned people of Korea Cadastral Survey Corporate. These concerned people are used to make influence on the management activities of Korea Cadastral Survey Corporate in economic, environmental and social sides. Therefore, the communication is performed by establishing the systematic criteria to the main concerned people. The issues had been derived through the communication activities were set as the core value of concerned people. The core value of concerned people has been the fundamental concept to establish and spread the sustainability management activities and it has been improving into the sustainability management strategy.

◎ Process of selection for major concerned people



Classification	Government	Customer	Subcontractor	Local community	Employees
Concerned people	<ul style="list-style-type: none"> Parliament Central Gov't Local Gov't 	<ul style="list-style-type: none"> Customer for applying and utilizing cadastral survey 	<ul style="list-style-type: none"> Partner companies of business relation 	<ul style="list-style-type: none"> Citizen's group/NGO 	<ul style="list-style-type: none"> 3,827 Headquarter 12 divisions 203 branches
Core value of concerned people	A company which performs the role of public organization sincerely Public organization aiming at the public interest	A trusted and reliable company by customer Epidemic public organization regarding to the cadastral information service.	A company attractive for consistent cooperation through mutual survival Promotion of the accompanied growth by fair trading and transparent transaction	A company of respect which perform the social responsibility management Respect the economic, environmental and cultural characteristics of local community	Best workplace which realizes competence and dream Improvement for the employees' quality of life and provision of self realization opportunity

Communication with concerned people

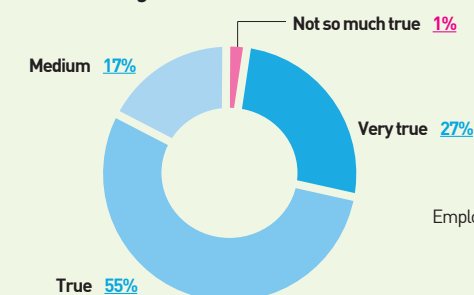
Various communications have been performed with concerned people classified into 5 groups. The channels for the communication activity were composed in consideration of the characteristics of concerned people and the main issues of interest were confirmed through the engagement in each competent department. The conflicts which can be crated in the course of management activities could be prevented in advance and the reliability was secured, then the orientation of Korea Cadastral Survey Corporate activities was determined. The on time service has been improved through the channel collecting the opinions in real time via VOC management system and internet customer participation center especially. The environment where the opinions from concerned people can be reflected aggressively will be established by hardening the communication activities.

Classification	Government	Customer	Subcontractor	Local community	Employees
Communication Channel	<ul style="list-style-type: none"> KCSC homepage General meeting of board of director Transparent society Association Public company transparent society association Nation's Right Committee Sustainability management report Parliament Inspection Management report 	<ul style="list-style-type: none"> KCSC homepage [Management notice, Customer proposal] Cadastral magazine monthly, KCSC newspaper Newspaper for outside of company 'Land and Men' Self survey on customer satisfaction Public company customer satisfaction survey Happy call Sustainability management report Monitoring system 	<ul style="list-style-type: none"> KCSC homepage Digital national territory EXPO Informal gathering for discussion with subcontractors Survey the satisfaction Sustainability management report 	<ul style="list-style-type: none"> KCSC homepage Jidoli devotion delegation Kinship ties with 1 company Cadastral department related survey competition sustainability management report Informal gathering for discussion with residents Briefing related with survey Survey the customer satisfaction 	<ul style="list-style-type: none"> KCSC homepage A joint labor-management conference/Informal gathering for discussion Labor union homepage Survey the employees' satisfaction Conversation with CEO Discussion of employees We-land proposal system Innovative junior board sustainability management report

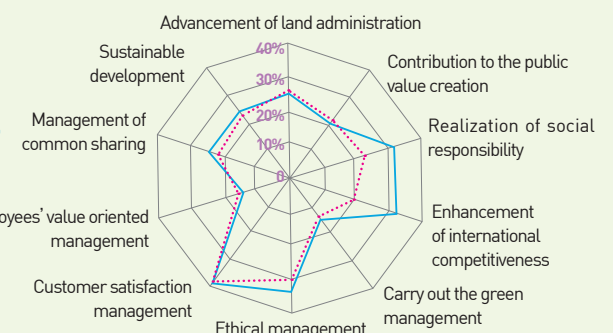
Inquiry into concerned people

Korea Cadastral Survey Corporate surveys the inquiry to concerned people to evaluate the sustainability management activities on 2009. The level of sustainability management was identified through this inquiry and the discrepancies between the minds of employees and concerned people were identified. In addition, we came to perform the importance test to constitute the report by deriving the main issues related with sustainability management.

◎ Evaluation** on the sustainability management activities*



◎ Evaluation on the activities of concerned people



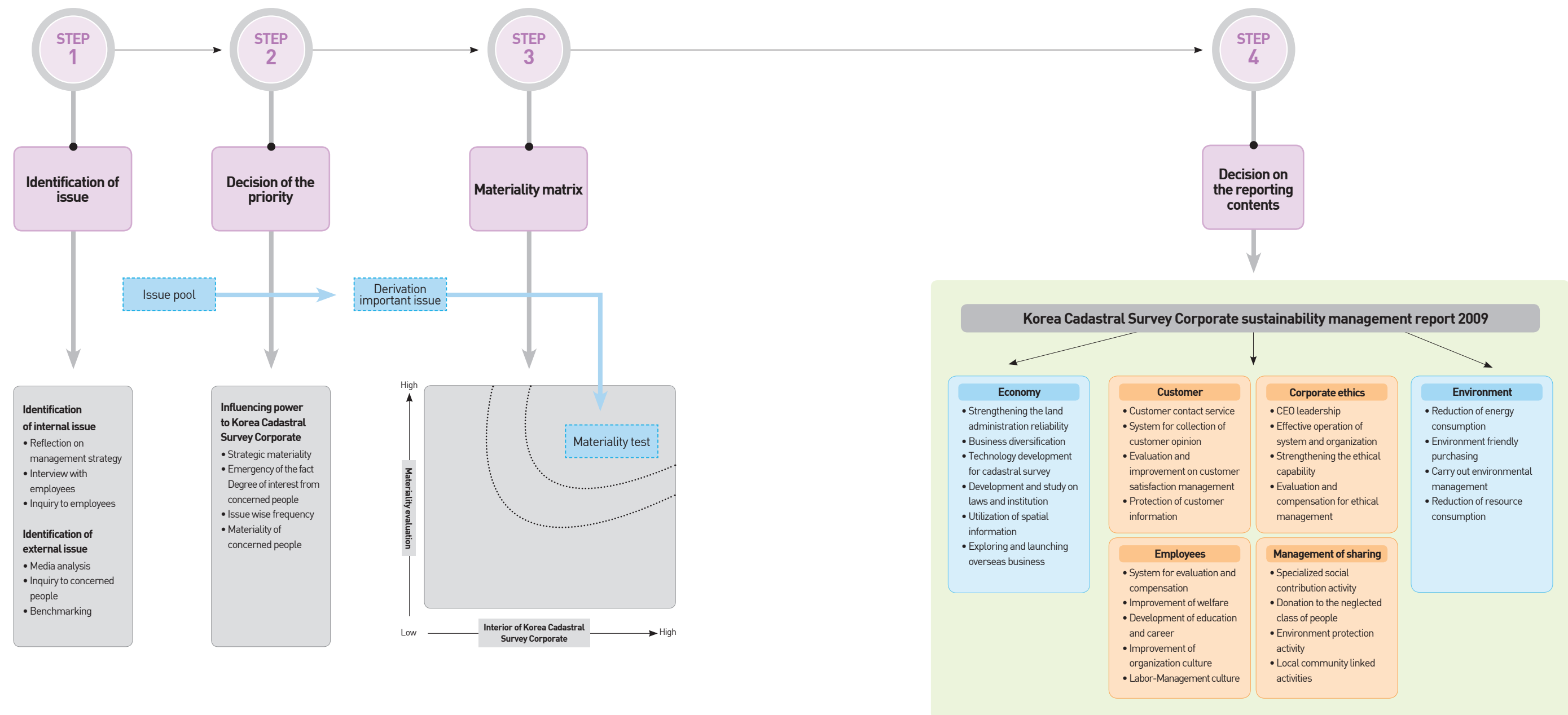
* Questionnaire for the 10 items regarding to the economy, society and environment.
 ** Score integrating the answering of employees and concerned people

— Employees
 External concerned people

Materiality test

Materiality evaluation process and result

Korea Cadastral Survey Corporate has performed the materiality test to constitute the contents of this report. The following structured access method has been used to identify the most important subject which has to be included in this report.



Introduction of KCSC

This is the footsteps trodden by Korea Cadastral Survey Corporate.

Korea Cadastral Survey Corporate will endeavor for today better than yesterday and tomorrow better than today.

Brief History

1938.01.24	Establishment of Choseon Cadastral Association Foundation
1949.05.01	Name was changed into Korea Cadastral Association Foundation
1977.07.01	Major revision on the statute depending on the cadastral laws change Name was changed into Korea Cadastral Survey Corporate
2003.11.29	Acquisition of the (ISO) 9001 quality management system certificate
2004.01.01	Conversion into special corporate of Korea Cadastral Survey Corporate based on the cadastral laws
2008.02.29	Competent Ministry was changed from Ministry of Public Administration and Security to Ministry of Land, Transport and Marine Affairs
2009.01.23	Publication of 70 years of Korea Cadastral Survey Corporate history
2009.06.09	Constitution of the laws regarding to the survey, water passage survey and cadastral survey
2009.09.10	Awarded the special prize of National Productivity

Purpose of establishment

Korea Cadastral Survey Corporate is purposed to contribute to the protection of property right of nation and cadastral survey technology development and cadastral institution development by efficient performing the business based on the laws for survey, water passage survey and cadastral survey.

Basis of establishment

Article 58 of the laws for survey, water passage survey and cadastral survey

01. Korea Cadastral Survey Corporate (hereinafter it is called as "Corporation") is established to study the cadastral survey and cadastral institution and to construct the cadastral information system.
02. Corporation is established as a legal entity of corporate.
03. Corporation is constituted by establishment registration at the location of main office.
04. The requirements regarding to the establishment registry of Corporation is defined by Presidential decree.

Corporation profile

Name	Korea Cadastral Survey Corporate
Date of foundation	January 24, 1938
Number of employees	3,827
Total asset	KRW 262,406 million
Sales turnover	KRW 403,287 million
Total Debt	KRW 150,632 million
Paid in capital	KRW 111,774 million
Location of headquarter	141 Euisadang-ro Youngdeungpo-gu Seoul [#45 Yeoido-dong] Zip code 150-911



History

1938.01.24	Establishment of Choseon Cadastral Association Foundation
1949.05.01	Name was changed into Korea Cadastral Association Foundation
1953.05.21	Installation of training center for nurturing cadastral survey technician and education
1960.12.31	Determination of the basis for agency of cadastral survey affairs by the paragraph 176, decree of National Affairs Department
1962.01.01	Competent ministry was changed from Department of Treasury to Department of Domestic Affairs
1969.12.29	Revision of statute for appointing directors and president by Minister of Domestic Affairs
1976.11.06	Appointed as an agency for cadastral survey affairs based on the cadastral laws
1977.07.01	Major revision on the statute depending on the cadastral laws change Name was changed into Korea Cadastral Survey Corporate
1981.12.18	Training center of Korea Cadastral Survey Corporate was built at Yongin city, Gyeonggi province
1994.04.01	Installation of the cadastral technology research center
1999.03.01	Cadastral Technology Training Center and Research institute were merged into Cadastral Technology Education and Research Institute
2003.11.29	Acquisition of the ISO 9001 quality management system certificate
2004.01.01	Conversion into special corporate of Korea Cadastral Survey Corporate based on the cadastral laws
2004.12.16	Acquisition of certificate for super company in service quality in Korea
2005.07.01	Opening of Cadastral Research Institute
2008.02.29	Competent Ministry was changed from Ministry of Public Administration and Security to Ministry of Land, Transport and Marine Affairs
2009.01.23	Publication of 70 years of Korea Cadastral Survey Corporate history
2009.06.09	Constitution of the laws regarding to the survey, water passage survey and cadastral survey
2009.09.10	Awarded the special prize of National Productivity

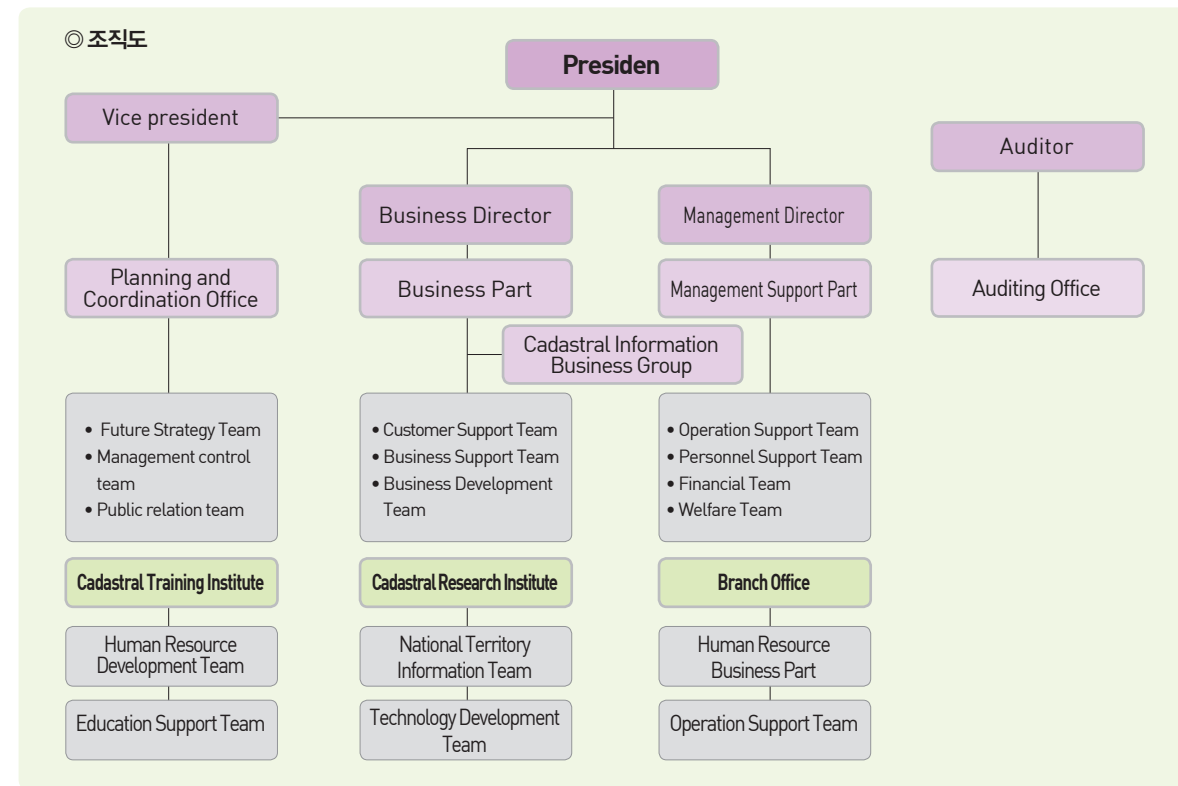
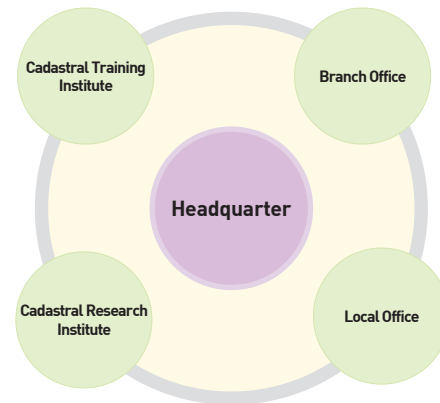


Main business

Cadastral Survey	cadastral survey such as cadastral triangle ground control point, division, boundary restoration and confirmation based on the laws for survey, water passage and cadastral survey
International Exchange	Advancing to overseas and international exchange for cadastral institution and cadastral survey
Education · Research	Supporting business such as research · education on cadastral institution and cadastral survey
Making drawing	Provision of drawing related with cadastral survey such as cadastral map and forest map
Cadastral business	Affairs regarding to the cadastral resurvey and non-coincidence cadastral land
Cadastral information	Provision and utilization of cadastral information service utilizing the computerized cadastral drawing file data

Business structure

Korea Cadastral Survey Corporate is composed of 2 offices, 2 parts, 1 division and 10 teams and 12 branch offices in the cities and province nationwide and 203 local offices in cities, county and district, Cadastral Training Institute and Cadastral Research Institute. Total employees are 3,827 (December 31, 2009 status quo) which is composed of 5 directors, technological staff 3,527, office staff 86 and other 209.



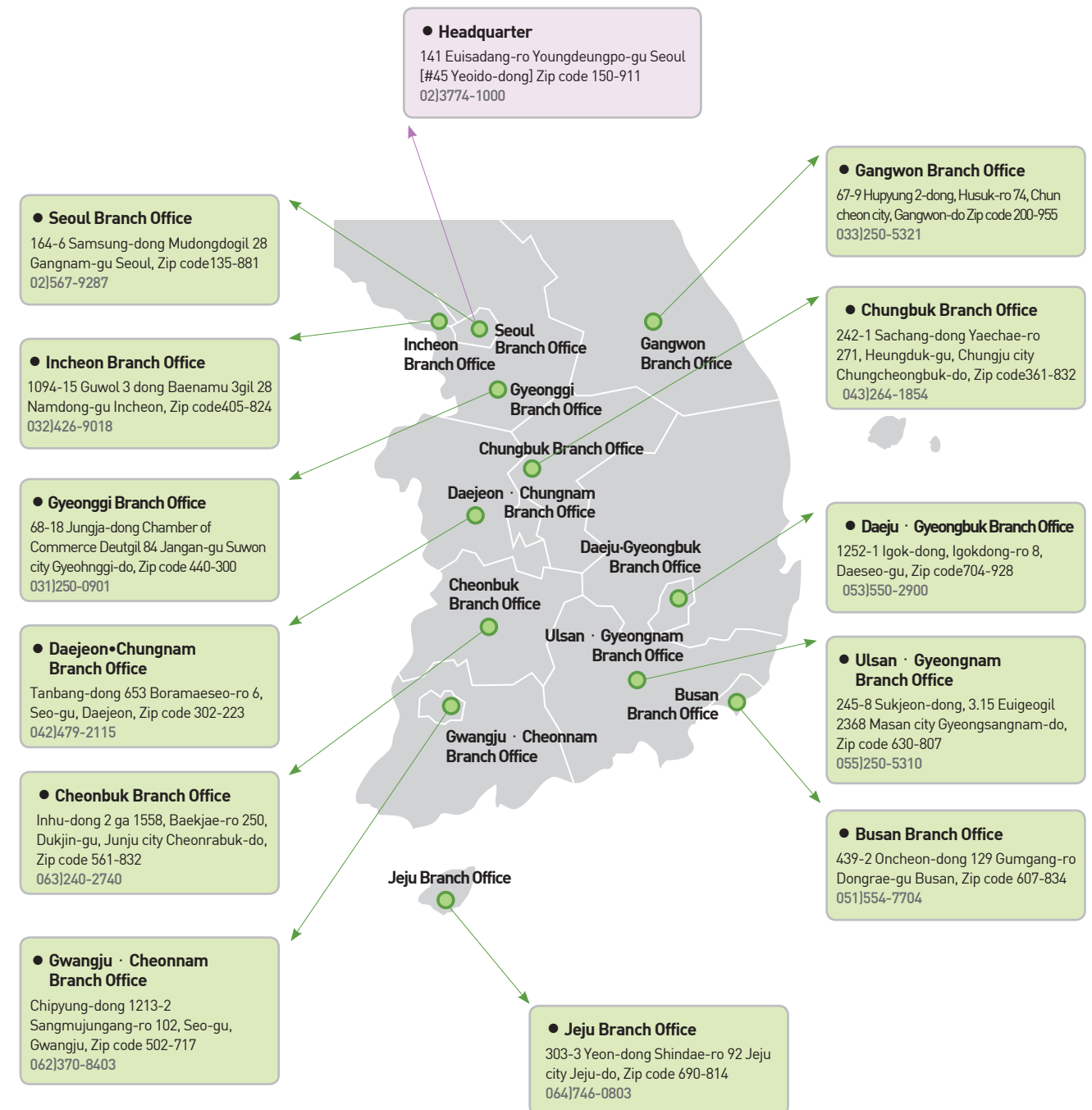
◎ Branch Office

Total	Seoul	Busan	Incheon	Geyonggi	Gangwon	Chungbuk	Daejeon/ Gyeongnam	Chunbuk	Gwangju/ Chunnam	Daegu/ Gyeongbuk	Ulsan/ Gyeongnam	Jeju
12	1	1	1	1	1	1	1	1	1	1	1	1

◎ Local Office

Total	Seoul	Busan	Incheon	Geyonggi	Gangwon	Chungbuk	Daejeon/ Gyeongnam	Chunbuk	Gwangju/ Chunnam	Daegu/ Gyeongbuk	Ulsan/ Gyeongnam	Jeju
203	15	10	6	33	18	11	18	14	25	28	23	2

Location of Headquarter and Branch Office



Coporate governance structure

We will carry our responsibility as a clean public company without corruption by enhancement of speciality and efficiency through the board of director oriented management activities.

Corporate governance of Korea Cadastral Survey Corporate

Korea Cadastral Survey Corporate is purposed to protect the property right of nation and contribute to the development of cadastral survey technology and cadastral institution by performing the businesses regarding to the survey, water passage and cadastral survey effectively as a semi government institution.

Operation of board of director’s meeting

The board of director’s meeting is the highest organization for decision making which investigates and decides the material affairs in management is composed of 10 directors on December 31, 2009 status quo (4 executive directors, 6 non-executive directors). The ratio of non-executive director is 60% of board of director. President officiates the chairman of board of director’s meeting based on the Clause 4 Article 18 of ‘Laws for the management of public organization.’

◎ Constituents of board of director

Classification	Position	Name	Career
Executive Director (4)	President	Sung Yeol Lee	<ul style="list-style-type: none">President of Central Government Official Training CenterChairman of Petition Judgement CommitteeChief of Central Personnel Committee
	Vice president	Jung Wan Gwag	<ul style="list-style-type: none">Business director of Korea Cadastral Survey CorporateChief of Gyeonggi-do branch office of Korea Cadastral Survey Corporate
	Business director	Sung Ho Song	<ul style="list-style-type: none">Chief of Gyeonggi-do branch office of Korea Cadastral Survey CorporateCadastral Training Institute of Korea Cadastral Survey Corporate
	Management director	Ho Gu Lee	<ul style="list-style-type: none">4th grade official Auditing Officer’s Room in Ministry of Construction and TransportationChief of Management Busan National Territory AdministrationManger of management National Geographical Information Agency
Non-Executive Director (6)	Position supposed to be held by proper rank	Geun Woo Yang	<ul style="list-style-type: none">Current Manager of cadastral planning of Ministry of Land, Transport and Marine Affairs
	Appointment	Sang Wook Park	<ul style="list-style-type: none">Current professor of Seoul National UniversityCurrent executive director in Korea Management Science Association
	Appointment	Chae Gee Gwag	<ul style="list-style-type: none">Current professor at Dep’t of Politics and Administration in Dongkuk University
	Appointment	lee Taek Lim	<ul style="list-style-type: none">Current Professor at Dep’t of Administration in Cheonnam University
	Appointment	Ha Sung Jun	<ul style="list-style-type: none">Current President of Yeoui Legislative Policy R&CVice Chairman at Information and Telecommunication Ethics CommitteeDeputy Chief of Administration Bureau in Parliament
	Appointment	Dong Hun Park	<ul style="list-style-type: none">Current manager of Land Management in Gangwon Province AdministrationSpecial member of Gangwon-Province Parliament [Tourism and Construction Committee at Local Parliament of Gangwon Province]4th grade official for cadastral survey in Gangwon Province Administration

◎ Auditor

Classification	Position	Name	Career
Executive	Auditor	Sam Hyun Kim	<ul style="list-style-type: none">Advisory committee member in Provisionary Committee for 17th President InaugratiojnVice Chairman of Science, Technology and Information Committee in Hannara PartyCommittee of Policy Research in Parliament

◎ Status of holding Board of Director’s Meeting

Actual Convention	Classification	2007	2008	2009
	Convened	6	8	11
	At site	-	-	1
	Operation committee	3	2	5
Participating ratio		97.2%	90.7%	92.9%

◎ Frequency of statement from non-executive director

Classification	2007	2008	2009
Subject/frequency of statement	29/27	32/118	44/223
Frequency of statement per person	21	19.6	37.1
Frequency of statement per meeting	3.5	2.5	3.3
Subject of decision for modification and pending	3	4	11

Strengthening the independence and specialty of non-executive director

Korea Cadastral Survey Corporate blocks the potentiality of the corruption in advance by strengthening supervising, surveillance and preventive auditing for the internal management. At the same time, we prevent the conflict of the interest inside the board of director based on the independence of the non-executive directors and the efficiency and specially have been enhanced through the operation of the special committee. The stature was revised to acquire the transparency in the selection of the directors and selection procedure has been improved by establishing the operation regulation of director recommendation committee.

Director Recommendation Committee

Director Recommendation Committee has been newly established for the transparent procedure of the director selection. Director Recommendation Committee decides the appointment from the personnel who are qualified with knowledge and experience in the field of economy, environment, society and laws. The fairness and objectiveness have been enhanced through the total participation of the 5 civil committee members of academy, laws, mass media and spokesman of employees’ opinion and all non-executive directors.

Classification	Appointment procedure
President	Recommendation from Director Recommendation Committee[Multiple] ▶ Request of appointment by Minister of Land, Transport and Marine Affairs ▶ Appointed by President
Auditor	Recommendation from Director Recommendation Committee[Multiple] ▶ Investigation and decision by public organization operation committee ▶ Request of appointment by Minister of Planning and Treasury ▶ Appointed by President
Executive director	Recommendation from Director Recommendation Committee[Multiple] ▶ Request of appointment by president ▶ Appointed by Minister of Land, Transport and Marine Affairs
Non-executive director	Recommendation from Director Recommendation Committee[Multiple] ▶ Investigation and decision by public organization operation committee ▶ Appointed by Minister of Land, Transport and Marine Affairs



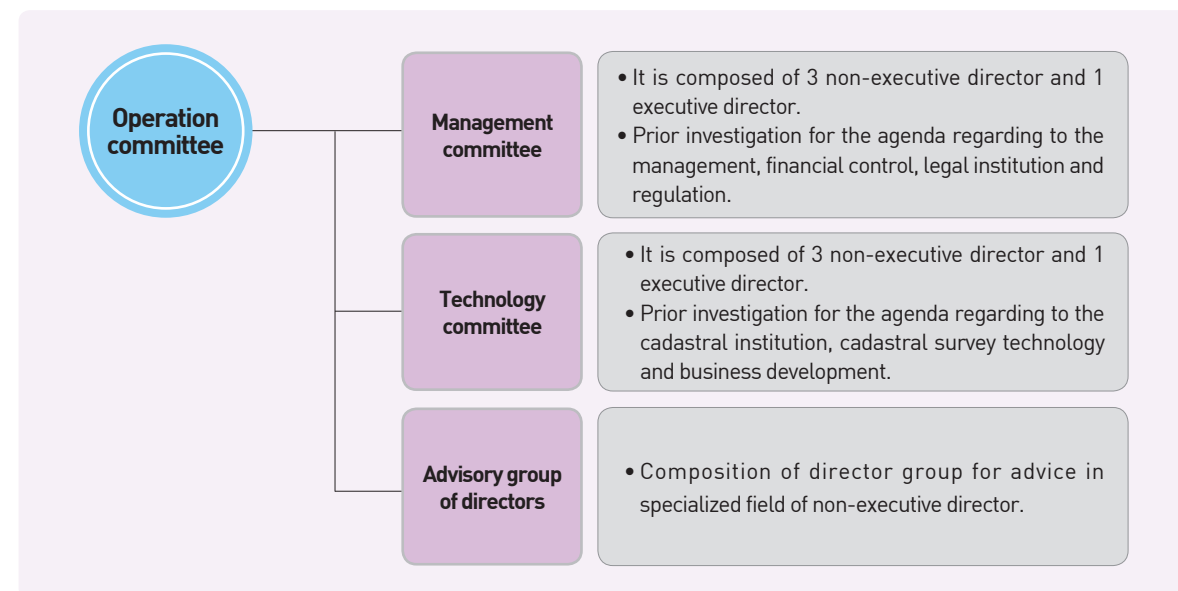
Operation structure

Operation committee by specialized field

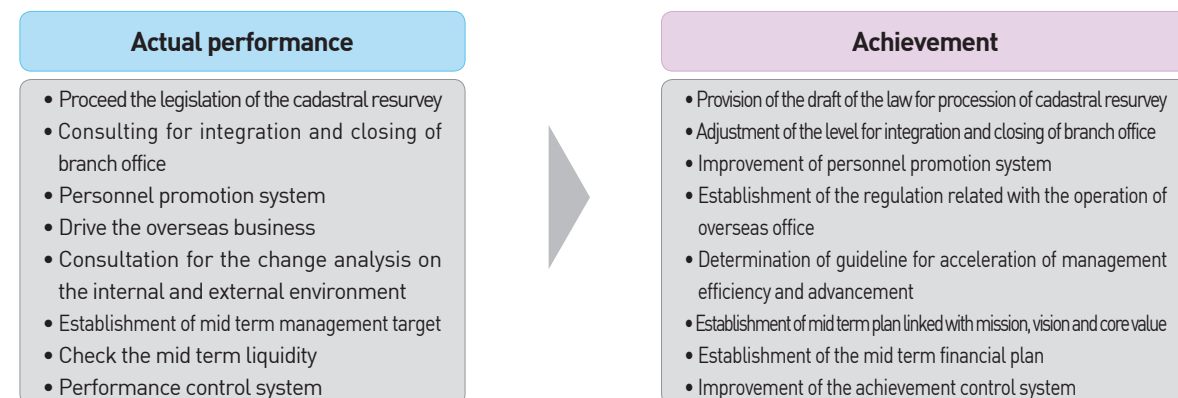
Korea Cadastral Survey Corporate has operated operation committees (Technology committee, Management committee), and advisory committees (Laws · lawsuit / organization · personnel / treasury · finance / cadastral institution · survey/law · education) under the board of director to promote the rationalization of the policy decision. The operation committee is directly responsible for the achievement of company related economy, environment and social part.

◎ Constitution of advisory committee by specialized field of non-executive director

Advisory field	Advisory director
Laws · lawsuit	Ha Sung Jun
Cadastral institution	Geun Woo Yang
Organization · personnel · evaluation	Chae Gee Gwag
Law · education	lee Taek Lim
Treasury · finance	Sang Wook Park
Cadastral survey	Dong Hun Park



Actual performance of advice



Appropriateness of the board of director's meeting management

The evaluation for the board of director's meeting is performed by the 'activation effort and achievement of director-auditor's function in the public organization management evaluation. The evaluation on the non-executive director is done by the evaluation of the work performance of non executive director who are close to the office term in relation with successive appointment (3 years) of non executive director and this evaluation is submitted to the Ministry of Strategy and Finance. The incentive for the president is decided by the final grade in between 0%-200% after the organization evaluation (B grade) and president evaluation (moderate). The incentives of vice president for leadership/strategy, business director for main business part, management director for management effectiveness part are paid by 90%, 100% and 110% in differentiation due to the scoring percentage in each part of government management evaluation result.

Information sharing by board of director

The profile of directors and minute of meeting of board of director's meeting are listed on the column of open management on the homepage of Korea Cadastral Survey Corporate (www.kcsc.co.kr) to satisfy the right to know of concerned people and to level up the transparency of the board of director's meeting operation. In addition, the management information is shared through the We-land which is the in-house intranet and employees are allowed to express their opinion.

Operation of audit division

Korea Cadastral Survey Corporate participates sincerely into the audit from the Board of Audit and Inspection of Korea, Ministry of Land, Transport and Marine Affairs in the course of management activities. In addition, we operate in-house decision making and executive organizations and independent audit division, therefore we are endeavoring for internal control and to enhance the integrity by performing the audit to the affairs and daily management activities. The audit for the affairs is performed globally to the branch office, headquarter and local office and the pointed matters and cases of good sample are classified in pattern and they are reflected on the management. Audit for the daily management has been strengthened for the business plan and progressive procedure through the prior audit to the main business. In addition, e-auditing system was finalized and utilized since July 2008.

◎ Status of daily audit performance

Year	Cases of audit	Expression of opinion
2007	304	6
2008	282	5
2009	315	4

◎ Cases of reprimand after audit

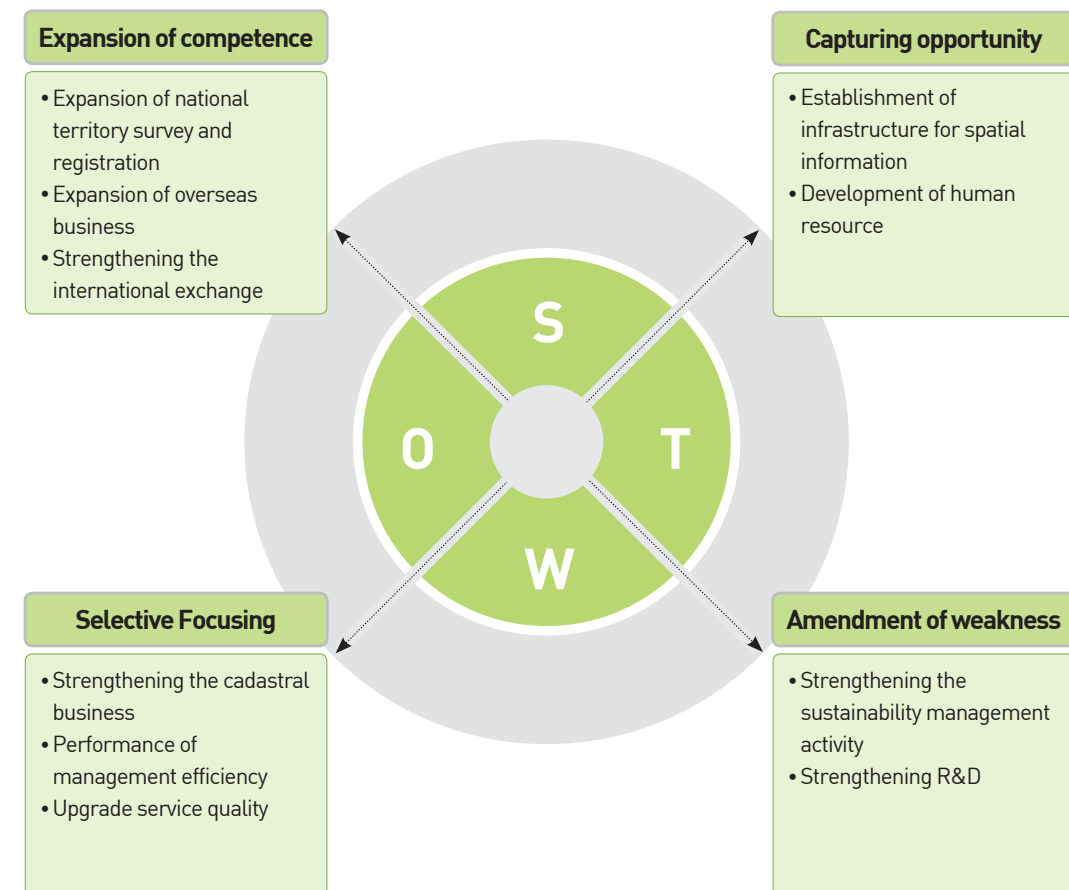
Year	Punishment	Reprimand
2007	0	14
2008	0	7
2009	0	5



Opportunity and challenge

Analysis of management environment

Korea Cadastral Survey Corporate encounters the market environment changes of manpower and organization reduction due to the advancement of the public organization by government, daily affairs reduction from the turndown of real estate economy and severe competition with private survey providers. The unstable global economy will be continued externally, and the Asia is expected to show the prompt uprise relatively. However, traditional market is stagnated and the new market is expanded and the private demand of location information service has been increasing depending on the increase of national income. The demand of the cadastral survey has been increasing by the investment expansion in the public sector such as the early ordering for the SOC business by the government. In addition, Korea Cadastral Survey Corporate pays attention to the construction of the infrastructure of spatial information industry while the 'low carbon and green growth' is taking its position as a new paradigm for the national growth.



Sustainability management of KCSC-Vision 2020

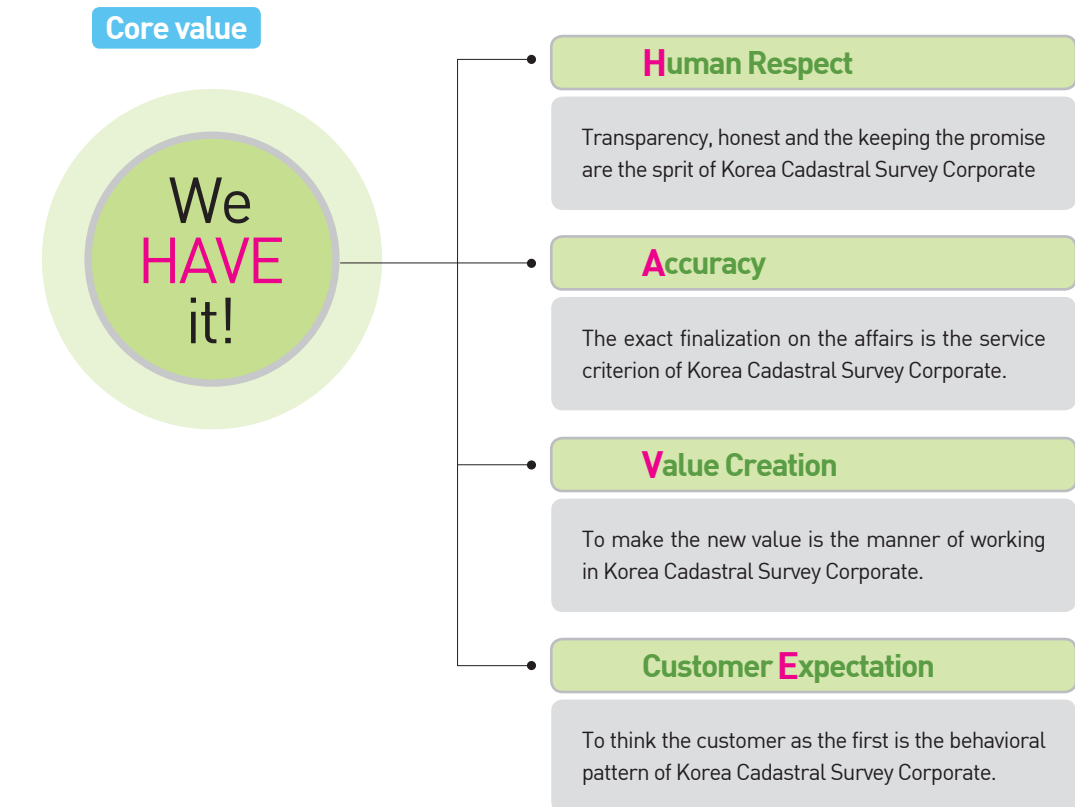
Global leader contending the promotion of cadastral institution and space information industry

We will maintain the world best level competitiveness in cadastral and spatial information field by making cutting edge cadastral institution and fostering the spatial information industry.

MISSION

We create the future in happiness by creating the national territory information

We create the sustainable land use environment in the course of the performing the area of government responsibility which can not be performed by private company such as provision of the optimal spatial information, promotion of the spatial information industry, strengthening the land administration and protection of property right. We will contribute to escalate the national economic development and the national quality of life by establishing the cyber territory.



VISION 2020

Global leader contending the promotion of cadastral institution and spatial information industry

01. We will pursue to make the cutting edge cadastral institution and to foster space information industry to create the sustainable national territory use environment.
02. We will acquire the world best level cadastral and economic competence in space information field.

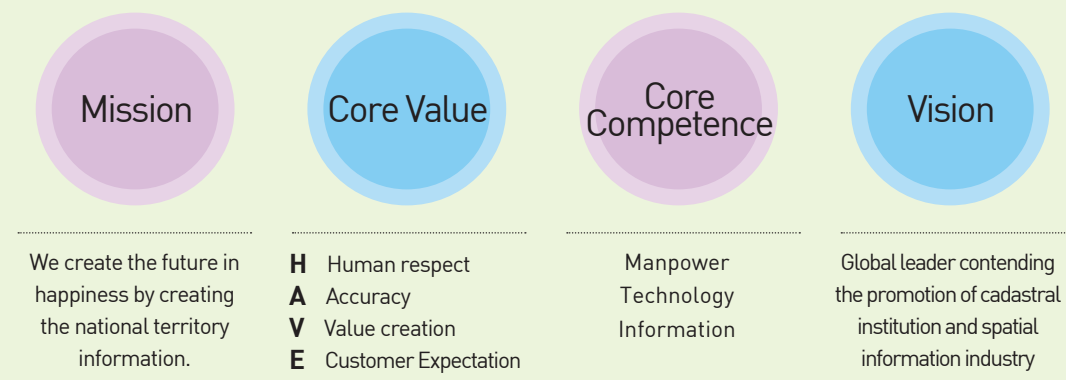
Management target

Mid and long target

10% improvement in efficiency until 2012

- Achieve the best level in the integrity and customer satisfaction in public organization
- Establishment spatial information infrastructure
- 5% improvement of productivity and acquire more than 20% of sales turnover from new business
- Certified as the super organization in human resource development (Acquiring 800 points)

Management target system



Direction of strategy/Strategic task

Respected corporate together with customers

- Level up service quality
- Strengthening the sustainability management activity

Spatial information promoting organization searching for the green growth and management effectiveness

- Establishment of spatial information infrastructure
- Strengthening the international exchange
- Pursuing the management effectiveness

Advanced cadastral institution growing with creativity and innovation

- Strengthening the cadastral business
- Drive the overseas business
- Expansion of national territory survey · registration

The best workplace where the competence and dream came true

- Strengthening R&D
- Development of human resource

Management willing of CEO against the change of management environment

The matters of service level up, sustainability management activity, cadastral business, overseas business, national territory survey registration, establishment of spatial information infrastructure, international exchange which were driven intensively by our corporate are going to be accelerated. Especially, KRW 2 billion of added value is expected owing to the diversification of new business utilizing the digital cadastral survey information. The overseas business is anticipated to be active focusing at the central Asia because the launching of business in Mongolic has been proceeding in success of cadastral registration demonstration business in Azerbaijan (U\$ 1.5 million) which will be started regularly from January. In addition, the basic points for cadastral survey based on the 1,800 points of global coordination system for modernization of cadastral business will be installed newly in this year. The demonstration business of 2nd year in digital cadastral structuring driven by national fund from 2008 will be continued. If these projects are finalized successfully, the cadastral survey project which is the greatest desire of corporate will be

I suggest everybody to have a dream in the new year. The real value of stars is appeared when the night gets longer and the darkness is deeper. I repeatedly ask you to intensify your mind and wisdom in order for our corporate in 70 years of history to leap up once again.

From the greeting of new year

The labor union of Corporate with more than 3,000 members under the Korean Confederation of Trade Unions had reached into agreement for wages to freeze the wages as the first out of the many public companies in last and the negotiation is going smoothly in this year also. The Reason that such a sound labor-management relation maintaining is very simple. It is a point that both of labor and management have the mind of ownership. For example, president and chairman of labor union exchange the opinion for the emerging affairs of management with meetings more than once a month without restriction on the format and procedure. The chief of labor union accompanies the president if it is possible when he circulates the local offices all around the nation. The employees trust the relation of labor-management from this and it is believed that they have the mind of ownership.

Seoul Newspaper

Korea Cadastral Survey Corporate which is the specialized agency of the knowledge information system keeps the pride of national territory based on the 71 years of know-how and leads the ethical management with management philosophy in justice and responding promptly to get along with the green new deal project of recent topic.

From the interview with National Territory Daily

The customer satisfaction is a very important management index as a public company for serving the nation. The customer satisfaction measurement Corporate was 84.9 which are lower than other competitive organization, but the increase rate is the highest. We are making a special remedy to get the A score in this year.....

From the interview with Tomorrow Newspaper

The factor for increasing the commission by 7.1% in this year due to the increase of price and labor cost, but we fixed it as the same level of last year in consideration of the burden of nation from the economic recession. In addition, the commission was frozen at the level of last year for the nation who is suffering from the consistent economic turnaround. Owing to this, the reduction effect of KRW 2.67 billion was created in this year only.....

From the interview with Peace Broadcast

..... In conclusion, the report for 'Base study on for early elimination of the cadastral non-coincidence' is expected to contribute to relieve the people from the breach of property right, to make the real estate economic function effective, to provide excellent administration service owing to ubiquitous cadastral realization and to resolute the conflict among neighborhoods. In addition, it is expected to achieve the success of the national spatial information service, disaster prevention, enhancement of the emergency service to people, service quality improvement in national land administration to people and prevention of budget overlapping. Moreover, it will be a corner stone for establishing the digital cadastral survey through the overseas launching by the vehicles of social cost reduction, social conflict resolution, employment creation in the field of cadastral survey · IT and new industry growth and technology accumulation.....

From the foreword of publishing 70 years of Corporate history

Part :1

Land, We draw the value of it.

The earth which was born first before the human.
We tread on the ground of thanks.
The other gift whereon it make the lives of people in abundance.
We draw a value on the land to enjoy this richness with more people.

Disclosure On Management Approach

DMA – Economic achievement

- Approach**
Korea Cadastral Survey Corporation creates the economic value through the advancement of cadastral survey and endless study. It prevents the conflicts among the customer related with the non-coincidence with cadastral boundary not only creation of financial economic value. We create the indirect economic effect to shut off the social and economic damage which can be arisen through the conflict of interest.
- Strategy**
We will do our best to be recognized as the trusted Corporation which goes together with customers. We will acquire the sustainable growth engine via site oriented research activity and activation. We will create the economic value through the customer trust and endless business development. Furthermore, we will meet the government policy which intensifies to the mutual cooperation with many countries and exchanges by exploring the diversified launching to the overseas business. Especially, we will intensify the competence of Corporation to enhance the economic achievement in public nature through cadastral business.
- Monitor**
The realization of public value through the land survey/cadastral survey business is the main business area. Korea Cadastral Survey Corporation will make an effort to implement the social responsibility which can not be performed private companies through the restructuring business for the immersed trace control system, total survey on graves, coastal survey.

Classification	Contents	Achievement on 2009	Trend of performance comparing to last year	Next year target
Creation of economic value	Cadastral survey business (Number of parcel)	1,954K parcel	96K parcel↑	1,761K parcel
	R&D	24	-	20
	Overseas business (in KRW million)	KRW 1,255 million	KRW 305 million↓	KRW 2,554 million
Publicity	20 areas including provision of immersed tracing map free of charge cadastral survey	KRW 5,800 million	KRW 400 million↑	KRW 600 million

Economic value of KCSC

Korea Cadastral Survey Corporation contributes to protect the property right of nation and the development of the cadastral institution and performs the area of government's responsibility which can not be done by private company such as the leading the promotion of spatial information industry. At the same time, we improve the public various interests of concerned people in addition to the natural role of the Corporate that contribution to the economic development of the country. The revenue obtained as own fund without financial aids from government is utilized as the reinvestment source to restore the created new value.

Survey business

Survey business is a technical service derived from performing the survey task requested by the customer, government or organization customer as a core business of Corporation. Korea Cadastral Survey Corporation will improve the service quality for the achievement to be utilized to improve the value of customer while creating the economic value through diversified survey business in the future.



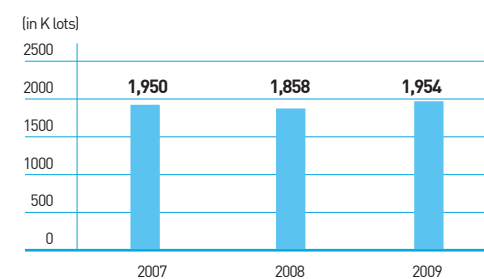
Enhancement of the efficiency of business performance

The consistent effort was made to explore the tasks to be improved under the viewpoint of resource distribution, proper establishment of operation plan and process. The human resource and equipment were reallocated depending on the quantity of affairs in order to link the business target and resource distribution. In addition, two way communication with customer has been performed to eliminate the fundamental removing of the error occurring factor and to enhance the accuracy. The accuracy has been escalated via introduction of newest equipment, new technology acquiring and systematic process. Also, we are performing the diversification of business for expansion of future business, for nation and public organization to utilize the cadastral information effectively such as development of new contents.

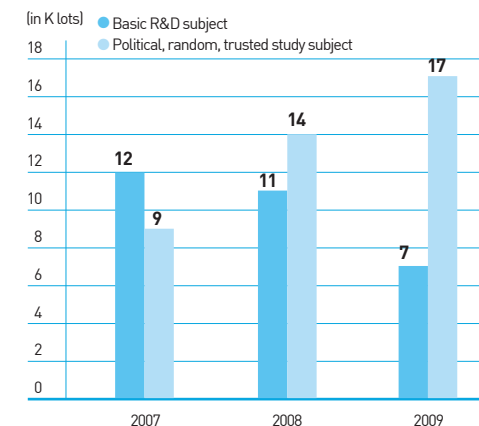
Advancement of the business environment

The digital cadastral demonstration business was performed of the 17 areas to establish the base of cadastral resurvey and the cadastral survey standard point based on the world geodetic system was rearranged and the site survey and resurvey achievement was registered to the cadastral survey system. We will exert our best effort to digitalize the entire territory in order to provide the accurate survey and through the law of cadastral reformation.

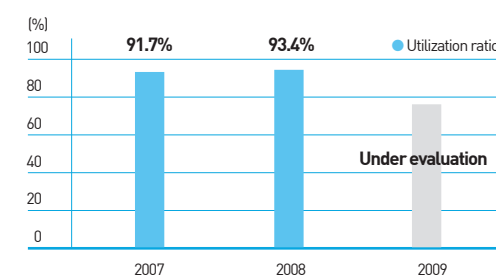
◎ Status of survey task performance



◎ Status of R&D task performance



◎ Utilization ratio for research business



The survey on the research subject utilization is done usually at the end of year. It was performed at December of 2009 for the research subject of 2008 and survey for 2009 will be performed at the end of 2010.

Research business

The necessity of the support study is strongly required to strengthen the competitiveness of Corporation as the Spatial information industry activation policy of the government and competitive system in the cadastral field have been expanded. Accordingly, Korea Cadastral Survey Corporation makes an effort to acquire the sustainable growth dynamic force in the future through the activation of the cadastral survey technology development and development of legal & institutional.

Performance of research task

Selection of basic research subject

Proposal of 12 research subjects by the employees of Corporate and externally related organizations and 84 cases of research subjects have been survey by the demand survey visiting headquarter and local office. The 1st and 2nd research subject selection committee have been performed for the selected research subject through invitation of internal and external specialists after making the provisional research plan through the discussion with department of practice and self checking by research members. 7 basic research subjects have been selected in consideration of the link with the mid and long term strategy of Corporate and future growth dynamic force.

Performance and evaluation on research subject

Total 24 cases of research subjects have been performed on 2009 including 7 basic research subjects, 12 policy/commitioned research subjects, 3 random research subjects. They were evaluated in division of initiation [evaluation weight :10%], interim [Evaluation weight :30%], final [evaluation weight :60%] research evaluation committee composed of the internal and external specialists.

Utilization of research subject

The research activity reports which are made by CARI Review in each month are listed on the homepage. and we-land. 3,000 copies of the academic journal are distributed internally and externally in 1st and 2nd half which improve the research activity sharing and cooperative system among industry-academy-research. The presentation for research outcome was held with invitation of internal and external expert and the research report are shared with distribution to the practical department in branch office, each regional division, 203 local offices and related organization. And its utilization record was feed backed through questionnaire in every year.

Major business of public interest

Korea Cadastral Survey Corporate will try to realize the social public interest value. We have been led Korean spatial information industry by the improvement of serial cadastral map, and contribute to the Korean funeral institution by the entire survey on the graves. Korea Cadastral Survey Corporate will perform the given social responsibility sincerely such as the systematic performance for protection of cultural heritage and supporting the prevention of disaster.

Business of quality improving on serial cadastral map

Korea Cadastral Survey Corporate performed the making serial cadastral map which is made serial pattern by connection of the parcel boundary with connecting method on the map at the edge of the map after calibration of the numerical file made by cadastral drawing computerization into regular edge. The serial cadastral map is utilized for spatial administration system such as status map of public land price, urban planning map, agricultural land administration map, forest administration map. The database of serial cadastral map, is used for issuance to the civil needs such as confirmation on the coincidence with planning lines between the land use plan sheet and permitted or not.

Main contents improved in quality of serial cadastral map

110K sheets for 42 local governments were constructed with integration of national space information such as arrangement of changed data in DB of KLIS serial cadastral map, global land cadastral conversion, derivation of data for drawing maintenance in pattern, arrangement performance through referential data such as aerial photograph and survey, renewal of the system maintained by integration the existing systems.

Participation into developing advanced funeral Institution through the entire survey on graves

This business has been driven intensively with collaboration with Ministry of Health, Welfare and Family to improve the funeral administration institution. The policy of restriction on burying and recommendation on cremation for effective utilization of the national territory is being performed through the link with e-sky system of Ministry of Health, Welfare and Family and survey information management system (SIMC) of Korea Cadastral Survey Corporate. An MOU was entered between Ministry of Health, Welfare and Family and Corporate to identify the status of graves to cope with the social problems such as the increase of graves, national territory occupation due to idle management and environment damage and the demonstration business are performed for 5 city, county and district nationwide in this year. We perform the demonstration business by systematic construction of the graves and providing the related information on graves based on the nationwide status survey to make it as an opportunity for the advancement of the funeral culture.

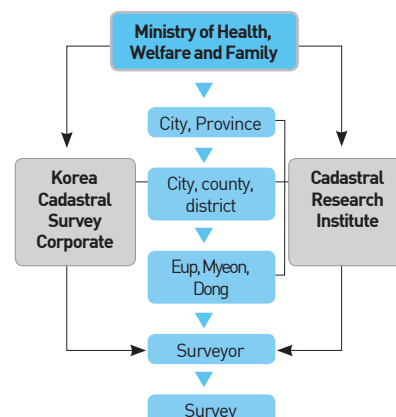
Advancement of the funeral institution and creation of workplace for the elderly

The workplace for the elderly [Survey on the details of installer and relatives for making the grave registry book] was created at the entire survey of the graves. The protocols for affairs to advance the funeral culture which is the national project were entered and the demonstration business will be driven for 9 months from January till September 2010 and the nationwide status survey will be driven in the future.

◎ Quality improving on serial cadastral map



◎ Systematic organizational diagram for the advancement of graves



Major business of public interest in Korea Cadastral Survey Corporate

◎ Necessity for the survey of immersed tracing

Provision of the basic information for disaster control of national organization by establishing the DB for immersed region

Making alert and enhancement of the coping ability for the disaster

Establishment of countermeasure for prompt damage recovery against the natural disaster

Performing the construction of the prior preventive control system against the inundation

It is a supporting business which makes the immersed tracing map by performing the prompt and accurate status investigation and survey for the calamity and disaster in order to establish the countermeasure for the prompt damage restoration when natural disasters are created due to the typhoon, heavy rainfall and tidal wave which are happened in every year. The trace of inundation is notified on the semi permanent structure to maintain and control the damages from inundation as a historical record. Make the residents recognize the regions of previously damaged will make them alert to the natural disaster and the inundation tracing map survey is being performed for the purpose of enhancement of the ability to fight with the disasters. Korea Cadastral Survey Corporate was appointed as the competent organization for provision of the DB of inundation tracing control system through the investigation and survey on the inundation region and provides the basic information to the national organization (National Emergency Management Agency, Local government).

Evaluation and improvement

Effect of disaster reduction

Provision of the accurate preventive information to each local government by accumulative management of the immersion related preventive information and immersed tracing information

Effect of efficiency of affairs

Increase the efficiency of the work process via monitoring the immersed trace information and on-line acquisition

Support to the preventive affairs

Support to the decision making on the preventive affairs by provision of the various cumulative immersed trace information to local government and related organization

◎ Status of performance

Year	Local government	Area (km ²)
2007	17 regions	24 km ²
2008	19 regions	15 km ²
2009	26 regions	23 km ²

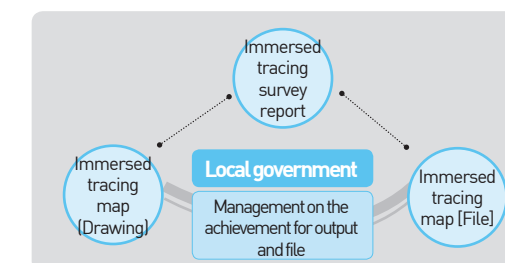
◎ Immersed tracing control system



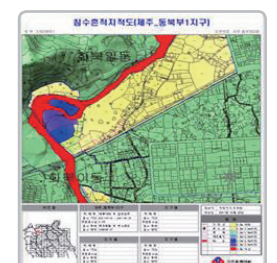
Level up the immersed tracing control system

Korea Cadastral Survey Corporate had performed the upgrade the immersed tracing control system. The interface convenience was provided which is differentiated from traditional GIS system with application of web based silverlite technology as one of the upgrade businesses. Secondly, the immersed tracing provision affair can be performed with utilization of the traditional total survey system without separate procedure and system during the survey at site. It is expected that the role as an agency for making the immersed tracing map shall be hardened surely not only performing the social responsibility of public organization when the political support to prevent disaster is implemented successfully after the completion of the immersed tracing control system upgrade.

◎ Immersed tracing performance management



◎ Immersed tracing cadastral map

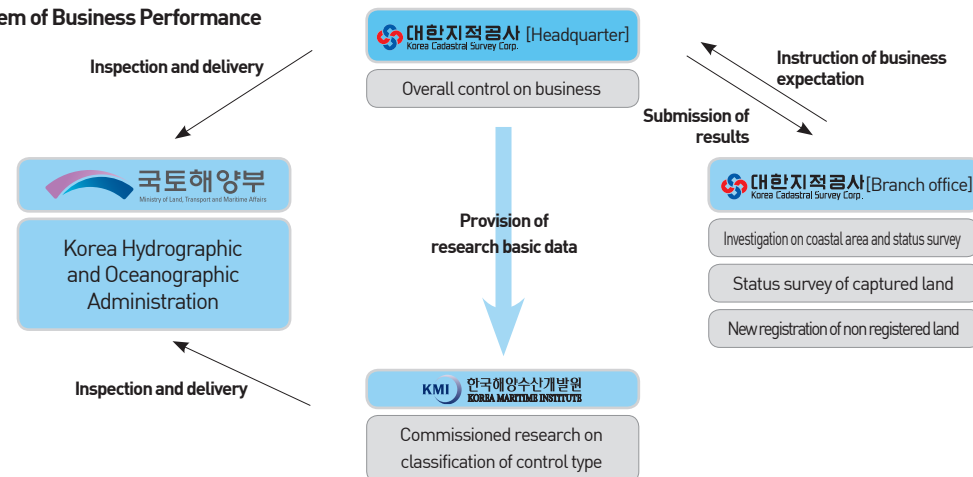


Coastal area survey and performance of the disaster preventive business

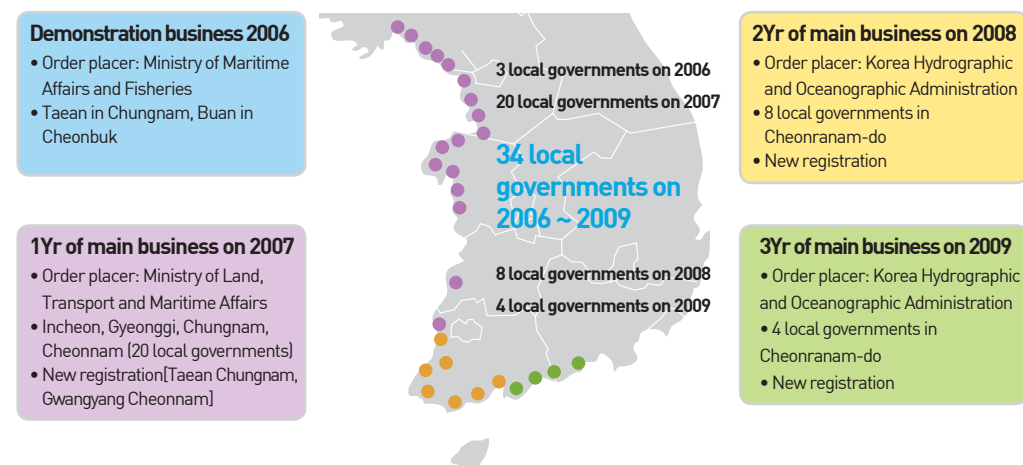
Korea Cadastral Survey Corporate supports the effective management control by acquisition and manage as state property by investigation and survey the non registered land at the nationwide coastline. The demonstration business was initiated from 2006 and the southern sea region is investigated and surveyed currently and it will be continued year by year. 1,364 parcels of 2,313,730m² for coastal area status survey, status survey and survey on captured area was finalized on 2009. Owing to this, the lands on the seaside which was management as a public ownership area were registered on the registry book made the lands be used effectively, developed and wellmaintained. The value of effective use for coastal area management information system has been improved by acquiring the precise cadastral data.



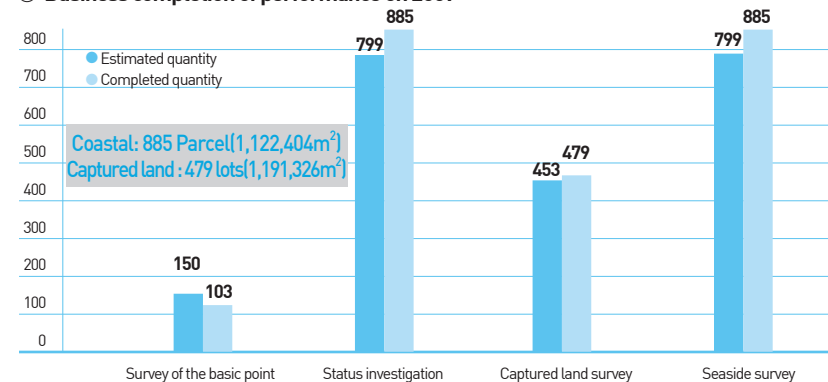
◎ System of Business Performance



◎ Business scope and performance



◎ Business completion of performance on 2009



Establishment of global competitiveness

Korea Cadastral Survey Corporate carried out the overseas business since 2004 to overcome the limits of domestic cadastral survey market and to acquire the new growth engine. The international society such as UN recognizes the cadastral institution as an essential social infrastructure for the national economic development and administration of the sustainable national territory has been supporting the underdeveloped countries and CIS countries with much interest. We will take part into the ODA (Official Development Aids) business aggressively in focusing on the underdeveloped countries and developing countries and will acquire international competitiveness by strengthening the capability of organization.

Strengthening the overseas business performance system

Korea Cadastral Survey Corporate has performed the collaboration with overseas organization related with cadastral survey to strengthen the overseas business performance system. The officers from Tunisia, Oman, Japan, Vietnam, Uzbekistan, Netherland has visited Corporate on 2009 and they show the deep interest in the advanced cadastral institution and survey technology and there was an in-depth discussion for the mutual cooperation method and direction progress. While acquiring the necessary information for important business plan and land registration business through the consistent exchange and cooperation with overseas organization, new overseas business was explored by spreading excellent cadastral institution and Corporate' s advanced cadastral technology to overseas. The activities to enhance the international awareness have been strengthening by establishing manpower network.

2008		2009	
Object	Performance	Object	Performance
2 countries [30 people]	2 countries [32 people]	4 countries [30 people]	5 countries [44 people]

Establishment of cadastral and spatial information

Korea Cadastral Survey Corporate established the guideline for improving cadastral business in Azerbaijan from September 2009 to December 2009 and performed the consulting and education of officer who work for cadastral department. This business includes land registration consulting, demonstration survey, e-system development and education with Korean International Consortium. In addition, we entered the MOU for the 2nd land administration management business in scale of U\$ 5 million with the government of Jamaica and 3 cadastral specialists are dispatched to Jamaica for the agreement and to improve the cadastral system and they analyze the environment and affairs and the effective land registration will be performed for the demonstration region in the future.

2008		2009	
Target	Actual	Target	Actual
1 country [KRW 1400 million]	2 countries [KRW 1560 million]	2 countries [1500 million]	1 country [KRW 1250 million]

Activities of exploring the overseas market

Korea Cadastral Survey Corporate entered an MOU for ‘cadastral and land administration cooperation’ with National Cadastral Institute of Uzbekistan on May 2009. Therefore, the establishment of training center is being prepared for strengthening the competence of cadastral government official and cadastral surveyor in Uzbekistan and both of the organizations are making an effort to induce the cadastral training center facility and curriculum. 2 cadastral specialists were dispatched to Oman for 6 months from October 2009 where the cadastral institution is underdeveloped and we make an effort to create the overseas business in many sides such as the computation of the cadastral drawing, land registration, new city development survey and so on.

Participation into international conference

Korea Cadastral Survey Corporate strengthens the global competence and network through participating into many cadastral related international conferences.

FIG [International Surveyor Union] Formation of global network by participating into the executive committee of FIG on 2009

The executive committee of International Surveyor Union was held at the international conference center in Eilat, Israel in the midst of attendance of more than 500 from 60 countries. 6 members including the president from Korea Cadastral Survey Corporate participated and created the social network with the experts of cadastral and survey in the world and contributed to enhance the status of Korea. We participated into the important decisions such as the change of meeting, revision of the FIG statute and internal regulation and selection for the chief of divisional committee. In addition, there was a presentation of 250 research theses in 60 fields with the subject of ‘the core role of the surveyor in rapidly developing modern society’ in this executive committee. We represents Korea presented the theses of ‘Development of at site quality confirmation module, RTK-GPS for cadastral resurvey in Korea’ and ‘Proposal for the development direction for the successful cadastral resurvey in Korea.’ The presentation of ‘Strategic method for quality improvement of cadastral space data for the establishment of effective electronic government based on NSDI’ attracted the attention of the participants from all over the world and it was applauded.

Classification	Date	Venue
FIG Congress	April 2002	USA
	October 2006	Germany
	April 2010 [Plan]	Australia
FIG Working Week	April 2003	France
	May 2004	Greece
	April 2005	Egypt
	May 2007	Hong Kong
	June 2008	Sweden
	April 2009	Israel
	September 2003	Poland
FIG Commission 7 Annual Meeting	September 2004	France
	June 2005	USA
	October 2006	Slovenia
	May 2007	Korea
	September 2008	Italy
	October 2009	Malaysia
	September 2010 [Plan]	Czech

South East Asia Survey Association

It was established to develop the survey field and promote the friendship among South East Asia countries through information exchange on 1979. The general meeting is held in every 2nd year with the agendas of cadastral survey information, digital drawing making, water passage survey, aerial photogrammetry, land administration, urban and rural planning. Korea Cadastral Survey Corporate attended at the meeting in Malaysia on 2009 and made a presentation for ‘The effective management method for cadastral survey data.’

General meeting	Year	Venue
The 1st	1979	Singapore
The 2nd	1983	Hong Kong
The 3rd	1987	Indonesia
The 4th	1991	Malaysia
The 5th	1995	Singapore
The 6th	1999	Australia
The 7th	2003	Hong Kong
The 8th	2005	Brunei
The 9th	2007	New Zealand
The 10th	2009	Malaysia

International cadastral symposium

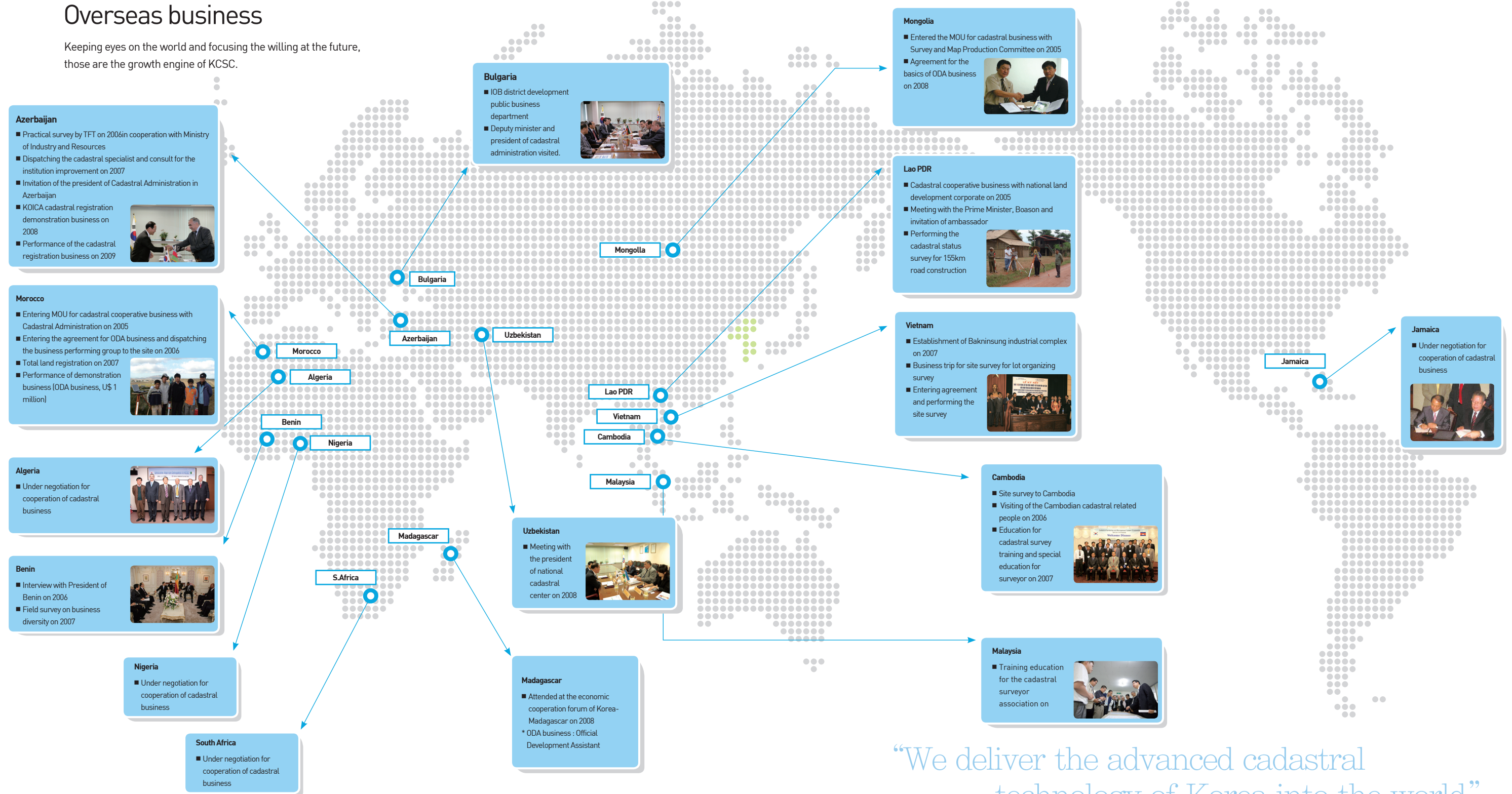
International Cadastral Association was established for the purpose of the information exchange, development of science and technology in cadastral field by the cadastral related organizations of Korea, Taiwan and Japan on 1998 and it plays important role in international exchange for the cadastral development in East Asia. The international cadastral symposium is held in every 2nd year in turn of 3 countries. It was held in Korea on 2008.

General meeting	Year	Venue	Participant/Thesis
The 1st	1998	Taiwan	3 countries/8
The 2nd	2000	Japan	4 countries/29
The 3rd	2002	Korea	3 countries/25
The 4th	2004	Taiwan	3 countries/23
The 5th	2006	Japan	3 countries/29
The 6th	2008	Korea	3 countries/15



Overseas business

Keeping eyes on the world and focusing the willing at the future,
those are the growth engine of KCSC.



“We deliver the advanced cadastral
technology of Korea into the world.”



Part :2

Land, we draw the mind of it

We learn a lot of things from the travel.
People who come with happiness, beautiful scenery and memories
We reach at the a few thousand kilometers away
instantaneously upon closing the eyes.
We meet the changeless generosity of land where the
unforgettable memories are overflowing.

Disclosure on Management Approach

DMA-Social Achievement

Approaching method

Korea Cadastral Survey Corporation tries to provide the value to the customer, local community and employees. We performed the customer segmentation and customer participating channel establishment to provide the value through customer satisfaction. In addition, we provide the value to the local community through the social contribution which is characterized by Korea Cadastral Survey Corporation. We are hardening the trust through the fair treatment and variety respect to the employees. Various training programs are supported for hardening the specialty and competence. In addition, we are going to establish the transparent organization culture through the powerful willing for ethical management and support system.

Strategic direction

We reflect the customers' needs by surveying the customer satisfaction and satisfaction to the service to enhance the customer satisfaction. We will operate the customer management system reflecting the customer characteristics based on this. The efficiency will be improved through the unique social contribution activities. The company wide participation will be induced and the social responsibility as a public organization will be performed by increasing the opportunities to the socially disadvantaged people. We will improve the satisfaction to the life through the safety, health and education in recognition the internal customers are also important factor.

Achievement monitoring

We derived the enhancement of customer satisfaction by operating the VOC system, online customer participation center. We tried to improve the level of welfare in the local community through setting up a sisterhood relationship and sports promotion support. We tried to apply the objective and reasonable evaluation system and various types of educational program have been supported. In addition, we are making the organization culture which labor and management can satisfy by developing the selective welfare system meeting with the employees' individual needs. Besides that, we try to be recognized as a clean company by strengthening the evaluation and compensation in the ethical management.

Classification	Contents	Achievement on 2009	Trend of performance comparing to last year	Next year target
Customer	Customer satisfaction	88.9	4.0↑	92.0
Local community	Number of participants to the social contribution activity	248,135	571↓	9,000
Variety	Employment rate for elites from local district	77.4%	5.6%↓	80.0%
Employees' satisfaction	Number of courses in training	48 courses	10 courses↑	54 courses
	Annual average hours for education per person	94.13 hrs	10.7 hrs↑	99.8 hrs
	Average cost of welfare per person	KRW 18,410K	KRW 310K↓	Maintain the same level of last year
Safety and health	Number of disasters related with affairs	6 cases	3 cases↑	Making 0 case of disaster

We are going to be a company which gives happiness beyond the customer's admiration.

There is a limitation to customer satisfaction in each business sector because Cadastral survey service customer relation is different from the usual customer relation. Customers are being diversified across the value creation customer who develop the survey technology and operate the cadastral survey service market with research and education the cadastral institution and value influencing customer who utilizes the result of the developed survey technology deepening on the specialty of the business. Furthermore, we are taking into account the potential customer who has a possibility to utilize the cadastral service in the future. Korea Cadastral Survey Corporate tries to provide the differentiated information to the segmented customer and derive the reasonable and balanced development of cadastral institution.

Classification	Definition	Characteristics
Customer of value creation	Entity which operates the cadastral survey market and study the cadastral institution and develops the education and cadastral technology development.	Provision of the newest cadastral information and policy making data to make the life of nation in affluence such as setting the fair and transparent personnel principle standard and welfare system
Customer of potential value	Entity which has a possibility to utilize the results of cadastral survey market, study and educate the cadastral institution	Performance of the role as a special company to the cadastral survey company and realization of mutual survival such as the cadastral scholarship association, various supports to the related school industry-academy cooperation
Customer of value purchasing	Entity which utilizes or influence on the results and achievement of the cadastral survey technology development	Consistent maintaining the friendly relation by service providing such as the system of issuing the achievement map at site
Customer of value influential	Entity which influences directly or indirectly on the planning, execution and decision making process of cadastral survey technology development	Participation to the management of Corporate through the consulting for the establishment of the main policy and various business implementations. Open management by data provision depending on the management direction of president and emerged matters to Corporate

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graph TD
    CSIC[CS Innovation Committee]
    CSPC[CS Performance committee]
    CST[Customer support team]
    HLO[Headquarter and local office]

    CSIC -- "Setting the basic direction of CS" --> CST
    CST -- "CS performance results report, CS evaluation results report" --> CSIC
    CSPC -- "Setting the basic direction of CS" --> HLO
    HLO -- "Report of the CS performance achievement" --> CSPC
    CST -- "Report of the civil petition treatment, Report of the VOC treatment and result" --> HLO
    HLO -- "Improvement of CS institution, Support to the CS education" --> CST
  
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CS Innovation Committee

Chairman: Business director
Committee member : CS leader

- Setting the basic direction of CS
- CS performance results report
- CS evaluation results report

Customer support team

CS Performance committee

Chairman: Chief of Committee
member : CS clerk

- Setting the basic direction of CS
- Report of the CS performance achievement

Headquarter and local office

- Report of the civil petition treatment
- Report of the VOC treatment and result
- Improvement of CS institution
- Support to the CS education

Korea Cadastral Survey Corporate operates by establishing company wide customer satisfaction management system to maximize the customer satisfaction through customized service provision depending on the customer pattern under the CS vision of the 'provision of happiness service which moves the mind of customer.' We improve the institution of the overall CS activities by constituting the innovative performing organization which is composed of the CS leader to provide the systematic and effective service meeting the segmented customer needs and play the role to improve the service. In addition, we provided the change of the CS organization culture and innovative base by sharing of all employees and acquiring the participation inducement through the study group (CoP), educational program and questionnaire.

Company wide vision

Global leader leading the cadastral institution and promotion of spatial information industry

CS vision

Provision of service in happiness which moves the mind of customer

Core value 4A

Accurate	Alert	Assisted	Advanced
Exact service based on the specialty	Prompt service in reasonable procedure	Customer oriented service in kindness	Advanced modern service

Strategic direction

Establishment of CS infrastructure for customer satisfaction management	Aggressive improvement and management with customer	Customer oriented institution and process control
<ul style="list-style-type: none"> Strengthening the function of customer relation management Establishment of customer oriented affair system Boom-up the customer satisfaction activities 	<ul style="list-style-type: none"> Effectiveness of CS institution operation Management on the service quality level Establishment of the integral VOC management system 	<ul style="list-style-type: none"> CS mind level up equalization Enhancement of customer information Strengthening the management function for service manual

Task for performance

Two photographs at the bottom illustrate the company's commitment to customer service: a group of employees in a meeting and a staff member assisting a customer.

Diversification of customer satisfaction channel

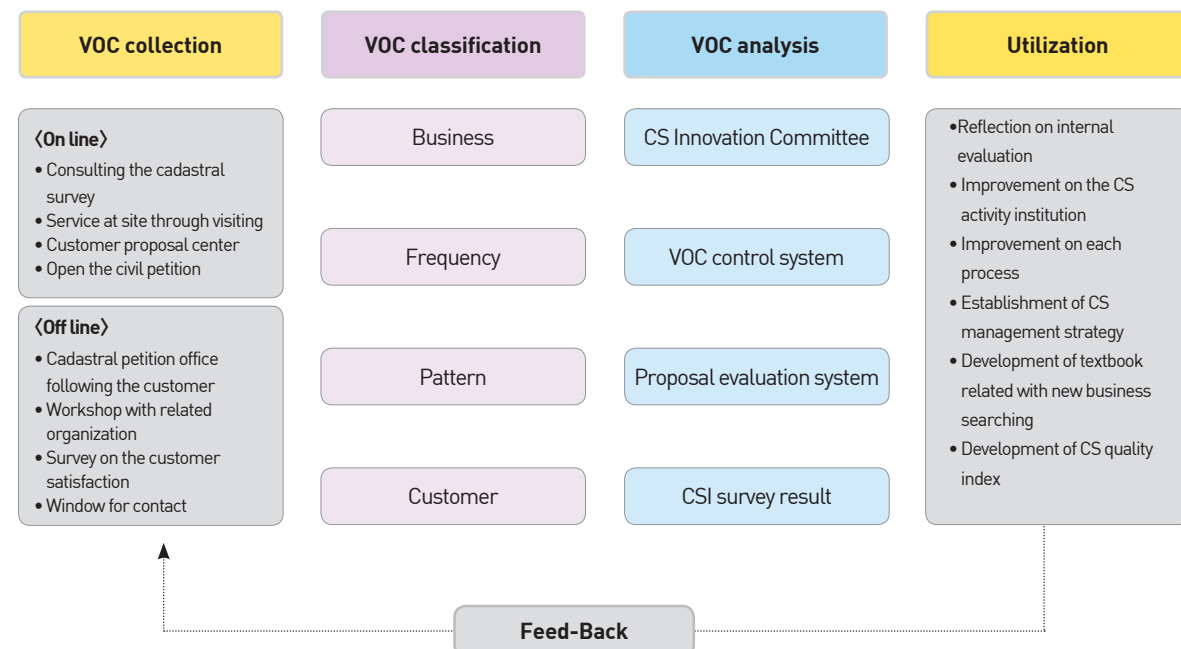
Korea Cadastral Survey Corporate tries to minimize the customer complaints for the cadastral survey service provided while we make an effort to be a reliable company with providing the customized service required by customer to prevent the complaints in advance.

VOC (Voice of Customer)

Korea Cadastral Survey Corporate is trying to provide with improvement of the overall service which is used directly by the customer at the site through the support system for the customer requirements to be reflected on the management. The voice of customer is an integrated management system which was distributed in various media such as on and off line receives, process, analyze and evaluate promptly and effectively. In addition, all employees monitor the corresponding contents in order to prevent re-occurrence of the same patterns of customer complaints. Company wide level customer satisfaction management is being pursued with provision of the improved service by improving the quality of affairs.



© VOC system chart



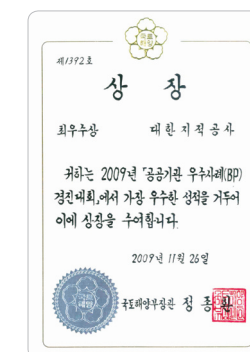
Achievement created through the utilization and improvement of VOC

Awarded the super prize at the BP competition among the organization under the Ministry of Land, Transport and Maritime Affairs

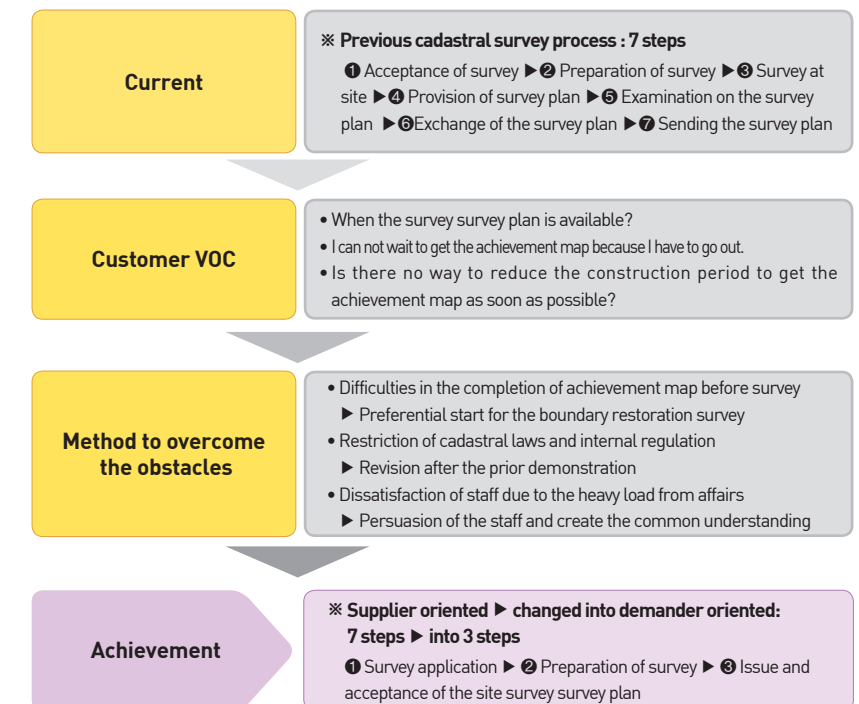
The method of issuance of the cadastral survey plan which was received by posting a mail or direct visiting by the applicant through the processing and internal approval by withdrawing to the office after completion of cadastral survey (Boundary restoration survey) was changed into the direct issuance at the site instantly when the customer needs the issue at the site which minimizes the time and cost consuming to the citizen.



Presentation of BP case (October 29, 2009)



Grand prize awarden



Center of customer participation in homepage

Consulting the cadastral survey

The questions for the cadastral survey from the customer are being processed in real time. 1,157 cases were processed on 2008 and 815 cases were treated on 2009.

◎ VOC system chart

Year	2008	2009	Difference
Cases	1,157	815	342 ↓

Open the civil petition

We are making an effort to eliminate the customer dissatisfaction and improve the reliability of Corporate by opening the process of the petitions for survey achievement through internet. Owing to this, the cases of claiming have been reduced on 2009 comparing to 2008.

◎ Open the civil petition

Year	2008	2009	Difference
Cases	97	58	39 ↓

Customer center

The center for customer proposal is being operated to reflect the various requirements from customer, idea for policy development and participation into management aggressively. In addition, it is managed for the center sharing the experience of customer for the service or cases of staff's service in kindness.

◎ Customer center

Year	2008	2009	Difference
Center for proposal	34	56	22 ↑

Application system through internet

We processed by the request via internet system to request the cadastral survey through Corporate homepage.

Establishment for the elderly and disabled

We provide the customer oriented web service by providing the internet accessibility to the classes who are isolated from the information such as the elderly and disabled.



Effort to improve the service to customer

At site service through visiting

We are performing the at site service by direct visiting to the residing customers in isolated island, the elderly and disabled to improve the convenience to the customer and make an practical assistance by realizing more effective customer oriented service. 149 cases through on line and 342 cases through off line were performed on 2009.

Delivery system for the cadastral survey plan

Delivery system for the cadastral survey plan which provides the details of explanation and answer to the questionnaire for the survey results by visiting the customer who want the delivery of the result map after completion of the survey. It was 58,647 cases which were increased by 14.9% comparing to the last year (51,024).

Opening and evaluation the information for the service

The booklet for the cases of petition has been established to establish the DB of survey result map and related data and share the knowhow of the competent staff contacted the customer directly. At no cases were found to violate the laws for service information or related regulation or health and safety of customer. In addition, no cases of violation against the regulation and rules were found. There were no cases of penalty imposed by the violation of the laws and regulation for the service supply. The internal instruction is established for the information such as the materials of advertisement and sales promotion which were distributed by Corporate. Also, there were no cases of violation concerned with the advertisement, sales promotion and sponsorship.

Protection for the customer's information

Korea Cadastral Survey Corporate performs the self made private information prevention plan to control the customer information legally and safely and the invasion prevention system, web fire wall are installed and operated to strengthen the technical prevention during the collection, saving and transmitting the private information. No cases for customer petition were created related with the release of private information.

◎ Entering an MOU to strengthen the cooperative system to customers of organization

Total 29 organizations such as the Korea Industrial Complex etc.



Various surveys on the customer satisfaction

Korea Cadastral Survey Corporate pays attention to the opinions from the customer always. The opinions from the customer are collected and they are reflected on the management activity through the various satisfaction surveys including the customer satisfaction survey.

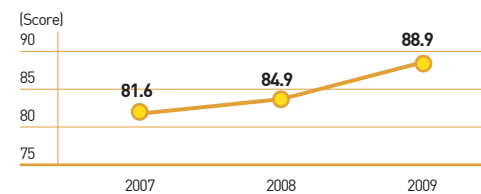
Self managed happy call survey for maintaining the service quality

The method are provided for improving the customer satisfaction through the customer needs analysis and derivation of matters to be improved through utilization as the basic data to maintain Corporate competitiveness acquirement by surveying and managing the service satisfaction regularly.

Survey on the customer satisfaction

Korea Cadastral Survey Corporate tried to improve the customer satisfied service quality through the objective survey and improvement activity for the customer satisfying service level performed by the government. Owing to this real action, the survey on the customer satisfaction on 2009 revealed that it makes an positive influence on the company image improvement by getting 88.8 points which was increased by 4.0 point comparing to the last year. We will exert the best effort consistently to be born again as the best organization of service out of the public organizations in the future.

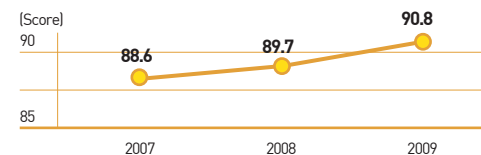
◎ Yearly trend of customer satisfaction



Survey on the kindness of phone answering

It is surveyed on the staff to amend the elements of weakness by evaluating the answering attitude during customer contact. The staff of superiority shall be awarded and the level up education is performed for the inferior staff. The points of the kindness in telephone answering have been increased through the recent 3 years and the integrated points on 2009 were evaluated as 90.8 which were increased by 1.1 point comparing to last year.

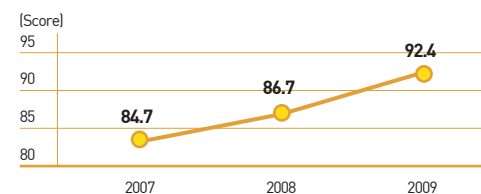
◎ Yearly trend of kindness in telephone answering



Survey on the happy call [Posterior customer satisfaction]

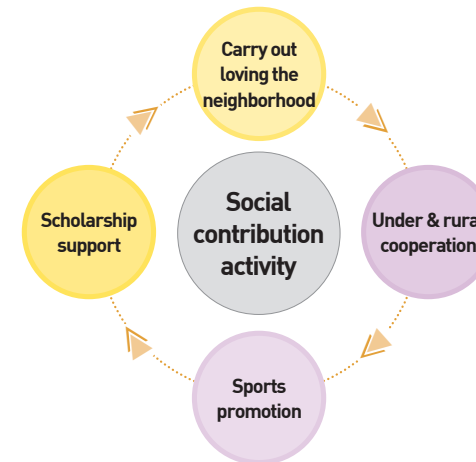
Korea Cadastral Survey Corporate surveys the posterior customer satisfaction for the overall cadastral survey services. The performance of the service standards has been checked with the checklist in each part such as the kindness at the quest of survey, kindness at the site survey, compliance of the commitment and overall satisfaction. We try to realize the customer oriented high quality service by deriving the tasks to be improved. The points were increased consistently during the last 3 years and the integrated scoring on 2009 was 92.4 which were increased by 5.7 points comparing to last year.

◎ Yearly trend of happy call



Contribution to the local community

The sharing behind the scene makes the world happier.



Social contribution activity via sharing management

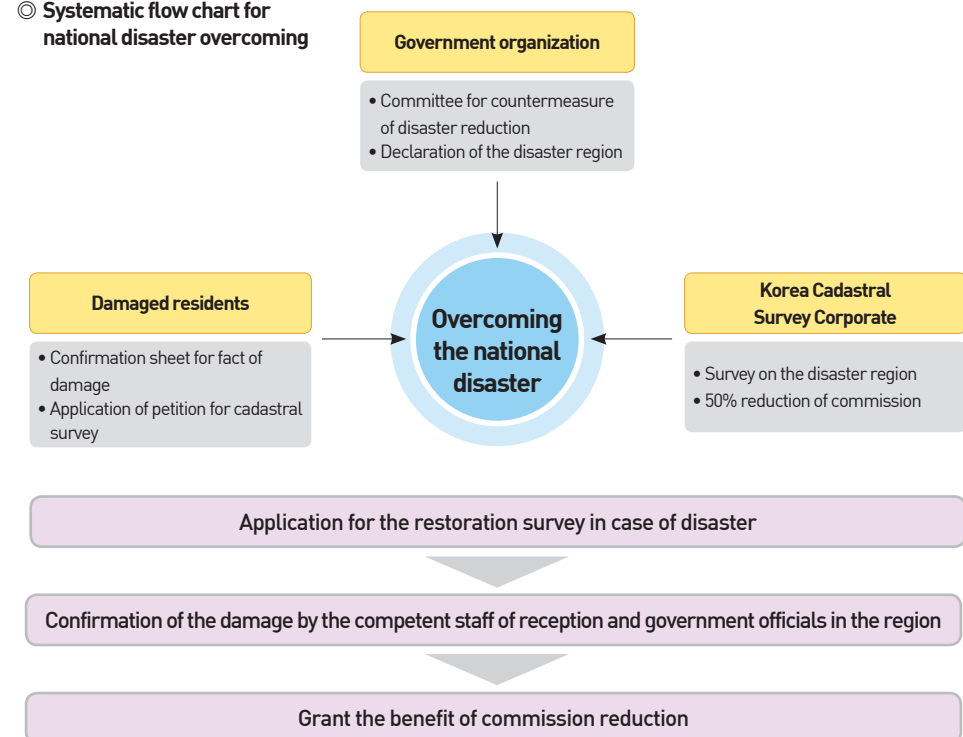
There are no classes for sharing the love. The employees of Korea Cadastral Survey Corporate are spreading the company wide social contribution activity to carry out the realization of bright and healthy society, management of sharing, loving to the farming house and environment for the neighborhoods in difficulties, disabled not to be neglected by leading the social responsibility and roles as a public organization as the social responsibility of the company is being emphasized.

Unique social contribution activity of KCSC

Reduction of the cadastral survey commission

Korea Cadastral Survey Corporate can strengthen the relation with local community by implementing the social responsibility to the national disasters as a public organization by reducing the cadastral survey commission in the region of disasters in line with the specialized social contribution activity of Korea Cadastral Survey Corporate only and the conflicts can be prevented in advance by the resolution of the boundary conflict of land among the concerned people in disaster area. In addition, the role of enhancing the image to the people can be expected in cooperation with active support and cooperation to the government policy.

◎ Systematic flow chart for national disaster overcoming



Jidoli volunteers devotion delegation

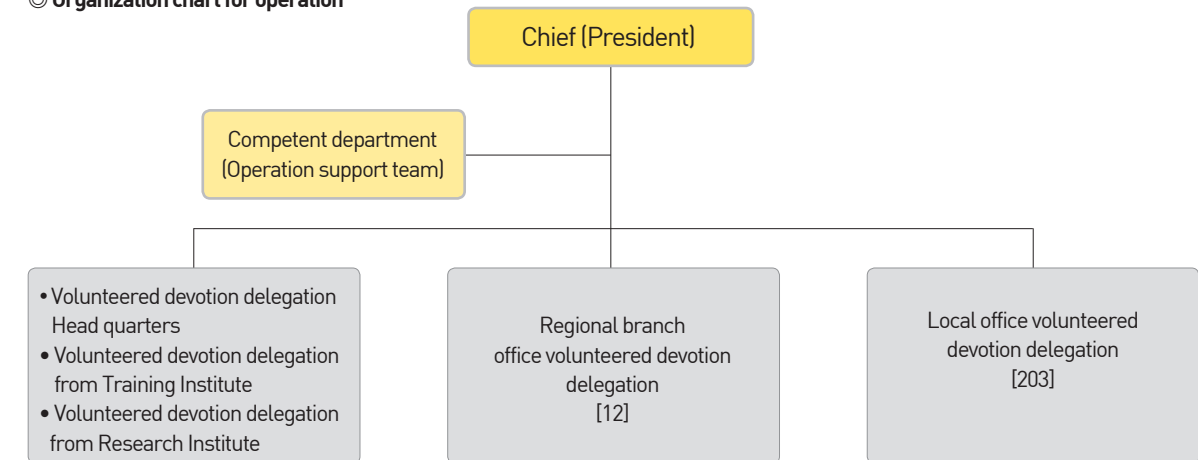
‘Jidoli devotion delegation’ established on July 2006 after sister relation with Daejang town, Geumgwa-myeon, Sunchang-gun Chunbuk on November 2005 is crusading for the society contact love sharing such as the direct transaction of agricultural products, free travel for town resident, laboring for farming and fishing houses in consideration of the regional characteristics in anywhere in our territory voluntarily and consistently in expansive constitution as one delegation in one organization on February 2007 with more than 4,000 employees were membered in total 218 delegations for the president to be a chief. In addition, we are making an effort to contribute to the society meeting the cadastral information service of civil devotion and in cooperation with the government policy such as the prompt restoration support and survey commission reduction on the state undertaking business related with agriculture by means of strengthening the partnership through establishment of network with the related organizations such as the local government and citizen’s group.

* 8,135 persons across 987 times during 2009 participated into the Jidoli devotion activity and made social contribution activities for the neglected classes and local community. The unique devotion activity of Korea Cadastral Survey Corporate will be expanded consistently in the future.



① Environment protection ② Devotion in nursery school ③ Supportive activity in farming house ④ Joining to the blood donation ⑤ Support to the neglected class such as a independently residing elderly ⑥ Visiting to the home of disabled

◎ Organization chart for operation



◎ Activities performed by Jidoli devotion delegation on 2009

Support to needy poor neighbor and neglected class	• Helper in welfare facility and devotion by laboring • Helping the independently residing elderly and child head of household • Helping the home of disabled	KRW 649,070K
Environment purification activity	• Environment purification, street cleaning and traffic control at the river, mountain and sea in the premises • Coastal rescue work in the accident of oil leaking in Taean	228 times/3,493 persons
Social contribution activity program linked with social organization and NPO	• Coin collection for helping the children of infant cancer and leukemia [Korea Infant Cancer Foundation] • Participation into the loving movement of my hometown[KB, Hankook daily] • Blood donation movement of love[Korea Red Cross] • Activity of culture member of love [Culture hall of Gyeonggi]	KRW 4,750K Social return of 0.2% of the used amount of card for my hometown loving 97 persons KRW 7,607K

◎ Actual support for needy neighbor and neglected class

Classification	Frequency	Persons	Amount [In K KRW]
Social welfare	5,388	14,882	241,072
youth household	170	1,794	12,813
elderly living alone	70	445	4,917
Home of disabled	52	240	3,525
Needy neighbor	249	1,104	82,342
Delivery of product	12	142	201,740
Scholarship support	233	1,013	16,375
Disaster recovery	1	30	6,360
Blood donation	97	97	-
Support for the farming house region and purchasing of the agricultural products etc	188	1,072	46,991
Others	279	1,219	79,926
Total	6,739	22,038	696,061

Exchange of one company with one village

Korea Cadastral Survey Corporate carries out loving the farming houses through the activities after sister relation with Daejang town, Geumgwa-myeon, Sunchang-gun Chunbuk on November 2005 through the direct transaction of agricultural products, free travel for town resident, laboring for farming and fishing houses. In addition, we held the events of purchasing the Jeju tangerines, agricultural special events through the consistent exchange and support to the farming villages which are suffering from the opening of the agricultural products opening. We reduced the cadastral survey commission for the expansion business of agricultural infrastructure facilities and delivered the low temperature reserving warehouse and grain drier for farming house. We witnessed the 10-15% increase of the farming house income with new value added creation in concentration of the high quality agricultural products owing to the company wide support. We were selected as 'a super company by the Central Association of Agriculture Cooperative in sister relation exchange of one company one village' in the opportunities of reviving the confidence and vital improvement in the depressed farming village. We will support the culture, welfare of farming village residents consistently in the future and will play the role of strong benefactor for the mutual survival of urban and rural villages to be born as a role model via implementation of consulting the petition related with cadastral survey and the farming village experiencing program for new employees.



Sponsoring the cycle team

We contribute to the social activity for promoting the national sports by creating and operating a cycle team on November 2006 which was a non popular item in order to create the new corporate culture and to realize the willing of social responsibility. The male cycle team which is composed of the 1 director and 6 players enhances the status of Korea through winning and placing in high ranking in much domestic and international competition with initiation of for Sun Jae Jang belonged to our Corporate achieving the 3 medals winning in Asian Game at Doha, Qatar.

Industry-Academy cooperative Cadastral Scholarship Association

Korea Cadastral Survey Corporate carries out the management of sharing with investment for the scholarship support for fostering the elite on the base of thinking that the elite of today does not come automatically but it is raised by the society. In addition, we increase the number of scholarship recipient student every year in order to guide even one more elite who will be grown as a promising youngster such as supporting the scholarship until graduation by the recommendation of the university students who are needy from each regional branch office on 2008 by establishing the institution of 'New Hope Scholarship' on November 2007.

◎ Winning of cycle team

Classification	Competition	Record
International competition	4 competitions excluding Tour De Korea on 2009	1 st : Twice 2 nd : 5 times
Domestic competition	4 competitions excluding 90 th National Sports Competition	1 st : 12 times 2 nd : Twice 3 rd : 5 times

◎ Support of Cadastral Scholarship Association

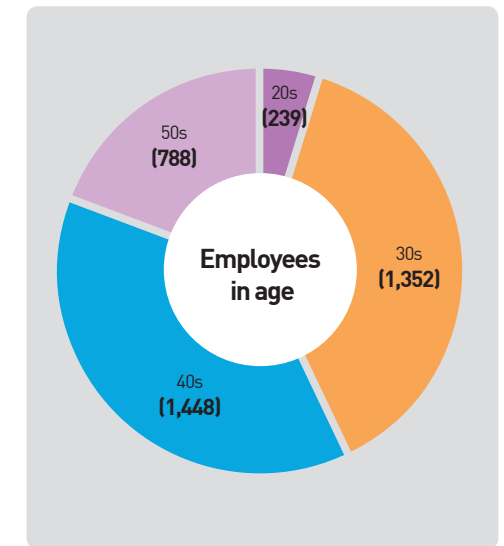
Year	Persons	Amount [In K KRW]
2008	486	463,387
2009	488	454,789

Satisfaction to top management and staff

More than 4,000 who are gathered with enthusiasm, professionalism and love will run forward together

Status of employees

The number of employees is 3,827 status quo end of December 2009. [Excluding the short term non-regular employees] The ratio of female employees is low up to now due to the characteristics of affairs of Corporate, but it shows the trend of increasing steadily. The female staff is not included in the director and official employee beyond 2nd grade, however, the ratio of the female senior employees is expected to be increased as the ratio of the female senior employees are increasing gradually. The average working year is 17 years and the average age is 42, but it is expected to be lower due to the increase of fresh staff employment.



◎ Employees in grade [Status quo December 31, 2009]

Classification	2007	2008	2009
Total	3,975	3,949	3,827
Director	4	5	5
Chief of division	13	13	13
1 st grade	12	13	9
2 nd grade	149	149	152
3 rd grade	341	334	341
4 th grade	834	833	829
5 th grade	1,439	1,835	1,797
6 th grade	796	400	352
7 th grade	172	160	143
Technician	69	66	49
Assistant	146	141	137

Employment system

Korea Cadastral Survey Corporate keeps the principle of open competition employment and expands the application opportunity for the super elite to exert their competence with withdrawing the restrictions of sex, age and academic career based on the personnel regulation. We introduce the blind interview and various selection techniques to enhance the fairness and objectiveness in employment and anytime human resource registration system inside the webpage is provided to utilize the required human resource in special field in acceptance of application from the human resource who keeps the certificate of a certain technology.

System for targeting the dual gender equality in employment

System for targeting the dual gender equality in employment is adopted and performed for the purpose of the social equality personnel management to select the competence based employment without gender discrimination. The target ratio of the female employment was set as 30% until 2010 and the ratio of the new female employees was 25.8% in this year.

Employment of social minority

We introduce and execute the social equality employment system which allocates a certain percentage of the employment for the disabled and veterans to carry out the moral and social responsibility as a public company. The ratio of the disabled in Corporate is 2.67% which is beyond the employment ratio defined in the law (2%) and a certain percentage of the disabled are employed in the public recruiting of new employees. In addition, the persons from Cheonrabuk-do which was decided for the areas of public organization moving were employed by selection of 5% in preferential treatment system of the region. Korea Cadastral Survey Corporate will expand the employment of the social minority consistently in the future.

◎ Status of social minority employment

Classification	2007	2008	2009
The disabled	86	86	96
Female employees	8.40%	8.60%	8.50%
Employment ratio from local district	82.20%	83.00%	77.40%
Employment from science and technology	37	36	25
Employment of patriot	9	2	10

Internship employment

Korea Cadastral Survey Corporate started the recruitment of internship based on the youngster workplace creation in public sector by the government. There is no restriction in academic career, sex. 216 competent employees are adopted who are not enrolled in the school and not experience in Corporate and this internship system will be operated in extension until the end of 2010.

◎ Status of Irregular employees

Year	Regular	Non regular
2007	3,975	175
2008	3,949	74
2009	3,827	218

Prohibition of discrimination on irregular employees and improvement on treatment

A part of affairs is processed by the employment of the irregular worker. The unfair treatment is prevented beforehand by dividing the affairs of regular and irregular workers clearly based on the assistant human resource management guideline in office and site. In addition, the grievance resolution system was provided by appoint competent department and clerk in each organization to solve the grievance of the irregular employees. The periodical workers (146) who worked more than 2 year were employed by conversion into regular position as of December 1, 2007 based on the integrated countermeasure for irregular employees in public sector.

Strengthening the link between internal evaluation and remuneration function

Korea Cadastral Survey Corporate reflects the performance evaluation of the employees to the personnel evaluation regularly and performs the competence and achievement oriented personnel management in link with achievement on affairs and incentive payment. The chief of the organization and directors are entered in agreement based on the management contract standard suggested by the government and the management achievement agreement is entered for chief of Cadastral Training Center, President of Cadastral Research Institute and head of division. The results of the evaluation are reflected on the successive office terms of the head of division. The performance oriented corporate culture has been established with reflecting on the incentive payment, extension of contract, awarding and overseas training through the personal ability evaluation for the positioner beyond the team leader and contractual workers and evaluation of the personal contribution for team member.

Ability oriented promotion system

The scope of the promotion was expanded in order to be promoted when the competence and quality are kept for promotion and the target of the affairs are achieved sincerely by means of improving the promotion management method depending on position and seniority which were not reasonable. The various criteria for decision has been operated by quantifying the actual affairs processing not only by working score, career and ability in order to enhance the objectiveness and fairness in case of selection for qualified person for promotion. It is described to apply the fair criteria without putting any differences depending on the academic career, sex and region in the decision of education, personnel movement, promotion and decision of position depending on the behavioral creed of employees.

◎ Ability oriented performance evaluation system

Subject	Evaluation system
Director, chief of division	<ul style="list-style-type: none">• Agreement system for director performance• Decision system for suitability for succession of chief of division level• Agreement system for management achievement for chief of division level• Evaluation on integrity
Team leader	<ul style="list-style-type: none">• Competence evaluation and personal performance evaluation• Agreement system for performance on affairs• Performance evaluation of chief of local office• Evaluation on integrity
Team member	<ul style="list-style-type: none">• Evaluation on personal contribution for team member• Evaluation on performance for chief of survey team• Evaluation on performance for research/professor/contracted worker• Evaluation on BSC site survey team
Others	<ul style="list-style-type: none">• Multi sided evaluation on competence basis• Investigation on the kindness of phone answering for person• Evaluation on management performance for each organization• Evaluation on the personal ability of employees

We introduce and operate the manpower fostering program for global leader.

Elite fostering

Korea Cadastral Survey Corporate decided that the nurturing the elite is important for the achievement of the vision of 'global leader leading the cadastral institution and spatial information industry promotion.' Various educational programs are operated for self realization not only improving the work competence to accumulate the core competence of the staff.

Training and education

The training education are performed linked with cyber education by total revision of the entire course of technical education into blended learning course and the undeveloped courses of cyber education are going to be amended through the successive development of contents. In addition, the base of the educational service searching for the performance at site of technical education is established and the in house lecturers who are nurtured with combination of theory and practice have been utilized fully for rapid technology spread through the acti pany education.

※ Blended Learning

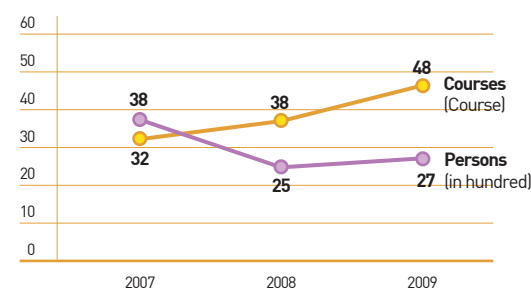
A parallelized education system to proceed the education in off line after finishing the on line education

Cyber education

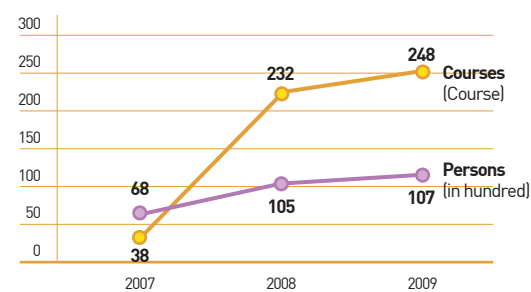
Cyber book reading education was newly established on 2008 in order to recognize the importance of the education through book reading and to spread the self regulating book reading course. The human resource nurturing to contribute to the development of Corporate has been expected through the study & research activities while recognizing the importance of the management environment change and self development effort through book reading.



◎ 연수교육 이수현황



◎ Status of cyber education



◎ Status of nurturing international cadastral specialist

Pattern	2007	2008	2009
Overseas business specialist	15	15	14
Dispatched education to overseas	3	2	4

Fostering the international cadastral specialist

We foster the suitable core human resource for overseas market exploring and international exchange and the global elite necessary for the business area expansion.

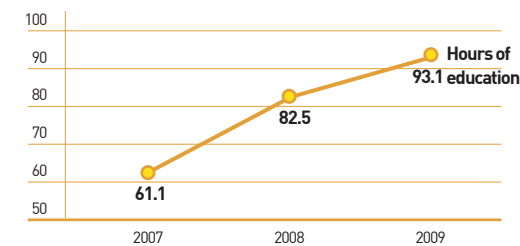
◎ Re-employment and education for business creation

Contents of application	Consulting	Acquiring the certificate	Training & Education
Period of application	Any time	Once	2-3 weeks

Operation of the study program for the retired

The study program has been operated to support the re-employment, business creation, preparation for retirement systematically in order to level up the quality of affairs related and confidence before and after the conversion period until retirement and to contribute for the creation of social value in every respect of society. It is expected that more employees will utilize the study program through aggressive notice and support in the future.

◎ Education and training hours per person



Education hours per person

The average education hours per person on 2007 was 61.1 hours and that of 2008 was 82.5 hours (11.7 days), 93.1 for 2009 which was revealed as higher by 10.7%.

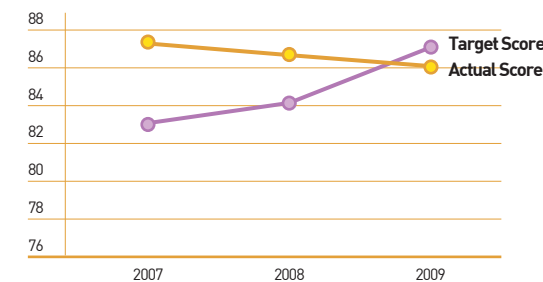
◎ Satisfaction to the education for employee

Year	Target score for satisfaction of education	Actual score for satisfaction of education
2007	81 points	87.1 points
2008	84 points	86.9 points
2009	87 points	86 points

Result of survey on the satisfaction to the education for employee

Korea Cadastral Survey Corporate performs the survey on the satisfaction to the education for the employees to minimize the discomfort of the student and to escalate the education effect. The contents of lecture, satisfaction to the method, satisfaction to the use of equipment and device, assistance in case of affairs processing, systematic degree of textbook contents, appropriateness of curriculum composition and education period and satisfaction to the facility for life are improved through questionnaires.

◎ Satisfaction to the education



Improvement of quality of life

Remuneration system

The annual salary system is applied for employees who have positions beyond 3rd grade including directors and the employees under 3rd grade are in pay step salary. The incentive is paid in differentiation depending on the ability and performance however there is no difference in the basic salary between male and female employees. The level of salary is similar with other semi government organization and the salary of the new employees is KRW 1,310,000 which is 156.7% comparing to KRW 836,000, the lowest wage level defined in the law.

Welfare system

The operation of the diversified welfare system for example, entry into 4 social insurance (health insurance, employment insurance, industrial disaster insurance and nation pension, subsidy for middle and high school, loan to the university student, loan for the house rent, use of condominium and resort, insured for group insurance and selective welfare system, makes the employees work in better environment and it is supported to the regular and irregular employees without discrimination.

Classification	2007	2008	2009
Welfare expense	KRW 60100 million	KRW 74900 million	KRW 71400 million
Welfare expense per capita	KRW 14460K	KRW 18620K	KRW 18310K

Periodical health checking

Integrated health checking has been performed in every year for the health maintenance of the employees. The basic checking supported by the national health insurance complex and the checking patterns (A type, B type and C type) composed including the precise checking and special cancer test supported by Corporate can be selected by the individual selection. The family of the employees and retired employees are supported to be checked in same condition (Pay by Themselves). We pay attention for the management of human resource by strengthening the preventive health maintenance system with systematic control of checking result utilizing the ERP system.

Establishment of selective working welfare system

We realize the demander oriented working welfare system by activating the selective welfare system which can be self selected depending on the personal taste within a certain amount allowed to each individual in link with the welfare card in order to improve the employee satisfaction with the limited budget.

◎ Number of retiree

Year	2007	2008	2009
Number of employee	3,975	3,949	3,680
Number of retiree	13	155	155
Ratio of retiree	0.33%	3.93%	4.21%

The retirement ratio is very low comparing to other companies. The retiree due to the regular retirement and expiry of the contractual period were excluded. The ratio comparing to previous was higher due to the increase of the honored retiree on 2009 in succession of 2008.

◎ Number of disaster related with affairs such as injury, occupational disease

Year	2007	2008	2009
Number of disaster	9	3	6
Number of damaged employees	11	3	6



Retirement pension system

Korea Cadastral Survey Corporate will systemize the ‘introduction of the retirement pension system’ with selection of this as a subject of mid term management target through consulting. The compensation of the retirement salary calculated on the basis of labor standard law will be cumulated in every year with application of average wage for 30 days per year.

Operation of the disaster prevention and risk management program

We follow the step depending on the definition in the industrial disaster compensation insurance law when the employees are damaged or caught disease and died. When the cost of hospitalization is beyond the payment from industrial disaster compensation insurance and group insurance, the difference shall be paid. In addition, the affairs can be stopped instantaneously when inclement coldness, hotness, rainfall, heavy snow and yellow sand are severe because the working at the field are major part of the affairs of Korea Cadastral Survey Corporate.

Operation of the grievance treatment system

The committee for grievance is appointed jointly with labor-management to resolute the complaints of employees. In addition, the complaints of employees are prevented beforehand with operation of diversified on line channel such as the off line channel, in house bulletin [We-land] and bulletin of labor union.

The complaints shall be reported to the complaint committee members orally in writing.

It is regulated to inform the remedies and result within 10 days to the employees by the complaints committee when the complaint is accepted. Moreover, the matter of difficulty to be treated by the complaints committee member shall be treated through discussion as an agenda in labor-management meeting. We will endeavor continuously to level up the employees’ satisfaction through the aggressive resolution when the complaints of employees are created.

Korea Cadastral Survey Corporate complies the regulation related with human right and working condition defined in the regulation and group protocol on the child labor and forced labor defined by Korean labor standard law and International Labor Organization (ILO) and keeps the principle of UN global compact. No cases were found in violation of child labor and forced labor principle.

The labor-management of Korea Cadastral Survey Corporate kept the tradition of ‘Successive no conflict for 22 years’

We develop and forward as a global company through labor-management cooperation

The labor union of Korea Cadastral Survey Corporate shows the good model in labor-management relation in public organization with maintaining the honorable tradition entering the agreement for wage and collective agreement without one case of conflict during the last 22 years since the establishment. Especially, the agreement was entered with the contents of ‘freezing the wage for successive 2 years’ in the negotiation for wages on 2009. The agreement was entered in compliance with the guideline of wage increase from the government with enduring the reduction of actual income when it is considered of the increase rate of price index. In addition, the employees decided to return the wages voluntarily in wish of sharing the suffering with the honorary retired employees in relation with the management efficiency. Labor-management cooperate towards the common target by expanding the understanding for the management environment with information sharing.

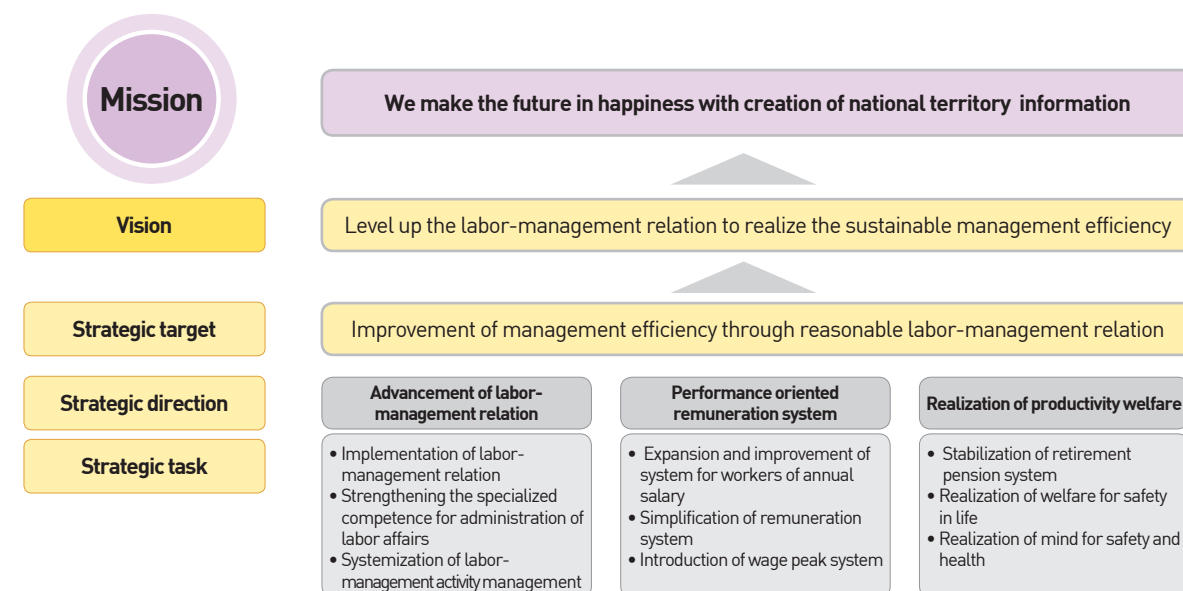
Labor-Management Association

Labor-Management Association was composed to improve the common interest through participation and cooperation. The periodical conversation and discussion between the representatives of management and laborer are operated sincerely. Labor-Management is composed of 7 committees from labor and management including CEO and Chairman of labor union. The management information is



shared at each meeting through the report for the management actual and actual processed affairs. It contributes to the improvement of labor condition, improvement of productivity, improvement of safety, health and working environment and enhancement of laborer welfare system.

◎ Strategy for advancement of labor-management relation



Labor Union

Labor union of Korea Cadastral Survey Corporate was established on August 1987 and its upper organization is the public transportation union under the Korean Confederation of Trade Unions. Total 2,958 members are joined to labor union on 2009 status quo. The ratio of joining to labor union is about 77.3%. The entry to labor union is the open shop system. Full time member for labor union is 4 in accordance with government standard (Chairman, Vice chairman, Secretarial staff, Political staff) and they were engaged in the affairs of labor union with keeping their status as employees.

◎ Status of joining to labor union

Classification	2005	2006	2007	2008	2009
Number of employees	3,814	3,829	3,975	3,949	3,827
Standard for entry to labor union	Employees who takes usual affairs under 3rd grade	Employees who takes usual affairs under 3rd grade	Employees who takes usual affairs under 3rd grade	Employees who takes usual affairs under 3rd grade	Employees who takes usual affairs under 3rd grade
Number of labor union member	2,367	2,469	2,663	2,829	2,958
Number of full time member	4	4	4	4	4

※ Number of employees are the total employees who work on December 31 on corresponding year.

◎ Contents of major revision in collective agreement

Collective agreement	Before revision	After revision
Article 12 [Illegal labor action]	③ The unpaid wage in case of Clause 2. <u>In addition to this, the payment of remuneration, the total expenditure spent in the lawsuit and the usual wages of 2 months shall be paid as compensation</u>	③ ~shall be paid, the total expenditure spent in the lawsuit shall be paid.
Article 39 [Successive working for promotion]	Corporate shall perform the Promotion to the next high grade when the member of the union worked for the period of Paragraph 1 1. 6 th grade : 7 years 2. 7 th grade : 2 year and 6 months	[cancelled]
Article 42 [Personnel management for officials in labor union]	Corporate shall perform the action <u>for personnel with getting prior consent of labor union for director, chief of practical department and chief of division and the opinion of chief of the division shall be heard for the personnel management of deputy chief of division and representative</u> , however, the case due to the punishment shall be excluded.	The personnel action for director shall be performed in discussion with labor union
Article 102 [Security of status during conflict]	Corporate shall not hinder the fair action of conflict and take any action to <u>make the union member and executive party in feud. Any punishment and action for personnel such as transfer shall not be taken during the period of conflict. In addition, the reason of participating into conflict can not be a reason of disadvantage later on.</u>	① Corporate shall not hinder the fair action of conflict and take any action to make the union member and executive party in feud. ② The participant into such conflict can not be a reason of disadvantages such as disciplinary action of reprimand or transfer later on.



Part :3

Land, it draws the life itself

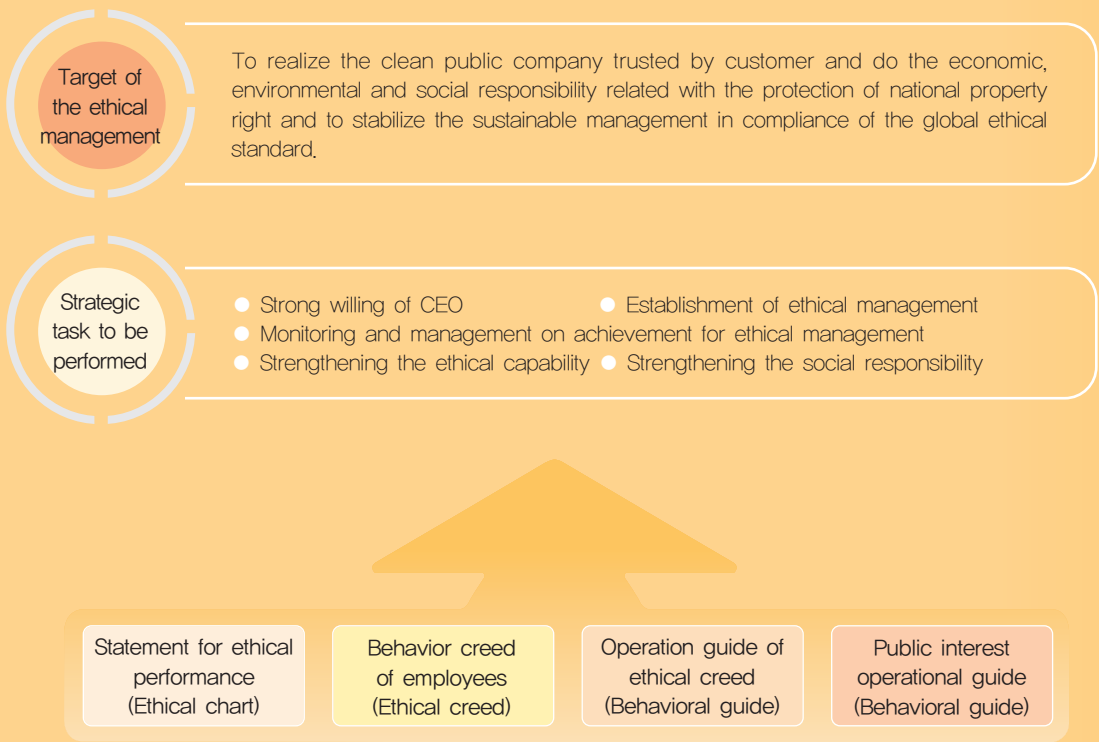
We meet, depart, laugh, cry and live in love where we stay for a while. The land is evaluated its value when the name and the role of the land have changed with meeting of someone and its value is estimated newly. We draw the life in living together with the people.

Disclosure on Management Approach

DMA – Ethical achievement

What is ethical management?

It is the establishment of the organization of anti corruption for every constituent put priority the right and interest of the customer in the course of decision making and respect and try to accept the general concept and value and to realize the consistent values of existing inside the customer by internalization of the CSR carry out in the management of Corporation.

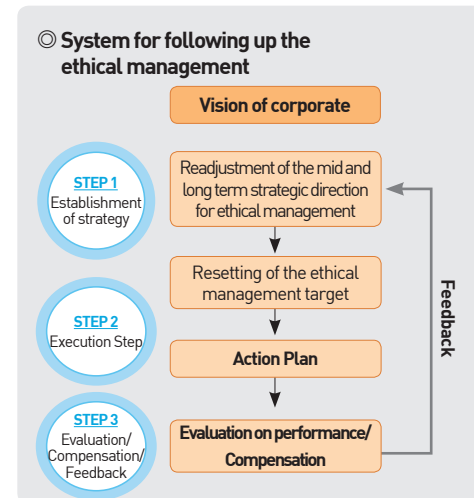


Ethical management

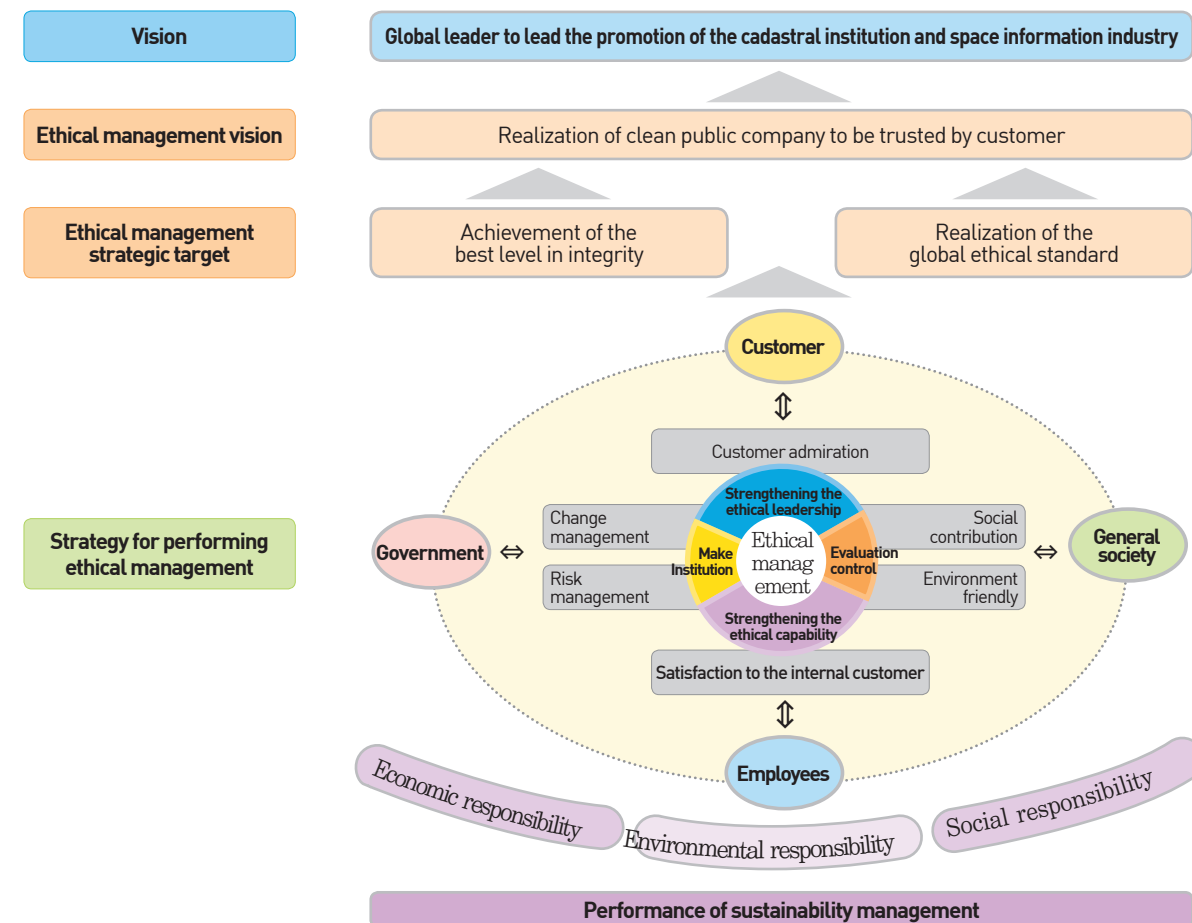
We will try to be a fair, transparent and sound organization as a public company.

Achievement of the best level of integrity in public organization

Korea Cadastral Survey Corporate will improve the institution and carry out consistently such as strengthening the management of social responsibility and establishment of new corporate culture for the achievement of mid and long term target in highest level of integrity of public organization until 2012. Korea Cadastral Survey Corporate was evaluated in high level of integrity as a result of measurement of integrity with 9.43 points (2nd ranking out of 304 organizations) by the national integrity committee on 2006, but we are not satisfied with this result. The consistent improvement in the level of integrity was pursued to acquire the trust from the customer and we established the ethical management target and strategy linked with vision and management target in line with the firm guideline for the ethical management and social responsibility.



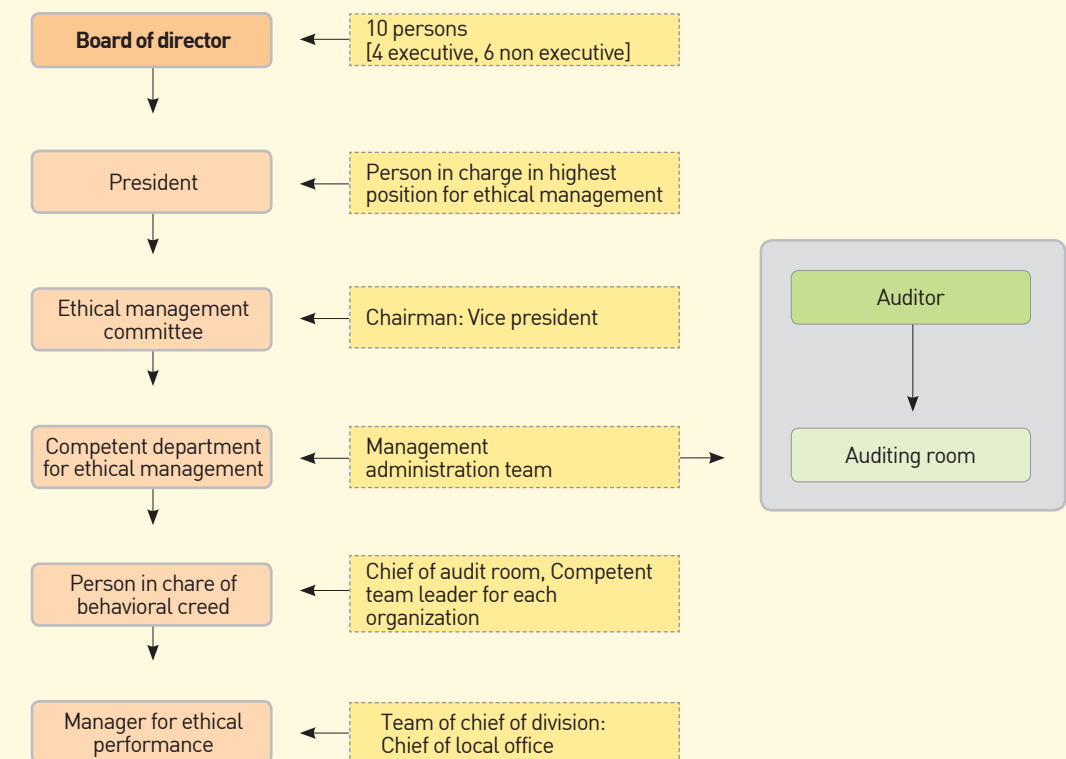
◎ Strategic map for ethical management



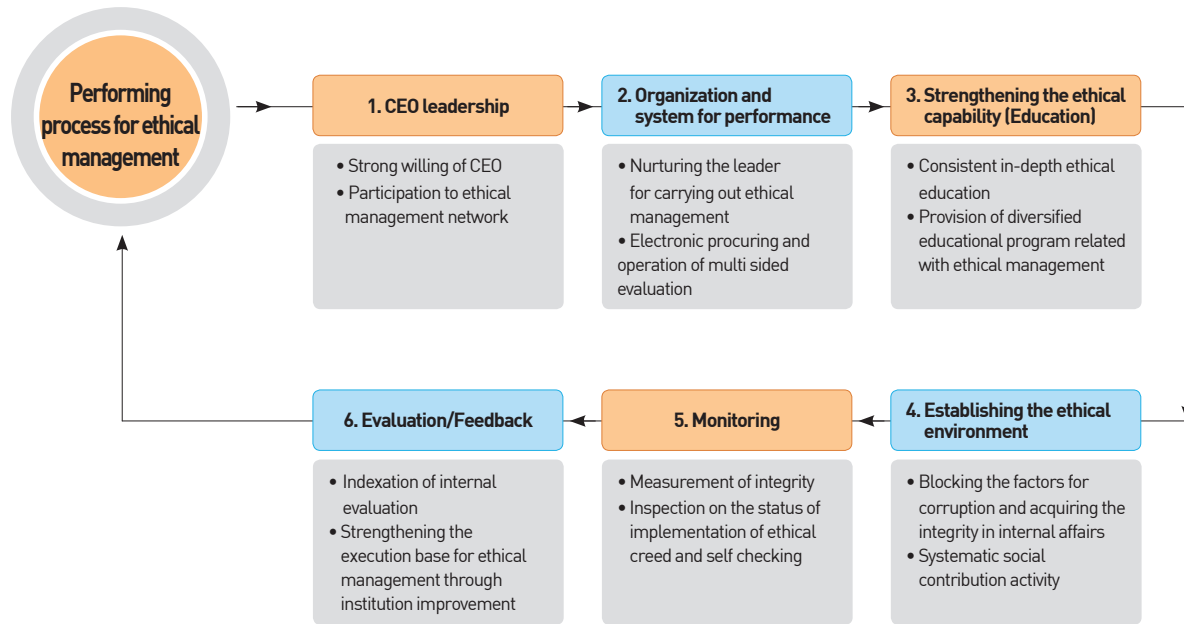
◎ Stepwise road map



◎ Organization system chart for supervising ethical management



◎ Performing process of 6 steps



① CEO leadership

The agreement for integrity in affairs was entered to spread and expand the willing of carrying out of management to perform the ethical management as a strategically management system for the vision achievement internally and externally and the organization culture of taking a lead from the top was established through this. In addition, we make an effort to comply the international ethical standard through the participation to the general meeting in entry with the UN Global Compact and the special prize was awarded for the national productivity on September 10, 2009.

② Organization and system for performance

We are developing the points to be improved in the field of ethical weakness by appointing the competent organization for the company wide ethical management and arranging the internal customized regulation consistently. The specialty of ethics is obtained through the ethical operation committee and the leader organization for ethical management performance was established and it acts for the guide of ethical laws. The risky factor for corruption is prevented in advance with introduction of upgrade adjustment of the grade for ethical management leader, performing 100% clean card system, operation of the electronic procurement system, e-auditing system. In addition the immorality report center was established and operated at the homepage to eliminate the ethical dilemma of the employees with installation of CEO hot-line and help-line.

③ Strengthening the ethical capability [Education]

Program resolution type action learning ethical management education program in various manner is being performed for the practical education effect. The special courses such as the enhancing the ethical mind, ethical management in parallel with CS education, marketing staff special education related with affairs of agreement are operated with the remote education performance through on line. The information exchange site is established and operated for sharing the result ethical management and information exchange.

④ Building the ethical environment

The programs of realization are expanded and performed such as the performance of electronic pledge for carrying out the integrity through the internet pop up window to block the factor of corruption, acquire the integrity in internal affairs and to enhance the morality of employees, improving the reasonability in personnel management through multi sided evaluation system and sharing the ethical management related data through CoP of ethical management guide and the distinguished social contribution activity of Korea Cadastral Survey Corporate is being carried out. The agreement for integrity system is performed to comply the duty of integrity in affairs for directors and it is controlled when they violate the agreement. The day of ethics is appointed in every month to stabilize the transparent organization culture and the event for carrying out ethical management is operated such as slogan, idea, collection of cases and awarding etc.

⑤, ⑥ Monitoring and feedback

Clean report center is operated to report the matters against the internal public interest for prior prevention. The index for effort to carry out and evaluation index of social contribution activity are measured for performance and expansion of ethical management. The implementation of ethical management is monitored periodically through the evaluation of integrity performance, daily audit, and posterior audit in link with global and integral checking system establishment in prior-interim-posterior stage.

Ethical management education program

Various educations are performed such as on and off line education, special education to comply the regulation related with anti corruption and ethical management support to acquire the recognition on the ethical management of employees.

Classification	Course	Day of education	Student	Persons
On line education	Ethical management	1 month	All employees	995
	Self checking the ethical regulation [In house intranet We-land]		All employees	3,825
Off line education	4 courses excluding the courses for new employee	11 days	Basic essential education	360
Special education	Integrity performance education together with CS education	3 days	Related employees higher than 2nd grade and survey team	993

Evaluation and compensation for Ethical management

We strengthened the institution system such as evaluation and compensation of Ethical management by improving the evaluation index related with ethical management of employees. Director management agreement, qualification test for successive office terms for chief of division and the effort to carry out the Ethical management in the performance evaluation of the employees are reflected directly. Also, the effort to enhance the integrity, actual performance of Ethical management, effort to implement the social responsibility are reflected in the internal evaluation in each organization and the score reduction system of 100% in score of Ethical management in case of violation for behavioral creed. In addition, the staff who are excellent in ethical ability and who showed the excellence in affairs are selected and awarded with provision of the 'Model of Clean Cadastral Man' to enhance the integrity in ethical part such as the customer respect, compliance of ethical regulation, social contribution and integrity.

◎ Main activities of y1 in Korea Cadastral Survey Corporate

	2006	2007	2008	2009
January			• Self examination on ethical regulation	• Participation into the anti corruption symposium of UN Global Compact
February	• Special education of ethics for the receptionist[240] of customer contact	• Performing the evaluation system for integrity implementation		• Participation into the general meeting of UN Global Compact • Holding the ceremony of declaration of auditing chart
March	• Holding the 1st ethical operation committee		• Participation into the anti corruption symposium of UN Global Compact	• Opening ethics operation committee • Participation into the environment symposium • Holding the Ethical management workshop in each division
April	• Holding the 2nd ethical operation committee	• Ethical management workshop in each division	• Education of ethical management to new employees	• Education of Ethical management to new employees • Participation into the ethical management workshop
May	• Internet broadcasting education of Ethical management • Holding the 3rd ethical operation committee	• Ethical management workshop in each division • Establishment of countermeasure for Ethical management strengthening	• Ceremony of declaration of sustainability management performance • Completion of E-surveillance system establishment • Establishment of electronic procurement system	• Survey on the integrity of internal employees to improve the corruption prone part
June	• Workshop of Ethical management for all employees	• Ethical management workshop in each division • Entry into UN Global Compact	• Participation into Asian conference of UN Global Compact • Specialized education of ethics for person in charge of agreement	• Participation into the company ethics workshop to spread the ethical management culture
July	• Internet notice for private contract • Establishment of plan of voluntary devotion activity	• Ethical management workshop in each division	• Education of ethics manager in the 1 st ethics leader course	• Breakfast meeting for UNGC business leader • Education the 1 st ethics leader course
August	• Reflection of integrity on the evaluation of working performance [National Integrity Committee]	• Ethical management workshop in each division	• Education of ethics manager in the 2 nd ethics leader course	• Participation into the breakfast meeting with Gee Moon Ban UN Secretary General
September	• Opening 'Happy Ethics' in Ethics CoP • Holding the 4 th ethical operation committee	• Holding the 1st ethical operation committee • Informing the main task of ethical management	• Checking the performance of employees' behavioral creed	• Awarded the special prize in green productivity part in national productivity • Participation into the ethical management seminar for public organization
October	• Self checking monitoring for ethical regulation • Improvement of ethical operation committee • Survey through questionnaire for the recognition of Ethical management • Establishment of Ethical Consulting Center [Help Line]	• Special education for ethics performance manager • Entering the agreement for director's integrity	• Education of ethics manager in the 3 rd ethics leader course	• Checking the performance of employees' behavioral creed • Education the 3 rd ethics leader course
November		• Crusading the campaign for integrity performance	• Participation into the conference of 'sustainability management in Asia' • Examination on the recognition of ethical management KCSC-E Index • Education of ethical management for the family of employees • Entering the agreement for director's integrity • Electronic pledge for performance of integrity by all employees	• Examination on the recognition of ethical management KCSC-E Index • Entering the agreement for director's integrity • Electronic pledge for performance of integrity by all employees
December	• Check the operation of Ethical management • Reflection of integrity for the evaluation of qualification of chief of division • Selected as the super organization in integrity-1 st ranking out of the organization under the government • Implementation of internal public interest report operation guide • Entering the agreement for director's integrity		• Internal evaluation on the integrity of employees • Evaluation on the integrity of officials • Award the Clean Cadastral Image Model • Opening ethics operation committee	• Operation of banner for 'We-land 'Ethical management guide' • Evaluation on the integrity of officials • Improvement on personnel system such as punishment decision criteria

KCSC provides the ethical management performance system for the customer trusted, fair and transparent management and carry out the consistent ethical management by settlement of the ethical corporate culture through the step wise road map.



Part 4

Land, we draw the hope of it

We connect between the land and land, people and people
And land and people.
That makes us look around when we stand alone
Makes us look back upon ourselves when we walk slowly
Makes us think only forwarding when we run fast
That is the road.
We soothe down the mind on the road
And we draw the hope towards future.

Disclosure on Management Approach

DMA- Environmental achievement

Approaching method

Korea Cadastral Survey Corporation makes an effort for company wide environment management and environment improvement activity based on the environment perseverance and pursuing the environment friendly management and tries to contribute to the global environment protection through the aggressive responding to the climate change. Besides that, we will implement the policy of green growth from the government aggressively through the spatial information business related with green growth.

Strategic direction

The basic direction of the environment management is to carry out the cost reduction and environment perseverance through the resource saving and to devote the green growth through the green spatial information business. The energy saving system was established for this purpose and details of reduction plan have been established. We are performing environment friendly environment management, strengthening the energy effectiveness, change the mind of internal employees, performance of company wide internal guideline, device and equipment of energy efficiency and strengthening the responding competence to climate change.

Achievement monitoring

We carry out energy saving method in many ways to cope with the situation of high oil price and high exchange rate. New recyclable energy equipment was installed in case of company building and installation of the energy saving equipment utilizing the high efficiency device to pursue the reasonability in energy consumption was performed. Korea Cadastral Survey Corporation will contribute to the green growth through upgrading the energy efficiency and various environment activity and business with establishment of the systematic environment management system in the future.

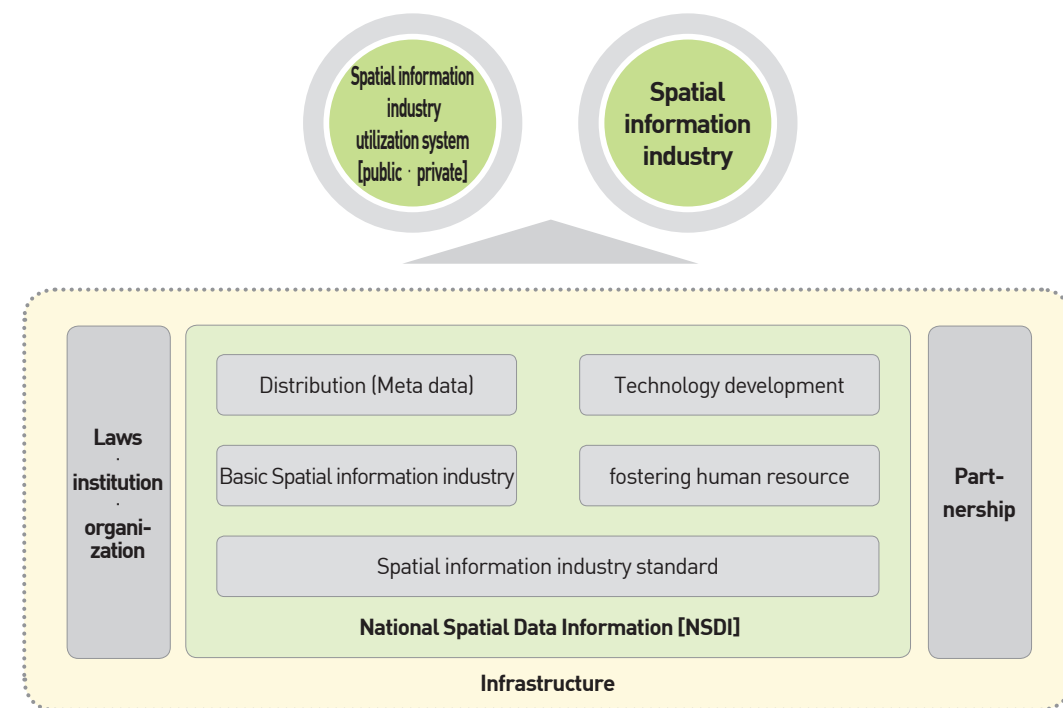
Classification	Contents	Achievement on 2009	Trend of performance comparing to last year	Next year target
Effective energy consumption	Electricity consumption (kwh)	777,302kwh	77,604kwh↑	5% reduction comparing to the last year
	Local heating consumption (Gcal)	247,32 Gcal	9,45Gcal↓	5% reduction comparing to the last year
	Water and sewage consumption (m³)	3,490 m³	336m³↓	5% reduction comparing to the last year
Environment friendly activity	Purchasing ratio of environment friendly product	80%	5%↓	81%

Realization of green spatial information

We acquire the consistent growth engine for national information industry and realize the society of luxurious spatial information.

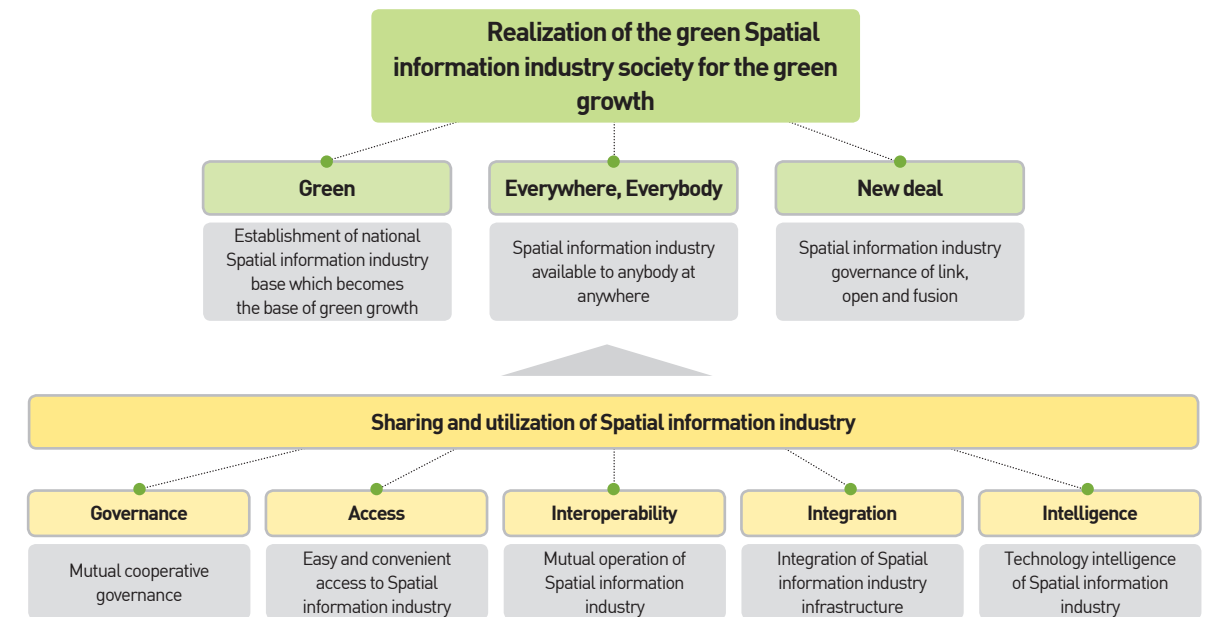
Status of achievement

The realization of the national spatial information policy enables the public and civil activation that use the spatial information base and it comes true by realization of the sustainable green spatial information society. Besides the public and civil utilization system, spatial information standard, spatial information distribution [metadata etc.], spatial information technology, human resources, partnership and organization constitutes the infrastructure. Korea Cadastral Survey Corporate which is the special organization for cadastral information has performed the quality improvement establishment business in national spatial information industry database in early response to the administration institution innovation of electronic government. It escalates the reliability of the civil support service which is directly linked with the ownership of the nation and becomes the base of hardening the spatial information industry infrastructure.



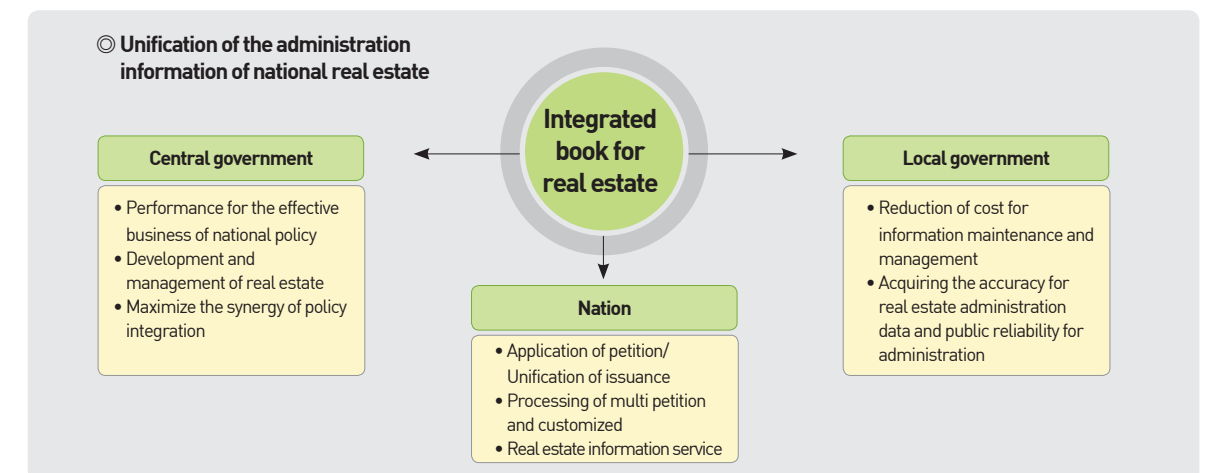
The effort of the Spatial information industry performer to realize the green Spatial information industry society

Korea Cadastral Survey Corporate played the role of the balance maker to expand the role and function of the private sector which was inferior relatively to realize the green growth, green Spatial information industry together with the wishes of government policy to activate the Spatial information industry industry. We exert the best effort endlessly for the growth which allows the balance of perseverance and development of national territory and to make the green formula of distribution be applied and the integrated and usual service based on cadastral information can be utilized as a core information to the Spatial information industry group such as GPS, navigation and internet service map. Even it is not visible, we will play the role of sincere performer for the Spatial information industry inside the life to be helpful for the improvement of quality of life.



Pursue the vision for the improvement of every nation's quality of life

Korea Cadastral Survey Corporate performs the business to fit for the realization of the society where all nation can share and utilize the Spatial information industry at any time and anywhere to promote the green competitiveness for the improvement of quality of life which is the vision of national Spatial information industry and improves the nation's quality of life according to the vision as 'a global leader leading the promotion of cadastral institution and Spatial information industry industry. Especially, it makes the right real estate information and we would like to be a base for public function expansion and reliability improvement through the unification of the real estate administration information which will widen the communication with the various concerned people. Korea Cadastral Survey Corporate performs the arrangement of data in cadastral book, quality improvement of serial cadastral map, supporting business for building integral information. We will provide the turning point for the frame of business diversification from Spatial information industry utilization.



Environment management

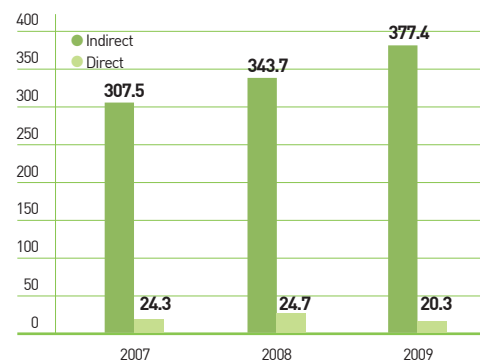
We will make an effort to be a fair, transparent and sound institution as a public organization.

The effort to reduce the consumption of raw material, energy and harmful material which may influence on the climate change directly or indirectly when the environment matters of global warming and destroy of ozone layer rise internationally at the end of 1980s is recognized as an effective method for low carbon and green growth. Korea Cadastral Survey Corporate makes an effort endlessly to reduce the waste, chemical substance and air contamination created from various organizations. At the same time, we have effects of cost reduction and environment perseverance by performing the institution and campaign to save energy and resources. We will minimize the negative environment influence to the local society through various environmental activities and will establish the systematic environment management system to preserve the global environment.

Energy consumption

The total energy consumed at Korea Cadastral Survey Corporate on 2009 was direct energy from the use of city gas [LNG] and indirect energy due to the use of electricity. Total 201 Toe of energy was used and the greenhouse gas emitted from branch office was 397.7 ton CO₂ in total. We will contribute to the environment protection through the company wide effort for energy saving and maximize the revenue through cost reduction.

◎ Status of carbon dioxide emission [Unit: ton CO₂]



◎ Energy consumption per capita [Based on total quantity]

Year	2007	2008	2009
Electricity [kwh]	616,832	699,698	777,302
Local heating[Gcal]	247.32	253.31	243.86
City gas [m3]	10,470	10,641	9,132
Water and sewage [m3]	3,490	3,416	3,080
Total energy [TOE]	168.4	187	201
Working employees in branch office	135	117	142
Total quantity per capita [TOE/person]	1.25	1.60	1.42

Effort for effectiveness of energy consumption

Korea Cadastral Survey Corporate is doing its best to reduce the budget and carbon emission through the effectiveness in energy consumption under the vision of 'Effectiveness in energy consumption.'

Retirement of incandescent lamp

The efficiency of energy consumption was maximized through the total exchange of the incandescent lamps into LED lamps inside the building of big energy consumption. More than 30% of the illumination instrument in Corporate will be replaced with LED lamps.

Adjustment of contracted capacity of electricity

The contracted electricity was checked with precise identification on the scale of company building, persons for using, and load capacity in line with the management method of energy consumption. The electricity contract capacity of the building with excessive electricity was adjusted in its electricity contracted capacity. The electricity cost of KRW 13,287K annually was saved with capacity adjustment of total 215kw.

◎ Application of electricity use change through the cooperation with Korea Electric Power Corporation for the identified organization in corresponding area.

Classification	In the beginning	Changed	Adjusted capacity
Total electricity contracted capacity	664kw	449kw	Δ215kw

Introduction of geothermal energy equipment

Korea Cadastral Survey Corporate participates into the development and introduction of the alternative energy of the government through equipping the cooling and heating facility system adopted the geothermal energy which is a new recyclable energy in the construction of Ulsan branch office where the new company building is being built. The new company building of branch office in Junju which is going to be newly built is being process as the 1st grade building in design not only introduction of new recyclable energy.

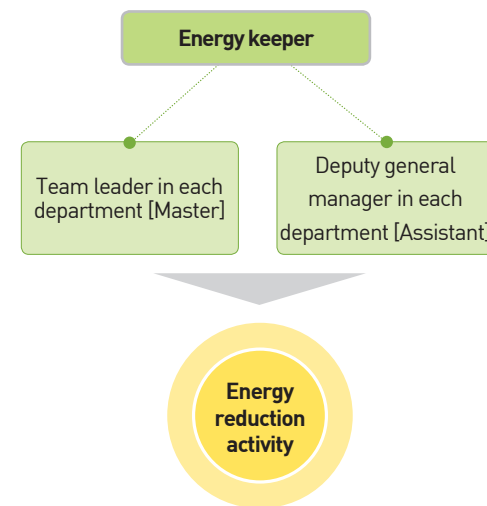
Checking the status of the energy saving [July 7, 2009]

- Purpose : Status of the energy consumption and performance of the self target system in each organization and identification of problem
- Period : July 8, 2009 ~ August 14, 2009 [Parallel performance with overall checking own building]
- Checked points : Efficiency of cooling and heating in company building, status of illumination lamps, performance of energy saving
- Results : Construction for lamp change and change of the illumination lamp [October 24]

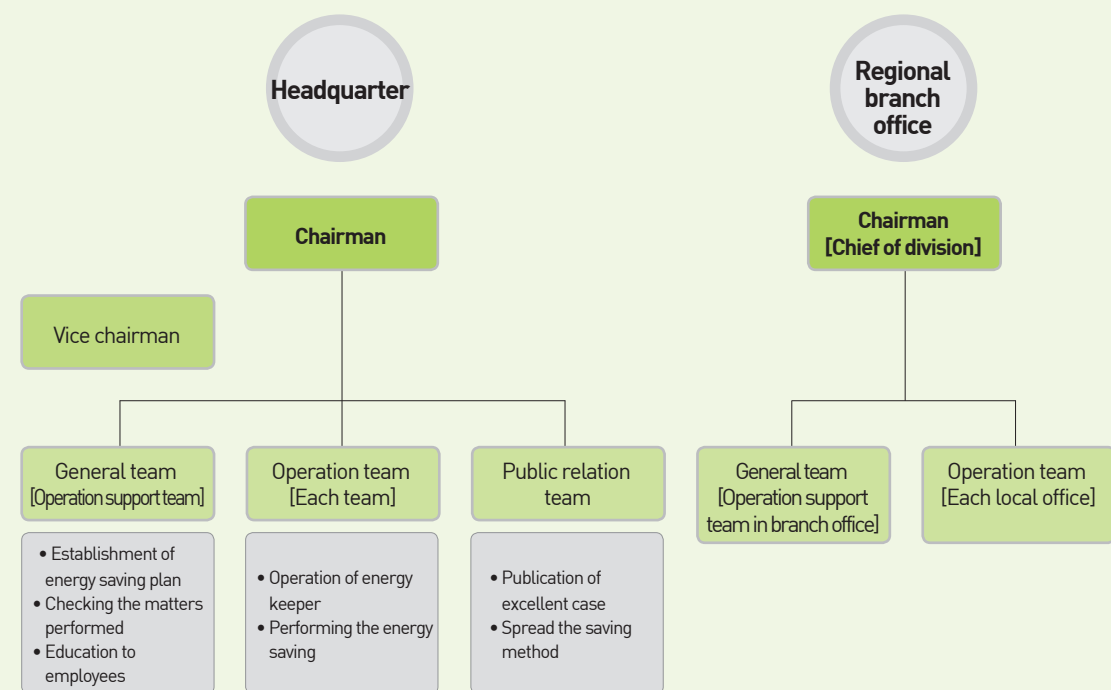
System for energy saving

The education for the importance of energy and to improve the recognition of the employees is performed and the system for energy saving is operated. The effort to strengthen the energy efficiency will be continued such as the performance and feedback of examination on the energy by the special company for energy, feedback, segmentation of the cooling and heating region in branch office, checking and application of the ventilation plan to minimize the cooling and heating device power load, management of the stand by electric power. The committee for energy saving expressed the willing for performance of the energy saving strongly. It is operate in entire workplace including the regional branch office and the target setting for energy saving and the achievement of energy consumption are evaluated. The committee operates the self energy keeper in each team and the internal target to save the energy is carried out. In addition, consistent energy saving is being carried out by putting a certain role to the education and public relation.

◎ Energy keeper



◎ Committee for energy saving



Effort to carry out the green life

Effort to carry out Environment watchdog and the green life

Korea Cadastral Survey Corporation makes a company wide effort to protect environment of the district and all employees carry out the green life to keep the climate change protocol and reduce the carbon emission.

Environment watchdog activity

Korea Cadastral Survey Corporation makes business trips to the site of mountain and field in the country for cadastral survey. We are operating the 'activity of environment watchdog' of reporting the action of environment contamination with the reflection on such characteristics of the affairs. We had 18 cases on 2009 and we will continue consistently in the future as a watchdog for environment protection in the district.

Crusading a campaign for performing the green life inside the company by appointing green day

Korea Cadastral Survey Corporation makes the employees leave work time for them to be friendly to home and to save the resource inside the company by appointing every Wednesday as a day of green life (Green Day).

Effort to make the base of green growth through the screen meeting

Korea Cadastral Survey Corporation which is composed of 12 regional branch offices and more than 3,800 employees has a lot of movements for meeting due to the characteristics of nation wide organization. Consequently, we had processed the screen meeting for regular report of branch office with inducement facilities for screen meeting on 2005, but we reached to introduce the Scorpio MCU (Multiple Control Unit) of Rad Vision for more utilization of the employees and expansion. The introduced Scorpio MCU supports the multi lateral meeting of simultaneous connection covering meeting room, PC, phone, mobile telecommunication. It provides the video quality of high definition without disconnection. The affairs can be proceeded without movement due to business trip because the image and web can be shared for meeting. It provided the base for the 'low carbon green growth' such as assisting to the efficiency of affair with diverse utilization of this.



Effective operation of energy

Installation of new recyclable energy facility

Korea Cadastral Survey Corporation introduces the new recyclable energy in the construction of new building because more than 5% of the amount of total construction cost shall be invested to the new recyclable energy facility for the new building of public facility, facility for affairs and beyond the area of 3,000 m³. The reduction of the greenhouse gas, reduction in energy operation cost and aggressive investment to the new recyclable energy policy may contribute to the society in spite of more initial investment cost. The geothermal facility will be installed at the construction of company building of Ulsan, Geyongsangnam-do branch office which will be used to the cooling and heating of the offices. We will introduce the new recyclable energy facility consistently such as the installation of solar energy facility in the new company building in Wonju city on 2010.

Method of energy consumption reduction from the building management

- Reduction of electricity consumption from the change of the incandescent lamps in the office into LED product
- Prevention of the unnecessary electricity consumption through the circuit composition adjustment of lamps
- Lights off during lunch time and reasonable operation of elevator and setting the function of floor cancellation

Method of energy consumption reduction from the management of vehicles for affairs and purchasing

- Consistent performance of the system of No driving day
- Purchasing and operation of hybrid car for affairs
- Appointment of 5% of the parking area inside the company is dedicated for small car and hybrid car

Purchasing of the green product

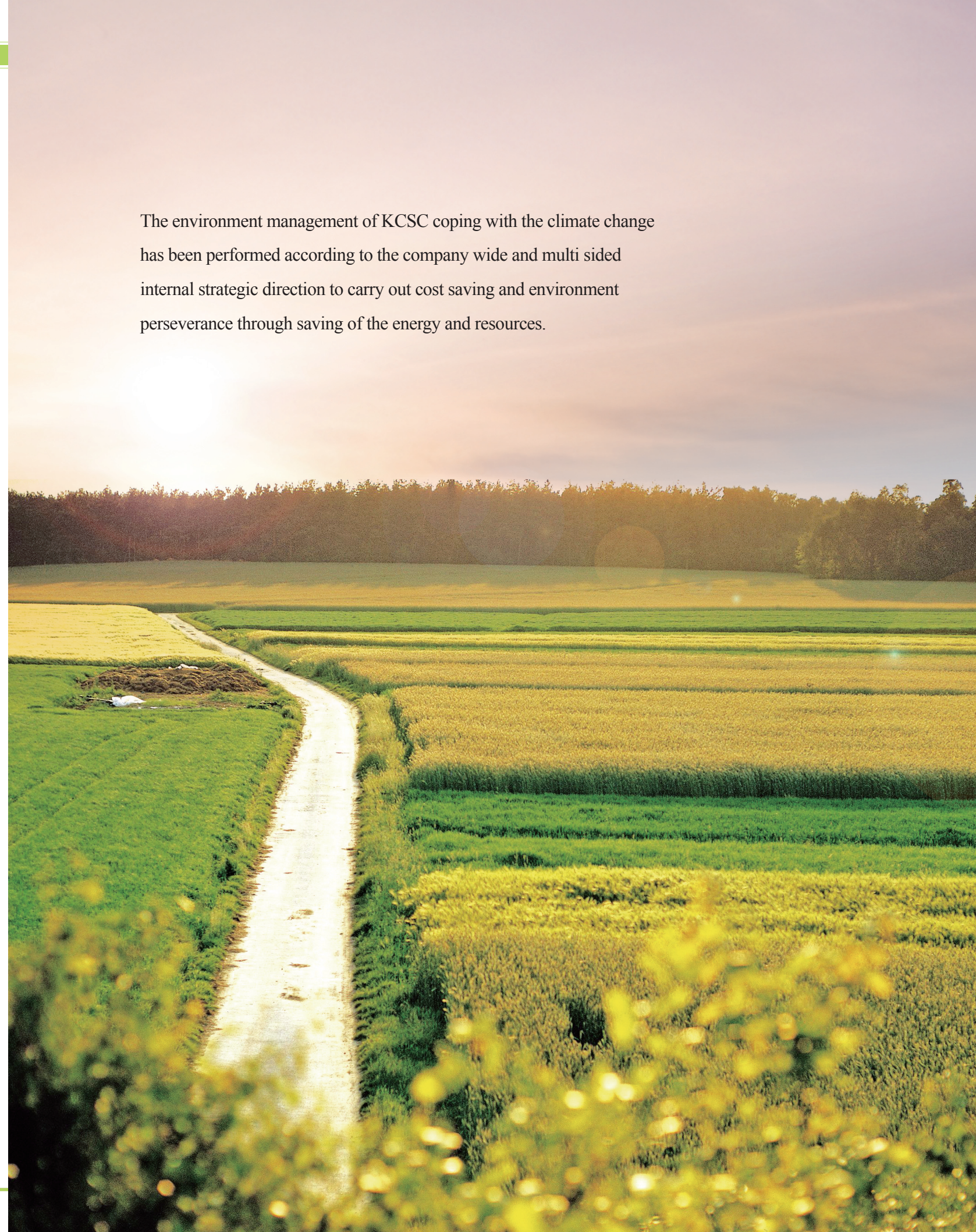
We purchase the environment friendly paper which is used most frequently out of the office goods in Corporate in order to prevent the overspending of the resources and the environment pollution and to collaborate with the low carbon green growth policy of the government as a public company. The certificate of green product is checked from time to time at the examining of purchasing agreement. We attend to the education for purchasing the environment friendly product managed by Ministry of Environment.

◎ Effective operation of energy

[Unit in amount: In KRW million]

Year	Total purchasing of product		Purchasing of environment friendly product		Rate of purchasing	
	Quantity	Amount	Quantity	Amount	Quantity	Amount
2007	60,284	3,107	20,586	2,767	34.10%	89.00%
2008	264,712	3,149	108,232	2,685	41.00%	85.00%
2009	198,294	2,566	129,403	2,041	65.30%	80.00%

The environment management of KCSC coping with the climate change has been performed according to the company wide and multi sided internal strategic direction to carry out cost saving and environment perseverance through saving of the energy and resources.





Part :5

Land, that found its name

There is no name originally and naturally. It becomes name and resembles when someone makes the name and calls it. The land which became an old friend with sharing the warm and generous hope together through the newly granted value.
We put the appropriate name to such a friend.

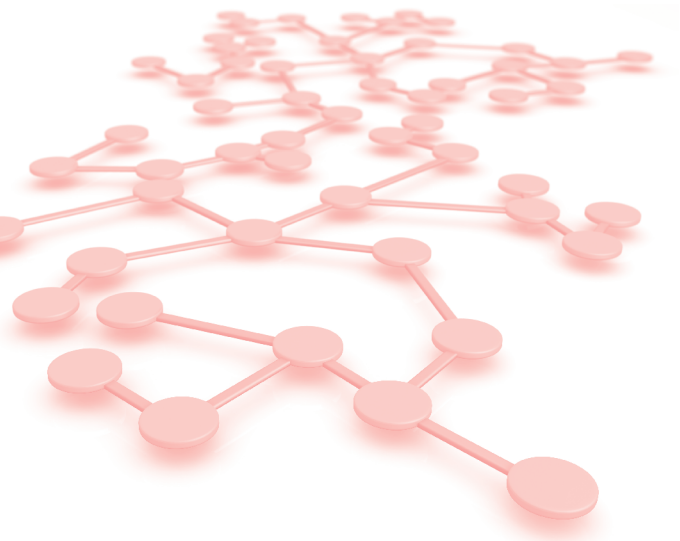
Appendix

88	Status of affairs Introduction of affairs Profit and Loss Status of treating profit and loss Yearly business record Status of asset, debt and capital Status of sales, operation profit and added value Financial and management statement
92	Evaluation from external organization and status of entry Awards and certificates record [2006-2009] Status of entry into association and group
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Status of affairs

Introduction of affairs

The routine affairs were rather slow from the turndown of real estate economy due to the shock of the global financial crisis. However, the affairs were increased with many development business of lands according to the early ordering of the many national policy businesses by government. The annual target was excessively achieved by 105.8% with the aggressive performance of business diversification such as the exploring many new businesses.



Account		2007	2008	2009
Assets	I. Floating asset	89,912,977,794	78,661,372,904	94,236,391,300
	(1) Quick assets	88,424,847,626	77,380,938,163	92,994,625,469
	(2) Inventories	1,488,130,168	1,280,434,741	1,241,765,831
	II. Non-floating assets	144,617,836,539	159,940,976,702	168,169,766,994
	(1) Investment	16,102,348,841	18,895,707,362	19,576,448,291
	(2) Tangible assets	124,976,510,600	137,175,870,355	144,599,764,066
	(3) Intangible assets	25,437,768	22,247,275	19,350,827
	(4) Other intangible assets	3,513,539,330	3,847,151,710	3,974,203,810
	Total assets	234,530,814,333	238,602,349,606	262,406,158,294
Liabilities	I. Current liabilities	29,893,927,554	23,808,653,561	30,815,754,044
	II. Non- Current liabilities	130,396,872,108	130,609,563,774	119,816,129,448
	Total liabilities	160,290,799,662	154,418,217,335	150,631,883,492
Fund	I. Basic fund	10,000,000,000	154,418,217,335	10,000,000,000
	II. Operation Income surplus	64,240,014,671	74,184,132,271	101,774,274,802
	(1) Business provision for unique purpose	4,336,582,605	14,216,599,457	18,762,831,407
	(2) Undivided profit	59,903,432,066	59,967,532,814	83,011,443,395
	A. Earning carried from previous year	52,156,119,018	50,023,415,214	55,421,300,864
	B. Net operation income	7,747,313,048	9,944,117,600	27,590,142,531
	Total fund	74,240,014,671	84,184,132,271	111,774,274,802

Profit and Loss

(Unit: KRW)			
Account	2007	2008	2009
I. Business revenue	362,108,684,432	392,511,790,183	403,287,041,743
1) Survey commission revenue	362,108,684,432	392,511,790,183	403,287,041,743
II. Business cost	346,761,527,831	379,094,369,569	370,387,256,136
(1) General cost	301,208,471,847	328,174,103,233	331,589,799,129
(2) Administrative cost	45,553,055,984	50,920,266,336	38,797,457,007
III. Business Income	15,347,156,601	13,417,420,614	32,899,785,607
IV. Extra Business Income	4,484,692,086	6,589,723,775	6,592,314,449
V. Extra Business Cost	7,334,486,179	7,914,223,739	7,976,425,085
VI. Income before corporate tax	12,497,362,508	12,092,920,650	31,515,674,971
VII. Corporate tax	4,750,049,460	2,148,803,050	3,925,532,440
VIII. Net income	7,747,313,048	9,944,117,600	27,590,142,531

Status of appropriated revenue and deficit

(Unit: KRW)			
Account	2007	2008	2009
I. Undivided operation income surplus	59,903,432,066	59,967,532,814	83,011,443,395
(1) Operation income surplus carried from previous year	41,387,639,591	50,023,415,214	55,421,300,864
(2) Profit from correction of error from previous year	10,768,479,427	-	-
(3) Current operation income	7,747,313,048	9,944,117,600	27,590,142,531
II. Carried voluntary reserve	8,015,641,444	8,226,125,467	8,190,953,078
(1) Business provision for unique purpose	8,015,641,444	8,226,125,467	8,190,953,078
III. Total [(I+II)]	67,919,073,510	68,193,658,281	91,202,396,473
IV. Appropriated operation income surplus	17,895,658,296	12,772,357,417	20,931,887,769
(1) Business provision for unique purpose	17,895,658,296	12,772,357,417	20,931,887,769
V. Operation income surplus carried over subsequent year	50,023,415,214	55,421,300,864	70,270,508,704

Yearly business record

(Unit: KRW in million)

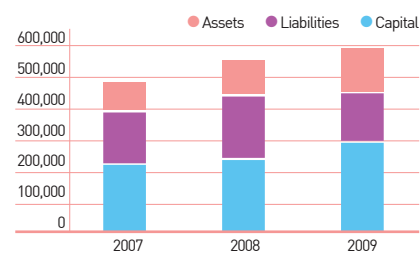
Classification	2007	2008	2009
Business revenue	362,109	392,512	403,287
Business income	15,347	13,417	32,899
Earning before tax	12,497	12,093	31,515
Net income	7,747	9,944	27,590



Status of assets, liabilities and capital

(Unit: KRW in million)

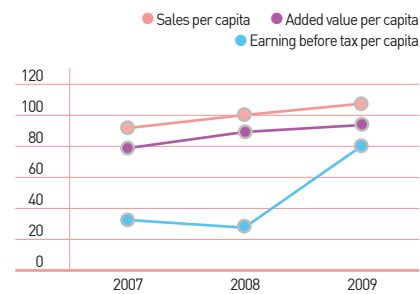
Classification	2007	2008	2009
Assets	234,531	238,602	262,406
Liabilities	160,291	154,418	150,632
Capital	74,240	84,184	111,774



Status of sales, Earning before tax and added value

(Unit: KRW in million)

Classification	2007	2008	2009
Sales per capita	87.19	95.88	103.44
Earning before tax per capita	30.09	29.54	80.83
Added value per capita	78.23	87.14	93.75



Financial, management index

(Unit : %)

Items of evaluation		Level of achievement			Difference [A-B]
		2007(C)	2008(B)	2009(A)	
Stability	Floating ratio	300.77	330.39	305.80	△24.59
	Liability ratio	215.91	184.43	134.76	△49.67
	Interest compensation ratio to operating profit	-	-	-	-
	Equity ratio	31.65	35.28	42.60	7.32
Profitability	Operating profit ratio to sales	4.24	3.42	8.16	4.74
	Net profit ratio to sales	2.14	2.53	6.84	4.31
	Net profit ratio to total asset	3.49	4.20	10.51	6.31
	Net profit ratio to equity	11.92	12.55	24.68	12.13
	Operating cashflow ratio to total asset	22.91	2.83	14.88	12.05
	Financial cost ratio to sales	-	-	-	-
	Labor cost ratio to sales	79.71	76.80	71.58	△5.22
Growth Activity	Cost of sold goods ratio to sales	83.18	83.61	72.09	△11.52
	Sales increase ratio	7.95	8.40	2.75	△5.65
	Operation profit increase ratio	681.03	-12.57	245.20	257.77
	Net profit increase ratio	411.16	28.36	277.45	249.09
	Total asset increase ratio	12.18	1.74	9.98	8.24
Productivity	Asset turnover ratio	1.63	1.66	1.61	△0.05
	Total capital investment efficiency	146.49	150.79	145.91	△4.88
	Facility investment efficiency	271.50	292.95	285.17	△7.78
	Labor income distribution ratio	88.84	84.51	78.98	△5.53
	Labor cost increase ratio per capita	3.72	5.95	0.55	△5.40
	Added value increase ratio per capita	9.45	11.39	7.59	△3.80

Evaluation from external organization and status of entry

Awards and certificates record [2006-2009]

Year	Description	Host
2006	Selected as super organization in finance, revenue pattern part from management record evaluation on 2005	Ministry of Planning and Budget
2006	〈Land and Men〉 awarded the special prize of Korean magazine media prize	Korean Magazine Association
2006	Awarded the super prize in customer service innovation part for 14th Korea customer satisfaction management	KMAC
2006	Awarded the super prize in innovation part for Korea management	KMAC
2006	Awarded the best prize in knowledge deepening model part in public sector for the 8th knowledge management	Maeil Economic Daily –Buz Allen
2006	Selected as the super organization in integrity of public organization	Nation` s Right Committee
2006	Acquired the recertification of Korea service quality super company	Ministry of Industry and Resources
2006	Acquired the recertification of ISO 9001 management quality	Korea Productivity Center
2008	Awarded the Steve Award in advertisement and media part of International Business 2008	IBA headquarter
2008	Awarded the grand prize in global networking part of Global Leader Prize 2008	Economic Daily
2009	Awarded the national productivity [Green productivity part] 2009	Korea Productivity Center

Status of entry into association and group

Year	Name of association and group	Activity description
1981	FIG (International Surveyor Union)	International exchange and cooperation for technical information, dispatched education of surveyor
1989	Korea Auditor Association	Listening the lecture for audition and information collection, Exchange the domestic and international auditor
2006	Disaster Reduction Countermeasure Association	Attendance to the meeting of disaster status management and collaboration of affairs with local government
2006	Korea Service Promotion Association	Collection of the newest information for customer satisfaction, benchmarking with other organization, exchange through workshop
2007	UN Global Compact	
2007	Korean Association of UN Global Compact	Attendance at the workshop and symposium related with human right, environment and anti corruption



Glossary

GRI [Global Reporting Initiative]

It is an organization established on 1997 at the initiative of CERES and UNEP which are international environment unions in USA. Its headquarter is located in Amsterdam, Netherland. They published the 'GRI G2 Guideline' on May 2002, 'G3 Guideline' on October 2006 since the declaration of 'GRI Guideline' on June 2006 which is the first sustainability management report. GRI Guideline is the most commonly used guideline for sustainability management report in the world.

UN Global Compact

It is a voluntary protocol under UN proclaimed by the former UN Secretary General, Kofi Atta Annan in the Dabos forum, Swiss on January 1999. It is composed of total 10 principles of human right, labor, and environment, anti corruption based on the World Human Right Declaration, International Labor Organization (ILO) declaration, RIO declaration, and UN corruption prevention treaty. Korea Cadastral Survey Corporate entered on May 2007.

Boundary restoration survey

It is a survey to restore on the ground surface registered on the cadastral book. The installation of the boundary point is a duty. A survey was mainly performed to build, extend and remodel the building or to confirm the boundary with the adjacent land.

Survey of the cadastral status

A survey to recognize the relative location and area comparing the location status occupied by land and building with the registered boundary on the cadastral map or forest map. A survey to build and apply for completion and to confirm the area of the occupied land in the adjacent land as the cadastral achievement map.

Division survey

A survey performed to divide one parcel of land which was registered in the cadastral book into more than two parcels.

Registration conversion survey

A survey the land registered on the forest book and forest map to register on the land registry book and cadastral map. A survey to register the land on the registry book when the land which was registered in the forest book was changed in nature of the land.

Survey for new registration

A survey was performed to register the land which was not registered on the land registry.

Cadastral survey

It is a survey to install The supplementary control point which is the basic point of the precise cadastral survey and it is a structural survey with almost same level of cadastral triangle survey.

Cadastral triangle survey

It is a survey to get the plane right angular transverse and longitudinal coordination of the location of the basic point which is the structure of the

precise survey by means of triangular method. It requires the accuracy and becomes an important survey standard in cadastral survey.

Mapping cadastral survey

The boundary point of the land is registered on the drawing such as forest map and it is kept in the competent authorities. The point of land boundary is relied on the expression on this drawing. The boundary of the land is decided based on this drawing.

survey

A process to set the control point to obtain the horizontal location of land and the data of latitude.

Automatic drawing system

Korea Cadastral Survey Corporate contributes to the improvement of the customer service by providing the accurate cadastral survey result with computerization by means of automatic drawing system for various drawings related with cadastral affairs since 1977.

Computerization of drawing

About 750,000 drawings were computerized in digital data for the plan of 5 years from 1999 to 2003 to eliminate the difficulties of keeping and maintaining of the original due to the shrink or extension of the drawings and to establish the exact cadastral survey data. The base for the integration of land registry and the cadastral drawing to use as the basic information to the national geographical information business was established.

Establishment of serial cadastral drawing

It is a work to establish a serial data for the digital cadastral drawing in pieces. It is performed by Korea Cadastral Survey Corporate under the control of Ministry of Land, Transport and Maritime Affairs. It is used as the basic data for land policy and important basic drawing for GIS policy establishment.

World Geodetic Reference system

Every country in the world performs the survey with the globe centered coordination system used in unification of the center of mass of the earth and it is a system to be used for map making and geographical information system (GIS).

Cadastral resurvey

It is a work to solve the problem of land in cadastral non-coincidence which bring forth the confusion in the cadastral control due to the structural obstacle in the land use improvement and property right protection of the nation. It improves the boundary restoring force of the land and revises the conventional cadastral institution to effective cadastral control system by clarifying the notification of the parcel.

3D [Three dimensions, Three Dimensional]

It is a cutting edge laser survey equipment to obtain the shape of the object intuitively with utilization of 3 dimensional coordinate value obtained from the projection of numerous laser beam in narrow gaps on the surface of the object with 3 dimensional coordination observation equipment in scanning method out of the method of 1 point observing such as traditional total station.

Letter of opinion from the 3rd party's certification

Introduction

Messer Korea Cadastral Survey Corporation

Korea Productivity Center (hereinafter it is called as 'Inspector') was asked for the independent inspection for the 'sustainability management report 2009' (hereinafter it is called as 'Report') according to the terms and conditions of the agreement entered by and between both of the companies. This inspection is concerned about the activities and achievements from the sustainability management for a period from January 1, 2009 to December 31, 2009. The responsibility for information collection and Report making belongs to Korea Cadastral Survey Corporation, the Inspector provides the specialized opinion for the contents of Report and the composition to the concerned people based on the inspected result. Inspector does not have any relation of interest for the purpose of profit seeking business activities of Korea Cadastral Survey Corporate besides the affairs provision of the 3rd party certification for the Report and the member for certificate are composed of the selected from various special sectors through strict evaluation for the qualification and career.

Methodology

◎ Inspection criteria

● Expansiveness

Whether the organization is doing its responsibility to concerned people who are influential each other? Is there any process for participating of the concerned people? Are the necessary competence and resource are provided to the participating process of concerned people?

● Importance

Is there any process in the organization for decision of the importance? Are the necessary competence and resource are provided to the decision of the importance?

● Responding

Is there any proper process in the organization for responding development? Are the necessary competence and resource are provided to the responding development? Are they responding to the main issue widely in balance?

◎ Scope and level of Inspection

The 3rd party application level checking was performed to confirm whether the GRI indexes recorded in the GRI Index are contained in the Report. Inspector performed the inspection Type 1 which evaluates the characteristics and degree of compliance for the 3 principle and acquired sufficient evidences necessary for the moderate certification level. Inspector declares that the result can be differed in case of performance of the additional inspection procedure is applied because this inspection was performed in moderate level of inspection. The inspection on the entire contents of the Report was performed and the inspection on the additional information listed on the homepage was not performed.

◎ Inspection system

This inspection was performed through the following procedure on February 2010.

- Survey on the media related with cadastral survey of de during the reporting period
- Checking on the system and process used to create the Report information
- Checking by tracing the internal document and basic data and data sampling
- Interview with the front liner and person in charge of report related with cadastral survey

Conclusion

◎ Inspection result and opinion

Inspector confirmed that the Report reflects the activities and achievements of cadastral survey in Korea Cadastral Survey Corporate sincerely and fairly. In addition, Inspector confirmed that Report satisfies the conditions for the B+ application level self declared by Korea Cadastral Survey Corporate according to the GRI guideline G3.

● Expansiveness

Korea Cadastral Survey Corporation accepts the various opinions from concerned people by proper setting of communication channel for each concerned people. Especially, the efforts to the concerned people were confirmed by the arrangement of the major issues of interest which are considered as important to achieve core value of the concerned people. Especially, the activities such as the reflection of the issue through the questionnaire to the concerned people compared to 2008 are the part to confirm the effort for collecting the opinion from the concerned people. It is believed that sustainability management of Korea Cadastral Survey Corporate will be developed if the organizational system to carry out such efforts is reflected on the sustainability management strategy.

● Importance

Report handles the important matters in balance for the activities and achievements of sustainability management on 2009 in Korea Cadastral Survey Corporate. Especially, it reports the efforts for sustainability management clearly to concerned people by describing the main issues intensively based on the opinions from internal and external concerned people. Especially, the business of public interest and social contribution activities for the social responsibility of Korea Cadastral Survey Corporate are well reported.

● Responding

It is recognized that Korea Cadastral Survey Corporation made an effort to respond to the request from concerned people through the major achievement index for the economy, society and environment. This report describes the business activities under process or to be processed by Korea Cadastral Survey Corporation and the efforts and achievement to implement the social responsibility as a public organization are shown through various business activities. Especially, the realization of the space information for green growth, vision for the customer satisfaction management, systems and various improvement activities are believed as an important achievement. If the strategy for the section of economy, society and environment and implementation method are revised and amended by the reflection of the concerned people request, it will respond to the requests from concerned people.

We expect the efforts for the economic, social and environmental responsibility and achievement are to be appeared through the sustainability management report and the sustainability management of Korea Cadastral Survey Corporate to be developed by the utilization as the communication tools for concerned people.



한국생산성본부

February 2010

Chairman, Korea Productivity Center

Dong Kyu Choi

Korea Productivity Center is a specialized training organization and a management consulting institution in accumulated know-how which played the leading role in the industrial manpower fostering since the establishment on 1957. Various services such as the sustainability evaluation, sustainability management strategy consulting, development of sustainability management report, report inspection and advice and education are served to the companies as the sustainability management becomes important to the company environment. We play the role of integrated consulting for sustainability management by publishing the Dow Jones sustainability management index (DJSI Korea) in every year commonly Dow Jones in USA and SAM in Swiss.

GRI Contents Index

○ Not reported ● Partially reported ● Fully reported N/A Not available

	GRI G3	Contents of Index	Index applied to KCSC	Page	Reporting level
Strategy and analysis					
	1.1	The statement where the highest decision maker declared the relation among the reporting organization, strategy and sustainability	CEO message	13	●
	1.2	Description for main influence, risk factor and opportunity	Opportunity and challenge of KCSC	30, 31	●
Organization profile					
	2.1	Name of organization	Company name	22	●
	2.2	Representative brand, product and service	Main business	23	●
	2.3	Organization structure of reporting organization	Business structure	24	●
	2.4	Location of branch office/headquarter	Location of branch office/ headquarter	25	●
	2.5	Number of country at the main workplace where the reporting organization is operating, matter of the sustainability handled in the report and name of country which has a specific relation	Location of branch office/ headquarter, overseas business	22, 25	●
	2.6	Characteristics and legal shape of ownership structure	Company profile	22	●
	2.7	Target market [Regional classification, business sector, customer/ revenue free type]	Location of branch office/ headquarter	25	●
	2.8	Scale of reporting organization	Company profile, Business structure, Organization chart	22, 24	●
	2.9	Material change in scale, structure or ownership structure during reporting period	-	-	N/A
	2.1	Details of awarding during reporting period	Record of awarding and certification	92	●
Report parameter					
Report profile	3.1	Period for reporting	Scope of report and scope period	2	●
	3.2	Issue date of the most recent report	The most recent report date and report period	2	●
	3.3	Report period	The most recent report date and report period	2	●
	3.4	Contact for the contents related with report	Additional contents	2	●
Report scope and boundary	3.5	Process defining report contents	Importance evaluation	20, 21	●
	3.6	Report boundary	Report scope	2	●
	3.7	Specific constraints in reporting scope and reporting boundary	Report scope	2	●
	3.8	Reporting standard for the object which influences on the comparison possibility for each period or among organizations	Standard and object of report making	2	●
	3.9	Data measurement technique and calculation standard	Standard and object of report making	2	●
	3.10	Effect and reason for re-description for the information listed in the previous report	-	-	N/A
	3.11	Changes in reporting scope and boundary comparing to the previous reporting period	-	-	N/A
GRI comparison chart	3.12	Table showing the location of standard notice matter inside the report	GRI Contents Index	96~100	●
Verification	3.13	Policy and activity to secure the external certification for the report	The 3 rd party certification report	94, 95	●
Governing structure, responsibility, participation					
Governing structure	4.1	Governing structure of organization	Governing structure of Korea Cadastral Survey Corporate	26	●
	4.2	Concurrent office as director for chairman of board of director	Operation of board of director	26	●
	4.3	Number of constituent who is independent or not director in board of director	Constituent member of board of director	26	●
	4.4	Mechanism of advice or suggesting the direction in board of director' s meeting by share holder and employees	Information sharing in board of director	29	●
	4.5	Compensation to the constituent of board of director and achievement of organization	Evaluation on the achievement of board of director	29	●

○ Not reported ● Partially reported ● Fully reported N/A Not available

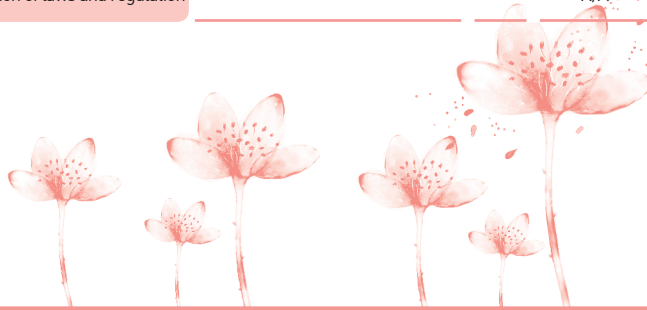
	GRI G3	Contents of Index	Index applied to KCSC	Page	Reporting level
Governing structure	4.6	Process to prevent the conflict of interest inside the board of director	Strengthening of independence and specialty in operation of board of director/ Operation committee for each special sector	27	●
	4.7	Process to decide the qualification and specialty standard for the constituent of board of director	Director recommendation committee	27	●
	4.8	Mission, statement of core value, behavioral creed and principle provided internally	Mission, vision and strategy of Korea Cadastral Survey Corporate	31	●
	4.9	Procedure controlling the identification of economic, environmental and social achievement and management	Evaluation on the achievement of board of director	28, 29	●
	4.10	Process to evaluate the achievement of board of director itself	Evaluation on the achievement of board of director	28, 29	●
Responsibility on the external initiative	4.11	Selection of the principle and approaching method of prior prevention	Effort to carry out the UN Global Compact	15	◐
	4.12	External initiative entered or supporting such as economics/ environment/social chart	Effort to carry out the UN Global Compact	15	●
	4.13	Status of acquiring of membership for association, country and international policy organization	Status of entry to association and group	92	●
Participation of concerned people	4.14	List of concerned people group participated	Classification of concerned people	18	●
	4.15	Standard for classification and selection for concerned people group participated	I1 and main issue selection criteria	18	●
	4.16	Participation method such as participating pattern, participating frequency of concerned people for each group	I1 communication	19	●
	4.17	Core subject and interest arisen through the concerned people participation and responding method for this	I1 communication	19	●
Economic index					
	EC1	Creation and distribution of the direct economic value	Status of affairs	88~91	●
	EC2	Financial influence for climate change and risk and opportunity for business activity	Performance of system establishment for advanced preventive management for immersion	39	●
			Status survey on the coastal public ownership water level and performance of disaster preventive business	40	
	EC3	Scope of pension support	Retirement pension system	65	●
	EC4	Record of government subsidy benefit	-	-	N/A
Market status	EC5	Ratio of fresh employee to the minimum wage in law at main workplace	Payment system	64	●
	EC6	Local purchasing policy, practice and ratio of main workplace	-	-	○
	EC7	Preferential employment procedure for local people at main workplace and ratio of high level manage from local area	-	-	○
Indirect economic effect	EC8	Investment on infrastructure for public interest and service support activity and effect	Special business for public interest by Korea Cadastral Survey Corporate. Contribution on local community	38~40 55~58	●
	EC9	Understanding and explanation on the indirect economic ripple effect	Special business for public interest by Korea Cadastral Survey Corporate	38~40	●
Environment index					
Material	EN1	Material consumption quantity based on weight or volume	-	-	N/A
	EN2	Ratio of recycled material use	-	-	N/A
Energy	EN3	Direct energy consumption quantity for the 1st energy	Energy consumption quantity	80	●
	EN4	Indirect energy consumption quantity for the 1st energy	Energy consumption quantity	80	●
	EN5	Energy quantity saved by saving and improvement of efficiency	Company wide effort to reduce energy consumption	81~84	●
	EN6	Energy efficient or product based on the recyclable energy, effort of service supply and energy reduction quantity through corresponding business	Company wide effort to reduce energy consumption	81~84	●
	EN7	Indirect energy saving business and achievement	Carry out for energy consumption reduction	83	●
Water	EN8	Total collection from each source	Energy consumption quantity	80	●
	EN9	Water supply source influenced from the water collection	Energy consumption quantity	80	●
	EN10	Total quantity and ratio of reused and recycled water		-	○

○ Not reported ◐ Partially reported ● Fully reported N/A Not available

	GRIG3	Contents of Index	Index applied to KCSC	Page	Reporting level
Variety of biological animals	EN11	Region where it has the high value of reservation area and variety of biological animal or location and size of the land owned, rented and maintained at the vicinity		-	N/A
	EN12	The influence on the biological animal due to the activity, product and service in the region where it has the high value of reservation area and variety of biological animal.		-	N/A
	EN13	Protected or restored habitat		-	N/A
	EN14	Strategy, current remedy and future plan for managing the variety of biological animal	Effort to carry out the green life	83	◐
	EN15	The extinct species appointed by international nature protection union which habitats in the influential area of business and number of extinct species appointed by nation and risk of extinction		-	N/A
Emission into air, sewage and waste	EN16	Total emission quantity of direct and indirect greenhouse gas	Energy consumption quantity	80	●
	EN17	Emission quantity of indirect greenhouse gas	Energy consumption quantity	80	●
	EN18	Business of greenhouse gas reduction and its achievement	Effort to improve efficiency of energy consumption	81	●
	EN19	Emission quantity of destroyed material in ozone layer	-	-	N/A
	EN20	NOX, SOX and other major air contaminant emission quantity	-	-	N/A
	EN21	Total sewage emission quantity and water quality in each final place of emission	-		○
	EN22	Waste emission quantity in shape and treatment method	-	-	○
Emission into air, sewage and waste	EN23	Cases of flowing of important harmful material and flowing quantity	-	-	N/A
	EN24	Transportation, take, exhaust, treatment quantity of wastes defined at I, II and III of Annex of Basel Protocol and the ratio of waste returned to overseas	-	-	N/A
	EN25	Name, scale, protection condition and value of biological variety at the water area and related habitat influenced by the sewage emission of the report organization	-	-	N/A
Product and service	EN26	Environment influential reduction activity of product and service and achievement	-	-	N/A
	EN27	The recycling ratio of the sold product and related packing material	-	-	N/A
Compliance to laws	EN28	Amount of penalty imposed by the violation of the environment regulation and cases of restraints not in amount	-	-	N/A
Transport	EN29	Important environment influence from the product, raw material transportation and employees movement	Performance for energy saving	83, 84	◐
Total	EN30	Payment and investment amount for environment protection	Purchasing of environment friendly product	84	◐
Labor index					
Employment	LA1	Status of employment pattern, employment contract and manpower in each region	Employment system	60	●
	LA2	Case of transfer of the employee and ratio	Number of retiree	65	●
	LA3	Benefit given to the full time employees which are not provided to the temporary or part time employees	Improvement of quality of life	64, 65	●
Labor- Managment relation	LA4	Ratio of employees for application of collective agreement	Labor union	66, 67	●
	LA5	The minimum notice period for the changes of important business change	Notice for the matters of important business change	66	●
Health and safety in the company	LA6	Ratio of employees represented by the labor-management joint health and safety committee	Labor union	67	●
	LA7	Injury, occupational disease, loss of working day, absence and cases of disaster related with affairs	Case of disaster related with affairs such as injury and occupational disease	65	●
	LA8	Education, training, consulting, prevention and risk management program to support the employees and their families and resident regarding to severe disease	Disaster prevention and risk management	65	●
	LA9	Health and safety which are the subjects of negotiation with labor union	Major contents of collective agreement	67	●

○ Not reported ◐ Partially reported ● Fully reported N/A Not available

	GRI G3	Contents of Index	Index applied to KCSC	Page	Reporting level
Education and training	LA10	Annual education time per employees in type of employees	Hours of education per employee	63	●
	LA11	Education and study program for consistent employment and support to retiree	Program for retiree	63	●
	LA12	Ratio of employee for periodical performance evaluation and career development	Status of non regular employee Competence oriented promotion system	61	●
Variety and equal opportunity	LA13	Status of composition in employees and board of director	Constituent, Number of employees for each grade	26, 59	●
	LA14	Ratio of basic salary between female and male in employees category	Quality of life, payment system	64	●
Human right index					
Practice of investment and procurement	HR1	Major investment agreement containing the human right clause is include or passed the human right decision	-	-	N/A
	HR2	주요 공급업체 및 계약업체의 인권심사비용	-	-	○
	HR3	Hours for employees education for the Human right policy related with affairs and procedure	Program for ethics management education	73	◐
Banning on discrimination	HR4	Total cases of discrimination and related remedy	-	-	N/A
Freedom and meeting and collective negotiation	HR5	Field of affairs which is identified to have a possibility of breach the freedom of meeting and collective agreement and remedy to guarantee the corresponding right	Operation of complaints treatment system	65	●
Infant labor	HR6	Business field which has a high risk of children labor and remedy for eradication for children labor	Operation of complaints treatment system	65	●
Forced labor	HR7	Business field which has a high risk of forced labor and remedy for eradication for children labor	Operation of complaints treatment system	65	●
Security practice	HR8	Ratio of person in charge of security who finished the education for the human right policy and procedure relate with affairs	-	-	N/A
Right of original resident	HR9	Case of breaching the right of original residents and related remedy	-	-	N/A
Social index					
Local society	S01	The characteristics, scope and practicality of the program that evaluates and controls the influence of local community at the initial, operation and final stage for affair	-	-	○
Corruption	S02	Number and ratio of the business unit which is analyzed for corruption risk	-	-	○
	S03	Ratio of employees who had education for the policy and procedure of the anti corruption	Program for ethics management education	73	●
	S04	Remedy for the cases of corruption	Evaluation and compensation for ethical management	73	●
Public policy	S05	Position to the public policy, establishment of public policy and participation to the lobby activity	-	-	○
	S06	Total amount of cash and kind donation to party, politician and related organization of each country	-	-	N/A
Activity restricting competition	S07	Cases of legal remedy and its result for the unfair competition action and monopoly action	-	-	N/A
Compliance of laws	S08	Cases of restriction on the penalty for the violation of laws and regulation	-	-	N/A



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	GRI G3	Contents of Index	Index applied to KCSC	Page	Reporting level
Product responsibility index					
Customer health and safety	PR1	Stage for discussion for life cycle evaluated the health and safety influence of product and service for the purpose of improvement	-	-	N/A
	PR2	Restriction and cases of voluntary violation for regulation related with customer health and safety influence on the life cycle of product and service	-	-	N/A
Labeling on product and service	PR3	Product, service information pattern necessary for procedure, ratio of major product and service corresponding to such information condition	Classification of customer and characteristics of service	48	●
	PR4	Restriction related with product, service, information and labeling and cases of voluntary violation		-	N/A
	PR5	Activity related with customer satisfaction such as result of the questionnaire for customer satisfaction	Survey on the customer satisfaction	54	●
Marketing communication	PR6	Restriction related with marketing communication such as advertisement, sales promotion, sponsorship, standard and voluntary regulation compliance program	Information open and evaluation for the service	53	●
	PR7	Restriction related with marketing communication such as advertisement, sales promotion, sponsorship, standard and voluntary regulation violation cases	Information open and evaluation for the service	53	●
Information protection	PR8	Cases of complaints arisen related with violation of customer private information protection and loss of customer data	Customer information protection	53	●
Compliance to laws	PR9	Amount of penalty imposed on the laws and regulation for the product and service supply	Customer information protection	53	●

Effort for consistent improvement

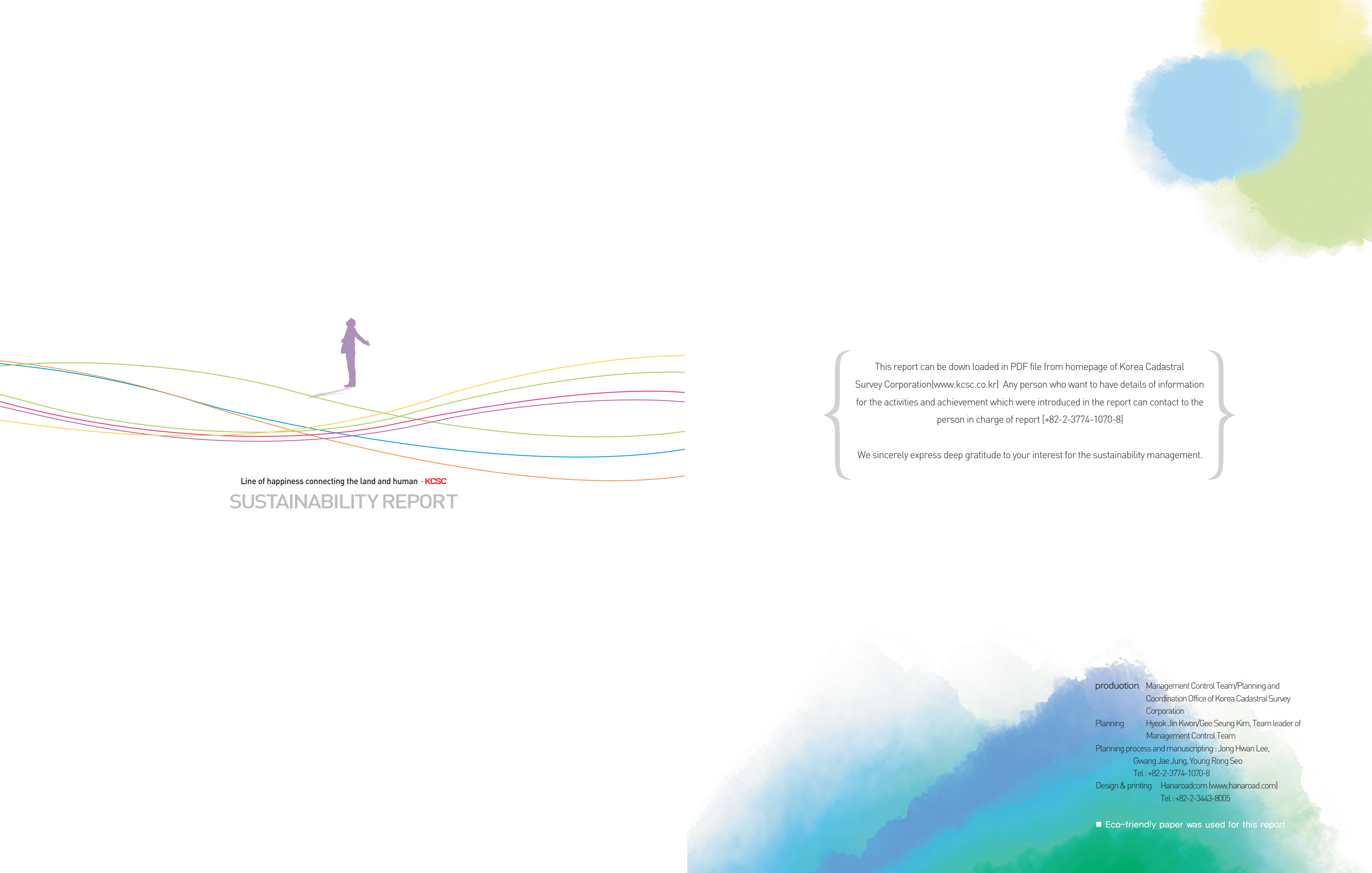
Korea Cadastral Survey Corporation had published the report in first time on 2008 for the purpose of making company which is trusted and respected from concerned people. We tried to have advices from internal and external concerned people and utilize them for the provision of this report, but there are insufficient part in the provision of proper report to the expectation and interest level of concerned people. The opinion of internal and external concerned people will be reflected on the report in the future. It will be reported sincerely maximum to the achievement indexes suggested by the G3 guideline which is the international standard for sustainability management report. We will try to make more mature sustainability management of Korea Cadastral Survey Corporate.

Application level of GRI G3 guideline

Sustainability management report 2009 of Korea Cadastral Survey Corporation was made to satisfy the all condition corresponding to B+ level out of the application levels of G3 guideline defined in GRI. It was identified that the G3 application level this report is B+ through the inspection of Korea Productivity Center.



Application level of report		C	C+	B	B+	A	A+
Standard construction	G3 profile construction Outcome	Items of construction : 1.1, 2.1-2.10, 3.1-3.8, 3.10-3.12, 4.1-4.4, 4.14-4.15	External inspection on report	All items of level C and 1.2, 3.9, 3.13, 4.5-4.13, 4.16-4.17	External inspection on report	Same as all items of level 'B'	External inspection on report
	G3 management method construction Outcome	Items of construction : 1.1, 2.1-2.10, 3.1-3.8, 3.10-3.12, 4.1-4.4, 4.14-4.15		Notice of management method(DMA) for each index category		Notice of management method(DMA) for each index category	
	G3 performance index and additional index for each industry Outcome	More than 20 achievement indexes shall be reported at least. (More than 1 index from economy, environment, and society shall be included.)		More than 10 achievement indexes shall be reported at least. (More than 1 index from economy, environment, human right, labor, and society and product responsibility shall be included.)		In case of a) Report b) not report, the reason shall be explained for all G3 core achievement index and industry guide index according to the principle of importance	



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SUSTAINABILITY REPORT

This report can be down loaded in PDF file from homepage of Korea Cadastral Survey Corporation(www.kcsc.co.kr) Any person who want to have details of information for the activities and achievement which were introduced in the report can contact to the person in charge of report [+82-2-3774-1070-8]

We sincerely express deep gratitude to your interest for the sustainability management.

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■ Eco-friendly paper was used for this report

Sustainability Report

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