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Impact Self-Disclosure Report

Daon Bridge Lab Co., Ltd.

Date Of Issue: 01/15/2026

Reporting Period: 01/2025 ~ 12/2025

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Basic Information

Organization name	Daon Bridge Lab Co., Ltd.
Representative	Daon Kim
Year founded	2022
Location	Seoul Metropolitan Area, Republic of Korea
Social mission	We expand opportunities for economic independence and social participation by providing suitable jobs for individuals with developmental disabilities.
Main business	Developmental Disability Job Training & Placement Services
Revenue(USD)	☐ < 0.1M ☐ 0.1M~1.0M ☐ 1.0M~5.0M ☐ > 5.0M

Social Issue & Solution

Social Value Refers To The Change That Results From An Organization's Efforts To Address A Social Issue.
Defining It At The Outcome Level Provides A Clearer Picture Of How Much Of The Intended Change Has Actually Taken Place.

1 **Social issue the organization addresses**

Deep-seated prejudice, rigid hiring, and a lack of tailored support deny job opportunities to people with developmental disabilities. This causes repeated job failures and short tenures. Accumulated income loss, social isolation, and future anxiety then severely restrict their independence and relationship-building.

2 **Solutions designed to address the issue**

Developing customized jobs and training tailored to the traits and capabilities of individuals with developmental disabilities. We support stable employment retention through on-the-job training, job placement, and workplace adaptation assistance.

3 **Outcomes the organization's solutions deliver**

Increasing income for those with DD via direct hiring

⊛ **SDGs(Sustainable Development Goals) the outcome aligns with**

SDG 8. Decent work and economic growth

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

SDG 10. Reduced inequalities

10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

Outcome Created By The Solution

This Section Presents The Key Stakeholder Who Experienced Change Through The Organization's Solution, Along With Actual Performance For The Current Period As Measured By The Indicator Defined For The Outcome.

Key Stakeholder

Key stakeholder	Adults with developmental disabilities
Geographical boundary	Seoul Metropolitan Area, Republic of Korea
Stakeholder characteristics	Due to lifelong physical/mental delays and communication barriers, those with developmental disabilities face limited job tasks, making employment in general companies difficult.
Importance of the outcome to stakeholder	For stable economic participation of people with DD, training tailored to their traits and suitable jobs are vital, laying the foundation for independence and social participation.

Outcome Indicator and Data

Outcome indicator

Average monthly income per capita of employed adults with developmental disabilities (KRW)

ⓐ Outcome level in period	-	ⓑ Outcome level at baseline	=	ⓐ−ⓑ Depth
Average monthly income per capita of adults with DD employed by our company **KRW 1,380,000**		Average monthly income of adults with DD before joining our company **KRW 420,000**		**KRW 960,000**

Outcome threshold 2025 Legal Minimum Wage (Adjusted for actual average working hours) **KRW 1,252,000**

Scale

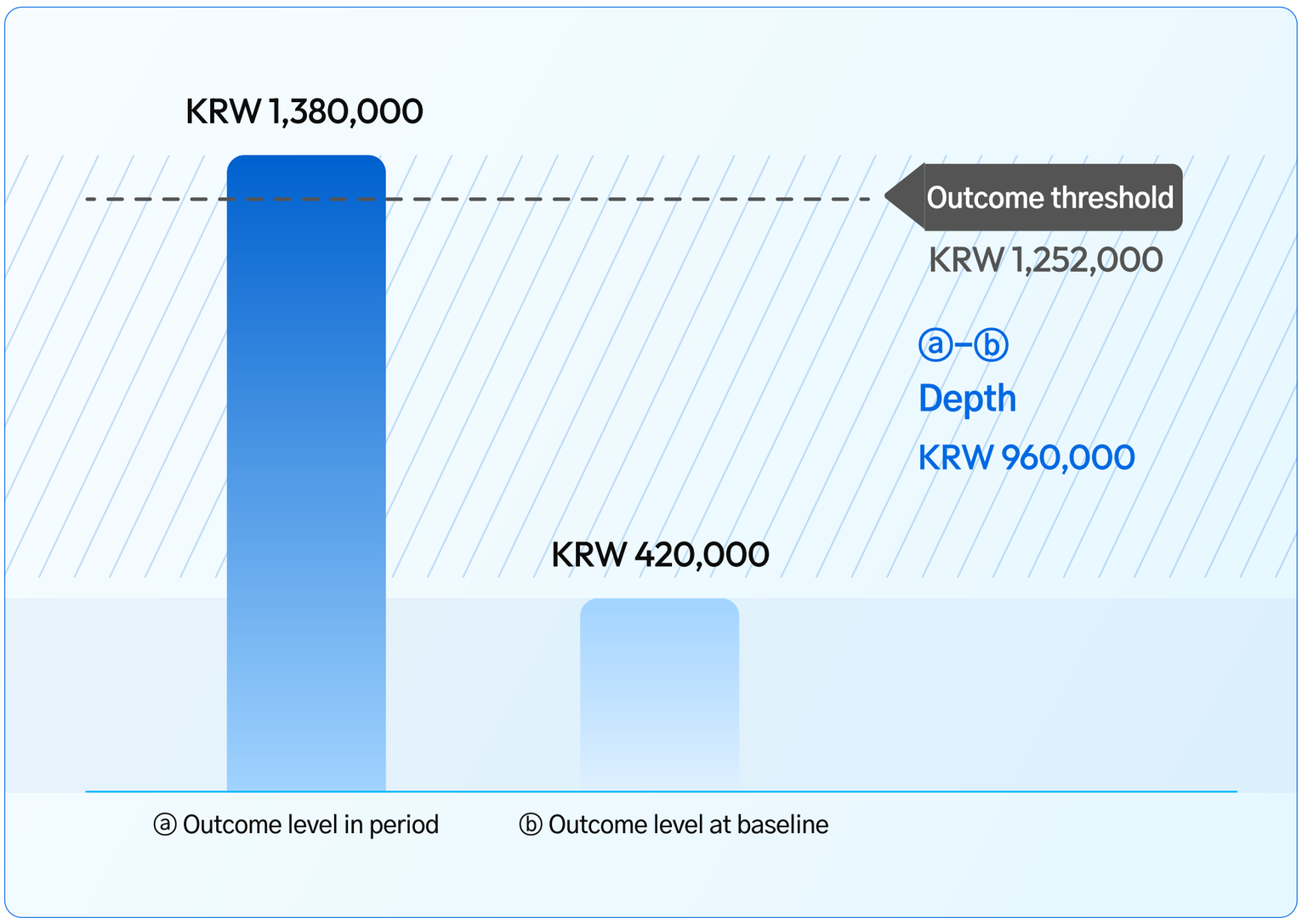
Adults with DD retained during the reporting period

8 employees

ⓒ Duration

Average length of service

18 months



Additional Information

Information Of Consideration Is Provided. The Estimated Change That Would Have Happened Anyway Is Provided, With An Explanation For The Risk Factors Affecting The Data Reported By The Organization.

⊛ Actual change attributable to the organization

ⓐ Outcome level in period

Average monthly income per capita of adults with DD employed by our company — **1,380,000 KRW**

ⓓ Depth counterfactual

– — **N/A**

ⓐ–ⓓ Actual change attributable to the organization* — **N/A**

⊛ Actual duration attributable to the organization

ⓒ Duration

Average length of service — **18 month**

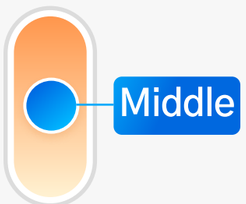
ⓔ Duration counterfactual

– — **N/A**

ⓒ–ⓔ Actual duration attributable the organization* — **N/A**

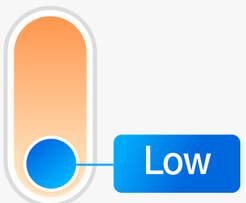
⊛ Key factors in disclosure analysis

☑ Evidence Risk



Current earned income is based on payroll records. Pre-hiring income is estimated via guardian interviews and may have minor errors.

☑ External Risk



Planned to hire 5 individuals with developmental disabilities, but 1 withdrew for personal reasons, resulting in 4 final hires.

⊛ Expected significant changes in outcomes in the next disclosure year

Next year, we plan to expand developmental disability hiring via partners and strengthen training and adaptation support to ensure stable employment and higher monthly income.

⊛ Impact performance assessment

During the reporting period, Daon Bridge Lab Co., Ltd. provided suitable jobs for 8 adults with developmental disabilities. Monthly income rose from KRW 420,000 to KRW 1,380,000 (+KRW 960,000 per capita). An average 18-month tenure helped lay a foundation for economic independence. Their current average income exceeds the 2025 statutory minimum wage adjusted for actual working hours.

Calculation Basis

This Section Provides Details On How Performance Data Was Calculated, Along With The Sources And References Used By The Organization.

Data Category	Calculation Method
ⓐ Outcome level in period	= Calculated the average monthly salary of adults with developmental disabilities employed during the reporting period.
ⓑ Outcome level at baseline	= Calculated average monthly income prior to joining the company through guardian interviews.
Outcome threshold	= Calculated by applying average monthly working hours based on the 2025 statutory minimum hourly wage of KRW 10,030. ※Based On Ministry Of Employment And Labor's 2025 Notice
Scale	= Counted the number of employees with developmental disabilities during the reporting period based on HR records and employment contracts.
ⓒ Duration	= Calculated the average tenure (months) of employed workers with developmental disabilities during the reporting period, based on the hire date in HR records.
ⓓ Depth counterfactual	N/A
ⓔ Duration counterfactual	N/A

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Name	Daon Kim	Email	contact@daonbridgelab.com	Organization	Daon Bridge Lab Co., Ltd.	Signature	Sample

IMP DATA CATEGORY CHECKLIST

Impact Dimension and Impact Data Category

Dimension	Data Category	Section	Relevant Item
What	Outcome level in period	Outcom Created by The Solution	Outcome level in period
	Outcome threshold		Outcome threshold
	Importance of the outcome to takeholder		Importance of outcome to stakeholder
	SDG target or other global goal	Social Problem & Solution	SDGs target that the outcome relates to
Who	Stakeholder	Outcom Created by The Solution	Key stakeholder
	Geographical Boundary		Geographical boundary
	Outcome level at baseline		Outcome level baseline
	Stakeholder characteristics		Stakeholder characteristics

Dimension	Data Category	Section	Relevant Item
How Much	Scale	Outcom Created by The Solution	Scale
	Depth		Depth
	Duration		Duration
Contribution	Depth counterfactual	Additional Information	Actual change and duration of outcome due to the organization's activities
	Duration counterfactual		
Risk	Risk type		Key risk
	Risk level		

* Item with and asterisk are an additional categories provided to help understanding of IMP 15 categories.