2026 Sustainability Report

SECO

About This Report

Reporting Standards

This report has been prepared in accordance with the GRI(Global Reporting Initiative) Standards 2021, the international standard for sustainability reporting. Furthermore, it meets the four principles of AA1000APS(2018) inclusivity, materiality, responsiveness, and impact and has identified key issues by applying a double materiality assessment methodology. Furthermore, we have endeavored to contribute to the achievement of the UN SDGs(Sustainable Development Goals) and to faithfully disclose industry-specific indicators by reflecting the criteria of the SASB Automotive Parts Industry Standard.

Reporting Period

This report is SECO's second sustainability report, published in June 2026, and covers performance from January 1, 2025, to December 31, 2025. However, to provide stakeholders with the most up-to-date information, it also includes some key qualitative performance metrics through the first half of 2026. To ensure reporting continuity, SECO plans to publish this report annually (once a year) going forward.

Scope and Boundaries of the Report

The scope of this report covers SECO's six major affiliates, and the specific operational boundaries for each company are outlined below. Financial performance is based on the separate financial statements of each affiliate prepared in accordance with Korean International Financial Reporting Standards (K-IFRS). Where the scope of a specific indicator differs from the overall scope, a separate note has been included on the relevant page to enhance transparency.

- SEOJIN INDUSTRIAL: All business sites (Siwha Headquarters, Siwha Plant, Hwaseong Plant, Gwangju Plant, Gyeongju Plant, R&D Center, Jeonju Office)
- SEOJIN AUTOMOTIVE: Domestic facilities (Siheung(Headquarters), Jeongnam Plant)
- SEOJINCAM: All facilities (Pyeongtaek Plant, Asan Plant, Dangjin Plants 1 and 2)
- ECOPLASTIC: Domestic facilities (Gyeongju Plant, Asan Plant)
- KOMOS: Hwaseong Plant (Headquarters)
- AIA: All facilities (Ansan Plant 1, Ansan Plant 2)

UN Global Compact

All six major SECO affiliates have joined the UNGC(UN Global Compact) and are committed to adhering to its 10 principles in the areas of human rights, labor, the environment, and anti-corruption across all aspects of their business operations.

WE SUPPORT UN GLOBAL COMPACT

Report Verification

This report has undergone third-party verification by BSI (British Standards Institution), an independent external verification body, to ensure the objectivity and reliability of the disclosed information. In particular, the validity of information regarding GHG emissions and energy consumption—areas where data accuracy is strictly required—was confirmed through a separate specialized verification process. Detailed verification criteria, procedures, and results can be found in the "Third-Party Verification Statement" and "Greenhouse Gas Verification Statement" in the Appendix of this report.

Inquiries Regarding the Report

If you have any questions regarding SECO's ESG Management performance or this report in general, please contact us at the information below. For detailed performance metrics and individual status reports for each of SECO's affiliates, please contact the relevant department at each company.

- SEOJIN INDUSTRIAL (031-428-2906, kcpark@seojin.com)
- SEOJIN AUTOMOTIVE (031-496-1515, sjpark@secoautomotive.com)
- SEOJINCAM (031-680-9234, jhkim58th@seojincam.com)
- ECOPLASTIC (054-770-3268, noh1119@myeco.co.kr)
- KOMOS (031-359-1110, chogunguk@secokomos.com)
- AIA (031-8085-6065, ybchoi@aia21.co.kr)

Cautionary Statement Regarding Forward-Looking Information

The forward-looking statements, goals, plans, and forecasts contained in this sustainability report (hereinafter "this Report") reflect the current status and judgments of SECO and its six major affiliates (hereinafter "the Company") as of the date of this Report. The forward-looking statements included in this Report are based on various assumptions regarding the sustainability management environment, regulatory trends, market conditions, and other factors; these assumptions may differ from actual results. Furthermore, these assumptions involve risks, uncertainties, and other factors that could cause actual results to differ materially from those described in the forward-looking statements. Such factors include, but are not limited to, changes in the internal business environment, fluctuations in the macroeconomic and industrial environment, changes in climate change-related policies and regulations, and changes in ESG evaluation criteria. We assume no obligation to revise or update the information contained in this report to reflect new risks or uncertainties that may arise after the publication of this report. We do not guarantee that the sustainability goals and outlooks set forth in this report will be realized, nor that the performance or impacts we anticipate will actually occur. Please note that all forward-looking statements included in this report are based on information available as of the date of preparation.

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SECO Overview

About Us

Vision

SECO benefits the world by inspiring everyone to dream of a brighter tomorrow through technology that moves the world and values that enrich lives.

Dream Big, SECO

Core Value

SECO core values are the principles of our management and serve as the benchmark for all activities and decision-making.

Responsibility

We quietly see our tasks through to the end, uphold our trust, and fulfill our responsibilities together.

Love

We care for one another, grow together, and connect the world with warm hearts.

Spirit

The SECO spirit is our DNA, passed down through generations. Ultimately, it is people who make up a company, and their attitudes and mindsets shape the organizational culture.

Humility	Challenge	Perseverance
Humble yet unwavering, it takes deep root	We pioneer the future without fear and lead innovation	We work together to ultimately overcome challenges

Affiliates

SEOJIN INDUSTRIAL

"Make SEOJIN Great again"

Main Products	Frames, Bodies, Molds, Wheels, Decks
Address	296, 301 Gongdan 1-daero, Siheung-si, Gyeonggi-do

SEOJIN AUTOMOTIVE

"The future of SEOJIN AUTOMOTIVE lies in the world and in our customers"

Main Products	Clutches for manual transmissions and automatic transmission parts
Address	313 Gongdan 1-daero, Siheung-si, Gyeonggi-do

SEOJINCAM

"We will lead a new culture in the automotive parts industry based on state-of-the-art facilities and outstanding research personnel."

Main Products	Hollow Sintered Camshafts and Sintered Products
Address	31 Cheongbuk Industrial Complex-ro, Cheongbuk-myeon, Pyeongtaek-si, Gyeonggi-do

ECOPLASTIC

"ECOPLASTIC: Taking on new challenges toward new technologies and a new tomorrow"

Main Products	Bumper, Console, Garnish, Ambient Light
Address	30, Gongdan-ro 69beon-gil, Gyeongju-si, Gyeongsangbuk-do

KOMOS

"A company that delivers customer satisfaction through forward-looking new technologies and superior quality"

Main Products	Steering Wheel, Console, Wheel Cover, Hub Cap
Address	842-1 Beodeuro, Ujeong-eup, Hwaseong-si, Gyeonggi-do

AIA

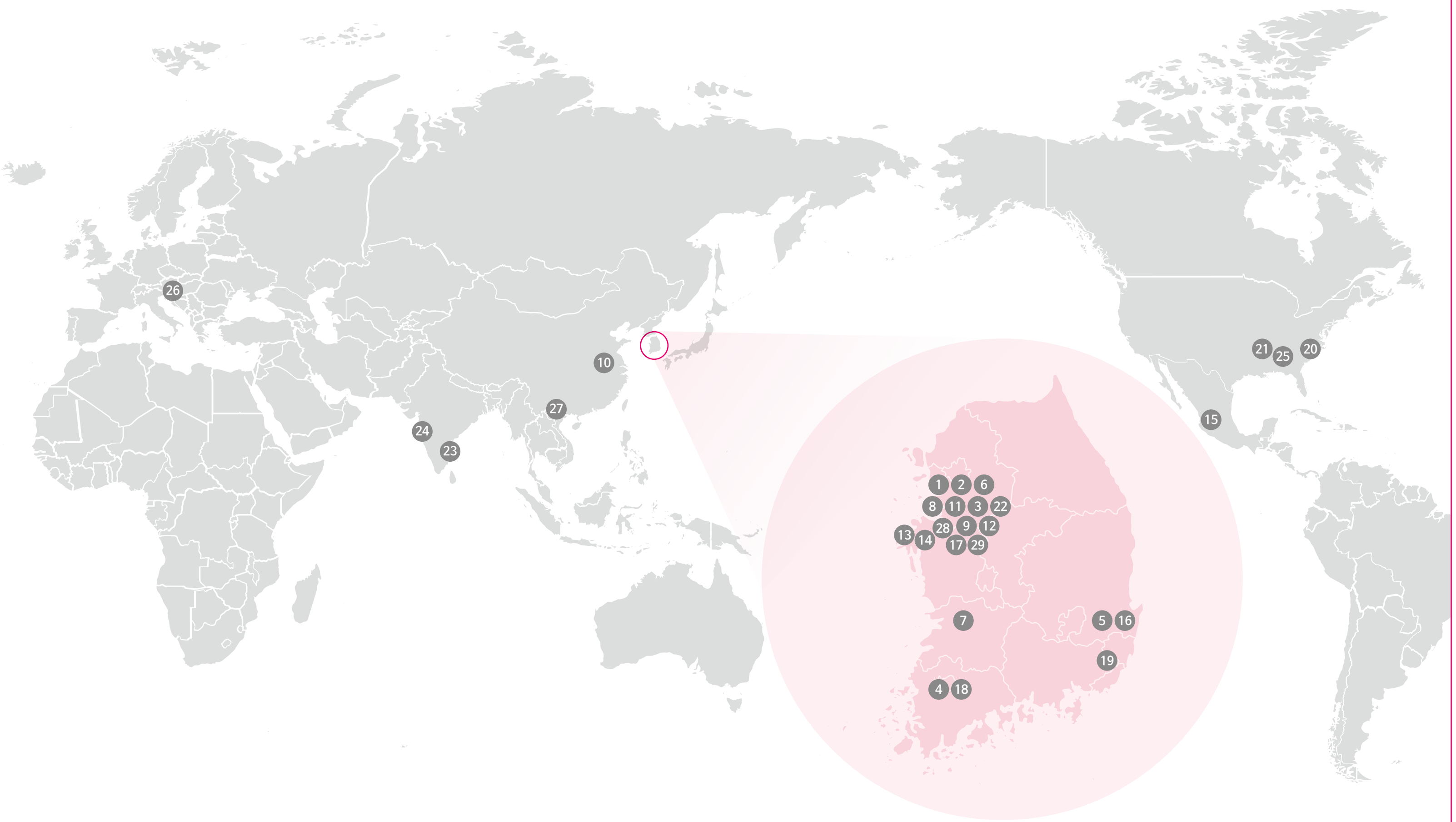
"We are building a better future through the development of new technologies"

Main Products	**Rubber:** Weather Strip, Module Damper **Plastic:** Bumper, Sill Side, Garnish
Address	87 Seonggok-ro, Danwon-gu, Ansan-si, Gyeonggi-do

SECO Overview

Global Network

SECO has established and operates key hubs in the United States, China, and India to expand into major global markets.



SEOJIN INDUSTRIAL

Domestic
① Sihwa Headquarters
② Sihwa Plant
③ Hwaseong Plant
④ Gwangju Plant
⑤ Gyeongju Plant
⑥ R&D Center
⑦ Jeonju Office

SEOJIN AUTOMOTIVE

Domestic
⑧ Siheung Headquarters
⑨ Jeongnam Plant

Overseas
⑩ Zhangjiagang CO., Ltd.

SEOJINCAM

Domestic
⑪ Pyeongtaek Plant
⑫ Asan Plant
⑬ Dangjin Plant 1
⑭ Dangjin Plant 2

Overseas
⑮ SEOJIN MOBILITY MX

ECOPLASTIC

Domestic
⑯ Gyeongju Plant (Headquarters)
⑰ Asan Plant
⑱ Gwangju Plant
⑲ Junam Plant

Overseas
⑳ Savannah, USA Plant
㉑ Opelika, USA Plant

KOMOS

Domestic
㉒ Hwaseong Plant (Headquarters)

Overseas
㉓ KOMOS India Chennai
㉔ KOMOS India Pune
㉕ KOMOS America
㉖ KOMOS Czech
㉗ KOMOS Vietnam

AIA

Domestic
㉘ Ansan Plant 1
㉙ Ansan Plant 2

SECO ESG Initiatives

SECO ESG Management

ESG Management System

ESG Governance

SECO ESG council

SECO has established and operates the SECO ESG Council to share ESG Management activities among its affiliates and systematically manage their performance. By sharing decisions and action items derived through the ESG Council, we strive to continuously enhance the overall level of ESG Management across all affiliates. Among the key agenda items discussed in the ESG council, matters that impact overall management—such as setting strategic directions, establishing mid-to long-term goals, and allocating significant resources—are finalized through final decisions by the Chief Executive Officer(CEO) or the Board of Directors(BOD) of each affiliate. This ensures that ESG Management is not limited to mere operational activities but is integrated into management strategy under the commitment and responsibility of top management.

Affiliates' ESG Implementation Framework

The six SECO affiliates have established their own ESG management frameworks to strengthen the implementation and effectiveness of ESG Management. Under the leadership of their respective ESG departments, each affiliate carries out ESG activities in collaboration with operational staff responsible for specific ESG issues. They also monitor the company-wide status of ESG Management to proactively identify risks and manage indicators and performance. Key issues discussed at the operational level are reported to the ESG council, where they are shared and discussed among affiliates before proceeding to the decision-making stage. This system of benchmarking and consultation among affiliates serves as a driving force for continuously enhancing SECO's overall ESG Management capabilities.

SECO ESG council

Affiliates ESG Departments

Operational Staff

Climate change	Environmental Management	Employees	Health and Safety	Quality Management	Compliance and Ethics Management	...

ESG Management Strategy

SECO ESG Implementation Framework

Vision

Leading Sustainable Mobility

Slogan

Innovative Solutions for a Sustainable Future

Goals

1. Sustainable Low-Carbon Transition

- We will contribute to creating a sustainable global environment through a climate change response and practice of low-carbon sustainability management.
- We minimize the impact on the environment resulting from our business operations.

2. People-Centered Innovation and Win-Win Growth

- We recognize our social responsibility and role as a corporation, and strive to create economic value while pursuing win-win growth with our stakeholders.
- We respect the human rights of our employees and foster a corporate culture that prioritizes safety above all else.

3. Trustworthy and Transparent Management

- We continuously review and comply with laws and ethical standards, and establish sound governance.
- We are actively committed to promoting ESG Management based on fairness and transparency, and we strive to build a sustainable supply chain.

SECO ESG Management

Establishment of a Scope 3 Calculation System

We have established a new Scope 3 calculation methodology and management system to track carbon emissions across the entire supply chain, extending beyond the company's direct control. We prioritized key categories most closely related to our current business activities in 2026 to ensure data reliability. By enhancing our internal data management, we plan to gradually expand the scope of our calculations and develop a collaborative roadmap for the low-carbon transition of the entire supply chain.

Acquisition of ISO 37301 and 37001 Integrated Certification

In 2025, we obtained integrated certification for compliance management (ISO 37301) and anti-bribery management systems (ISO 37001), securing global-level transparency. By proactively identifying potential compliance risks and establishing response processes, we have enhanced the trust of our customers and stakeholders. Through a program to instill compliance awareness in all employees, we plan to embed a "Zero-Corruption" culture into our corporate DNA.

Reduced emissions by 7,082 tons in 2025

By optimizing energy efficiency and expanding on-site power generation facilities, we have achieved a reduction in GHG emissions of approximately 6% in 2025 compared to the previous year. We are minimizing energy loss at our facilities by replacing outdated equipment and implementing smart energy management systems. We will continue to expand our procurement of renewable energy and invest in infrastructure to ensure we meet the goals of our "2030 GHG reduction roadmap."

Human Rights Risk Management and Advancement of Human Rights Management

We have enhanced our SECO-style human rights impact assessment system to reflect global trends in the automotive industry and human rights issues within the supply chain. With the goal of respecting our employees and fostering a healthy organizational culture, we have proactively identified potential human rights risks and developed corrective measures to enhance the effectiveness of our human rights management. We will continue to expand the scope of our assessments to include the supply chain and strive to create a safe and fair business environment where the dignity of all is guaranteed.

LCA Assessment of Key Products

In 2025, we conducted a Life Cycle Assessment (LCA) covering the entire lifecycle—from raw material extraction to disposal—for a total of 12 key products across six SECO affiliates. By quantitatively analyzing the carbon emissions contribution of each product, we established a data-driven foundation for managing environmental impact.
We plan to incorporate the results of the LCA analysis into our product design and manufacturing processes to continuously improve the environment of our product portfolio.

SECO ESG Management

Materiality Assessment

Materiality Assessment Process

SECO conducted a double materiality assessment that holistically considers both the impact of corporate management on the environment and society (Inside-Out) and the impact of external factors on the company's financial condition (Outside-In). Through this process, SECO identified the key ESG issues on which it should focus in 2026.

Step #1
Creating an ESG Issue Pool

Identify a pool of issues optimized for SECO by analyzing global disclosure standards and industry trends
- **Review of Global Standards**: Analysis of the latest disclosure guidelines, including the GRI Standards 2021, EU ESRS, and IFRS S1/S2
- **Industry Benchmarking**: Analysis of key ESG issues among leading companies in the automotive and automotive

Step #2
Double Materiality Assessment

Precise evaluation of the materiality of each issue from two perspectives using the methodologies of GRI and ESRS
- **Environmental and Social Impact Assessment** (Impact Materiality): Measuring the impact of SECO's business activities on the external environment and society (based on media research and international standards)
- **Financial Materiality Assessment**: Measurement of the impact of ESG issues on financial performance, including corporate value, profitability, and cost of capital (Analysis of ESG assessment criteria from global investment institutions and customers)

Step #3
Gathering Stakeholder Input

Incorporate the perspectives of internal and external stakeholders to ensure the objectivity of the assessment results
- **Target Participants**: Employees with a strong understanding of SECO's business and a group of external ESG experts
- **Survey Content**: Survey on the significance of identified issues on financial performance and environmental and social impacts

Step #4
Finalize Material Issues

Final selection of top management priorities based on a combination of quantitative assessments and qualitative feedback
- **Comprehensive Analysis**: Analyze by creating a matrix of issue-specific importance scores and stakeholder feedback
- **Finalization**: Key reporting issues for 2026 were finalized through reporting to the SECO ESG council and senior management

No.	Rank Change	Issues	SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
1	-	Climate Change and Energy	10~13, 27~28	10~13, 52~53	10~13, 73~74	10~13, 93~94	10~13, 119~120	10~13, 139~140
2	▲2	Human Capital	14~15, 33~34	14~15, 56	14~15, 77	14~15, 99	14~15, 123	14~15, 144
3	-	compliance and ethics management	16~17, 43	16~17, 63	16~17, 84	16~17, 109	16~17, 130	16~17, 152
4	▲2	Resource Circulation	30	54	75	95~96	121	142
5	▼3	Occupational health and safety(OHS)	35~37	57	78~79	100~102	124~125	145~146
6	▲1	Human Rights	38	58	80	103	126	147
7	▲1	Pollutants	31	54	75	96~97	121	142
8	▼3	supply chain	39	59	81	104	127	148

Results of the Materiality Assessment

Based on the results of the double materiality assessment, 8 out of the total 20 issues were identified as material issues that exceeded the threshold from both a financial perspective and an environmental and social impact perspective. Among these, after comprehensively reviewing the timeliness of global regulatory responses, stakeholder expectations, and alignment with SECO's mid- to long-term management strategy, we ultimately selected climate change and energy, Human Capital, and compliance and ethics management as the three key material issues. This report details the eight identified issues by affiliate, while the three key issues are addressed in a separate section covering common content across all affiliates. In this year's assessment, while there were some changes in the ranking of issue materiality compared to the previous year, the eight items selected as material issues remained unchanged, meaning the same issues as last year were maintained as material issues. This demonstrates that ESG risks and opportunities surrounding SECO affiliates are being managed consistently and continuously. Changes in the rankings by issue, their impact on SECO, and management approaches can be found in the table below. Please refer to the page numbers listed in the table for detailed response activities by each affiliate.

Material Issues Management Approach

Climate Change and Energy
As the transition to carbon neutrality accelerates, particularly in the automotive industry, there is a growing demand for GHG reductions across the entire supply chain. Furthermore, the shift toward electrification by automotive customers is having a tangible impact on the business models of affiliates that manufacture automotive parts. Affiliates view these changes as both a challenge and an opportunity. Alongside efforts to reduce GHG emissions and improve energy efficiency, they are exploring new business opportunities through research and development of low-carbon components, including the production of electrification parts, the use of recycled materials, and product lightweighting.

Human Capital
As the aging workforce and shortage of skilled technical personnel across the manufacturing sector intensify, competition to attract and retain top talent is becoming increasingly fierce. Recognizing that the departure of key technical personnel and the decline in skill levels resulting from generational turnover can directly impact production competitiveness, affiliates are implementing systematic training and development programs and establishing fair compensation systems to enhance employee capabilities and encourage long-term retention.

Compliance and ethics management
As global supply chain ethics standards become stricter and mandatory ESG disclosure requirements become more widespread, a company's level of compliance and ethics management is emerging as a factor that directly impacts the sustainability of its business relationships and its credibility. Recognizing that ethical risks—such as corruption and violations of fair trade laws—can lead to legal sanctions and reputational damage, SECO affiliates are securing stakeholder trust and building a sustainable business foundation by strengthening the implementation of their codes of conduct and internal control systems.

Material Issue 1. Climate Change

Governance

Oversight Role of the Governing Body

As publicly listed companies, ECOPLASTIC and SEOJIN AUTOMOTIVE have established their Boards of Directors(BODs) as decision-making bodies to manage and oversee climate change-related risks and opportunities at the highest level of decision-making. The BODs of both companies receive reports on climate change response strategies, GHG reduction targets, and implementation status, and perform deliberation and decision-making functions regarding important climate-related matters. The remaining four affiliates (SEOJIN INDUSTRIAL, SEOJINCAM, KOMOS, and AIA) are unlisted companies and do not operate separate Boards of Directors(BODs). Instead, the Chief Executive Officer (CEO) manages and oversees major climate change-related matters and establishes and executes climate change response directions and strategic decisions. This ensures that climate risks are not treated merely as environmental issues but are reflected in the company's financial and strategic decision-making.

To enhance the effectiveness of its climate change response, SECO is establishing a coordinated cooperation system between the SECO ESG council—which serves as the central coordinating body—and the environmental departments of its six affiliates. The SECO ESG council oversees the development of climate change response strategies across all affiliates, monitors the implementation of GHG reduction roadmaps, and conducts data-driven performance analyses, while regularly compiling and analyzing the operational status of each affiliate. In particular, the four affiliates with high emissions—SEOJIN INDUSTRIAL, SEOJINCAM, ECOPLASTIC, and AIA—have established their own dedicated climate governance bodies (carbon management committee and carbon reduction committee) to manage energy consumption and climate risks. The environmental departments of each affiliate periodically report operational data to the climate governance and carbon reduction task forces, and key issues identified are regularly reported to senior management to support rapid decision-making. Through this system, SECO conducts climate risk management across all affiliates.

Detailed Climate Change Information Pages for Affiliates

SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
27~28	52~53	73~74	93~94	119~120	139~140

Strategy

Identifying Climate-Related Risks and Opportunities

SECO's six affiliates are using the TCFD guidelines to identify the drivers of climate change risks and their potential impact on the business, and are utilizing this information to develop strategies for mitigating those risks. We have identified transition risks related to regulatory, technological, and market factors, as well as physical risks stemming from natural disasters and extreme weather events. We have conducted a qualitative assessment of the potential impact of each risk on SECO, categorizing them by timing (short-term, medium-term, long-term) and by likelihood and severity. Based on this assessment, we are implementing short-term and medium- to long-term response measures.

At the same time, we identified "climate opportunities"—the positive impacts of climate change on business. We identified opportunity factors related to SECO's business in terms of energy efficiency and resource utilization, products and services, and markets, and qualitatively assessed their timing, likelihood, and impact using the same criteria as for risks. The identified opportunity factors are being utilized to identify new business opportunities and set mid- to long-term strategic directions.

Material Issue 1. Climate Change

Strategy

Climate-related Risks and Opportunities

Types		Risk/Opportunity	Short-term[1]		Mid-term[1]		Long-term[1]		Impact on SECO	Response Activities[2]
			Likelihood	Impact	Likelihood	Impact	Likelihood	Impact		
Physical Risks	Acute	• Floods	M	L	M	L	H	H	• Incurrence of facility restoration costs due to damage to production equipment • Increased operating costs due to plant operation suspension, including rental of alternative facilities • Increased response costs due to heightened worker safety risks	• Reinforcement of disaster prevention infrastructure and establishment of BCP and disaster response manuals • Securing raw material procurement stability through supply chain diversification • Facility safety inspections, disaster insurance, and enhancement of response capabilities
		• Heavy rain/snow	M	L	M	L	H	L		
		• Wild fires, Landslides	L	L	L	L	M	M		
	Chronic	• Heatwaves	L	L	M	L	H	M	• Increased heating and cooling costs due to rising cooling demand and facility load • Increased operating costs due to guaranteed worker rest periods, provision of cooling equipment, etc. under the Occupational Safety and Health Act	• Purchase and installation of high-efficiency cooling systems • Provision of cooling vests, beverages, and other supplies to workers
		• Groundwater depletion	L	L	M	L	M	L	• Increased operating costs due to rising water utility costs and supply instability from groundwater depletion	• Introduction of water circulation systems • Securing supply stability through development of water utility transition plans
Transition Risk	Policy/ Legal	• GHG Emission Regulations	H	L	H	L	H	M	• Increased operating costs from compliance with GHG emission regulations, including the domestic Emissions Trading Scheme (ETS) and the EU Carbon Border Adjustment Mechanism (CBAM)	• Establishment and implementation of GHG reduction plans • Development of internal GHG emission management systems
	Technology	• Decreased demand for internal combustion engine (ICE) vehicles	L	L	L	M	H	H	• Decline in internal combustion engine product sales due to vehicle electrification by customers	• Portfolio expansion through development of hybrid and electrified products
	Market	• Increasing climate-related requirements from customers	H	L	H	M	H	H	• Increased supply continuity risk due to growing customer demand for product LCA and carbon disclosure	• Establishment of climate-related data management systems based on customer requirements
		• Rising availability constraints and costs of raw materials	L	L	H	L	H	M	• Increase in product costs due to higher utilization of recycled materials in manufacturing	• Development and validation of recyclable materials suitable for ELV applications such as consoles
		• Increasing energy procurement costs	L	L	L	L	M	H	• Increased operating costs due to rising non-renewable electricity and fuel costs	• Enhanced management of mid-to-long-term energy procurement costs through energy efficiency improvements and renewable energy adoption
	Reputation	• Stakeholder concerns and negative perception	L	M	M	M	M	M	• Decline in sales and order competitiveness due to deteriorating corporate ratings from insufficient climate action	• Disclosure of ESG strategies, performance, and related information
Opportunities	Resource Efficiency	• Optimization of process facilities	M	L	H	M	M	M	• Securing cost competitiveness and reducing GHG abatement costs through energy cost savings via facility efficiency improvements	• Reduction of operating costs through LED lighting replacement and smart process systems
		• Introduction of circular systems	H	L	H	L	H	L	• Reduction of operating costs through recycling of water, waste, and waste oil	• Introduction of water circulation systems and strengthening of waste oil and waste recycling frameworks
	Energy Sources	• Adoption of renewable energy	L	L	M	M	M	M	• Reduction of operating costs through renewable energy adoption	• Installation of indoor solar power systems • Establishment of renewable energy procurement plans through PPA adoption
	Products/ Services	• Development and expansion of low-carbon products and services	M	M	H	M	H	H	• Revenue expansion through new orders driven by growing demand for hybrid and electric vehicles	• Expansion of product portfolio meeting customer needs through low-carbon material R&D and product LCA
	Reputation	• Entry into new markets	L	L	M	M	H	H	• Securing mid-to-long-term business stability and expanding global sales through new products including recycled material products	• Establishment of new business strategies based on market analysis

1) H: High, M: Moderate, L: Low 2) Response activities may vary by affiliate

Material Issue 1. Climate Change

Analysis of the Financial Impact of Climate-Related Risks and Opportunities

SECO is conducting quantitative impact analyses on key risks and opportunities to assess how climate change risks and opportunities affect our business operations and financial performance. We have identified these key risks and opportunities by comprehensively evaluating the likelihood of climate-related events, the magnitude and scope of their financial impact, and the availability of relevant information. We are striving to strengthen our business resilience by incorporating the results of these analyses into our short-, medium-, and long-term management strategies and risk management framework.

Transition Risk: Increased Energy Costs Due to Rising Electricity Tariffs

SECO conducted a quantitative analysis of the financial impact of climate change-driven electricity tariff increases across the domestic and international sites of its six affiliates. The analysis applied country-specific electricity tariff projections from the NGFS (Network for Greening the Financial System) climate scenarios (Net Zero 2050, Below 2°C, and NDCs), incorporating projected electricity consumption by site and inflation rates to estimate additional costs arising from increased energy expenditures. Under the NZE 2050 scenario, the combined effect of rising electricity consumption and tariff increases is projected to result in a gradual increase in operational cost burdens through 2050. To proactively address this cost volatility risk and mitigate price uncertainty, SECO is pursuing the adoption of direct Power Purchase Agreements (PPAs). Through this initiative, SECO aims to secure renewable energy at long-term fixed prices, thereby establishing a stable utility cost management framework.

Physical Risk: Risk of Operational Disruption Due to Flooding

SECO conducted flood risk assessments across all domestic and international sites. Using the WRI (World Resources Institute) Aqueduct Floods analysis tool, the Company assessed flood frequency and inundation depth under business-as-usual (BAU) conditions, and quantified the estimated duration of operational disruptions and associated revenue loss impacts in the event of flooding. The assessment identified certain sites as being located in flood-exposed areas. Should operational disruptions occur due to extreme rainfall events driven by climate change, significant financial losses to business operations and revenue are projected. To minimize these physical risks, SECO is enhancing Emergency Response Plans (ERPs) and reinforcing disaster prevention infrastructure, with a focus on key affiliates. In addition, SECO is diversifying raw material sourcing to manage supply chain risks, working to build a resilient supply chain that ensures business continuity even under physical risk scenarios.

Climate Opportunity: Securing Market Competitiveness Through Low-Carbon Transition

SECO recognizes the transition to a carbon-neutral society as a new business growth opportunity, and is actively pursuing first-mover advantage in future markets through the expansion of its eco-friendly product portfolio and the introduction of resource circulation systems. In line with the accelerating electrification strategies of global OEMs, SECO is increasing R&D investment in components dedicated to hybrid and electric vehicles (EVs), and is working to enhance order competitiveness by developing a product portfolio with carbon competitiveness grounded in Life Cycle Assessment (LCA). SECO is also introducing circular systems for water and waste recycling to reduce environmental impact while achieving cost reductions. These opportunity-driven initiatives go beyond mere regulatory compliance, and are seen as a strategic foundation for SECO to solidify its position as a key partner within the global eco-friendly mobility value chain.

GHG Reduction Strategy

SECO recognizes climate change response as an integral part of its management strategy, and has established and is implementing a GHG reduction strategy centered on three pillars: improving operational efficiency of facilities, transitioning energy sources, and fostering a culture of energy conservation — all based on an analysis of each affiliate's process characteristics and energy consumption patterns. In terms of operational efficiency, SECO is working to improve energy intensity at the manufacturing stage through timely replacement of aging equipment and adoption of high-efficiency machinery, while minimizing emissions from corporate vehicle fleets through a transition to low-carbon vehicles. In terms of energy transition, SECO plans to increase energy self-sufficiency by expanding indoor solar self-generation facilities, and to gradually increase the share of renewable energy procurement through the review and adoption of direct Power Purchase Agreements (PPAs). In terms of cultural transformation, SECO operates regular ESG training programs and internal energy conservation campaigns for all employees, laying the groundwork for company-wide awareness of climate change as a core business value and encouraging voluntary participation across the organization.

GHG Reduction Strategy

- Energy Efficiency
- Transition to Renewable Energy
- Employees Energy Conservation Campaign & Training

Material Issue 1. Climate Change

Risk Management

Management of Climate-Related Risks and Opportunities

SECO operates a risk management process referencing the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD) to identify and manage climate-related risks and opportunities. The process began with a benchmarking analysis of peer industries and a review of TCFD disclosure practices among leading domestic and international companies, through which SECO defined the climate risks and opportunities relevant to the characteristics of the automotive parts manufacturing sector. Subsequently, through on-site interviews with operational staff at each affiliate and by reflecting changes in the external environment, including actual site operating conditions and scenario-specific climate projections, SECO ultimately identified a total of 16 climate-related issues, comprising 5 physical risks, 6 transition risks, and 5 opportunity factors.

The identified issues were prioritized based on their likelihood of occurrence and magnitude of financial impact. Physical risks are categorized into acute risks, such as flooding and extreme heat events that materialize over short timeframes, and chronic risks that accumulate gradually over the long term, including rising temperatures and shifting precipitation patterns; these are managed with a primary focus on operational stability and worker safety. Transition risks, including the tightening of GHG-related regulations (such as CBAM and ETS) and declining demand for internal combustion engine vehicles, are analyzed through the lens of policy, technology, market, and reputational risk, and applied in a manner tailored to the business characteristics of each affiliate.

The identified and assessed climate risks and opportunities are managed in an integrated manner through the SECO ESG Council, with key issues escalated and reported to senior management. The SECO ESG Council periodically monitors the status of internal and external regulatory risks and continuously reviews emerging risks arising from shifts in the business environment.

Metrics and Targets

Climate-Related Metrics

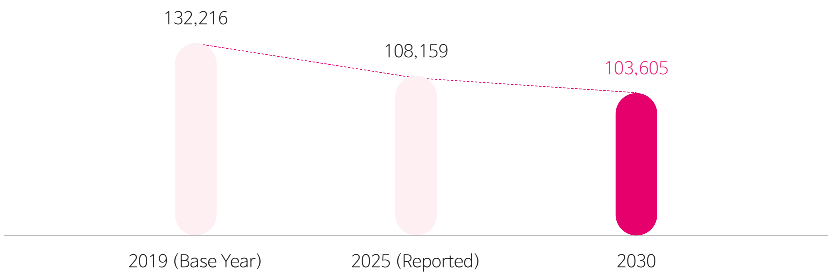
The six affiliates of SECO calculate and manage Scope 1 (direct emissions) and Scope 2 (indirect emissions) in accordance with the GHG Protocol and the Guidelines on Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading Scheme. All calculated emissions are subject to third-party verification. Beginning in 2025, SECO has commenced the calculation of Scope 3 (other indirect emissions) to assess GHG emissions across its supply chain, and is also pursuing third-party verification for Scope 3 emissions. For detailed data, please refer to the individual pages for each affiliate.

SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
44	64	85	111	131	153

Climate-Related Targets

To address the climate crisis, SECO has established a 2030 GHG Reduction Roadmap to manage its GHG emissions reductions. Feasible reduction pathways were developed individually for each affiliate based on an analysis of its process characteristics and energy consumption patterns. The aggregate target across all affiliates is to reduce emissions by approximately 22% by 2030 (to 103,123 tCO2e) compared to the 2019 base year (132,216 tCO2e). In addition, for affiliates that have achieved their GHG reduction targets ahead of schedule, the targets have been proactively revised upward.

2030 GHG Reduction Roadmap (Unit: tCO_2eq)



Material Issue 2. Human Capital

Governance

Oversight Role of the Governing Body

SECO manages and oversees key human capital matters under the overall supervision of the Chief Executive Officer. Key updates across all human capital areas including recruitment, talent development, performance evaluation and compensation, and organizational culture are reported to senior management on a regular basis through the HR department, and major decisions are reviewed and reflected upon by the CEO. Human capital risks directly linked to corporate competitiveness, such as key talent management and responses to changing labor market conditions, are monitored at the executive level, with a reporting structure in place to ensure prompt decision-making when required. Key human capital updates are also utilized in the development of management plans.

Strategy

Human Capital Management Strategy

SECO recognizes human capital as a core driver of corporate competitiveness, and has established and operates strategies aimed at developing employee capabilities and enhancing organizational performance. The Company maintains a systematic talent development and management framework spanning the entire employee lifecycle from recruitment to retirement, and is committed to creating an environment where employees can focus on their work through fair evaluation and compensation practices and the cultivation of a sound organizational culture. SECO also continuously monitors changes in the internal and external environment related to human capital including shifts in labor market conditions to address risks such as intensifying competition for talent acquisition, key talent attrition, and knowledge discontinuity arising from generational transition, while identifying opportunities to enhance business competitiveness through strengthened organizational capabilities and improved employee engagement.

Detailed Human Capital Information Pages for Affiliates

SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
33~34	56	77	99	123	144

Material Issue 2. Human Capital

Risk Management

Identification and Response to Human Capital Risks

SECO regularly identifies and manages key risks in the human capital domain, including key talent attrition and labor-management conflicts. The HR departments of each affiliate monitor key indicators such as employee turnover rates, labor-management disputes, and changes in workforce composition to identify risk factors at an early stage, reporting these to senior management on a regular basis. In addition, SECO conducts systematic human capital risk management by reviewing and addressing areas directly linked to human capital management within its human rights impact assessments, including non-discrimination in employment, freedom of association and collective bargaining, prohibition of forced labor, and prohibition of child labor.

Human Rights Impact Assessment Areas and Response Activities

Area	Affected Stakeholders	Response Activities
Establishment of Human Rights Management Framework	All Stakeholders	• Human rights campaign conducted • Human rights training implemented
Non-Discrimination in Employment	Employees	• In-house harassment prevention training conducted • Compliance with employment regulations reviewed
Freedom of Association and Collective Bargaining	Employees	• Collective bargaining conducted • Labor-management cooperation committee regularly convened
Prohibition of Forced Labor	Employees	• Employment contracts executed • Overtime work carried out with employee consent
Prohibition of Child Labor	Employees	• Hiring process regulations established
Occupational Safety and Health	Employees, Business Partners	• Occupational safety and health management system established • Occupational safety and health committee operated
Responsible Supply Chain Management	Business Partners	• Supply chain code of conduct distributed • Mutual (win-win) growth support provided
Protection of Local Community Human Rights	Local Communities	• Community service activities • Community donations
Environmental Rights Protection	Employees, Local Communities	• Greenhouse gas gas emissions and waste/wastewater reduction • Compliance with Pollutant / hazardous substance management strengthened
Prevention of Workplace Harassment	Employees, Business Partners	• Workplace harassment-related survey conducted • Workplace harassment prevention training provided

Metrics and Targets

Human Capital Metrics

SECO regularly manages key indicators across areas such as workforce status, recruitment, and training in order to monitor the overall state of its human capital. Workforce status indicators include total headcount, breakdown by employment type (permanent and non-permanent), and workforce composition by gender and age group. Recruitment indicators cover the number of new hires and breakdown by recruitment type. Training indicators include average training hours per employee, total training investment costs, and training completion status by job function. For detailed data, please refer to the individual pages for each affiliate.

SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
45	65	86	112	132	154

Material Issue 3. Compliance and ethics management

Governance

Oversight Role of the Governing Body

SECO operates an Ethics Management Office. The Ethics Management Office has an integrated governance system linked with the ethics committees of its six affiliates, regularly reviewing the ethics management implementation status of each affiliate and performing the role of company-wide compliance risk management. At each affiliate, under the overall supervision of the Chief Executive Officer, members of senior management serve as the Chair of the Ethics Committee Steering Committee and the Chair of the Ethics Committee, and quarterly committee meetings are held to discuss key matters including compliance and ethics risk management, the sharing of improvement agenda items, and disciplinary actions. Each operational department divides responsibilities for advancing compliance and ethics management to secure execution capabilities at the field level, and key issues are regularly reported to senior management to support prompt decision-making.

Strategy

Compliance & Ethical Management Strategy

The six SECO affiliates manage the tightening of supply chain ethics standards by customers and changes in domestic and international compliance regulations as risk factors in their business operations. Violations of codes of conduct, internal misconduct or corruption, and breaches of fair trade law can result in financial losses such as legal sanctions, fines, and suspension of business transactions. The strengthening of supply chain ESG due diligence by customers directly affects supplier qualification and order competitiveness, while rising compliance requirements due to stricter anti-corruption and fair trade regulations may also impact overall operations. Conversely, the practice of compliance and ethical management can positively contribute to maintaining customer trust and securing new business opportunities.

Detailed Compliance & Ethics Pages by Affiliate

SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
43	63	84	109	130	152

Material Issue 3. Compliance and ethics management

Risk Management

Identification of Compliance & Ethics Risks

To systematically identify compliance and ethics risks, SECO conducts regular ethics management reviews across its six affiliates under the leadership of the Ethics Management Office. The process begins with a written diagnostic(survey) to assess each affiliate's compliance and ethics status, followed by on-site inspections to verify actual operational practices. Through this process, potential risk factors such as corruption, unethical conduct, fair trade violations, and deficiencies in internal controls are identified at an early stage. An internal whistleblowing channel is also operated to allow employees to report violations anonymously, enabling continuous monitoring of compliance risks at the field level. Key risk issues are regularly reported to the Ethics Council and senior management, ensuring a framework that leads to prompt decision-making and follow-up action.

Response to Compliance & Ethics Risks

In response to identified risks, SECO conducts awareness internalization training based on review findings, and operates a four-stage process through to the formulation of improvement measures for identified vulnerabilities and post-implementation monitoring. Reports submitted through the whistleblowing channel are processed via the Ethics Council, with disciplinary and other follow-up actions taken as necessary. The SECO ESG Council also operates tailored ethics management training programs by position level. In 2025, leadership-focused training was conducted a total of six times for CEOs and executives, while four rounds of in-person and online training were held for general employees on topics including human rights management, prohibition of improper solicitation, and workplace culture. Online courses — including anti-corruption management — are also offered in parallel to enable all employees to learn without constraints of time and location. In addition, the audit team proactively manages organizational risks by selecting key themes such as establishing transparent business order and prevention of workplace sexual harassment through quarterly ethics management newsletters.

Ethics Risk Identification and Response Process

Written Diagnostic (Survey)	On-site Inspection & Assessment	Awareness Internalization Training	Vulnerability Improvement & Post-monitoring
Employee ethics awareness survey and organizational culture level analysis	Self-checklist-based H1/H2 on-site inspections and regulatory compliance assessment	Ethics management training for compliance officers	Formulation of improvement measures for deficiencies and monitoring of implementation

Metrics and Targets

Compliance & Ethics Management Metrics

SECO manages key activities as quantitative metrics to ensure that compliance and ethics management activities translate into measurable outcomes. The number of employees completing ethics training, the status of whistleblowing reports received and processed, and the number of ethics reviews conducted are regularly compiled and reported to senior management. Ethics training completion is managed by position and job function to ensure no gaps. The completion rate and processing time of whistleblowing reports are continuously monitored to maintain a trustworthy reporting environment. For detailed data, please refer to the individual pages for each affiliate.

SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
46	66	87	113	133	155

Ethics Training Participants by Affiliate (persons)

Target	No. of Sessions	SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
CEO	3 sessions (6 total)	2	3	3	3	2	3
Executives		25	16	13	27	8	15
Employees (CEO-led)	4 sessions	704	253	480	993	363	289
Employees (Online)	1 session 8 modules	212	91	145	249	133	121

* Annual cumulative figures including duplicate counts across sessions

Special Page. Biodiversity

Biodiversity Impact Assessment

Identification of Protected Areas and Ecosystems Near Sites

SECO recognizes that biodiversity loss can pose significant risks to business operations including reputational damage and legal liability and is proactively managing the potential impacts of its business activities on surrounding ecosystems. SECO has identified ecosystem impact factors for its key domestic sites across its six affiliates, drawing on credible data sources including the Ministry of Environment's 2023 National Biodiversity Statistics and the UN Biodiversity Lab. The assessment confirmed that no environmental protection zones, Ramsar wetlands, or UNESCO World Cultural and Natural Heritage sites exist within a 2km radius of major sites. Global analysis tools also confirmed no significant distribution of rare species habitats or legally protected species in the vicinity.

Protected Area and Ecosystem Identification Results

Region	Distance from SECO site	Protection Status	Ecological Status
Siheung Tidal Flat (Siheung, Gyeonggi)	SEOJIN AUTOMOTIVE Siheung — 7km	• Wetland Protection Area (Ministry of Oceans and Fisheries)	Endangered species incl. Common Buzzard, Black-headed Gull, Common Kestrel, Hen Harrier, Black-faced Spoonbill
Daebu-do Tidal Flat (Ansan, Gyeonggi)	AIA Ansan — 22km	• Wetland Protection Area • Ramsar Wetland	100+ species of halophytes and protected marine organisms; Endangered: Chinese Egret, Black-faced Spoonbill, etc.
Maehyang-ri Tidal Flat (Hwaseong, Gyeonggi)	Komos Hwaseong — 8km	• Wetland Protection Area (Ministry of Oceans and Fisheries)	20+ halophyte species; 170+ macroinvertebrate species; Endangered: Black-faced Spoonbill
Gyeongju National Park (Gyeongju, N. Gyeongsang)	Ecoplastic Gyeongju — 16km	• National Park	2,000+ flora/fauna species; Endangered: Eurasian Otter, White-tailed Eagle, etc.
Hyeongsan River (Gyeongju/Pohang)	Ecoplastic Gyeongju — 0.7km	N/A	Endangered species incl. Eurasian Otter, White-tailed Eagle, Black-headed Gull, etc.

Biodiversity Impact Assessment Results

SECO analyzes biodiversity risks across its value chain based on the TNFD (Taskforce on Nature-related Financial Disclosures) guidelines and the ENCORE methodology. Based on the site location analysis, key domestic sites are located within industrial complexes, and physical risks such as direct habitat destruction or reduction in species diversity were confirmed to be at a low level. Noise and light pollution and water pollutant discharge identified at a medium level in the detailed impact assessment were designated as operational risk management items. Increased business costs and transition risks from global business expansion and compliance with international environmental regulations were also identified as key concerns. Accordingly, SECO operates an environmental management system and, when constructing new sites, implements prior environmental impact assessments as a mandatory procedure to protect local communities' living environments and the natural environment, thereby pursuing reputational risk management and business continuity.

Detailed Biodiversity Pages by Affiliate

SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
32	55	76	98	122	143

SECO Family

SECO SEOJIN INDUSTRIAL

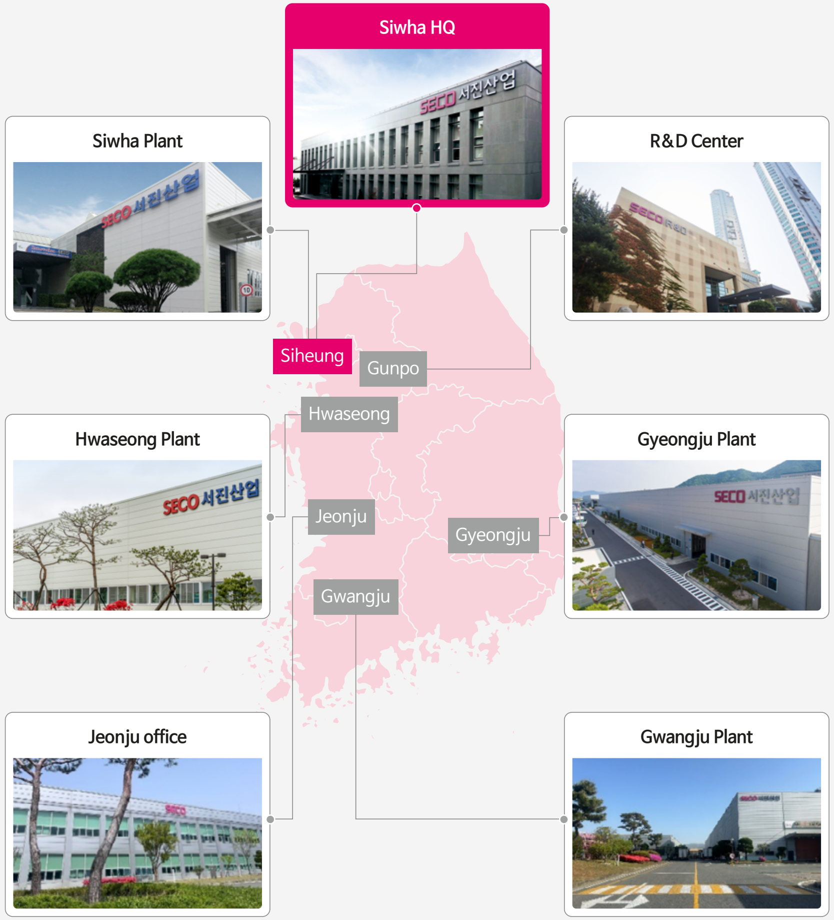
Company Overview

Corporate Profile

"SEOJIN INDUSTRIAL is a leading company in the automotive parts industry."

Founded in 1966, SEOJIN INDUSTRIAL has grown into a specialized automotive parts manufacturer producing chassis frames and body parts for passenger vehicles, as well as chassis frames and decks for commercial vehicles. The company supplies products to global OEM customers based on superior quality, and continues to lead the industry through differentiated competitiveness built on ongoing research and development.

Site Locations



General status

As of December 31, 2025

Company Name	SEOJIN INDUSTRIAL
CEO	Jae Hong Choi
Founded	November 1966
HQ Adress	296 Gongdan 1-daero, Siheung-si, Gyeonggi-do
Site Locations	HQ/Siwha plant(Siheung, Gyeonggi), Hwaseong Plant(Hwaseong, Gyeonggi), Gwangju Plant(Gwangju), Gyeongju Plant(Gyeongju, Gyeongsang), R&D Center(Gunpo, Gyeonggi), Jeonju office(Jeonju, Jeolla)
Employees	697
Total Assets	KRW 685.1 billion
Revenue	KRW 742.2 billion

Company Overview

Body Frame

HOOD

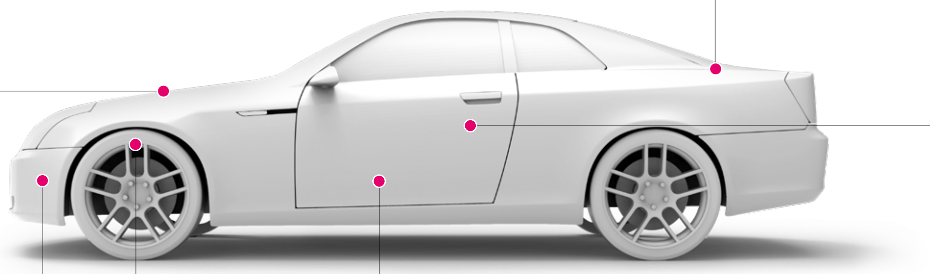
Protects the vehicle engine and prevents intrusion of foreign objects directly into the engine

TAIL GATE

The rear door of a hatchback vehicle that ensures rear visibility and prevents intrusion of external noise and foreign objects into the interior

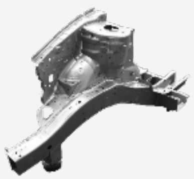
DOOR

Provides side impact protection for passengers and prevents intrusion of foreign objects into the interior



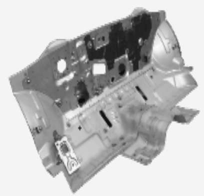
F/APRON & S/M

Protects passengers from external impacts and forces at the front of the vehicle. Assembled with FEM, FENDER, DASH, CTR FLR, and SIDE OTR to form the BIW



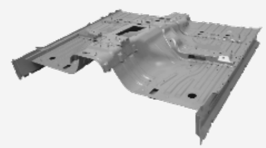
DASH

Blocks engine compartment noise, maintains torsional rigidity at the front of the body, and provides mounting surfaces for the steering system and pedal assembly



CTR FLOOR

Forms the driver's and passenger's seat floors as part of the BIW structure, and provides the assembly surface for the front seat



Company Overview

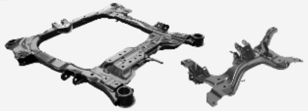
Chassis

CHASSIS FRAME

A steel chassis frame structure on which the engine, suspension, and other components are mounted, providing structural support for the vehicle body

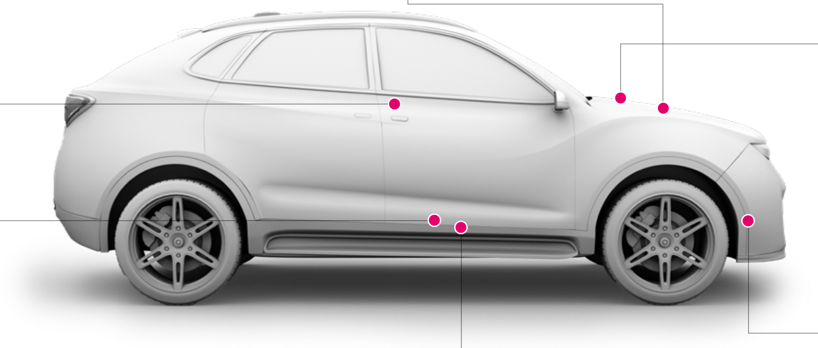
FRT CROSS M/B

Supports the suspension and steering systems, connects the suspension to the vehicle body, and withstands external forces transmitted from the tires



RR CROSS M/B

Supports the suspension and steering systems, connects the suspension to the vehicle body, and withstands external forces transmitted from the tires



RR L/ARM

The primary suspension link connecting the tire and MBR, which absorbs shocks and vibrations transmitted through the tire during driving to enhance ride comfort.

CTBA

A semi-independent rear suspension system connecting the tire to the vehicle body, which absorbs external forces applied to the tires through vertical movement to enhance ride comfort

FRT L/ARM

The primary suspension link connecting the tire and MBR, which absorbs shocks and vibrations transmitted through the tire during driving to enhance ride comfort

Company Overview

CEO Message

Jae Hong Choi CEO, SEOJIN INDUSTRIAL

Dear Esteemed Stakeholders,

SEOJIN INDUSTRIAL has grown alongside the Korean automotive industry for over half a century as a specialized supplier of automotive body and chassis parts. Against the backdrop of a rapidly changing global business environment and ever-increasing ESG requirements, corporate sustainability has become an imperative rather than a choice. In this context, SEOJIN INDUSTRIAL has internalized ESG management as a core business value in pursuit of sustainable long-term growth.

In 2025, despite significant internal and external uncertainties, SEOJIN INDUSTRIAL achieved meaningful results. Through the collective efforts of all employees, the company was honored with the Grand Prize in the Automotive Parts Manufacturing category at the 2025 K-ESG Management Awards. The company also achieved the Platinum rating the highest tier awarded to the top 1% of companies globally from EcoVadis, demonstrating that our ESG management standards are aligned with global benchmarks.

In the environmental domain, the company continues to pursue facility-specific high-efficiency equipment adoption and energy savings projects based on its '2030 Carbon Reduction Roadmap.' By introducing low-temperature curing paint, high-efficiency presses, SCB devices, optimizing steam pressure, and improving compressor leakage, the company has set a target of reducing GHG emissions by approximately 5% or more annually. The company was also recognized as an outstanding GHG reduction company in Hyundai Motor and Kia's carbon reduction evaluation.

In the social domain, under the philosophy that 'safety comes first,' the company has strengthened its severe accident prevention management system and continues to conduct field-centered safety activities and education. Human rights impact assessments are conducted to review and improve working environments and human rights risks, building an organizational culture that respects diversity and inclusion.

In the governance domain, the company has established a transparent and accountable ethics management framework based on ISO 37001 (Anti-Bribery Management Systems) and ISO 37301 (Compliance Management Systems) international certifications. Through measures such as operating a cyber whistleblowing channel and strengthening internal security inspections, the company is expanding communication with stakeholders and continuing trust-based management.

In 2026, SEOJIN INDUSTRIAL will pursue the following initiatives:

First, we will accelerate carbon neutrality and advance our environmental management system securing reliability through third-party GHG verification and expanding LCA to proactively respond to global environmental regulations.

Second, we will embed people-centered safety and human rights management into our organizational culture, and strengthen safety inspections with business partners to build a collaborative ecosystem.

Third, we will deepen stakeholder trust through transparent governance, rigorously operating our ISO 37001/37301 certifications and upholding the 10 principles of the UNGC.

Going forward, SEOJIN INDUSTRIAL pledges to be an 'ESG-leading company' that grows together with our global customers. We look forward to your continued interest and encouragement.

Company Overview

Research & Development

SEOJIN INDUSTRIAL established its R&D Center in 1987 in pursuit of its goal of becoming a 'Global TOP Body and Chassis Specialist,' focusing on research into new technologies and processes and new product development. In 2025, the company continued to deliver R&D; results, including the filing of 43 patent applications.

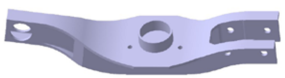
R&D Strategy

Vision

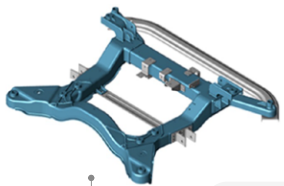
Global TOP Body / Chassis Specialist Company

	Chassis Technology	Body & Closure Technology	Electrification Technology
Strategy	Chassis Technology	Body & Closure Technology	Electrification Technology
Development Technologies	• Development of aluminum rear lower arm • Development of aluminum front sub-frame	• Development of edge protector	• Development of frame car-exclusive battery case • Development of EV battery cooling plate

Development Products

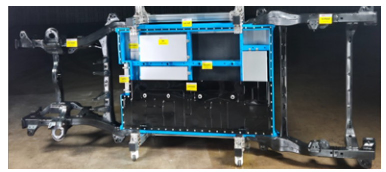


aluminum rear lower arm

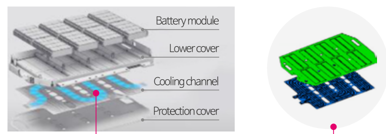


aluminum front sub-frame

edge protector



frame car-exclusive battery case



EV battery cooling plate

Environment

Environmental Management

SEOJIN INDUSTRIAL Environmental Management Policy

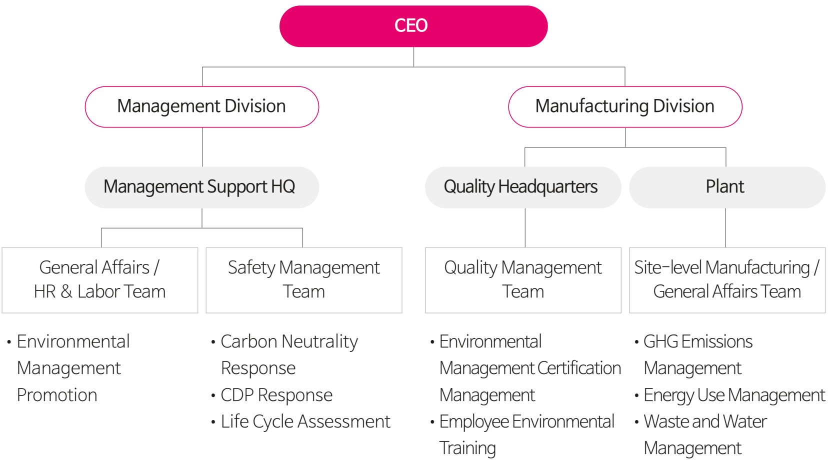
Environmental Management Framework

Environmental Management Policy

SEOJIN INDUSTRIAL has established an environmental management policy to systematically manage the environmental impacts arising from all business activities and to ensure compliance with relevant laws and regulations. This policy applies to all sites and employees and serves as the foundation for environmental management practice.

Environmental Management Governance

SEOJIN INDUSTRIAL has established an environmental management governance framework to systematically respond to environmental issues including climate change. Under the CEO, a management division (General Affairs, HR & Labor, and Safety Management Teams) supports strategy and regulatory compliance, while a manufacturing division (Quality Management Team and site-level manufacturing/general affairs departments) carries out field-centered environmental impact reduction activities.



Environmental Management System (ISO 14001) Certificate

Environmental Management System

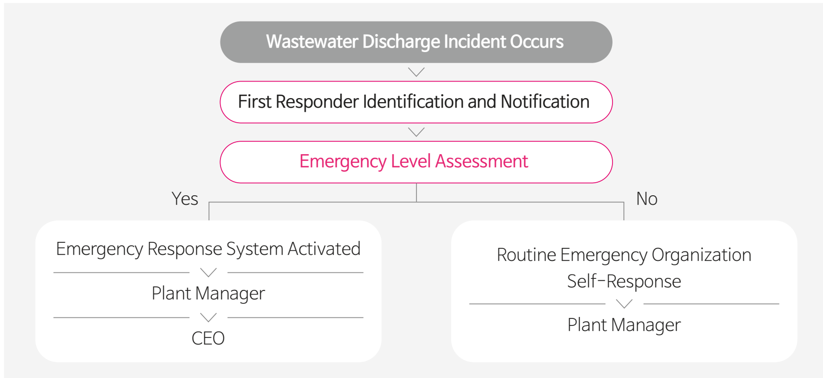
SEOJIN INDUSTRIAL has obtained ISO 14001 (Environmental Management System) certification at all sites. Annual post-certification audits are conducted by external specialists, and the environmental management framework is continuously enhanced on this basis.

Environmental Management Activities

Environmental Risk Management

SEOJIN INDUSTRIAL has established and operates a crisis response manual to prepare for hazardous material leaks and wastewater discharge incidents. The manual's effectiveness is periodically reviewed, identified deficiencies are remediated, and the environmental incident response system is updated accordingly.

Wastewater Discharge Incident Response Process



Employee Environmental Training and Awareness Enhancement

SEOJIN INDUSTRIAL conducts regular environmental training to enhance employee understanding of environmental management. Recent company-wide training programs have covered key environmental topics including the need for climate change response, global environmental regulatory trends, and waste reduction.

Environment

Climate Change

Response to Climate Change

Climate Change Management Framework

To respond systematically to climate change risks, SEOJIN INDUSTRIAL has established and operates a 'Carbon Management Committee' under the CEO. The Committee operates as a company-wide collaborative framework led by the Safety Management Team, with the participation of relevant departments across the management and manufacturing divisions and the R&D; Center. Through the Carbon Management Committee, energy consumption is reviewed and practical activities are undertaken to reduce energy use, including process efficiency improvements, review of low-carbon technologies, and employee awareness campaigns.

Climate Change Response Strategy

SEOJIN INDUSTRIAL is pursuing a range of activities to reduce GHG emissions from its business operations, including process efficiency improvements and renewable energy adoption. On the business side, the company continues to develop lightweight and low-carbon products that can improve fuel efficiency.

GHG Management and Verification

SEOJIN INDUSTRIAL systematically manages GHG emissions across all sites. In 2025, the company built a GHG inventory encompassing all production plants as well as its headquarters and R&D; Center, and established an energy consumption monitoring system. From 2026 onwards, GHG management scope has been expanded to include Scope 3 emissions in addition to Scope 1 and Scope 2.

CDP (Carbon Disclosure Project) Participation

SEOJIN INDUSTRIAL has participated as a CDP Supply Chain member since 2023. Based on annual assessment results, the company reviews its climate change response performance through continuous monitoring, achieving a B rating in 2025.

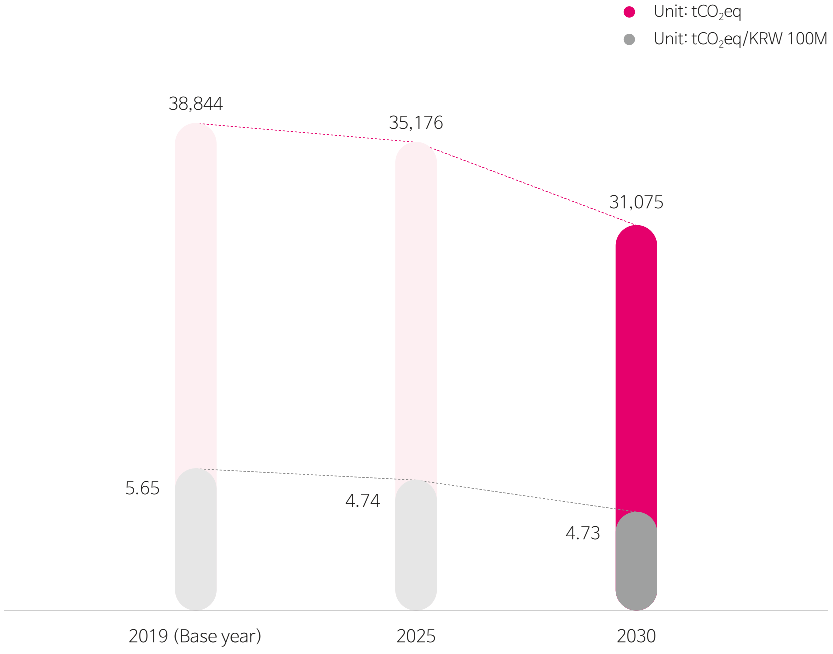
GHG Reduction

GHG Reduction Strategy and Targets

SEOJIN INDUSTRIAL has established a company-wide plan to reduce Scope 1+2 GHG emissions by 20% by 2030 compared to 2019 levels across all sites.

In 2024, a comprehensive site diagnostic identified direct reduction measures, with the necessity and marginal abatement cost of each measure assessed. Reduction measures have been prioritized for sequential implementation. Plans are in place for an Off-Site PPA contract in 2026 and Off-Site PPA adoption in 2027.

2030 GHG Reduction Roadmap



Environment

2025 Renewable Energy Consumption

33,797 kWh

Energy Use Reduction and Efficiency Improvement

SEOJIN INDUSTRIAL is pursuing facility efficiency improvements and energy savings activities to manage GHG emissions from manufacturing processes and utilities. The company is reviewing the phased replacement of aging equipment and has formulated plans to improve process efficiency through the adoption of high-efficiency electric motors and replacement of hybrid transformers. The company is also transitioning corporate vehicles to low-carbon alternatives (electric vehicles and hybrids) to reduce fleet emissions.

Renewable Energy Adoption

SEOJIN INDUSTRIAL has been generating renewable energy in-house since 2023 and plans to further expand solar power generation facilities. The company aims to procure renewable electricity through an Off-Site PPA (Power Purchase Agreement) by 2027.

Employee Awareness Enhancement

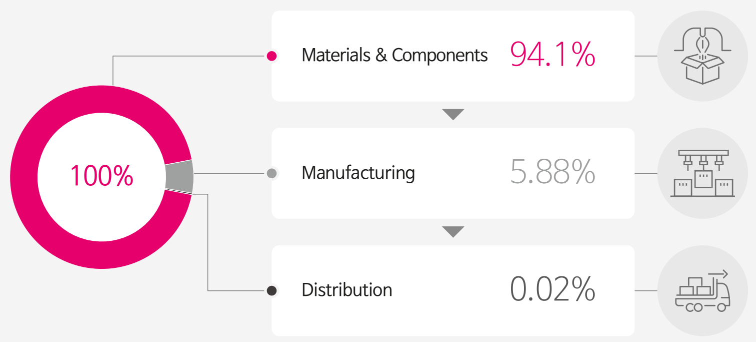
SEOJIN INDUSTRIAL conducts employee energy conservation campaigns to foster a company-wide energy savings culture. The company also plans to prioritize the purchase of low-carbon and recycled-certified products for in-house consumables procurement, working to achieve tangible reductions in environmental impact.

Product Life Cycle Assessment (LCA)

SEOJIN INDUSTRIAL conducts quantitative analysis of the environmental impacts at every stage of the product lifecycle including raw material extraction, production, distribution, use, and end-of-life disposal. In 2025, LCAs were conducted for two product items, identifying lifecycle stages with the highest emissions as the basis for strategic GHG reduction.

LCA Target Products

Emission Share by Lifecycle Stage



* Target Product: PNL ASSY-F/APRN & MBR COMPL

Environment

ESG External Ratings and Awards

Dong-A Ilbo K-ESG Management Award

SEOJIN INDUSTRIAL received the Grand Prize in the Automotive Parts category at the 2025 Dong-A Ilbo K-ESG Management Awards. This recognition reflects the company's sustainability management framework and performance achievements across all ESG domains.


Hyundai Motor and Kia GHG Reduction Plan Excellence Award

SEOJIN INDUSTRIAL received an Excellence Award in the 2025 Hyundai Motor and Kia GHG Reduction Plan evaluation, reflecting its systematic GHG reduction strategy and implementation efforts. The company plans to continue strengthening GHG reduction and low-carbon management through to 2030.

2025 EcoVadis Assessment

SEOJIN INDUSTRIAL achieved the Platinum rating the highest tier, awarded to the top 1% of all assessed companies globally in the EcoVadis sustainability assessment. This result demonstrates that the company's management capabilities and continuous improvement efforts across environment, labor and human rights, ethics, and sustainable procurement have reached a high international standard

Eco-friendly Products

Research & Development

Progress Status

SEOJIN INDUSTRIAL is building a low-carbon product lineup through R&D; investment. By applying material substitution, structural simplification, and design optimization for product lightweighting, the company supports improvements in customer product energy efficiency.

Low-Carbon Mobility Platform Development
- GHG emission reduction
- Energy efficiency improvement

Lightweight Product Development for Improved Fuel/EV Efficiency
- Carbon emission reduction
- Energy cost reduction

Energy & Life Cycle Optimized Design & Analysis Technology
- Extended product lifespan
- Waste reduction

Business Case

Resource Savings and Energy Efficiency Through Product Lightweighting

SEOJIN INDUSTRIAL continuously develops aluminum vehicle components to reduce weight vs. conventional products.

By applying a high-vacuum die-casting process, a 30% weight reduction vs. steel has been achieved; through an extruded rear lower arm, a 20% reduction vs. hot-forged lower arms has been achieved.

Future Plans

SEOJIN INDUSTRIAL is continuing low-carbon product R&D; with the goal of expanding its lightweight parts lineup, currently pursuing pre-development projects to secure technical specifications for aluminum and composite material components.

Environment

Resource Use & Circular Economy

Waste

Raw Material Use Reduction

SEOJIN INDUSTRIAL is pursuing improvement activities to minimize the size and volume of raw materials used in the manufacturing stage. Improvement proposals with confirmed raw material savings have been proactively suggested to customers for incorporation into the manufacturing process.

Waste Management

While SEOJIN INDUSTRIAL has confirmed no significant impacts from waste generation, waste is systematically classified and managed at each site in accordance with internal waste management guidelines. The company is working to reduce waste discharged during business activities and to improve recyclability of generated resources.

All waste is classified by type and managed at designated on-site storage facilities, and handled by licensed specialist contractors. The Olbaro System is used to record the entire process from waste discharge to disposal, with periodic monitoring of waste generation intensity trends to identify reduction measures.

Waste Recycling

SEOJIN INDUSTRIAL has changed its general waste disposal method from landfill to recycling (as cement raw material), recycling approximately 733 tonnes of general waste in 2025.

Water Resources

Water Use Management

For sustainable water use, SEOJIN INDUSTRIAL analyzes water stress conditions in the regions where its production sites and R&D; Center are located, using WRI's Aqueduct Water Risk Atlas. Water stress is classified into five levels (Low, Low-Medium, Medium-High, High, and Extremely High); all regions where the company's sites are currently located are classified as Medium-High. The company plans to intensively manage water intake and consumption in the short term, and to continuously monitor water stress levels by region.

Water Recycling

SEOJIN INDUSTRIAL has strengthened its water recycling framework to reduce water consumption. To minimize wastewater generation and improve water reuse rates, the company has introduced and operates a CWS (Closed Water System).

Environment

Environmental Impact Reduction

Pollutants

Air Pollutant Management

SEOJIN INDUSTRIAL manages air pollution prevention facilities in accordance with its Air Quality Management Operations Guidelines, ensuring compliance with emission standards under the Clean Air Conservation Act. The company periodically measures and monitors the concentrations of air pollutants including nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter (PM). Maintenance and replacement investments have been made in scrubber and RTO facilities at each site, and odor reduction has been achieved through the replacement of odor prevention facilities at painting lines. Noise and vibration generated at each site are also regularly measured and managed within regulatory limits.

Wastewater Pollutant Management

SEOJIN INDUSTRIAL has established sewage, wastewater, and effluent treatment operations guidelines in accordance with the Water Environment Conservation Act, and manages the discharge of water pollutants within its manufacturing processes. At the Siheung, Gwangju, and Gyeongju plants — where wastewater is generated — effluent conditions are continuously monitored through a real-time wastewater treatment control system, and regular water quality measurements are conducted to control pollutant discharge levels within legal standards. In addition, in accordance with groundwater management guidelines, the company complies with legally mandated inspection cycles and usage limits throughout all stages of groundwater development and use.

Hazardous Chemical Substances

Hazardous Chemical Substance Management

SEOJIN INDUSTRIAL manages the prevention of hazardous chemical substance incidents, regulatory compliance, and the handling and disposal of such substances through its Hazardous Chemical Substance Management Guidelines. Reflecting customer requirements, the company has established a hazardous substance management framework based on the IMDS (International Material Data System), whereby chemical composition and other product information is entered into the IMDS system upon receipt of new parts or materials, and customer approval is obtained through consistency verification. Chemical substances used in manufacturing processes or laboratories are managed in compliance with legal requirements, including the on-site provision of MSDS (Material Safety Data Sheets) and the conduct of regular training for handlers.

Environment

Biodiversity

Biodiversity Assessment

SEOJIN INDUSTRIAL conducted a biodiversity impact assessment within a 2km radius of its Siheung Plant in order to understand the impact of its business activities on surrounding ecosystems and to contribute to biodiversity conservation. The assessment ensured objectivity by combining field surveys (visual observation and photography) that reflect the activity cycles and seasonal characteristics of biological species, with vegetation, fish species, bird, and mammal distribution surveys using local ecosystem reference literature.

The survey results confirmed that the vegetation surrounding the Siheung Plant is primarily composed of bare ground (79.2%) and cultivated land (8.9%), with some distribution of tall grassland, landscaped greenery, and water bodies. Key observed species included fish such as the Korean bitterling and the Far Eastern killifish, birds including the Eurasian tree sparrow, vinous-throated parrotbill, and azure-winged magpie, and mammals including the raccoon dog, water deer, and striped field mouse.

In addition, using the UN Biodiversity Lab, the company confirmed that no Ramsar wetlands or UNESCO World Cultural and Natural Heritage sites exist within a 2km radius of the site, and that no rare species habitats are present in the vicinity.

Based on the impact assessment results, the Siheung Plant is located within an industrial complex with no natural vegetation, and no direct vegetation damage has occurred from business operations. The impact of future business activities on surrounding vegetation is also projected to be minimal.

Protected Area and Ecosystem Identification Results

Region	Distance from site	Protection Status
Siheung Tidal Flat (Siheung, Gyeonggi)	SEOJIN INDUSTRIAL (Siheung) — 7km	Wetland Protection Area (Ministry of Oceans and Fisheries)

Biodiversity Risk Identification and Assessment Results

SEOJIN INDUSTRIAL analyzed ecosystem dependency and impacts in the automotive parts manufacturing sector in accordance with the ENCORE guidelines recommended by TNFD. The analysis results indicated that dependency on ecosystem services such as water resources and climate regulation was assessed at a low level, while impacts including noise and light pollution and water and soil pollutant discharge were confirmed at a medium or below level. Based on these findings, biodiversity-related risks — including physical risks, transition risks, and supply chain risks — were identified and response measures were formulated for each risk. SEOJIN INDUSTRIAL will continue to monitor international treaty and regulatory trends related to biodiversity protection going forward.

Dependency and Impact Analysis

Category	Relevant Indicator	Level
Dependency	Provisioning Services	Low
	Regulating Services	Low
Impact	Noise and Light Pollution, etc.	Medium
	GHG Emissions	Very Low
	Non-GHG Air Pollutant Emissions	Low
	Solid Waste Generation and Discharge	Low
	Land Use	Low
	Water and Soil Pollutants	Medium
	Water Consumption	Low

Risk Assessment Results

Risk type		Description	Response	Level
Physical Risks	Habitat Destruction	Destruction of surrounding ecosystems during site development, leading to reduced wildlife species diversity	Biodiversity risk analysis and impact assessment for areas near sites and across the value chain	Low
	Water Scarcity	Disruption to stable supply of water resources due to climate change	Setting water consumption reduction targets	Low
Transition Risks	Regulatory Risk	Increased business costs due to tightening of domestic and international environmental protection regulations	Responding to biodiversity disclosure requirements through development of short and medium-to-long-term targets and key strategies	High
	Reputational Risk	Growing concerns from NGOs, local communities, and investors regarding ecosystem damage	Implementation of local community biodiversity conservation activities	Medium
	Supply Chain Risk	Disruption to supply and price volatility of eco-friendly raw materials	Supply chain evaluation and risk management for key products and raw materials	Low

Social

Employees

Human Capital Management

Talent Recruitment

SEOJIN INDUSTRIAL recruits talent through both open recruitment and continuous recruitment, and strives to deliver systematic recruitment information and to provide applicants with convenience and satisfaction through its recruitment platform. Fair recruitment guidelines are provided to prevent discrimination during the recruitment process and to ensure fair hiring practices, with key considerations for recruitment communicated within the guidelines. The company also operates an on-site internship program through agreements with select universities, contributing to the enhancement of students' practical competencies and expansion of employment opportunities. Following recruitment, onboarding training is conducted for new employees to ensure they acquire the competencies required for their roles, as well as to foster an understanding of organizational culture and values. A buddy program — a mentoring system that pairs existing employees one-on-one with new hires — is also operated to facilitate rapid adaptation to the corporate culture and work environment.

Leadership Training Programs

Program	Content	Target
New Manager Training	Strengthening managerial roles and business competencies	New Manager
Executive and Team Leader Training	Strengthening competencies required of executives and team leaders	Executives and Team Leaders
Promotion Training by Level	Roles and responsibilities appropriate to position level	Promoted Employees
Performance Management and Coaching Training	Online Learning Competency development for team member growth	Executives and Team Leaders
Organizational Capability Enhancement Training	Individual roles and responsibilities for organizational capability enhancement	Senior-level Employees
Global Competency Enhancement Training	Latest global trends and language learning	All Employees
Online Learning	Self-directed learning on digital competencies and leadership	All Employees

Talent Development

SEOJIN INDUSTRIAL operates a range of leadership training programs in addition to job competency training for all employees, in support of talent development. Training opportunities are provided not only to managers but also to future managers and all employees. For executives and team leaders, training is conducted to strengthen overall skills including step-by-step strategic goal-setting for team member growth, effective coaching, and feedback. Organizational capability enhancement training is provided to improve middle managers' understanding of their roles and responsibilities and to support the application of this understanding to organizational operations and leadership practice. Domestic and overseas training programs are also operated to enable employees to gain direct experience with advanced technologies and operational practices, supporting their growth into globally competitive talent.

Performance Evaluation and Compensation

SEOJIN INDUSTRIAL operates a personnel evaluation system for office employees, aimed at goal-based performance and competency-centered assessment. Personnel evaluations consist of performance assessments and competency assessments, with the competency assessment evaluating leadership and core competencies. Evaluation results are utilized in overall HR management including salary increases, promotions, transfers, and departmental assignments. In addition, various commendation programs — including recognition of model employees and idea proposals — are operated to recognize performance. The company endeavors to incorporate employee feedback on the post-evaluation feedback process into system improvements.

Social

2025 Retirement Pension Assets Under Management

KRW 23,045 M

Organizational Culture

Organizational Culture Improvement

SEOJIN INDUSTRIAL regularly conducts employee satisfaction surveys targeting office employees to identify current conditions and derive directions for enhancing competitiveness. In 2025, the survey covered areas including organizational values and vision, communication, work environment, and compensation and benefits, with 83.5% of office employees participating. The company continuously works to improve organizational culture based on the results by area. In addition, an organizational culture campaign is being conducted through poster promotions on the themes of 'human rights, ethics, safety, environment, and security' to foster a work environment of mutual respect and safety.

Employee Benefits

SEOJIN INDUSTRIAL provides support for external parking costs to alleviate parking inconvenience for employees, and offers snacks to employees through the operation of a snack bar. The company also provides congratulatory and condolence payments and special leave for various life events such as employee marriages and bereavement, as well as support for funeral assistance costs. For employees with 15 or more years of service, one day of paid leave and partial health screening cost support are provided every five years, reflecting the company's commitment to improving employee welfare and quality of life.

Work-Life Balance Support Programs

SEOJIN INDUSTRIAL operates family-friendly programs based on legal standards to support employee work-life balance. Key support measures currently in place include pre- and post-natal leave, parental leave, reduced working hours during pregnancy and childcare, guaranteed fetal examination time, spousal birth leave, infertility leave, and family caregiving leave. These programs apply to all employees in accordance with internal regulations.

Retirement Support Programs

SEOJIN INDUSTRIAL operates a retirement pension program for all employees to secure post-retirement income. The company guarantees employees' pension entitlements through external reserve contributions, and conducts regular retirement pension training for all plan participants in accordance with relevant regulations, providing information on key program content and operational status.

Employee Communication

Labor-Management Communication

SEOJIN INDUSTRIAL guarantees workers' rights including the right to organize, the right to collective bargaining, and the right to collective action as required by the Constitution and labor relations laws. Collective bargaining and labor-management councils are conducted regularly. Collective agreements are renewed every two years through collective bargaining, and annual wage negotiations and labor-management council meetings are held to discuss wage conditions, improvements to working conditions, and welfare benefits. In 2025, agreements were concluded with the National Labor Relations Commission and the Gyeonggi Regional Labor Relations Commission on the Fair Labor-Management Solution and the Workplace Grievance Solution, in support of the resolution of employee grievances and the development of sound labor-management relations.

Employee Communication Activities

In 2025, SEOJIN INDUSTRIAL created direct communication opportunities between employees and the CEO by department and position level, working to foster communication and shared understanding within the organization. The company also shares the company's direction through monthly messages and brief communications, and endeavors to build a positive organizational culture grounded in empathy among employees.

Social

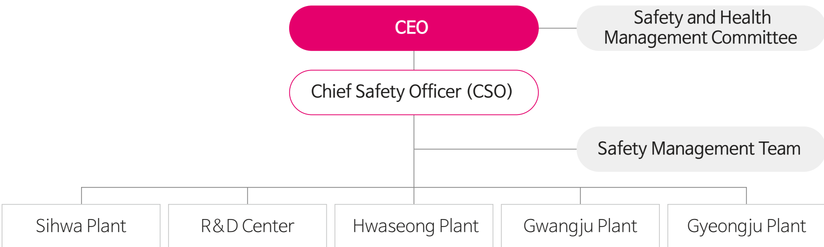
Occupational Safety and Health

SEOJIN INDUSTRIAL Occupational Safety and Health Management Policy

Occupational Safety and Health Management

Occupational Safety and Health Governance

SEOJIN INDUSTRIAL has established a systematic management system by appointing a Chief Safety Officer (CSO) and site-level safety and health management officers under the CEO, along with a dedicated headquarters organization — the Safety Management Team. Based on this organizational structure, the company operates a Safety and Health Management Committee chaired by the CEO as a decision-making body to enhance the effectiveness of on-site safety management. The Committee meets regularly every half-year to closely review key safety and health matters including activity performance, budget execution, and industrial accident occurrence status, thereby focusing on establishing practical operational direction and improving the effectiveness of safety management.



Occupational Safety and Health Committee

SEOJIN INDUSTRIAL operates a site-level Occupational Safety and Health Committee on a quarterly basis to create a safe working environment. The Committee is composed of equal numbers of worker representatives and employer representatives, and jointly discusses key safety and health matters — such as safety protection equipment and safety campaigns — along with improvement measures. Through this process, the company goes beyond mere compliance with obligations under the Serious Accidents Punishment Act, connecting even minor employee suggestions to actual on-site improvements and building an environment trusted by all.

Occupational Safety and Health Management System (ISO 45001) Certificate

Occupational Safety and Health Management System

SEOJIN INDUSTRIAL has established and operates an occupational safety and health management system across all sites including its headquarters and R&D; Center. The company has obtained and maintains ISO 45001 certification the international standard for occupational safety and health management systems and continues to advance its systematic safety and health management framework on this basis.

Safety and Health Promotion Strategy

SEOJIN INDUSTRIAL establishes annual safety and health targets and management plans, and achieved its 2025 target of zero-accident workplaces. In particular, in 2025, the company focused on proactively identifying potential hazards and fostering a communication-oriented safety culture that listens to the voice of workers, through activation of the near-miss reporting system, safety campaigns, and external specialist consulting. Building on this foundation, plans are in place for 2026 to further enhance the completeness of the safety and health management system, centered on company-wide safety leadership from the CEO.

Activation of Near-Miss Reporting System	• QR code attached to near-miss posters • Simplified reporting process via mobile messenger • Rewards for all reporters and outstanding submissions
Proactive Voluntary Safety Diagnostics	• Safety diagnostics conducted by external specialist organizations • Multi-faceted inspections covering machinery, electrical, and industrial safety • Derivation of practical improvement measures
Safety Campaign Operations	• Quarterly safety campaigns conducted • Activities including safety coffee cart and establishment of Safety Golden Rules • Enhancement of employee safety awareness

Social

Safety and Health Promotion Activities ①

Site Safety Inspections

SEOJIN INDUSTRIAL strives to identify hazards and risks through safety inspections to prevent serious accidents at its sites. From 2025, monthly inspection themes were established and focused inspections were conducted based on theme-specific checklists, moving beyond formalistic inspections to identify and address 248 risk factors. In addition, quarterly special inspections are conducted under headquarters oversight to closely review compliance with obligations under the Serious Accidents Punishment Act and related legislation. Through this process, a total of 407 deficiencies were identified over the year, and in Q3 alone when a precision diagnostic was conducted by an external specialist organization 320 risk factors were confirmed and practical improvement measures were derived.

Site Safety Inspections

Emergency Response Drills

Emergency Response and Accident Prevention

SEOJIN INDUSTRIAL has established site-specific customized manuals to enable rapid response in the event of safety accidents or natural disasters. Scenario-based drills are conducted every half-year to enhance employee response capabilities. In the event of a safety accident, immediate reporting and formulation of recurrence prevention measures are carried out, and the details are shared across all sites to prevent recurrence of similar incidents.

Safety and Health Competency Enhancement

SEOJIN INDUSTRIAL establishes and implements annual safety and health training plans to enhance employee safety awareness and competencies. In addition to legally mandated training such as regular safety and health training and job-specific training, the company actively supports safety officers in completing external training programs to strengthen their competencies.

Business Partner Safety and Health Management

SEOJIN INDUSTRIAL operates a management framework through various methods to promote safety coexistence with its business partners. For in-house contractors, monthly meetings are held to share on-site feedback, joint safety inspections are conducted quarterly, and semi-annual safety and health level evaluations are carried out to support improvements in management capabilities. For external contractors, semi-annual inspections are conducted to assess current conditions, with improvement measures and reference materials provided for identified deficiencies. In 2025, 6 companies with low evaluation scores from the previous year were prioritized for inspection among 24 companies, advancing the level of safety management among business partners.

Employee Health Management

SEOJIN INDUSTRIAL prioritizes the safety and health of its employees as a core value, operating various support programs including general, specialized, and comprehensive health screenings. For employees with findings, medical professionals conduct regular on-site health consultations. In addition, through musculoskeletal hazard factor surveys and workplace environment measurements, the company works to eliminate or control hazardous factors and create a comfortable and healthy working environment.

Social

Safety and Health Promotion Activities ②

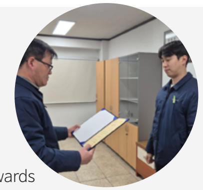
Safety Declaration

SEOJIN INDUSTRIAL holds an annual Safety Declaration Ceremony for the prevention of serious accidents, chaired by the management representative in January each year. The event is attended not only by SEOJIN INDUSTRIAL employees but also by business partners, and serves to share annual safety and health targets, with the management representative reading a safety declaration statement and leading a safety pledge. Through this event, the firm safety management commitment of senior management is communicated and the sense of responsibility among all employees is reinforced.

Safety Declaration

Activation of Employee Opinion Collection

SEOJIN INDUSTRIAL operates a near-miss reporting system to collect employee opinions and proactively identify risk factors. The reporting process has been simplified through the use of mobile messaging applications, and reported items are immediately reviewed and addressed by site-level safety managers. Rewards are provided to all reporters and to those submitting outstanding reports. In addition, at the headquarters which is composed exclusively of office employees a safe workplace creation campaign was conducted as part of the risk assessment process, achieving a meaningful result of a 650% improvement in participation rate compared to the previous year.



Near-Miss Reporting Awards

HQ Campaign

Safety Pamphlet Distribution

Safety Pamphlet

Safety Campaigns

SEOJIN INDUSTRIAL conducts quarterly campaigns on diverse themes. Beginning with the insertion of safety content into office employee PCs in Q1, Q2 saw employees and business partners jointly sign safety pledges to reinforce accountability. In Q3, a safety coffee cart and quiz events were held to raise awareness of heatstroke prevention, receiving a highly positive response from the field. In Q4, Safety Golden Rules (absolute safety rules) were established to strengthen the management framework. These activities generated favorable responses from employees and marked an important milestone in fostering a participatory safety culture.

Safety Coffee Cart

Safety Golden Rules

Visitor Safety Pamphlet

SEOJIN INDUSTRIAL has produced and distributes visitor-specific safety pamphlets to extend the scope of safety management to external visitors. The pamphlets contain essential information including hazard factors within the site, safety rules, and emergency evacuation routes, helping visitors to be aware of risk factors in advance and to respond promptly in emergency situations, thereby minimizing blind spots in safety management.

Social

Human Rights

Human Rights Management

Human Rights Management

SEOJIN INDUSTRIAL has established a human rights policy and endeavors to comply with it. The company encourages not only employees but also business partners and all stakeholders to respect this policy.

SEOJIN INDUSTRIALHuman Rights Policy

Human Rights Management Governance

To advance human rights management across the organization, SEOJIN INDUSTRIAL has designated the HR & Labor Team as the dedicated human rights management organization, responsible for carrying out related tasks. The dedicated organization manages the formulation and revision of human rights policies, personnel systems, and employment regulations; implementation and management of human rights impact assessments; operation of the grievance handling channel; and the conduct of human rights-related training for all employees.

Human Rights Training

SEOJIN INDUSTRIAL conducts regular training for all employees to ensure compliance with the human rights policy and to enhance human rights awareness. Training covers case studies related to child labor and forced labor, and prevention of workplace harassment and sexual harassment. Human rights training is also conducted for security personnel, reflecting the company's commitment to sharing the direction of human rights respect beyond employees alone.

Human Rights Management Activities

Human Rights Impact Assessment

SEOJIN INDUSTRIAL conducts annual human rights impact assessments to identify actual and potential risks to stakeholder human rights arising from business activities, enabling proactive prevention or immediate response. Continuous review and improvement is carried out for potential risk factors identified across 35 indicators in 10 areas for office employees, with efforts made to prevent human rights risks.

Human Rights Impact Assessment Results and Response Activities

Category	Affected Stakeholders	Response Activities
Establishment of Human Rights Management Framework	All Stakeholders	• Human rights campaign conducted • Human rights training implemented
Non-Discrimination in Employment	Employees	• In-house harassment preventiontraining conducted • Compliance with employmentregulations reviewed
Freedom of Association and Collective Bargaining	Employees	• Labor-management council held • Labor-management cooperationcommittee regularly convened
Prohibition of Forced Labor	Employees	• Employment contracts executed • Overtime work carried out withemployee consent
Prohibition of Child Labor	Employees	• Hiring process regulations established
Occupational Safety and Health	Employees, Suppliers	• Occupational safety and healthmanagement system established • Occupational safety and healthcommittee operated
Responsible Supply Chain Management	Suppliers	• Supply chain code of conductdistributed • Mutual growth support provided
Protection of Local Community Human Rights	Local Communities	• Community service activities • Community donations
Environmental Rights Protection	Employees, Local Communities	• GHG emissions and waste reduction • Strengthened pollutant/hazardoussubstance management
Prevention of Workplace Harassmen	Employees, Suppliers	• Workplace harassment survey conducted • Workplace harassment preventiontraining provided

Social

Supply Chain

Supplier Selection and Evaluation

Supplier Code of Conduct Compliance

SEOJIN INDUSTRIAL incorporates human rights, environmental, safety, and ethics criteria from its Supplier Code of Conduct to manage sustainability risks within its supply chain, and encourages suppliers to voluntarily comply with the Code of Conduct.

Supplier Selection

SEOJIN INDUSTRIAL operates supplier selection criteria to build a sustainable supply chain. Initial evaluations focus on cost and procurement competitiveness, followed by a technical verification stage conducted by operational departments including quality and development. In addition, the financial soundness of suppliers is assessed through management evaluation criteria, thereby ensuring supply chain stability.

Key Tier-1 Supplier Selection

SEOJIN INDUSTRIAL selected 23 key suppliers based on strategic importance and ESG risk criteria from among Tier-1 suppliers with transaction records within the most recent four years. ESG assessments were conducted for 26 companies in 2024 and 25 companies in 2025. Assessment results were reflected in supplier evaluation criteria, and SEOJIN INDUSTRIAL plans to establish medium-to-long-term operational plans for the selected 23* key suppliers to closely manage supply chain ESG risks.

* Companies where transactions were terminated or transaction share was reduced among those assessed in 2025 are excluded.

Supplier Evaluation

SEOJIN INDUSTRIAL conducts annual comprehensive performance evaluations of major suppliers to ensure supply chain stability. The evaluation framework consists of seven key indicators: quality assurance, ESG management, production capacity, efficiency, third-party certification, management status, and supplier performance. Grades are calculated for each supplier based on evaluation results; suppliers with top grades are provided with incentives such as priority new sourcing rights, while suppliers below the threshold are requested to implement voluntary corrective actions before undergoing re-evaluation. Through these evaluation criteria, the company encourages voluntary capability enhancement among suppliers and manages the overall quality of the supply chain.

Mutual Growth

Financial Support for Suppliers

SEOJIN INDUSTRIAL provides financial support to its suppliers when they face business difficulties or experience temporary liquidity shortages. The company has offered both direct and indirect financial support—including investment cost support for new and mass-production vehicle models, operating funds for suppliers facing business downturns, and funding to support equipment capitalization. In 2025, SEOJIN INDUSTRIAL provided approximately KRW 3.4 billion in financial support to its suppliers.

Responsible Mineral Sourcing

Responsible Mineral Sourcing Policy

SEOJIN INDUSTRIAL has established responsible mineral sourcing guidelines and operates an ethical mineral use framework within its supply chain. The company has built a responsible mineral sourcing framework in accordance with international standards including the OECD Due Diligence Guidance, SEC regulations, and EU conflict minerals regulations. In accordance with relevant international laws and guidelines, the company inspects the use of conflict minerals within its supply chain and endeavors to ensure that minerals sourced throughout the supply chain are free from human rights violations and environmental destruction.

Responsible Mineral Status Survey

In accordance with its responsible mineral sourcing policy, SEOJIN INDUSTRIAL conducts a comprehensive survey of the mineral usage status in its products. The survey covers a total of 22 minerals including cobalt, and the usage of these minerals is verified for all items produced by the company. For minerals confirmed to be in use, the company plans to advance its supply chain management framework to demonstrate that such minerals are responsibly sourced.

Social

Local Community

Community Engagement

Social Contribution Activities

As part of its community contribution activities in 2025, SEOJIN INDUSTRIAL donated funds to the Siheung Welfare Foundation in celebration of the Chuseok holiday as an expression of its commitment to social responsibility. Through the voluntary participation of employees and their families, service activities including meal support and facility cleaning were also conducted at residential facilities for persons with severe disabilities.

Siheung City 1% Welfare Foundation

Community Activities

SEOJIN INDUSTRIAL conducted activities in 2025 to protect the local environment, including litter collection at parks near the company and in front of the company premises. Through a goods donation campaign, unused items were donated to practice the spirit of sharing, and positive experiences with social value were spread through the voluntary participation of employees. SEOJIN INDUSTRIAL plans to continue engaging voluntarily with the local community through diverse ongoing activities, rather than one-time events.

Environmental cleanup activities

Quality

Quality Management Framework

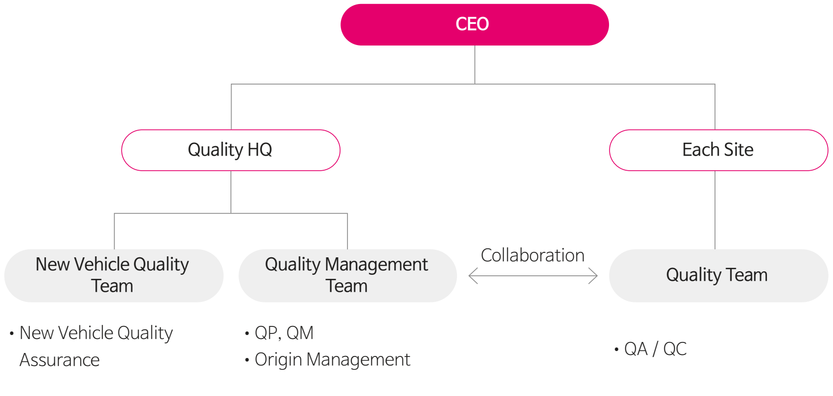
Quality Management Policy

SEOJIN INDUSTRIAL has established a quality management policy to recognize the importance of quality management and to effectively manage risks in support of the establishment of a quality management system. The policy applies to relevant employees, and compliance is also encouraged for business partners.

SEOJIN INDUSTRIAL Quality Management Policy

Quality Management Governance

SEOJIN INDUSTRIAL has established a quality management and monitoring framework for systematic quality management implementation. The Quality Headquarters at headquarters and quality teams at each site share responsibilities and proceed with work collaboratively, continuously conducting quality verification and improvement efforts.



Quality Management System

SEOJIN INDUSTRIAL obtained IATF 16949 certification the international automotive quality management system standard in 2018, and renews the certification through regular audits while advancing its quality management system.

Automotive Quality Management System (IATF 16949) Certificate

Social

Quality Management Framework

Quality Management Promotion Strategy

SEOJIN INDUSTRIAL pursues customer satisfaction through the highest level of quality based on its development capabilities and expertise. To this end, quality management KPIs (Key Performance Indicators) aligned with quality management strategies are established during business planning, and a management framework is operated to systematically monitor and achieve quality targets.

Quality Control Capability Enhancement	• Company-wide internal quality audits conducted • Focused management of key customer requirements
Key Supplier Development	• Intensive development of top-performing suppliers in quality evaluations • Support for suppliers to independently secure management capabilities through assessor development
Country of Origin Management	• Strengthened consistency verification of supplier origin certifications • Expanded supplier on-site audits

Quality Management Performance

Through its quality management initiatives, SEOJIN INDUSTRIAL has continuously pursued quality improvement activities. As a result, the company has maintained a 5-Star rating in the supplier quality evaluation (Quality 5-Star System) conducted by its key customer, Hyundai Motor and Kia, for over a decade, and achieved the Quality 5-Star+ grade in 2025.

Quality Improvement Activities

Quality Control Capability Enhancement

SEOJIN INDUSTRIAL conducted internal quality audits across all sites in line with its established promotion strategy. To ensure objectivity, quality managers from different plants assessed one another's facilities. The assessment covered five areas: outsourced parts management, process management, production and maintenance management, finished product management, and quality competency, with improvement activities conducted for identified deficiencies. Plans have also been established for the development of qualified assessors, and assessor development is currently underway.

Key Supplier Development

SEOJIN INDUSTRIAL conducted quality evaluations of key suppliers to raise overall quality levels within its supply chain. Based on the 2025 evaluation results, 6 companies requiring quality development have been selected, and quality level-up activities are planned to be conducted.

Country of Origin Management

To receive consistent origin certificates from suppliers, SEOJIN INDUSTRIAL conducts annual simulated origin verifications for suppliers. Origin justification documents are received from suppliers and verified for consistency with previously submitted origin certificates, with re-issuance of origin certificates conducted for cases of incorrect issuance. Suppliers in such cases are classified as intensive management targets and managed through origin management status inspections and training.

New Vehicle Quality Assurance

New Vehicle Quality Assurance Framework

SEOJIN INDUSTRIAL designates vehicle-specific new vehicle quality managers to ensure new vehicle quality, and manages customer development schedules and events accordingly. Quality development activities and customer support operations are conducted for products to pass customer-managed P1, P2, and M-stage events, ensuring that customer development schedules proceed without disruption.

Social

Information Security

Information Security Management

Information Security Governance

SEOJIN INDUSTRIAL operates and manages its information security framework in compliance with relevant laws and policies. A security organization is structured at the company-wide and divisional levels, comprising a Chief Information Security Officer (CISO), a company-wide security officer, and security personnel, with all security-related matters at each site reported to the CISO.

SEOJIN INDUSTRIAL manages information security across three domains: administrative security, physical security, and technical security. In the administrative security domain, security awareness and internal controls are strengthened through policy and guideline formulation and management, employee security training, and regular security reviews. In the physical security domain, access to important assets and facilities is strictly managed through the operation of access control systems and the establishment and management of restricted areas. In the technical security domain, technical protective measures for information asset protection are applied, including server security enhancements and network access controls, working to create a safe and stable work environment.

Information Security Policy

Policy

SEOJIN INDUSTRIAL has established security management regulations and related guidelines to protect important tangible and intangible company assets including personal information, management information, and R&D technologies and operates a security management framework.

Related policies are made available for all employees to access freely, and apply to all stakeholders including employees, visitors, and business partners.

Information Security Management Activities

Information Security Enhancement Activities

SEOJIN INDUSTRIAL endeavors to strengthen prevention and response capabilities through vulnerability diagnostics by external specialist organizations and phishing email simulations. Security pledge forms are collected from all employees annually, and security training is conducted on diverse topics including security rules and the latest security threat cases. Monthly Security Days are operated for workplace environment and routine inspections, with security damage case materials provided to conduct security prevention activities.

Activity	Content
Vulnerability Diagnostics and Simulations	• Network vulnerability diagnostics and improvements through external specialists • Enhancement of prevention and response capabilities through phishing email simulations
Security Audits	• Semi-annual security audits to review the security management framework
Security Inspections	• Improvement of deficiencies through semi-annual self-inspections
Security Pledge Forms	• Annual collection of security pledge forms from all employees
Security Training	• Training and material distribution on security rules and latest security threat cases
Security Day	• Workplace environment and routine inspections, and provision of security damage case materials

Governance

Compliance & Ethics Management

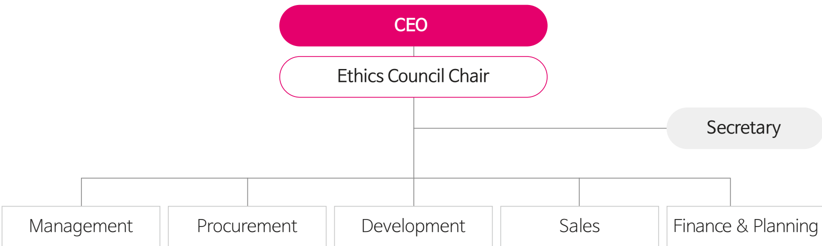
Compliance & Ethics Management

Compliance & Ethics Management Governance

SEOJIN INDUSTRIAL has established and operates a dedicated ethics management organization the Ethics Council to systematically advance compliance and ethical management. Quarterly council meetings are held to discuss related risk management, sharing of improvement initiatives, and disciplinary actions, with continuously identified risks being improved upon.

SEOJIN INDUSTRIAL Code of Ethics

Ethics Council Organizational Chart



Ethics Charter

SEOJIN INDUSTRIAL has established standards for the practice of ethical management, and employees endeavor to comply with these standards in order to build a transparent corporate culture.

Anti-Bribery Management System and Compliance Management System

SEOJIN INDUSTRIAL obtained ISO 37001 (Anti-Bribery Management System) and ISO 37301 (Compliance Management System) certifications in 2025, and is strengthening its compliance and ethics management framework by maintaining and renewing these certifications through regular audits, and by advancing the anti-bribery and compliance management systems.

Anti-Bribery Management System (ISO 37001) Certificate

Compliance Management System (ISO 37301) Certificate

Cyber Audit Office Operations

SEOJIN INDUSTRIAL operates a 'Cyber Audit Office' accessible to both internal and external stakeholders for reporting misconduct, solicitation, and other unethical behavior, in its commitment to fulfilling social responsibilities through transparent ethical management. The identity of whistleblowers and the content of their reports are kept strictly confidential, and whistleblower protection measures are in place to ensure that no disadvantages arise from reporting.

SEOJIN INDUSTRIAL Ethics Reporting Channels	• Website: https://www.seojin.com/ethics/cyber.php (Cyber Audit Office) • Phone: 031-488-4901 • Email: jlee6@seojin.com • Groupware: Bulletin Board - Open Forum - Anonymous Board

Ethics Management Training

SEOJIN INDUSTRIAL conducts regular ethics management training for all employees at least once per quarter. Training covers not only the company's ethical management principles and ethics charter, but also case studies on unethical behavior, working to continuously foster a transparent and fair corporate culture.

SECO-Managed Ethics Training Participants (persons)

Target	Contents	SEOJIN INDUSTRIAL
CEO	Leadership and ethical management, ethical decision-making, etc.	2
Executives		25
Employees (CEO-led)	Ethics management practice, ethics and workplace culture, etc.	704
Employees (Online)	Concepts and understanding of ethics management, etc.	212

* Annual cumulative figures including duplicate counts across sessions

ESG Data

Environmental

Environmental Management System

Category		Unit	2023	2024	2025
Environmental Facility Investment		KRW Million	219	193	49
Environmental Management System Certification (ISO 14001)	Total number of sites	Sites	6	6	6
	ISO 14001 certified sites	Sites	6	6	6
	Certification rate	%	100	100	100

GHG Emissions and Energy

Category		Unit	2023	2024	2025
GHG Emissions	Direct GHG Emissions (Scope 1)	tCO_2eq	8,302	7,203	7,342
	Indirect GHG Emissions (Scope 2)	tCO_2eq	32,738	30,171	27,834
	GHG Emission Intensity (Scope 1&2)	tCO_2eq/ KRW 100M	5.56	5.07	4.74
	Other GHG Emissions (Scope 3)	tCO_2eq	–	–	178,431
	Category 1 (Purchased goods and services)	tCO_2eq	–	–	162,762
	Category 2 (Capital goods)	tCO_2eq	–	–	5,653
	Category 3 (Fuel and energy-related activities)	tCO_2eq	–	–	5,329
	Category 4 (Upstream transportation)	tCO_2eq	–	–	2,648
	Category 5 (Waste generated in operations)	tCO_2eq	–	–	752
	Category 6 (Business travel)	tCO_2eq	–	–	319
	Category 7 (Employee commuting)	tCO_2eq	–	–	968
Energy	Energy Consumption[1]	TJ	815	741	735
		MWh	105,586	94,678	93,626
	Renewable Energy Share of Total Energy	%	0.01	0.04	0.04
	Renewable Energy Consumption	TJ	0.05	0.15	0.12
		MWh	13.50	42.30	33.80
	Energy Use Intensity	MWh/ KRW 100M	13.08	12.83	12.61

1) 2023 and 2024 MWh figures have been restated
Intensity restated due to energy consumption correction

Waste and Pollutants

Category		Unit	2023	2024	2025
Waste	Total waste discharged	ton	1,334	1,164	1,071
	General waste discharged	ton	1,055	973	887
	Hazardous waste discharged	ton	279	192	184
Waste Treatment	Waste landfilled	ton	236	138	87
	General waste landfilled	ton	236	138	87
	Hazardous waste landfilled	ton	0	0	0
	Waste incinerated (no energy recovery)	ton	409	291	251
	General waste incinerated (no energy recovery)	ton	188	144	112
	Hazardous waste incinerated (no energy recovery)	ton	221	147	139
	Waste reused/recycled	ton	443	486	733
	General waste reused/recycled	ton	386	442	688
	Hazardous waste reused/recycled	ton	57	44	45
	Waste otherwise treated	ton	246	249	0
	General waste other treatment	ton	245	249	0
	Hazardous waste other treatment	ton	1	0	0
Raw Materials	Raw material consumption	ton	256,403	212,384	201,725
Water Pollutants	BOD (Biological Oxygen Demand)	kg	1,517	1,202	903
	COD (Chemical Oxygen Demand)	kg	2,100	3,407	1,420
	Suspended Solids (SS)	mg/L	228.4	148.6	136.35
Air Pollutants	NOx emissions	kg	5,134	1,746	580
	SOx emissions	Kg	3	0	58
	Particulate Matter (PM) emissions	kg	2,801	2,866	2,393

Water Resources

Category		Unit	2023	2024	2025
Water	Water intake	ton	289,546	273,294	240,852
	Water consumption	ton	133,347	143,164	105,390
	Water recycled[3]	ton	–	–	–
Wastewater	Wastewater discharged	ton	156,199	130,130	135,462

3) "–" indicates data not separately measurable by process

ESG Data

Social

Human Capital

Category		Unit	2023	2024	2025
Total Employees	Total employees	persons	692	675	697
	Permanent employees	persons	659	660	672
	Fixed-term employees	persons	20	3	12
	Executives	persons	13	12	13
Employees (Gender)	Male	persons	669	647	667
	Female	persons	23	28	30
Employees (Age)	Under 30	persons	62	64	81
	30 - 50	persons	401[2]	367	365
	Over 50	persons	229	244	251
Managers (Gender)	Male	persons	32	30	48
	Female	persons	0	0	0
Total New Hires	Permanent employees	persons	57	40	54
	Fixed-term employees	persons	7	2	11
New Hires (Gender)	Male	persons	56	38	60
	Female	persons	8	4	5
New Hires (Age)	Under 30	persons	33	27	34
	30 - 50	persons	30	12	25
	Over 50	persons	1	3	6
Executives (Gender)	Male	persons	13	12	13
	Female	persons	0	0	0
Socially Vulnerable Groups	Employees with disabilities	persons	9	9	9
Turnover	Voluntary turnover rate	%	7	7	7
	Voluntary turnover	persons	45	52	47
Freedom of Association	Unionization Rate	%	65	64	62
	Number of Employees Eligible for Union Membership	persons	683	675	697
	Number of Union Members	persons	441	430	432
Gender Pay Gap	Ratio of basic salary and remuneration of women to men[1]	%	66	78	78

Category		Unit	2023	2024	2025
Parental Leave	Number of Employees Who Took Parental Leave	persons	2	4	4
	Return-to-Work Rate (after Parental Leave)	%	100	25	33
	Number of Employees Who Returned to Work After Parental Leave	persons	2	1	1
	Number of Employees Expected to Return to Work After Parental Leave	persons	0	3	2
	Retention Rate (of Employees Who Returned from Parental Leave)	%	100	100	100
	Number of Employees Still Employed 12 Months After Returning from Parental Leave in the Previous Reporting Period	persons	0	2	3
	Total Number of Employees Who Returned to Work After Parental Leave in the Previous Reporting Period	persons	0	2	4
Training & Education	Average Hours of Mandatory Legal Training per Employee	hours	28	28	28
	Average Hours of Career Management/ Development Training per Employee	hours	8	9	4
	Total Hours of Career Management/Development Training	hours	5,873	4,518	3,065
	Average Training Costs per Employee per Year	KRW	79,308	169,111	201,671
	Total Annual Training Costs	1,000 KRW	54,881	114,149	140,564
Performance Review	Percentage of Employees Receiving Regular Performance Reviews	%	100	100	100
	Number of Employees Who Received Regular Performance Reviews	Persons	213	209	211
	Number of Employees Eligible for Regular Performance Reviews	Persons	213	209	211
Total Compensation & Pay Ratio	Annual Total Compensation Ratio	%	43	37	39
	Median Annual Total Compensation of All Employees	Million KRW	72	74	77
	Annual Total Compensation of the Highest-Paid Individual	Million KRW	169	201	200

1) Figures revised for the current year based on gender average salaries under GRI Standards (previously 100% based on identical job levels/pay).
2) Figures restated following data consistency review

ESG Data

Occupational Safety and Health

Category		Unit	2023	2024	2025
Management System (ISO 45001)	Certification rate	%	100	100	100
	Certified sites	Sites	6	6	6
Employee Safety	LTIFR	-	0	1.47	0.77
	Total Number of Accidents	cases	0	2	1
	Accident Rate	%	0	0.30	0.15
	Total Number of Injured	persons	0	2	1
	Fatal Accidents	cases	0	0	0
In-house Contractors	LTIFR	-	0.67	0.81	0.86
	Total Number of Accidents	cases	1	1	1
	Accident Rate	%	0.15	0.16	0.16
	Total Number of Injured	persons	1	1	1
	Fatal Accidents	cases	1	0	0

Supply Chain

Category		Unit	2023	2024	2025
Risk Assessment	Total Number of Suppliers	companies	57	57	57
	Number of Suppliers Assessed for ESG Risks	companies	6	26[1]	25

1) Figures restated following data consistency review

Customers and Local Communities

Category		Unit	2023	2024	2025
Product Safety	Number of Recalls Issued	cases	0	0	0
	Total Units Recalled	units	0	0	0
Social Contribution Expenditure		KRW million	10	0	5

Governance

Compliance & Ethical Management

Category		Unit	2023	2024	2025
Internal Monitoring	Number of Whistleblowing Reports	cases	0	1	0
	Number of Confirmed Corruption Cases	cases	0	0	0
	Number of Confirmed Information Security Incidents	cases	0	0	0
	Percentage of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	%	0	0	100
	Number of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	cases	0	0	6
Regulatory Violations	Number of Violations of Regulations on Product and Service Information and Labeling	cases	0	0	0
	Fines for Violations of Regulations on Product and Service Information and Labeling	KRW	0	0	0
	Number of Violations of Regulations on Marketing Communications	cases	0	0	0
	Fines for Violations of Regulations on Marketing Communications	KRW	0	0	0
	Number of Violations of Regulations on Discrimination	cases	0	0	0
	Fines for Violations of Regulations on Discrimination	KRW	0	0	0
	Number of Violations of Regulations on Use/Distribution of Counterfeit Parts	cases	0	0	0
	Fines for Violations of Regulations on Use/Distribution of Counterfeit Parts	KRW	0	0	0
	Number of Violations of Regulations on Anti-competitive Behavior and Antitrust and Monopoly Laws	cases	0	0	0
	Total Monetary Losses Resulting from Legal Proceedings Related to Anti-competitive Behavior and Antitrust and Monopoly Laws	KRW	0	0	0
Ethics Training	Percentage of Employees Who Signed Ethics Pledge	%	32	32	32
	Number of Employees Who Signed Ethics Pledge	persons	221	217	225

SECO SEOJIN AUTOMOTIVE

Company Overview

Corporate Profile

"A company that breathes alongside human life, and grows into the future together with its customers"

SEOJIN AUTOMOTIVE has achieved steady growth since its establishment in 1966 and has solidified its position today as a major company in the domestic manual and automatic transmission parts sector. The company has achieved remarkable transformation and innovation not only in quantitative growth through domestic sales and overseas exports, but also in qualitative aspects such as technology and quality, including the acquisition of IATF 16949 certification, Single PPM quality certification, and designation as a company with outstanding technological competitiveness. This is the result of practicing the belief that advanced technology and quality are our competitiveness and our future. SEOJIN AUTOMOTIVE, with its dynamism and creative entrepreneurial spirit toward a new future and a wider world, will continue to strive to grow into a world-class specialist company through diverse efforts including the development of optimal products and new technologies that customers demand.

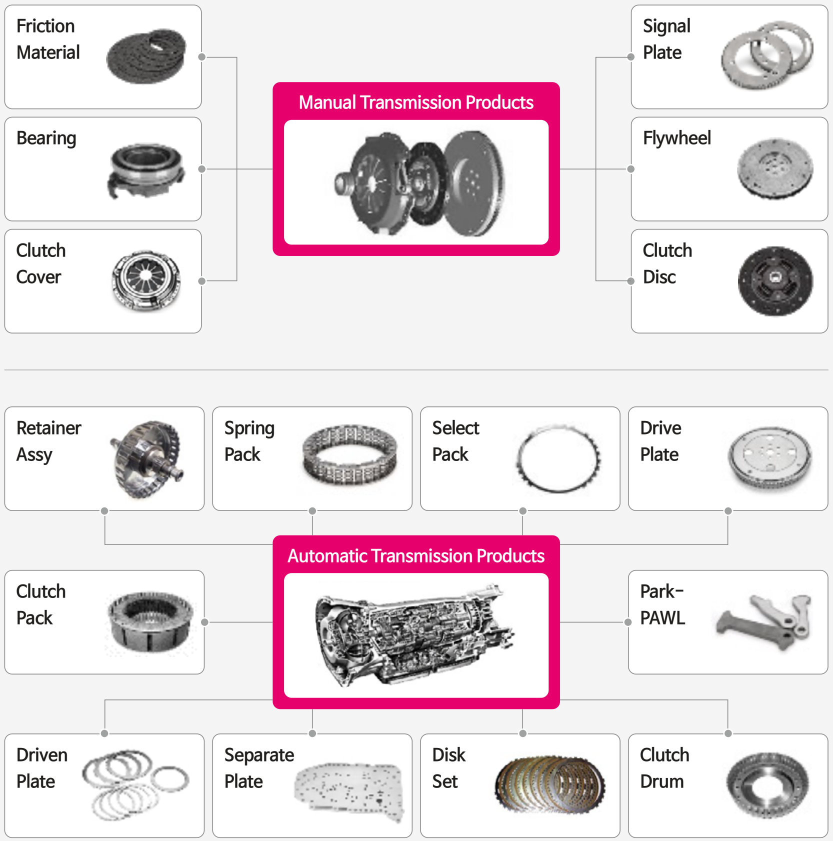
General status

As of December 31, 2025

Company Name	SEOJIN AUTOMOTIVE
CEO	Man Yoon Ko
Founded	1966.10
HQ Adress	313 Gongdan 1-daero, Siheung-si, Gyeonggi-do
Site Locations	(Production Plants) Siheung Plant, Jeongnam Plant, Jangjiaggang Plant (China), Yancheng Plant (China) (Research Center) R&D Center
Employees	290
Total Assets	KRW 291.3 billion
Revenue	KRW 219.7 billion

Key Products

SEOJIN AUTOMOTIVE produces automotive driveline components including clutches, flywheels, drive plates, and auto parts, and supplies these to domestic and international OEM customers.



Company Overview

Research & Development

Since establishing its corporate R&D center in 1984, SEOJIN AUTOMOTIVE has accumulated R&D; expertise in automotive driveline components including clutches, friction materials, and automatic transmission parts. The company is currently accelerating research into new technologies and manufacturing processes with the goal of becoming a 'Global Eco-friendly Vehicle Components Specialist,' and is completing innovations to simultaneously achieve functionality and cost-effectiveness through the modularization of clutch systems. Furthermore, the company is strengthening its competitiveness in the rapidly evolving future automotive market through the development of dampers for hybrid vehicles and driveline components dedicated to eco-friendly vehicles.

Medium-to-Long-Term Vision

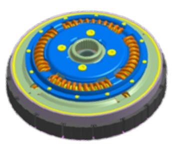
Becoming a Global Specialist in Electrified Vehicle Components

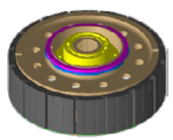
Strategy

Securing technological competitiveness and expanding electrified vehicle products	Developing next-generation electrified products	Identifying new growth businesses centered on future mobility

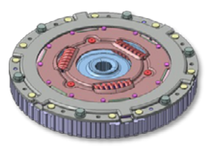
2030 Roadmap

2026	2028	2030
• Expansion of electrified vehicle component orders • Mass production development of lead tab (HEV) • Securing cost competitiveness through R&D	• Development of electrified components • Expansion of lead tab business (HEV → EV) • Expansion of electrified vehicle product portfolio	• Development of next-generation electrified products • Diversification of electrified product lineup

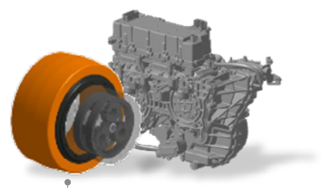




• Applied to P1/P2 motors of hybrid vehicles; provides power transmission and vibration/noise reduction.
• Achieves PT electrical length reduction and lightweighting through motor sleeve integration



• Absorbs abnormal torques such as instantaneous reverse torque and over-torque generated during drive mode switching in hybrid/EREV vehicles



• Core drive system for EVs and e-Mobility that integrates the motor, inverter, and reducer into a single unit, converting and controlling battery power into driving power

Company Overview

CEO Message

Man Yoon Ko CEO, SEOJIN AUTOMOTIVE

Dear Esteemed Stakeholders,

First and foremost, I would like to express my sincere gratitude to our customers, business partners, employees, shareholders, and local communities for their unwavering trust and support of SEOJIN AUTOMOTIVE.

The automotive industry is currently undergoing rapid transformation, including the acceleration of electrification and eco-friendly transition, global supply chain restructuring, and tightening environmental regulations across countries. In particular, carbon neutrality, the expansion of mandatory ESG disclosure, and stricter supply chain due diligence are raising the bar for corporate responsibility and role. ESG management is no longer a choice but a necessity, and has become an important criterion for evaluating corporate sustainability.

SEOJIN AUTOMOTIVE has aligned itself with this global trend and has positioned ESG management as a core value of corporate operations. On the environmental front, we continue to pursue energy efficiency improvements and carbon emission reduction activities. In fulfilling our social responsibilities, we are committed to creating safe workplaces and fostering mutual growth with our business partners. We are also growing into a trusted company through the establishment of transparent and fair governance and the strengthening of ethics and compliance management.

In 2025, SEOJIN AUTOMOTIVE recorded revenue growth of approximately 20% or more compared to the previous year. This is a valuable achievement created by quality competitiveness, technological innovation, and the dedication of all employees. On the business front, we secured a foundation for future growth by advancing pre-production product development linked to mass production through national R&D; projects, and strengthened our capability to respond to the eco-friendly vehicle market through hybrid damper mass production and the expansion of the North American HEV line. We also expanded our presence in the global market through the expansion of the brake pad business and enhanced export competitiveness, and actively pursued new lead tab orders in response to the EV transition, fully initiating the transformation of our business portfolio toward the future mobility industry.

Meaningful progress was also achieved on the ESG management front. The company established an ESG management framework and set medium-to-long-term GHG reduction targets, building a systematic carbon management foundation. Zero accidents were achieved through the strengthening of company-wide safety management, and the company received the highest rating among evaluated suppliers in the 2025 customer safety capability assessment.

Going forward, SEOJIN AUTOMOTIVE will continue to pursue balanced financial growth, technological innovation, and ESG management, growing into a sustainable company. We will be a company that grows together with stakeholders based on responsibility and innovation, even amidst a changing industrial environment.

2026 will be an important turning point at which SEOJIN AUTOMOTIVE must simultaneously complete both quantitative growth and qualitative advancement. We will proactively respond to structural changes including the acceleration of electrification transition, tightening ESG requirements from global customers, and supply chain restructuring to further solidify our sustainable growth foundation. On the business strategy front, we will accelerate the portfolio transition toward EV and eco-friendly vehicle components, and strengthen our competitiveness in the future mobility market through the securing of a full-scale mass production foundation for the lead tab business and the expansion of additional orders. We will also advance our ESG strategy to the next level, transitioning our established GHG reduction targets into an execution-centered phase, and pursuing tangible carbon emission reductions through energy efficiency improvements and process innovation. We will expand the application of product LCAs to strengthen eco-friendly design capabilities, and build an ESG collaboration framework with our business partners to enhance sustainability across the supply chain. At the same time, we will continue to uphold safety-first management to entrench a zero-accident workplace culture, and further systematize ethics and compliance management to establish ourselves as a trusted company.

Finally, I would like to sincerely thank all stakeholders who have partnered with us in SEOJIN AUTOMOTIVE's sustainable growth. ESG management is not a task that can be completed in a short period of time; it is a journey that can only bear fruit when the company's commitment, employees' practice, and the cooperation of customers and business partners all come together. SEOJIN AUTOMOTIVE will continue to move forward toward a sustainable future through responsible technology development, eco-friendly transition, and management that prioritizes safety and ethics. Based on the dedication of our employees and the trust of our stakeholders, we will create greater value and a better tomorrow together. We look forward to your continued interest and participation in our journey toward a sustainable future.

Thank you.

Environment

Environmental Management

SEOJIN AUTOMOTIVE Environmental Policy

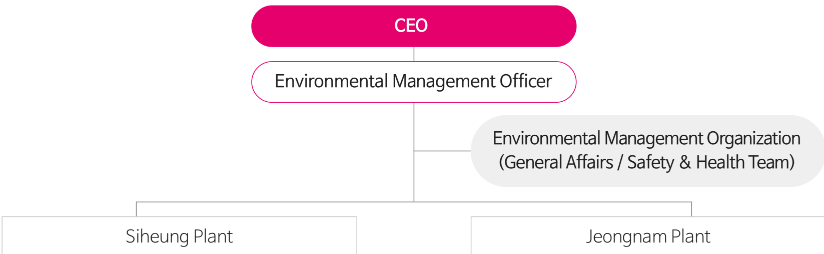
Environmental Management Framework

Environmental Management Policy

In response to the accelerating electrification transition across the automotive industry and growing social demands for climate change response, SEOJIN AUTOMOTIVE has recognized environmental management as a core management element and has established a systematic environmental management policy. This policy applies to all employees at headquarters, domestic and international production and sales subsidiaries, and affiliates, and compliance is also encouraged for business partners and outsourcing partners.

Environmental Management Governance

SEOJIN AUTOMOTIVE recognizes environmental management as a key company-wide priority and has established and operates an environmental management governance framework based on the responsibility and participation of senior management. Site-level environmental management officers are designated under an overall environmental management officer, and a dedicated environmental management organization has been established at headquarters to manage company-wide environmental affairs. SEOJIN AUTOMOTIVE operates an Environmental Management Committee every half-year to discuss environmental management agenda items including GHG reduction measures, environmental performance management, and future plans. In 2025, the expansion of renewable energy was set as a key environmental management initiative to reduce GHG emissions and improve the energy use structure, and a solar power generation business plan and investment plan were established.



Siheung Plant, Jeongnam Plant Environmental Management System (ISO 14001) Certificate

Environmental Management System

To manage environmental risks at SEOJIN AUTOMOTIVE and drive continuous environmental performance improvement, the company has established and operates an environmental management framework based on the international standard ISO 14001 (Environmental Management System). Energy use, GHG emissions, and waste and hazardous substance management arising from production processes are set as key management items, with relevant regulatory compliance regularly reviewed and continuously improved.

Environmental Management Activities

Environmental Management Plan

SEOJIN AUTOMOTIVE has established an environmental management plan with energy use and GHG emission reduction, air/water/waste management, hazardous chemical substance management, regulatory compliance, and environmental risk prevention as key management areas, and formulates and pursues targets and action items for each area.

Target	Key Activities
Zero environmental incidents and regulatory violations	• Regulatory compliance reviews and environmental incident prevention activities • Chemical substance handling and storage management, spill incident prevention • IoT system monitoring of environmental pollution prevention facilities
Minimization of energy use and pollutant emissions	• Energy use monitoring, facility efficiency improvements, waste discharge reduction
Establishment of environmental management framework	• Reduction of environmental impacts across all business activities • Building a sustainable growth foundation through climate change response and efficiency improvements

Environmental Accident and Emergency Response

SEOJIN AUTOMOTIVE has established and operates a prevention-centered response framework to prepare for environmental accidents and emergencies that may arise during business activities. In 2025, emergency response drills and training were conducted twice annually to strengthen employee awareness and capabilities in environmental management, working to ensure these efforts lead to environmental risk prevention and improved environmental performance.

Environment

Climate Change

Climate Change Response

Climate Change Response Strategy

SEOJIN AUTOMOTIVE has established a 2050 Climate Change Response Roadmap based on its environmental management policy, and is implementing company-wide reduction activities. In accordance with its phased implementation strategy, the company plans to reduce GHG emissions (Scope 1 and 2) across all domestic sites by 20% by 2030. From 2025, the GHG management scope has been expanded from Scope 1 and 2 to include Scope 3. Key Scope 3 emission items have been identified, and a management foundation has been established through the development of a data collection framework and review of calculation standards. In particular, key emission factors related to raw and subsidiary material procurement, logistics, and business operations have been prioritized and are being quantified.

2024, 2025
CDP Supply Chain
B Rating

CDP (Carbon Disclosure Project) Participation

SEOJIN AUTOMOTIVE participates in the CDP (Carbon Disclosure Project) to objectively assess its climate change response and GHG management levels and to strengthen information disclosure in line with global standards. SEOJIN AUTOMOTIVE has consecutively achieved a 'B' rating in the SME category of the CDP assessment in both 2024 and 2025, and plans to advance its assessment level through the expansion of GHG management scope and enhancement of climate change response capabilities.

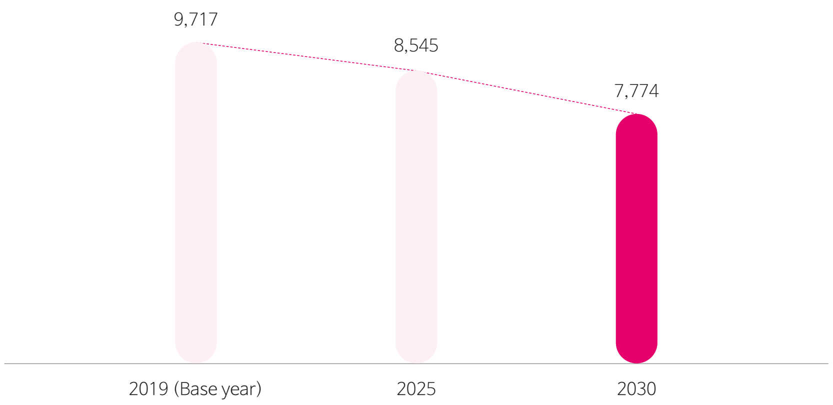
GHG Reduction

GHG Reduction Strategy and Targets

SEOJIN AUTOMOTIVE's GHG reduction strategy is centered on three pillars: energy efficiency improvement, expansion of renewable energy utilization, and phased expansion of management scope. The company plans to reduce Scope 1+2 GHG emissions across all domestic sites by 20% by 2030 compared to 2019 emissions. Performance against targets will be continuously monitored and reflected in the formulation of medium-to-long-term carbon neutrality targets. In 2025, Scope 1 and 2 GHG emissions achieved a 12% reduction compared to base year emissions.

2030 GHG Reduction Roadmap

(Unit: tCO_2e)



GHG Reduction Activities

SEOJIN AUTOMOTIVE is implementing direct reduction activities to reduce emissions from processes, utilities, and buildings. In 2025, carbon reduction activities were carried out including the installation of lighting timers at sites, application of an automatic hydraulic equipment idle-time off system, and exhaust heat recycling. Furthermore, in 2026, a solar renewable energy generation facility capable of producing 147MWh of electricity annually is planned to be introduced at the Hwaseong Plant.

Environment

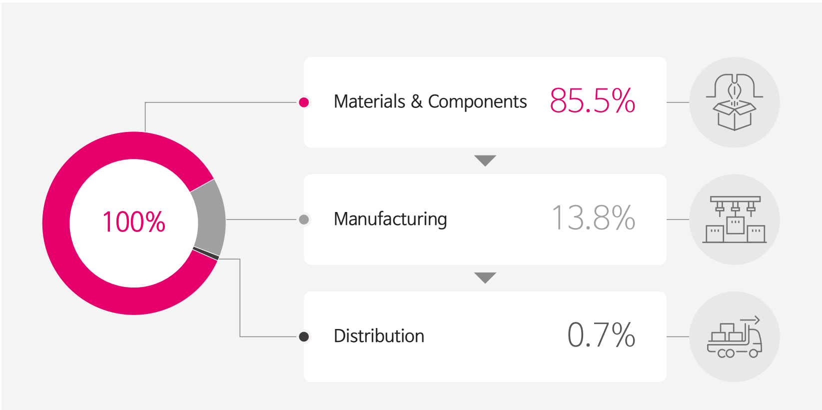
Product Environmental Impact Management

Product Life Cycle Assessment (LCA)

SEOJIN AUTOMOTIVE is advancing part-level Life Cycle Assessments (LCA) in collaboration with customers to systematically understand the environmental impacts of its products at the use and supply chain stages.

In 2024, 3 product items were selected for LCA analysis, and in 2025, an additional 2 product items were selected for LCA analysis. The analysis quantitatively assesses the environmental impacts arising at every stage of the product lifecycle from raw and subsidiary material procurement through production, logistics, use, and disposal. Going forward, the company plans to gradually expand the scope of LCA application and continuously strengthen GHG reduction measures and eco-friendly design capabilities at the product level based on analysis results.

Emission Share by Lifecycle Stage



* Target Product: DRUM-U/D CLUTCH

Eco-friendly Research & Development

Eco-friendly R&D Strategy

SEOJIN AUTOMOTIVE has positioned low-carbon vehicle R&D; as a key strategy. R&D; capabilities are currently focused on mass production development of hybrid (HEV) components, pre-development of electrified components, and execution of related national R&D; projects. Going forward, R&D; investment in eco-friendly product lines including electrified components will be expanded in phases to respond to changing global market demand and build medium-to-long-term growth drivers.

HEV Component Mass Production Development	• HEV Damper-Rotor Assembly • HEV Rotor Assembly • Plug-in Hybrid Rotor Assembly, etc.
Electrified Component Pre-development	• Portfolio development through pre-development of electrified components • Strengthening eco-friendly component competitiveness
National R&D Project Execution	• Pre-production product development linked to mass production through national R&D projects • Currently executing 5 national R&D projects (4 as lead organization, 1 as participant)

Environment

Resource Use and Circular Economy

Waste

While SEOJIN AUTOMOTIVE has confirmed that there are no significant impacts from waste generation, the company has established and operates a waste management and reduction strategy to minimize the environmental impact of waste generated across all business activities. Waste generation status by process is regularly assessed, with source reduction as the top priority, supplemented by expanded reuse and recycling and appropriate disposal.

2025 Iron Scrap Recycling Volume*

8,170 ton

* scrap from processes sold to external contractors for recycling

Iron Scrap Generation Reduction

SEOJIN AUTOMOTIVE is optimizing mold structures to design optimal input quantities in order to minimize iron scrap generated during product manufacturing processes. In 2025, iron scrap generation was 8,170 tonnes annually, approximately 20% lower than the previous year's generation of 10,150 tonnes, and scrap discharge continues to decrease year on year even as production volume increases.

Waste Management

SEOJIN AUTOMOTIVE continuously monitors key indicators such as waste generation volume and recycling rate, and uses year-on-year improvement as a management indicator. In 2025, waste excluding iron scrap was 808 tonnes, approximately 10% lower than the previous year.

Water Resources

Water Use Management

SEOJIN AUTOMOTIVE uses WRI's Aqueduct Water Risk Atlas to understand water stress in the regions where its domestic sites are located, in support of sustainable water use. SEOJIN AUTOMOTIVE's water stress is classified at the Medium-High level. In 2025, the Siheung Plant replaced all aging water supply pipes to prevent leak incidents and reduce water consumption. The Hwaseong Plant transitioned from groundwater previously in use to municipal water supply, establishing a stable water use framework.

Environmental Impact Reduction

Pollutant

Air Pollutant Management

SEOJIN AUTOMOTIVE complies with legally permitted emission standards including the Clean Air Conservation Act to manage the environmental impacts of air pollutants discharged from its sites. Emission conditions are assessed through periodic self-measurement of air pollutants, and emission reductions are implemented through the expansion of air pollutant reduction facilities and investment in replacing aging equipment. In particular, IoT (Internet of Things)-based monitoring systems have been introduced at major environmental pollution prevention facilities to manage facility operating conditions and emission status in real time.

Wastewater Pollutant Management

SEOJIN AUTOMOTIVE entrusts all wastewater generated during business activities to specialist treatment contractors for processing, and manages this in accordance with relevant regulations. Wastewater outsourced treatment is conducted through licensed specialist contractors and operates with the purpose of preventing water pollution and minimizing environmental risks. No regulatory violations or environmental accidents have occurred in the wastewater outsourced treatment process over the most recent three years.

Hazardous Chemical

Hazardous Chemical Substance Managemen

SEOJIN AUTOMOTIVE systematically manages chemical substances used at its sites and research centers through its internal management system, analyzing the hazardousness of development products and responding to chemical substance reporting obligations. Regular training is also conducted for workers handling chemical substances to strengthen management. Currently, for the safe storage and handling of chemical substances in manufacturing processes, the company carries out classified storage and labeling of chemical substance storage areas, inspection of storage containers and facilities to prevent leak and spill incidents, and management of workers' adherence to handling procedures and safety rules.

Environment

Biodiversity

Biodiversity Impact Assessment

SEOJIN AUTOMOTIVE conducted a biodiversity impact assessment within a 2km radius of its Siheung Plant in order to understand the impact of its business activities on surrounding ecosystems and to contribute to biodiversity conservation. The assessment ensured objectivity by combining field surveys (visual observation and photography) that reflect the activity cycles and seasonal characteristics of biological species, with vegetation, fish species, bird, and mammal distribution surveys using local ecosystem reference literature.

The survey results confirmed that the vegetation surrounding the Siheung Plant is primarily composed of bare ground (79.2%) and cultivated land (8.9%), with some distribution of tall grassland, landscaped greenery, and water bodies. Key observed species included fish such as the Korean bitterling and the Far Eastern killifish, birds including the Eurasian tree sparrow, vinous-throated parrotbill, and azure-winged magpie, and mammals including the raccoon dog, water deer, and striped field mouse.

Based on the impact assessment results, the Siheung Plant is located within an industrial complex with no natural vegetation, and no direct vegetation damage from business operations has occurred. The impact of future business activities on surrounding vegetation is also projected to be minimal. In addition, the company collects all wastewater generated at its sites and entrusts it to specialist facilities for treatment, and continuously monitors air pollutant emission conditions to manage them strictly within legal limits, thereby minimizing the risk of habitat destruction and species diversity reduction for aquatic and terrestrial biological species. SEOJIN AUTOMOTIVE plans to continue fulfilling its biodiversity conservation responsibilities by maintaining the efficient operation of dust reduction and air pollution prevention facilities and a rigorous wastewater management framework.

Region	Distance from site	Protection Status
Siheung Tidal Flat (Siheung, Gyeonggi)	SEOJIN AUTOMOTIVE(Siheung) — 7km	Wetland Protection Area (Ministry of Oceans and Fisheries)

Biodiversity Risk Assessment Results

SEOJIN AUTOMOTIVE analyzed ecosystem dependency and impacts in the automotive parts manufacturing sector in accordance with the ENCORE guidelines recommended by TNFD. Dependency on ecosystem services such as water resources and climate regulation was assessed at a low level, while impacts including noise and light pollution and water and soil pollutant discharge were confirmed at a medium or below level. Based on these findings, biodiversity-related risks including physical risks, transition risks, and supply chain risks were identified and response measures were formulated. SEOJIN AUTOMOTIVE will continue to monitor international treaty and regulatory trends related to biodiversity protection.

Dependency and Impact Analysis

Category	Relevant Indicator	Level
Dependency	Provisioning Services	Low
	Regulating Services	Low
Impact	Noise and Light Pollution, etc.	Medium
	GHG Emissions	Very Low
	Non-GHG Air Pollutant Emissions	Low
	Solid Waste Generation and Discharge	Low
	Land Use	Low
	Water and Soil Pollutants	Medium
	Water Consumption	Low

Risk Assessment Results

Risk type		Description	Response	Level
Physical Risks	Habitat Destruction	Destruction of surrounding ecosystems during site development, leading to reduced wildlife species diversity	Biodiversity risk analysis and impact assessment for areas near sites and across the value chain	Low
	Water Scarcity	Disruption to stable supply of water resources due to climate change	Setting water consumption reduction targets	Low
Transition Risks	Regulatory Risk	Increased business costs due to tightening of domestic and international environmental protection regulations	Responding to biodiversity disclosure requirements through development of short and medium-to-long-term targets and key strategies	High
	Reputational Risk	Growing concerns from NGOs, local communities, and investors regarding ecosystem damage	Implementation of local community biodiversity conservation activities	Medium
	Supply Chain Risk	Disruption to supply and price volatility of eco-friendly raw materials	Supply chain evaluation and risk management for key products and raw materials	Low

Social

Employees

Human Capital Management

Talent Recruitment

SEOJIN AUTOMOTIVE conducts talent recruitment through recruitment procedures and objective criteria. Both regular open recruitment and continuous recruitment are implemented, with efforts made to secure talent through agreements with nearby universities. All recruitment processes are based on the principle of excluding discriminatory factors such as gender and age, with transparency in recruitment procedures and assessment criteria being strengthened.

2025 Training Hours per Employee

33 hours

Talent Development

SEOJIN AUTOMOTIVE conducts various training programs for systematic competency development of employees. Beginning with job adaptation training during open recruitment of new employees, job-specific training for professional competency development and level-based training for management and leadership competency development are conducted. Training is implemented through company-internal training, integrated training with affiliates, and training linked to customer training programs.

Performance Evaluation and Compensation

SEOJIN AUTOMOTIVE conducts performance evaluations for all employees annually through an online HR evaluation system. Achievement rates are assessed based on department and individual KPIs set at the beginning of the year, with both self-assessments and supervisor assessments conducted. Evaluation results are reflected in compensation such as salary increases, operating a framework where performance and compensation are linked.

Employee Communication

Labor Relations

SEOJIN AUTOMOTIVE guarantees employees' freedom of association and collective bargaining rights in accordance with relevant laws. One labor union is currently organized at the company, and regular collective bargaining is conducted for the conclusion and renewal of collective agreements. Quarterly regular labor-management councils are also operated for smooth labor-management communication, through which labor and management jointly set agendas and discuss key issues such as work environment improvements and welfare enhancements, deriving practical solutions. Key labor-management discussion items in 2025 included improvements to the factory work environment in preparation for summer heat waves and the extension of rest periods, which were discussed and implemented.

Organizational Culture

Employee Benefits

SEOJIN AUTOMOTIVE operates employee benefit programs to support stable working conditions. Key support measures include congratulatory/condolence leave and payments, and summer vacation and Seollal/Chuseok holiday allowances. In particular, from 2025, the scope of benefits has been expanded with additional practical support measures including full tuition support for children's university enrollment, increased congratulatory payments for elementary/middle/high school enrollment, and enhanced long-service employee commendation benefits.

Work-Life Balance Support Programs

SEOJIN AUTOMOTIVE operates programs to create an environment where employees can achieve work-life balance, including reduced working hours during pregnancy and maternity protection programs, faithful implementation of statutory programs including maternity leave and parental leave, and support for leave and programs for family care. The company ensures that no disadvantages arise from using these programs, and is fostering an organizational culture based on mutual consideration and respect.

Employee Communication Activities

SEOJIN AUTOMOTIVE operates an in-house club system to promote solidarity and harmony among employees. Six in-house clubs are operated including cycling, mountaineering, and bowling clubs all of which are actively engaged, with monthly subsidies provided to activate the programs.

In 2025, a company sports day was held for not only all employees but also their families. Various communication events are also planned including a goal achievement rally with all employee participation and department and level-based meetings, building an organizational culture of participation and communication.

Social

Occupational Safety and Health

Integrated Management of Serious Accident Response

Safety and Health Governance

SEOJIN AUTOMOTIVE recognizes safety as a core element of corporate operations and has established safety and health governance to systematically advance safety and health activities in fulfillment of its corporate social responsibilities. To prioritize employee safety and health management, a Chief Safety Officer (CSO) has been appointed under the CEO, with site-level safety and health management officers designated under the CSO. A dedicated safety and health team at headquarters has also been designated as the dedicated safety and health organization to establish and operate a company-wide safety and health management framework.

Safety and Health Management Committee and Safety Meeting Operations

SEOJIN AUTOMOTIVE operates a Safety and Health Management Committee — a collective decision-making body and key body of safety and health management — every half-year. The Committee reviews and reports on safety and health compliance matters including the previous year's safety and health performance evaluation, annual activity plans and industrial accident occurrence status, dedicated safety and health organization, and budget. The CEO serves as committee chair, with the CSO, site-level safety and health management officers, and external specialists from safety and health advisory organizations in attendance. In addition, monthly regular safety meetings are held to strengthen field-centered safety management, with relevant department personnel and supervisors from each team attending to discuss risk factors at work sites and key safety matters, linking results to on-site improvements and accident prevention activities. Safety and health councils are also organized and operated at each site, with labor and management jointly discussing key safety and health matters including safety awareness enhancement activities and work environment improvements for industrial accident prevention.

Occupational Safety and Health Management System

SEOJIN AUTOMOTIVE has obtained ISO 45001 (Occupational Safety and Health Management System) the international standard to systematically manage workplace safety and health. The suitability and operational effectiveness of the safety and health management system is continuously verified through annual certification audits. In addition, the level of safety and health management is continuously improved based on audit results and improvement items.

Safety and Health Vision

SEOJIN AUTOMOTIVE has set safety and health as its top management priority and is committed to ensuring that all employees and in-house contractors can work in a safe environment. In pursuit of the company-wide safety and health vision of 'Achieving a World-Class Safety and Health Workplace,' safety and health promotion strategies have been established and implemented through four strategies: integrated management of serious accident response, expansion of theme-based safety and health activities, establishment of disaster and safety emergency response manuals, and entrenchment of a safety culture.

Vision	Achieving a World-Class Safety and Health Workplace			
Strategy	Integrated Management of Serious Accident Response	Expansion of Theme-based Safety Inspection Activities	Establishment of Disaster and Safety Emergency Response Manuals	Entrenchment of Safety Culture
Activities	• Establishment of company-wide serious accident response integrated management framework • Compliance and implementation management of safety and health obligations	• Selection of monthly/seasonal priority risk factors • Strengthened focused inspections and management by risk factor	• Establishment of standard safety response manuals for disaster and emergency situations • Strengthened emergency response capability training/drills for employees by situation	• Collection of safety and health suggestions and proposals through employee surveys • Enhancement of employee safety culture awareness through safety and health activities
2025 Target	• Zero serious accidents • Zero safety and health obligation non-compliance cases	• Theme-based safety inspections: 10 sessions	• Emergency response manuals established • Emergency response training/drills: 2 sessions conducted	• Safety suggestions improvement rate: 80% • Safety and Health Campaigns 4+ times
2025 performance	• Zero serious accidents • Zero safety and health obligation non-compliance cases	• Theme-based safety inspections: 10 sessions	• Emergency response manuals established • Emergency response training/drills: 2 sessions conducted	• Safety suggestions improvement rate: 86.7% • Safety and health activities: 6 sessions conducted - Events including picnics, surveys, Golden Bell quiz, commendations, etc.

Social

SEOJIN AUTOMOTIVE
Human Rights Policy

Human Rights

Human Rights Management Framework

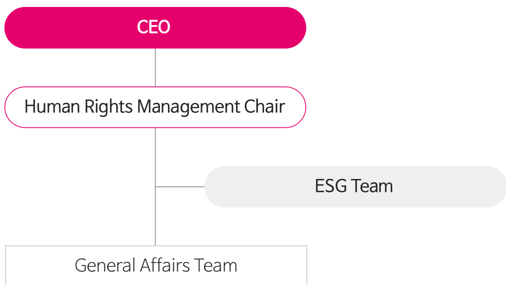
SEOJIN AUTOMOTIVE supports international human rights standards including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the UN Global Compact, and takes a leading role in compliance with relevant laws and regulations. In 2025, SEOJIN AUTOMOTIVE joined the UN Global Compact (UNGC) and is reflecting the 10 principles on human rights, labor, environment, and anti-corruption across all aspects of management.

Human Rights Policy

SEOJIN AUTOMOTIVE has established and implemented a Human Rights Charter to prevent and manage human rights risks that may arise throughout all stages of business operations. This policy applies to all employees, and all business partners including suppliers are encouraged to comply with and uphold the principles of human rights protection.

Human Rights Management Framework

SEOJIN AUTOMOTIVE has established a human rights management governance framework directly under the CEO to advance company-wide human rights management. A dedicated human rights management officer has been appointed and a dedicated organization is operated to carry out activities including the advancement of the human rights management framework and human rights impact assessments.



Human Rights Management Activities

Human Rights Impact Assessment

SEOJIN AUTOMOTIVE conducted a human rights impact assessment in 2025 to identify and respond to actual and potential risks to stakeholder human rights arising from business activities. Drawing on the National Human Rights Commission's 'Human Rights Management Guidelines and Checklist,' 35 indicators across 10 areas reflecting the characteristics of the automotive industry were developed. Assessments were conducted with operational staff based on these indicators to verify implementation performance and fulfillment status for each indicator, and potential risk factors were identified. Corrective measures based on assessment results are being implemented in sequence, and the company plans to regularize human rights impact assessments going forward to continuously maintain the objectivity and advancement of the assessment framework.

Human Rights Impact Assessment Results and Response Activities

Category	Affected Stakeholders	Response Activities
Establishment of Human Rights Management Framework	All Stakeholders	• Human rights campaign conducted • Human rights training implemented
Non-Discrimination in Employment	Employees	• In-house harassment preventiontraining conducted • Compliance with employmentregulations reviewed
Freedom of Association and Collective Bargaining	Employees	• Labor-management council held • Labor-management cooperationcommittee regularly convened
Prohibition of Forced Labor	Employees	• Employment contracts executed • Overtime work carried out withemployee consent
Prohibition of Child Labor	Employees	• Hiring process regulations established • Child labor monitoring implemented
Occupational Safety and Health	Employees, Suppliers	• Occupational safety and healthmanagement system established • Occupational safety and healthcommittee operated
Responsible Supply Chain Management	Suppliers	• Supply chain code of conductdistributed • Mutual growth support provided
Protection of Local Community Human Rights	Local Communities	• Community service activities • Community donations
Environmental Rights Protection	Employees, Local Communities	• GHG emissions and waste reduction • Strengthened pollutant/hazardoussubstance management
Prevention of Workplace Harassmen	Employees	• In-house harassment-related satisfaction survey conducted • Workplace harassment prevention training provided

Social

Supply Chain

Supplier Selection and Evaluation

Supplier Selection

SEOJIN AUTOMOTIVE selects suppliers aligned with its business based on supply chain evaluations. When selecting new suppliers, fulfillment of self-established QCD (Quality, Cost, Delivery) criteria is assessed as a mandatory item, alongside reviews of financial credit ratings and environmental safety risk items. Through this multi-faceted evaluation framework, potential risks within the supply chain are identified and qualified suppliers are registered and managed.

Key Tier-1 Supplier Identification

SEOJIN AUTOMOTIVE conducts strategic importance and ESG risk assessments for suppliers with transaction records over the most recent five years to ensure supply chain stability.

Based on assessment results, 22 key suppliers the primary management targets among all 80 suppliers have been identified for intensive supply chain ESG management. The company periodically reviews environmental and social risks centered on selected key suppliers, strengthening sustainability across the supply chain.

Supplier Evaluation

SEOJIN AUTOMOTIVE conducts regular evaluations of suppliers on quality, delivery, environmental safety, and other criteria, and actively supports both parties' continuous growth by jointly seeking improvement directions and providing incentives based on evaluation results. ESG evaluations were conducted for 22 companies in 2025, with plans to expand to 30 companies in 2026. In addition, improvement activities are supported to identify and mitigate supply chain ESG risks based on evaluation results.

Mutual Growth

Financial Support for Suppliers

SEOJIN AUTOMOTIVE provides financial support in accordance with procedures when suppliers experience management difficulties or require temporary support in business relationships. In 2025, financial support was provided to 3 companies, helping suppliers maintain financial stability and product competitiveness at the highest level at all times.

Supplier Ethics Management Practice

SEOJIN AUTOMOTIVE implements compliance and ethical management in all transactions with suppliers to establish a fair and transparent business culture. As part of these efforts, an [Ethics Management Business Guidelines] document is presented to suppliers and [Ethics Management Practice Supplier Pledges] are mutually executed to maintain a fair and transparent business culture.

Supplier Capability Development

SEOJIN AUTOMOTIVE conducts regular process and quality inspections for key suppliers to ensure supply chain stability and quality reliability. For deficiencies identified through inspection results, immediate corrective actions are requested and implementation is verified, supporting the improvement of suppliers' process competitiveness and the resolution of potential risks. In particular, to strengthen safety management, safety and health activity items are rigorously reviewed in supplier evaluations. For companies with deficient safety management, customized safety diagnostics and preventive training are conducted led by the company's safety and health team, raising the level of suppliers' autonomous safety management and building a safe work environment.

Social

Local Community

Community Contribution

Employee Volunteer Activities

SEOJIN AUTOMOTIVE recognizes its responsibilities as a member of the local community and pursues various social contribution activities to grow together with the community. In 2025, as part of environmental protection activities together with the local community, a plogging event was planned and conducted in the Daebudo area. Employees voluntarily participated to collect litter from coastal areas and surrounding regions, contributing to local environmental conservation. The event was organized to raise awareness of local community environmental issues and to spread a culture of employee participation in environmental protection, and was operated as a social contribution activity of mutual coexistence with the local community.

Talent Development / Industry-Academia Collaboration

SEOJIN AUTOMOTIVE donates to universities for the purpose of strengthening industry-academia collaboration and supports educational infrastructure enhancement and talent development activities. Donations are made to affiliated universities with the goal of nurturing talent to lead the future industry and strengthening the industry-academia collaboration ecosystem. These donations are intended to contribute to the development of practice-oriented talent linked to industrial sites by supporting improvements to educational infrastructure and the creation of a learning environment.

Designated Donations and Social Contribution Activities

SEOJIN AUTOMOTIVE utilizes the designated donation system to pursue social contribution activities targeting institutions recognized as serving the public interest under the Corporate Tax Act. Donation recipients are selected from organizations that can contribute to the creation of social value — including public institutions, cultural and arts institutions, and educational institutions — and all donation activities are executed transparently through internal review and approval procedures. As part of these donation activities, the company donated to the National Museum of Modern and Contemporary Art Development Fund for the purpose of promoting cultural arts and strengthening public cultural infrastructure.

Quality

Quality Management

Quality Management Governance

SEOJIN AUTOMOTIVE has established an advanced quality management and monitoring framework to ensure quality reliability and realize company-wide quality management. For efficient quality management, a dedicated organization is subdivided and operated by quality assurance (QA), quality management (QM), and on-site inspection functions, and quality optimization is performed throughout the entire process from product planning to production based on the expertise of each function. Based on this organizational framework, the company proactively identifies quality risks and secures product quality stability through continuous process improvements.

Quality Management System

SEOJIN AUTOMOTIVE has obtained and maintains IATF 16949 certification — the international automotive quality management system standard — for its domestic Siheung and Jeongnam Plants to secure global-level quality competitiveness. External audits by accredited organizations are regularly conducted to maintain the credibility of the certification, and internal quality management processes are advanced based on audit results. Through compliance with these standards, the company manages quality risks that may arise throughout the entire product manufacturing process and supplies products of stable quality to customers.

Quality Management Promotion Strategy

SEOJIN AUTOMOTIVE establishes and implements its quality management promotion strategy under the vision of 'A Leading Automotive Parts Company that Prioritizes Customer Value.

Proactive Quality Prevention Activities	Q-Cost Reduction	Customer Satisfaction Improvement
• Establishment of line-specific quality assurance framework • Continuous inspections to prevent defect recurrence	• Operation of rapid quality response meetings and TFT formation for Q-Cost reduction • Continuous inspection of corrosion defects	• Continuous improvement of product quality and strengthened inspection of incoming defects • Supplier quality evaluation and improvement support

Social

Quality 5-Star Plaque Unveiling Ceremony (2025.03.18)

Quality 5-Star Certification Plaque

Quality Improvement Activities

SEOJIN AUTOMOTIVE is driving a comprehensive digital transformation of its quality management system to ensure manufacturing data reliability and maximize operational efficiency. First, the company transitioned from the traditional manual logging of self-inspections to an automated data gathering system. This revolutionary upgrade ensures that all inspection data is automatically inputted and stored in the Quality Management System (QMS) server, drastically improving history management. Furthermore, the daily equipment inspection process which previously relied heavily on visual checks and handwritten logs has been upgraded to a touch-screen-based automated judgment and data storage system. This transition fundamentally eliminates potential human errors and typos in the recording process, while successfully securing the objectivity of inspection data. In tandem with these system upgrades, key operational documents traditionally posted on-site, such as standard operating procedures (SOPs) and non-conforming product handling procedures, have been converted into video content. By distributing these digital resources, SEOJIN AUTOMOTIVE has enhanced operators' understanding of manufacturing processes and achieved highly effective, practical training results.

Quality Management Performance

SEOJIN AUTOMOTIVE achieved the Quality 5+ Star rating for the first time at end-2024 in the Quality 5-Star evaluation the supplier quality assessment system of its key customers, Hyundai Motor and Kia and a Quality 5-Star plaque ceremony was held on March 18, 2025, under Hyundai Motor and Kia's auspices. The 5+ Star rating was also maintained in 2025, with strong evaluations received in the areas of claim settlement rate and quality management. SEOJIN AUTOMOTIVE plans to maintain its current level while continuously improving areas of deficiency.

Customer Satisfaction

Customer Satisfaction Management

SEOJIN AUTOMOTIVE has processes in place to minimize customer inconvenience and resolve issues promptly when product-related issues arise, and continuously improves these processes. In 2025, pre-product quality assurance and internal process revision activities through the establishment of a PLM (Product Lifecycle Management) product development process were pursued to proactively prevent customer quality issues and improve customer satisfaction.

Information Security

Information Security Framework

Information Security Governance

SEOJIN AUTOMOTIVE operates a systematic information security governance framework to enhance IT operational efficiency and securely protect corporate assets. Centered on the Chief Information Security Officer (CISO), a dedicated organization for administrative, physical, and technical security has been established alongside company-wide security officers, with security personnel designated for each operational department to build an organic company-wide response framework. Based on established security regulations, the company internalizes security awareness and proactively manages risks through regular security campaigns, employee training, and vulnerability inspections, enhancing the effectiveness of information security activities.

Information Security Management Domains

SEOJIN AUTOMOTIVE subdivides security operations into three domains administrative, physical, and technical security for systematic management to protect corporate information assets from multiple angles. In the administrative security domain, the company operates a dedicated security organization, periodically reviews and updates relevant policies, and reinforces employees' sense of responsibility for information protection by requiring them to sign security pledges. In the physical security domain, it proactively blocks potential routes for the leakage of physical assets and information by designating security zones, implementing strict access control systems, and operating real-time CCTV. To strengthen technical security, the company runs server and network security solutions and has established an incident response process based on real-time monitoring, thereby protecting its IT infrastructure from increasingly sophisticated security threats.

Category		Content
Administrative Security	Security organizational chart	Security organizational chart establishment and HR orders
	R&R by domain	Establishment of R&R for CSO, administrative, physical, technical, and security council
	Security pledge forms	Collection of security pledge forms from employees and business partners
	Security regulation policy	Formulation and revision of administrative, physical, and technical security regulations
	Security training	Security training conducted for employees
	Security inspections	Self and customer security inspections conducted (at least once annually)
Physical Security	Security zone designation	Definition and designation of security zones including restricted and limited areas
	Access control	Physical access control by zone for employees and external visitors
	IT equipment control	Control of IT equipment entry/exit for employees and external visitors
	CCTV operations	Management of CCTV operations inside and outside the plant
Technical Security	Server/network security	Server and network security inspections (vulnerability checks, etc.)
	Security system operations	Operation of network access control, firewall, IPS, and other systems
	Information leak control	Leak controls including network blocking, DLP, and complete file deletion
	Security incident response	Establishment of security incident response manuals, procedures, and R&R

Governance

Board of Directors

Board Composition and Activities

SEOJIN AUTOMOTIVE practices responsible management based on the principles of independence, expertise, and diversity of its Board of Directors. As of March 23, 2026, the Board consists of a total of 4 directors, comprising 3 executive directors and 1 independent director, with directors appointed at the General Meeting of Shareholders following nomination by the Board. In particular, for independent directors, disqualification grounds stipulated under Articles 382 and 542-8 of the Commercial Act are rigorously reviewed to ensure the independence of independent director.

In addition, an Internal Transactions Committee chaired by an independent director has been established within the Board to ensure transactional fairness. The committee composed of 1 independent director and 1 executive director closely deliberates and resolves key matters including transactions between specially related parties under the Fair Trade Act, preventing the pursuit of private interests and protecting shareholder rights. Currently, the CEO — who possesses extensive practical experience and management capabilities serves as chair, holding the right to convene board meetings and leading key management decisions, while ensuring that resolutions comply with the procedure requiring attendance of a majority of directors and approval of a majority of attending directors. In particular, the exercise of voting rights by directors with a special interest in an agenda item is restricted, strictly managing the objectivity and transparency of the decision-making process.

Audit

SEOJIN AUTOMOTIVE operates an auditor appointed by resolution of the General Meeting of Shareholders to ensure management transparency and strictly supervise the execution of duties by the Board of Directors. As of March 23, 2026, no separate Audit Committee has been established; however, 1 appointed auditor regularly attends Board meetings to carry out independent supervisory duties. The auditor holds the legal authority to request submission of materials from relevant departments in connection with all business matters, and a framework is in place for receiving business reports from management when necessary or accessing internal management information through appropriate means. A separate audit support organization is also operated to enhance the expertise and efficiency of audit duties, supporting practical supervisory tasks such as reviewing company-wide risk management status and assessing the adequacy of the internal control framework.

Board Composition

(As of March 23, 2026)

Category	Name	Gender	Key Carrer	Tertm Expiry
Executive Director	Man Yoon Ko (CEO)	Male	• CEO, MIBO GEAR • CEO, DONGHWA	2028.03.28
	Dong Pil Han	Male	• Director, SEOJINCAM • Senior Managing Director, SEOJIN INDUSTRIAL	2028.10.02
	Seok Doo Bae	Male	• CEO, SEOJIN INDUSTRIAL • Hanyang University, Dept. of International Trade	2027.03.29
Independent Director	Kee Young Im	Male	• Chairman, Baedal Educational Foundation	2027.03.29

Governance

Compliance & Ethics

SEOJIN AUTOMOTIVE Ethics Charter and Code of Conduct

Compliance & Ethical Management

Ethics Charter and Code of Ethics

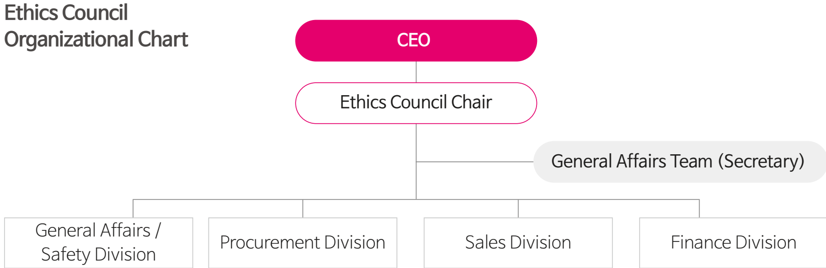
SEOJIN AUTOMOTIVE has established and operates an Ethics Charter and Code of Ethics that serves as the reference for employees' conduct and value judgments in order to practice companywide compliance and ethical management. The Code encompasses core values across all business activities, from basic ethics compliance by employees to fair competition and transactions, realization of customer value, and the fostering of a culture of human rights respect and mutual respect. The company ensures employee accessibility by posting these standards on the company's intranet and official website at all times, and is advancing the management framework to enable all employees to correctly judge and comply with ethical risks faced during management activities.

Certified for Anti-bribery and Compliance Management Systems (ISO 37001, 37301)

Compliance & Ethical Management Governance

SEOJIN AUTOMOTIVE has established a dedicated Ethics Council to spread an ethical culture within the organization and systematically advance compliance and ethical management. Under the overall supervision of the CEO, the responsible executive serves as Ethics Council Chair, and quarterly council meetings are held to discuss matters including ethics management system reviews, ethics training, and whistleblowing channel management. The Ethics Council was convened every quarter in 2025, and a whistleblowing and grievance channel is operated on a continuous basis. Guidance and training is continuously provided to ensure all employees are aware of the system and can use it freely, and operations are regularly reviewed to ensure the effectiveness of the system.

Ethics Council Organizational Chart



Anti-Bribery Management System and Compliance Management System

SEOJIN AUTOMOTIVE has obtained ISO 37001 (Anti-Bribery Management System) and ISO 37301 (Compliance Management System) certifications for its Siheung site to strengthen the effectiveness of its compliance and ethical management framework and enhance external credibility. Based on these certifications, SEOJIN AUTOMOTIVE is systematizing procedures for corruption prevention, regulatory compliance, internal control, and risk management, and continuously strengthening the effectiveness of the systems through employee training and internal reviews.

Ethics Management Training

SEOJIN AUTOMOTIVE regularly conducts ethics management training for all employees to enhance compliance and ethics awareness. In 2025, 3 sessions of ethics management training were conducted for the CEO, 4 sessions of company-wide employee ethics management training led by the CEO, and 1 session of ethics and human rights training for all employees. In addition, 2 sessions of CEO and executive ethics training hosted by customers and related employee dissemination training were conducted.

Ethics Management System Internal Audit Framework

SEOJIN AUTOMOTIVE operates an integrated ethics review and internal audit framework with affiliates to enhance the effectiveness of ethics and compliance management. Through integrated reviews conducted twice annually, compliance with ethics standards and the status of internal control operations are reviewed, and matters requiring improvement based on review results are discussed with affiliates to implement corrective and improvement measures.

Ethics Reporting Channels

SEOJIN AUTOMOTIVE operates a reporting channel through which internal and external stakeholders can consult and report compliance and ethics violations. The reporting process strictly adheres to 5 principles: anonymity protection, confidentiality, neutrality, fairness, and non-retaliation, with institutional safeguards in place to ensure whistleblowers do not suffer disadvantages. Upon receipt of a report, the Ethics Council conducts a detailed investigation and prepares a results report upon conclusion. All related records are managed and preserved in accordance with internal regulations through the reporting procedure under internal decision-making authority standards.

Ethics Reporting Channels

SEOJIN AUTOMOTIVE Ethics Reporting Channels	• Website : http://secoautomotive.com/ethics/cyber.php (Cyber Audit Office) • Phone : 031-496-1515 • Email : aa1256@secoautomotive.com • Groupware : sjpark@secoautomotive.com

ESG Data

Environmental

Environmental Management System

Category		Unit	2023	2024	2025
Environmental Facility Investment		KRW Million	150	36	24
Environmental Management System Certification (ISO 14001)	Total number of sites	Sites	2	2	2
	ISO 14001 certified sites	Sites	2	2	2
	Certification rate	%	100	100	100

GHG Emissions and Energy

Category		Unit	2023	2024	2025
GHG Emissions	Direct GHG Emissions (Scope 1)	tCO_2eq	534	516	544
	Indirect GHG Emissions (Scope 2)	tCO_2eq	9,137	8,642	8,000
	GHG Emission Intensity (Scope 1&2)	tCO_2eq/ KRW 100M	5.62	5.66	3.89
	Other GHG Emissions (Scope 3)	tCO_2eq	-	-	34,392
	Category 1 (Purchased goods and services)	tCO_2eq	-	-	29,617
	Category 2 (Capital goods)	tCO_2eq	-	-	2,080
	Category 3 (Fuel and energy-related activities)	tCO_2eq	-	-	1,420
	Category 5 (Waste generated in operations)	tCO_2eq	-	-	878
	Category 7 (Employee commuting)	tCO_2eq	-	-	397
Energy	Energy Consumption	TJ	-	-	78
		MWh	21,065	19,962	21,688
	Renewable Energy Consumption	TJ	0	0	0
		MWh	0	0	0
	Renewable Energy Share of Total Energy	%	0	0	0
	Energy Use Intensity	MWh/ KRW 100M	12.24	11.03	9.87

Waste and Pollutants

Category		Unit	2023	2024	2025
Waste	Total waste discharged	ton	772	896	808
	General waste discharged	ton	515	617	537
	Hazardous waste discharged	ton	257	279	272
Waste Treatment	Waste landfilled	ton	151	138	138
	General waste landfilled	ton	151	138	138
	Hazardous waste landfilled	ton	0	0	0
	Waste incinerated (no energy recovery)	ton	188	209	226
	General waste incinerated (no energy recovery)	ton	153	202	221
	Hazardous waste incinerated (no energy recovery)	ton	35	7	5
	Waste reused/recycled	ton	423	533	444
	General waste reused/recycled	ton	201	262	178
	Hazardous waste reused/recycled	ton	222	270	266
	Waste otherwise treated	ton	232	286	0
	General waste other treatment	ton	10	14	0
	Hazardous waste other treatment	ton	222	272	0
Raw Materials	Raw material consumption	ton	32,846	31,713	45,774
Air Pollutants	NOx emissions	kg	22	7	40
	SOx emissions	kg	93	31	31
	Particulate Matter (PM) emissions	kg	1,298	1,085	919

Water Resources

Category		Unit	2023	2024	2025
Water	Water intake*	ton	26,826	16,320	13,973
	Water consumption	ton	26,706	16,178	13,827
	Water recycled	ton	0	0	0
Wastewater	Wastewater discharged	ton	120	142	147

* Groundwater intake at SEOJIN AUTOMOTIVE Jeongnam Plant not included

ESG Data

Social

Human Capital

Category		Unit	2023	2024	2025
Total Employee[1]	Total employees	persons	271	293	290
	Permanent employees	persons	243	255	253
	Fixed-term employees	persons	22	30	29
	Executives	persons	6	8	8
Employees[1] (Gender)	Male	persons	261	280	277
	Female	persons	10	13	13
Employees[1] (Age)	Under 30	persons	25	34	35
	30 - 50	persons	152	167	162
	Over 50	persons	94	92	93
Managers (Gender)	Male	persons	92	102	114
	Female	persons	9	12	13
Total New Hires	Permanent employees	persons	23	34	25
	Fixed-term employees	persons	17	10	3
New Hires (Gender)	Male	persons	38	42	26
	Female	persons	2	2	2
New Hires (Age)	Under 30	persons	17	11	14
	30 - 50	persons	21	31	12
	Over 50	persons	1	2	2
Executives (Gender)	Male	persons	6	6	8
	Female	persons	0	0	0
Socially Vulnerable Groups	Employees with disabilities	persons	8	7	7
Turnover	Voluntary turnover rate	%	4	5	8
	Voluntary turnover	persons	9	14	23
Freedom of Association	Unionization Rate	%	100	100	100
	Number of Employees Eligible for Union Membership	persons	141	143	144
	Number of Union Members	persons	141	143	144
Gender Pay Gap	Ratio of basic salary and remuneration of women to men[2]	%	100	100	78

Category		Unit	2023	2024	2025
Parental Leave	Number of Employees Who Took Parental Leave	persons	2	2	5
	Return-to-Work Rate (after Parental Leave)	%	50	50	60
	Number of Employees Who Returned to Work After Parental Leave	persons	1	1	3
	Number of Employees Expected to Return to Work After Parental Leave	persons	1	1	2
	Retention Rate (of Employees Who Returned from Parental Leave)	%	100	100	100
	Number of Employees Still Employed 12 Months After Returning from Parental Leave in the Previous Reporting Period	persons	1	1	1
	Total Number of Employees Who Returned to Work After Parental Leave in the Previous Reporting Period	persons	1	1	1
Training & Education	Average Hours of Mandatory Legal Training per Employee	hours	18.1	20.9	21.9
	Average Hours of Career Management/ Development Training per Employee	hours	9.4	10.5	10.8
	Total Hours of Career Management/Development Training	hours	2,608	3,124	3,232
	Average Training Costs per Employee per Year	KRW	199,638	261,000	288,457
	Total Annual Training Costs	1,000 KRW	55,100	77,778	86,537
Performance Review	Percentage of Employees Receiving Regular Performance Reviews	%	100	100	100
	Number of Employees Who Received Regular Performance Reviews	Persons	223	244	254
	Number of Employees Eligible for Regular Performance Reviews	Persons	223	244	254
Total Compensation & Pay Ratio	Annual Total Compensation Ratio	%	41	39	39
	Median Annual Total Compensation of All Employees	Million KRW	83	80	78
	Annual Total Compensation of the Highest-Paid Individual	Million KRW	202	205	202

1) 2023 and 2024 figures restated following data consistency review
2) Previously reported as 100% on a same-grade, same-pay basis, but from 2025 calculated based on average remuneration by gender per GRI guidance

ESG Data

Occupational Safety and Health

Category		Unit	2023	2024	2025
Management System (ISO 45001)	Certification rate	%	100	100	100
	ISO 14001 certified sites	Sites	2	2	2
Employee Safety	LTIFR	-	0	0	0
	Total Number of Accidents	cases	0	0	0
	Accident Rate	%	0	0	0
	Total Number of Injured	persons	0	0	0
	Fatal Accidents	cases	0	0	0
In-house Contractors Safety	LTIFR	-	0	0	0.75
	Total Number of Accidents	cases	0	0	1
	Accident Rate	%	0	0	0

Supply Chain

Category		Unit	2023	2024	2025
Risk Assessment	Total Number of Suppliers	companies	-	-	80
	Number of Suppliers Assessed for ESG Risks	companies	-	-	2

Customers and Local Communities

Category		Unit	2023	2024	2025
Product Safety	Number of Recalls Issued	cases	0	0	0
	Total Units Recalled	units	0	0	0
Social Contribution Expenditure		KRW million	1	1	77

Governance

Compliance & Ethical Management

Category		Unit	2023	2024	2025
Internal Monitoring	Number of Whistleblowing Reports	cases	0	0	0
	Number of Confirmed Corruption Cases	cases	0	0	0
	Number of Confirmed Information Security Incidents	cases	0	0	0
	Percentage of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	%	0	0	0
	Number of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	cases	0	0	0
Regulatory Violations	Number of Violations of Regulations on Product and Service Information and Labeling	cases	0	0	0
	Fines for Violations of Regulations on Product and Service Information and Labeling	KRW	0	0	0
	Number of Violations of Regulations on Marketing Communications	cases	0	0	0
	Fines for Violations of Regulations on Marketing Communications	KRW	0	0	0
	Number of Violations of Regulations on Discrimination	cases	0	0	0
	Fines for Violations of Regulations on Discrimination	KRW	0	0	0
	Number of Violations of Regulations on Use/Distribution of Counterfeit Parts	cases	0	0	0
	Fines for Violations of Regulations on Use/Distribution of Counterfeit Parts	KRW	0	0	0
	Number of Violations of Regulations on Anti-competitive Behavior and Antitrust and Monopoly Laws	cases	0	0	0
	Total Monetary Losses Resulting from Legal Proceedings Related to Anti-competitive Behavior and Antitrust and Monopoly Laws	KRW	0	0	0
Ethics Training	Percentage of Employees Who Signed Ethics Pledge	%	100	100	100
	Number of Employees Who Signed Ethics Pledge	persons	254	279	300

SECO SEOJINCAM

Company Overview

Corporate Profile

"In pursuit of becoming a world-class company in the era of globalization"

Established in 1999, carrying on the spirit of SECO which has been dedicated to the automotive parts industry since SECO's founding in 1966, SEOJINCAM has elevated the automotive parts industry to a new level and is advancing toward becoming a world-class company by developing and completing the hollow sintered assembly method a groundbreaking improvement on conventional manufacturing processes — to best achieve the goals of engine lightweighting, fuel efficiency improvement, and performance enhancement for camshafts, a key engine component. Beyond simple process improvement and quality enhancement, SEOJINCAM concentrates significant investment and capability on R&D of new technologies, processes, and products, and on this basis realizes customer satisfaction the company's highest value through the development of market-leading innovative products and the assurance of the highest level of quality. Under the vision of "In pursuit of becoming a world-class company in the era of globalization," and grounded in the management philosophy of "People first, Quality first, Customer first," the company continuously pursues technological development, quality management, and customer satisfaction management, and will continue to strive to be a company that earns the trust and affection of our valued customers.

General status

Company Name	SEOJINCAM
CEO	Ick Doo Eom
Founded	1999.09
HQ Adress	31 Cheongbuk Sandan-ro, Pyeongtaek-si, Gyeonggi-do
Site Locations	(Production Plants) Pyeongtaek Plant, Asan Plant, Dangjin Plant 1 & 2, SEOJIN MOBILITY MX
Employees	355
Total Assets	KRW 516.7 billion
Revenue	KRW 418.3 billion

Key Products

SEOJINCAM manufactures a diverse range of engine camshafts and supplies them to domestic and international OEM customers. The camshafts produced by SEOJINCAM are manufactured using the hollow sintered method, whereby cam lobes and end pieces fabricated from specially blended metal powder are assembled onto a hollow pipe and sintered. Camshafts manufactured using the hollow sintered method are 30 - 50% lighter than cast iron shafts, owing to the hollow pipe structure. In the electrification product lineup, the company mass-produces motor cores and rotor assemblies. Motor cores are optimized for quality improvement and mass production of EV/HEV drive motors through lamination production utilizing high-speed press and high-precision progressive die technology. Rotor assemblies apply a Press-Fit method that joins the shaft and core with high precision, achieving safety, low vibration, and low noise at high-speed rotation.

Gasoline Engine Camshaft

Diesel Engine Camshaft

Commercial Engine Camshaft

Module Camshaft

Motor Core

Rotor Assembly

Company Overview

Research & Development

Since establishing its R&D Center in May 2000 and making bold investments in design technology, production technology, and testing technology research, the company has been preparing for a bright future. With experts in each field and excellent facilities, SEOJINCAM continues to accumulate diverse experience and proprietary technology in R&D of camshafts a key engine component while advancing toward becoming the world's leading automotive parts specialist in the camshaft field through technology alliances with advanced companies.

R&D Strategy

Vision	Global SEOJINCAM		
Target	2025 Current Status	2026 Target	2030 Target
	• Top domestic market share in camshafts • Electrification components mass production (motor core, rotor assembly)	• Expansion of overseas orders for electrification components (motor core, rotor assembly) • Establishment of technical foundation for future mobility drive modules and verification of commercialization potential	• Securing global top-tier position through advancement of EV drive motor key technologies • Creating independent value for robot drive modules
Medium-to-Long-Term Strategy	• Improvement of existing product quality and cost competitiveness • Localization entry into North America (Mexico)	• Development of core process capabilities determining independent electrification component technology • Development of key technologies for future mobility drive modules	• Securing next-generation high-performance core technology and internalizing assembly technology • Self-development of high-value-added next-generation drive modules and pursuing exclusive technology strategy
Detailed Action Plans	• R&D of new technologies and processes • Improvement of existing processes • Mass production order for business diversification items (drive motor core, rotor assembly, etc.)	• Development of next-generation high-performance core processes (proprietary technology development) • Development of prototype drive modules for robots	• VAVE (Value Analysis/Value Engineering)-based cost reduction • Expansion of supply to diverse industries beyond EV (UAM, drones, etc.)

Company Overview

Ick Doo Eom CEO, SEOJINCAM

CEO Message

Dear Esteemed Stakeholders,

Through the 2026 SEOJINCAM Sustainability Report, I would like to greet you once again. Amid continuing unpredictable variables including global economic slowdown, geopolitical conflicts, and the restructuring of international supply chains, the business environment surrounding manufacturing is becoming ever more complex and challenging. Despite this uncertainty, SEOJINCAM has steadily built a foundation for a further leap through strengthened technology-based competitiveness, business restructuring centered on electrification, and the internalization of sustainable management.

Last year, despite volatility in domestic and international automotive market demand, SEOJINCAM achieved stable business performance based on proactive preparations for the electrification transition and strengthened quality competitiveness of its core products. In particular, the establishment of the motor core production base that began full-scale mass production in 2025, the establishment of a Mexican subsidiary, and the stabilization of BCF (Battery Cooling Fan) mass production are becoming very important milestones in SEOJINCAM's advancement into a global electrification components company. In addition, through efforts toward becoming an eco-friendly company, the company received the 19th Circular Economy Leading Company Ministry of Trade, Industry and Energy Commendation Award, hosted by the Ministry of Climate and Environment / Korea Environment Corporation in 2025.

SEOJINCAM is making this year the 'inaugural year of ESG management execution strengthening' and aims to generate tangible outcomes in the following areas:

First, the advancement of the ESG governance framework.

The company joined the UN Global Compact (UNGC) in 2025 to align with global standards and has since participated in various activities. The first-ever acquisition of ISO 37001 (Anti-Bribery Management System) and ISO 37301 (Compliance Management System) certifications in 2025 reflects SEOJINCAM's strong commitment to practicing transparent and responsible management.

Second, the generation of tangible outcomes in the environmental (E) domain.

Following the completion of the Dangjin Plant 1 smart eco-factory construction, the company will establish an accurate carbon emission calculation foundation and concretely formulate and implement a carbon reduction roadmap through joint consulting with external specialist organizations. The establishment of an eco-friendly production framework will become a core foundation for strengthening SEOJINCAM's competitiveness.

Third, the practice of safety and people-centered management.

The company will work to build and improve a safer work environment through expansion of dedicated safety management personnel, and endeavor to establish professional safety organizations. Through expanded safety budgets, continuous safety improvement activities and the operation of various programs will be pursued to create a 'Safety SEOJINCAM' practiced in daily life. Company-wide participation in risk assessment activities will be promoted to advance proactive accident prevention in which everyone participates.

SEOJINCAM is a company that has found opportunities and grown even in times of crisis. In 2026, based on a humble yet tenacious entrepreneurial spirit, we will treat the great transformation toward electrification as a new opportunity for growth and practice bolder and more proactive change and innovation to secure sustainable competitiveness. Going forward, as a company that considers the environment, places people at the center, and manages transparently and responsibly, we will firmly internalize ESG across all aspects of management. We sincerely thank all stakeholders for their continued support and trust, and SEOJINCAM will continue to grow as a global electrification specialist parts company and an ESG model company building a sustainable future.

Thank you.

Environment

Environmental Management

SEOJINCAM
Environmental Policy

Environmental Management Framework

Environmental Policy

SEOJINCAM has established and implemented an environmental management policy to systematically manage environmental risks arising during business operations and to prevent potential environmental issues. This policy applies to all employees, and business partners including suppliers are encouraged to comply with and uphold SEOJINCAM's environmental protection principles.

Environmental Management Governance

SEOJINCAM has established an environmental management governance framework to minimize environmental impacts across all stages of business operations and to accelerate climate change response and circular economy practices. This governance framework oversees company-wide environmental strategy formulation and risk management, and serves as a decision-making body for establishing tangible carbon emission reduction and resource circulation frameworks.

Environmental Management System (ISO 14001) Certificate

Environmental Management Activities

Environmental Management System

SEOJINCAM has established and operates an environmental management system conforming to international standards to establish a company-wide environmental management implementation framework. The company's main production bases Pyeongtaek, Asan, and Dangjin Plant 2 obtained ISO 14001 (Environmental Management System) certification in 2004 and 2007 respectively, externally demonstrating environmental management capabilities. In particular, in May 2025, an integrated audit and renewal across all sites was completed through a credible specialist organization, solidifying an integrated environmental management framework at the company-wide level beyond individual site management. Through such periodic external reviews and system improvements, the company is advancing the environmental management system and continuously strengthening risk management capabilities.

Environmental Risk Management

SEOJINCAM has established a crisis response manual to prepare for potential environmental accidents such as hazardous substance leaks and wastewater discharges that may occur during business operations. Emergency response procedures have been established to minimize damage and achieve rapid recovery in the event of an accident, and the manual is under review in line with changing environments. Through regular simulation drills and self-diagnostics, accident response capabilities are objectively reviewed, and immediate supplementation and improvement work is carried out for identified deficiencies.

Employee Capability Enhancement

SEOJINCAM is planning an environmental training framework to enhance employee awareness of the importance of environmental management and strengthen practical capabilities. Through statutory professional training for environmental technicians, the expertise of responsible personnel is continuously improved, and continuous efforts will be made to raise awareness of environmental management policies and key environmental issues for all employees.

Environment

ESG Ratings & Awards

Global Initiatives and Awards

UN Global Compact (UNGC) Membership

SEOJINCAM joined the UN Global Compact (UNGC) in January 2025 and is internalizing the 10 principles on environment, human rights, labor, and anti-corruption across all aspects of corporate management. The company will faithfully submit an annual Communication on Progress (CoP) to transparently disclose implementation status and outcomes, and systematically raise sustainability levels. In addition, medium-to-long-term tasks aligned with the UN Sustainable Development Goals (SDGs) will be established, with effective implementation and performance management pursued under the oversight of the Board and senior management.

2025 Circular Economy Leading Company Ministry of Trade, Industry and Energy Commendation Award

SEOJINCAM independently developed a '4-part die lamination method,' reducing steel sheet offcuts by 11% and improving material yield from 16% to 25%, thereby strengthening resource circularity. As a result, the company received the Ministry of Trade, Industry and Energy Minister's Commendation at the 2025 'Circular Economy Leading Company Award.

ESG External Ratings

EcoVadis Assessment

SEOJINCAM achieved the Gold Medal placing in the top 5% of global suppliers in the EcoVadis assessment evaluating the environmental and social impact of global suppliers in 2025. Building on this, the company will continue to practice an ever higher level of sustainable management.

CDP (Carbon Disclosure Project) Participation

SEOJINCAM participates as a CDP Supply Chain member and received a B rating in the 2025 assessment. Based on annual assessment results, the company reviews its climate change response performance and conducts continuous monitoring.

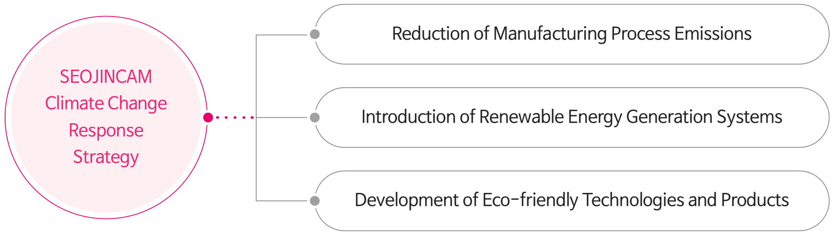
Environment

Climate Change

Climate Change Response

Climate Change Response Strategy

SEOJINCAM is developing energy and emission plans tailored to the characteristics of its manufacturing environment to enhance its capabilities in responding to global carbon regulations. The company is pursuing diverse efforts to reduce GHG emissions in manufacturing processes even in carbon-regulated markets, including facility improvement activities, replacement of aging equipment, and the introduction of renewable energy generation facilities. In terms of R&D:, the company is advancing a product lightweighting and electrification product development strategy.



GHG Management and Verification

SEOJINCAM continuously manages GHG emissions across all sites. The Pyeongtaek and Asan sites subject to the target management system reduced emissions by approximately 6,000 tonnes compared to 2019 by 2024, and were reclassified as undesignated entities from 2023 and 2024 respectively. Even after reclassification as undesignated entities, the company voluntarily undergoes third-party verification of GHG emissions, and from 2025 has commenced Scope 3 emission calculations, with plans to gradually expand the calculation scope going forward.

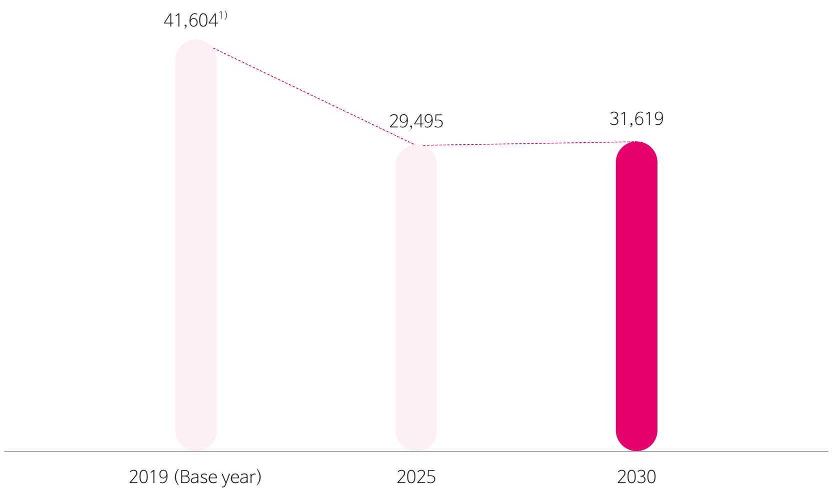
GHG Reduction

GHG Reduction Strategy and Targets

SEOJINCAM had achieved its previous reduction target of a 20% reduction compared to 2019 ahead of schedule by 2024, and has set an upward target of a 24% reduction by 2030. However, due to increased emissions from new item mass production and increased sales volumes, 2025 emissions increased slightly compared to the previous year. To systematically address this, a Carbon Reduction Committee was established from 2025 to implement and review medium-to-long-term reduction plans, and based on this, additional reduction measures such as the phased introduction of solar power generation facilities are planned for execution.

2030 GHG Reduction Roadmap

(Unit: tCO_2eq)



1) 2019 base year emissions revised slightly through verification (41,602 tonnes to 41,604 tonnes)

Environment

Energy Use Reduction

SEOJINCAM is implementing direct reduction activities to reduce emissions from processes, utilities, and buildings. C/T (cycle time) reduction through facility improvements, utility facility optimization, and installation of high-efficiency compressors are being pursued to increase emission reductions. Furthermore, through the introduction of FEMS (Factory Energy Management System) at Dangjin Plant 1 in 2024 and at the Asan Plant in 2025, process conditions and power usage are being monitored to strengthen emissions management, and it is expected that annual power consumption can be reduced by approximately 7% or more compared to previous levels.

Utility Facilities and FEMS

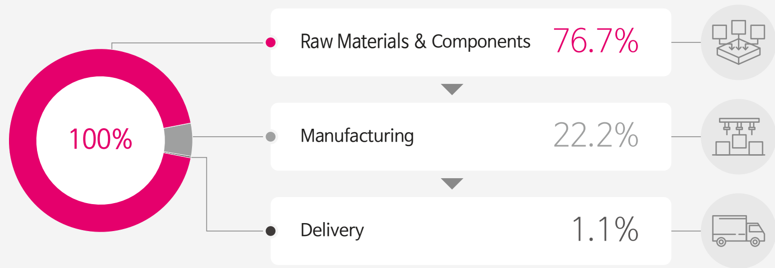
Renewable Energy Generation Facilities

SEOJINCAM introduced a 48kWh solar power generation facility at Dangjin Plant 1 in 2024. The company is currently actively reviewing the installation of indoor solar power generation facilities at other plants, and is advancing additional indirect emission reduction measures through PPAs going forward.

Product Life Cycle Assessment (LCA)

SEOJINCAM quantitatively analyzes the environmental impacts arising during raw material extraction, production, and distribution processes to clearly understand the environmental impact of its products. In 2025, LCAs were conducted for 2 product items manufactured by the company, identifying lifecycle stages with high emissions. Based on this, the company intends to strategically respond to the reduction of product carbon emissions.

Emission Share by Lifecycle Stage (Gamma 2 Engine, TGDI EX)



Eco-friendly R&D

R&D Strategy

SEOJINCAM has positioned EV component R&D and mass production stabilization as its key strategy, concentrating capabilities on technology development and advancement of mass production capabilities. Through continuous expansion of R&D investment, the company aims to develop globally competitive products and secure medium-to-long-term growth drivers.

Business Case

EV Drive Motor Component Production

SEOJINCAM began mass production of EV drive motor components in 2025, contributing to the expansion of eco-friendly vehicle adoption and the reduction of GHG emissions. The company plans to continue driving reductions in process emissions through mass production stabilization.

Motor Core, Rotor Assembly, EV Drive Motor

Environment

Resource Use and Circular Economy

Waste

While SEOJINCAM has confirmed that there are no significant impacts from waste generation, the company manages waste generation volumes to minimize the environmental impact of waste generated across all business activities.

Introduction of Waste Cutting Oil Collection, Purification and Regeneration System (CRM System)

SEOJINCAM introduced a CRM system through the Ministry of Environment's performance management support project in 2022. Regenerated oil suitable for reuse is produced through collection fi purification fi sterilization fi feedwater replenishment processes, with suitability verified through concentration, pH, and contamination checks. As of 2024, 150 tonnes of the 797 tonnes of waste oil generated were recycled, achieving a resource circulation effect of approximately 18.8%.

Development of 4-Part Die Lamination Method

When business restructuring in 2023 led to steel sheet offcuts becoming a major waste item, SEOJINCAM developed a method of quartering circular steel sheets and rotating and laminating them at 22.5° to minimize waste shapes. In the 2024 smart eco-factory application evaluation, waste was reduced from 1,110kg before improvement to 980kg after improvement, approximately an 11.7% reduction. By utilizing the previously entirely unused inner shapes, the material yield was improved to 25% and production volume was increased by 1.7 times compared to before, structurally alleviating the waste issue centered on steel sheet offcuts.

Water Resources

Water Use Management

SEOJINCAM defines water resources as an element of business continuity in preparation for global climate variability, and manages water intake and consumption conditions. Based on analysis using the World Resources Institute (WRI) Aqueduct Water Risk Atlas for objective risk identification, all domestic sites including the R&D; center are identified as being located in Medium-High water stress regions. Currently, given the process characteristics, large-scale direct water input does not occur during the product manufacturing process, and short-term financial risks are assessed as not significant; however, the company has designated water resource scarcity as a continuous monitoring risk and is proactively responding. To this end, water data monitoring by site is being strengthened, and future measures for process efficiency improvements and water resource management in cooperation with the local community are being explored.

Environmental Impact Reduction

Pollutant

Air Pollutant Management

SEOJINCAM operates in compliance with legally permitted standards to minimize the environmental impact of air pollutants generated during business operations. Regular self-measurements are conducted for all emission sources to monitor pollutant generation conditions in real time, and pollutant emission intensity is systematically managed based on data objectivity. Proactive environmental investments in prevention facilities including the addition of new air pollutant reduction facilities and the replacement of aging facilities are implemented to reduce total air pollutant discharge volumes and contribute to improving the air environment of the local community.

IoT Installation for Air Pollutant Prevention Facilities

SEOJINCAM has established an IoT-based real-time monitoring system for each prevention facility to enhance the transparency of air pollutant emission processes and maximize management efficiency. Departing from the conventional intermittent manual inspection method, IoT sensors are used to collect facility operating conditions and pollutant emission data in real time, dramatically improving the ease and objectivity of data management.

Wastewater Pollutant Management

SEOJINCAM completely entrusts all domestic and cooling water-based wastewater generated during business operations to specialist treatment contractors for disposal, thereby preventing water resource pollution risks. To ensure the transparency of the outsourced treatment process, water quality test certificates from treatment contractors are regularly received to verify that the concentrations of discharged water pollutants comply with legally permitted standards.

Hazardous Chemical

Hazardous Chemical Substance Management

SEOJINCAM systematically manages chemical substances handled at its sites and research centers through an internal management system. Currently, no separate hazardous chemical substances are used in manufacturing processes; however, when chemical substances are introduced due to process improvements or new product development, a rigorous prior risk assessment is always conducted. The hazardousness of development products is precisely analyzed in advance and related legal reporting obligations are thoroughly fulfilled, with regular safety training conducted for chemical substance handling workers to continuously strengthen field management capabilities.

Environment

Biodiversity

Biodiversity Impact Assessment

SEOJINCAM conducted a biodiversity impact assessment within a 2km radius of its Pyeongtaek Plant to understand the impact of its business activities on surrounding ecosystems and to contribute to biodiversity conservation. The assessment ensured objectivity by combining field surveys reflecting the activity cycles and seasonal characteristics of biological species with vegetation, fish species, bird, and mammal distribution surveys using local ecosystem reference literature. Survey results confirmed that willow-type vegetation is distributed in some areas surrounding the Pyeongtaek Plant. Key observed species included 32 fish species including the Korean gudgeon, crucian carp, and largemouth bass, birds including the great egret and eastern spot-billed duck, and mammals including the raccoon dog and water deer. In addition, using the UN Biodiversity Lab, the company confirmed that no Ramsar wetlands, UNESCO World Cultural and Natural Heritage sites, or protected areas exist within a 2km radius of the site, and that no rare species habitats are present. Based on the impact assessment results, the Pyeongtaek Plant is located within an industrial complex with no natural vegetation, and no direct vegetation damage from business operations has occurred. The impact of future business activities on surrounding vegetation is also projected to be minimal. In addition, all wastewater at the site is collected and discharged through specialist wastewater treatment facilities, and air pollutant emissions are continuously monitored and managed within standard values, minimizing the risk of habitat destruction or species diversity reduction of key habitat species.

Region	Distance from site	Protection Status
N/A	N/A	N/A

* No Ramsar wetlands or protected areas are located near the Pyeongtaek Plant.

Biodiversity Risk Assessment Results

SEOJINCAM analyzed ecosystem dependency and impacts in the automotive parts manufacturing sector in accordance with the ENCORE guidelines recommended by TNFD. Dependency on ecosystem services such as water resources and climate regulation was assessed at a low level, while impacts including noise and light pollution and water and soil pollutant discharge were confirmed at a medium or below level. Based on these findings, biodiversity-related risks were identified and response measures formulated for each risk.

Dependency and Impact Analysis

Category	Relevant Indicator	Level
Dependency	Provisioning Services	Low
	Regulating Services	Low
Impact	Noise and Light Pollution, etc.	Medium
	GHG Emissions	Very Low
	Non-GHG Air Pollutant Emissions	Low
	Solid Waste Generation and Discharge	Low
	Land Use	Low
	Water and Soil Pollutants	Medium
	Water Consumption	Low

Risk Assessment Results

Risk type		Description	Response	Level
Physical Risks	Habitat Destruction	Destruction of surrounding ecosystems during site development, leading to reduced wildlife species diversity	Biodiversity risk analysis and impact assessment for areas near sites and across the value chain	Low
	Water Scarcity	Disruption to stable supply of water resources due to climate change	Setting water consumption reduction targets	Low
Transition Risks	Regulatory Risk	Increased business costs due to tightening of domestic and international environmental protection regulations	Responding to biodiversity disclosure requirements through development of short and medium-to-long-term targets and key strategies	High
	Reputational Risk	Growing concerns from NGOs, local communities, and investors regarding ecosystem damage	Implementation of local community biodiversity conservation activities	Medium
	Supply Chain Risk	Disruption to supply and price volatility of eco-friendly raw materials	Supply chain evaluation and risk management for key products and raw materials	Low

Social

Employees

2025 Outstanding Manager Commendation Ceremony (January 2026)

Human Capital Management

Talent Recruitment

SEOJINCAM operates a systematic HR system to enable employees to maximize their expertise in each field. Recruitment proceeds with CEO approval based on requests from operational departments, with a focus on selecting outstanding talent with job expertise and character.

Applicants who pass the document screening undergo a personality and aptitude test to assess their character values and job performance capabilities. The subsequent first-round interview conducts an in-depth assessment of practical job expertise and smooth communication capabilities, while the second-round interview conducts a comprehensive review of the applicant's character and future growth potential. SEOJINCAM makes hiring decisions based on these multi-faceted assessment results.

Outstanding Employee Language Training Program

Talent Development

SEOJINCAM operates a systematic training system to improve employee expertise. The New Vision organizational activation program shares organizational vision, and level-based customized training from new employees to executives is provided to develop future leaders. Job competency schools and support for external specialist training also create an environment where employees can grow into experts in each field.

ESG Practice & Solidarity Retreat
(August - September 2025)

Performance Evaluation and Compensation

SEOJINCAM conducts performance evaluations through a fair and objective performance evaluation system to assess employee capabilities, through competency evaluations assessing individual capabilities and performance evaluations assessing achievement rates of individual business targets (KPIs) set at the beginning of the year. Individual performance evaluation results are linked to compensation. Regular commendations for model employees, business improvements, and outstanding managers, as well as quarterly individual proposal commendations, are also conducted.

Organizational Culture

Flexible Work Environment

SEOJINCAM endeavors to improve the work environment to build an organizational culture of mutual consideration and respect. A PC-OFF program is operated to prevent excessive overtime work, and prior CEO approval is required for extended or holiday work to guarantee employees' right to rest. A discretionary work system is also implemented that respects the autonomy of R&D; personnel, and a company vehicle support system is in place for the convenience of duty execution.

Labor Relations

SEOJINCAM respects freedom of association and guarantees the right to organize labor unions and representative bodies and the right to collective bargaining. One labor union is currently organized and operated at the company, with regular labor-management negotiations conducted centered on the headquarters Pyeongtaek Plant, maintaining a cooperative relationship based on mutual trust. In addition to wage negotiations and collective agreements, quarterly labor-management councils are held to address substantive agenda items including welfare improvements and process and work environment improvements, and SEOJINCAM implements improvement measures based on agenda items identified in the council, working to protect employee rights and entrench a healthy labor-management culture.

Employee Communication Activities

SEOJINCAM operates regular communication programs to build trust among employees. Organizational cohesion is strengthened through a company-wide solidarity retreat, and in 2025, an ESG practice retreat was introduced to raise company-wide ESG management awareness and practice social responsibility. Simultaneously, executive and CEO-hosted on-site manager meetings are held to directly hear field difficulties and improve the practical environment, entrenching a field-centered communication culture.

Social

Occupational Safety and Health

Occupational Safety and Health Management System(ISO 45001) Certificate

Occupational Safety and Health Management

Safety and Health Governance

SEOJINCAM has established a systematic safety and health governance framework, recognizing safety as a core value of corporate operations and in fulfillment of its social responsibilities. Site-level safety and health management officers are designated under the Chief Safety Officer (CSO) to practice field responsibility management, and a company-wide safety and health policy formulation and management supervision is performed through the headquarters dedicated safety management team.

Occupational Safety and Health Committee

In accordance with the Occupational Safety and Health Act, SEOJINCAM operates a site-level Occupational Safety and Health Committee quarterly to hear and review stakeholder opinions on workplace safety and health and reflect these in accident prevention activities. The Committee is composed of equal numbers from both labor and management sides, and jointly deliberates and resolves key safety and health matters to prevent industrial accidents including safety awareness enhancement activities and work uniform improvements to improve the working environment for workers.

Occupational Safety and Health Management System

SEOJINCAM obtained ISO 45001 (Occupational Safety and Health Management System) — the international standard in 2013 for the purpose of systematically managing workplace safety and health. All employees and stakeholders from senior management participate in proactively preventing and managing risks that may arise at work sites, with this verified through ISO certification renewal/integrated audit in May 2025.

2025 Safety and Health Promotion Plan

SEOJINCAM establishes annual safety and health targets and detailed promotion plans for safety and health management advancement. In 2025, with 'Zero Industrial Accident Rate' as the target, the following promotion plan was established to prevent serious accidents and internalize safety and health awareness in the organization.

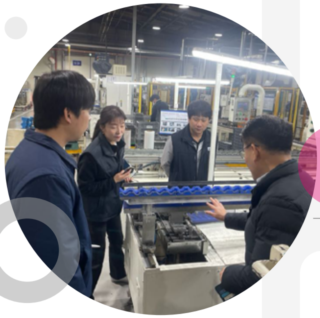
2025 Target	Industrial Accident Zero		
Plans	Safety and Health Management Framework Strengthening	Safety and Health Risk Minimization	Activation of Safety Culture
Action plans	• Establishment and public disclosure of safety and health policy • Strengthening of safety and health targets and promotion plans	• Strengthening of regular and ad hoc risk assessments • Regulatory identification and compliance evaluation • Inspection of cargo handling machinery work plans	• Expanded operation of safety and health proposal system • Continuous risk assessment for reported matters

Social

Safety and Health Promotion Activities

2025 Hazardous/Risk Factor Improvements

388 cases



On-site Safety Inspection (25.12.)

Site Safety Inspections

SEOJINCAM operates a continuous safety inspection framework to prevent serious accidents and ensure employee safety. In addition to every-other-day site patrol inspections, hazardous and risk factors are proactively identified and improved through regular risk assessments using the KRAS method. Third-party safety inspections are also separately conducted twice monthly through specialist agencies to verify the safety of the work environment from an objective perspective.

Emergency Response and Accident Preventio

SEOJINCAM has established process-specific emergency response scenarios to enable immediate measures in the event of safety accidents, natural disasters, and other emergencies. Regular emergency response drills are also conducted at each site to strengthen employees' practical response capabilities, maintaining a continuous safety management framework in preparation for disaster situations.

Periodic Fire Drill (25.04.)

Serious Accident Simulation Drill (25.11.)

Business Partner Safety and Health Management

SEOJINCAM operates a monthly safety and health council for in-house contractors to improve their safety and health levels. Through the council, safety and health-related information and issues are shared to improve business partner safety and health levels, and business partner safety and health suggestions are continuously collected and reflected in improvement activities. Quarterly joint safety inspections with business partner members are also conducted. Improvement items are identified through field evaluations and continuously monitored until improvements are made.

Risk Assessment

SEOJINCAM conducted a risk assessment with participation of all employees in May 2025 to identify and manage actual conditions of hazardous and risk factors at its sites, identifying and improving 62 hazardous and risk factors, contributing to safe site operations. Going forward, risk assessments with all employee participation will be conducted annually and the assessment framework will be continuously advanced.

Employee Safety and Health Competency Enhancement

SEOJINCAM establishes annual safety and health training plans to secure employee safety awareness, conducting customized safety and health training on systematic and diverse topics. External training for safety managers, confined space workers, risk assessment personnel, and other hazardous work personnel is actively supported to strengthen employee safety and health capabilities.

Workplace Environment Measurement

SEOJINCAM measures the degree of worker exposure to hazardous factors—including noise, dust, and hazardous chemicals generated during work—twice annually. Following evaluation of measurement results, appropriate improvements to facilities and equipment are made, contributing to worker health protection and productivity improvement.

Employee Health Management

SEOJINCAM operates customized health management programs including general, specialized, and comprehensive health screenings to prevent employee illness. Regular musculoskeletal and hazardous chemical substance surveys are conducted through external specialist organizations to review the work environment, and on-site worker health is managed through health consultations by medical professionals visiting sites. Safety and health suggestion boxes are installed at each site to encourage workers to directly identify hazardous and risk factors, with quarterly commendations for outstanding proposals to entrench a field-centered autonomous safety culture.

Social

Human Rights

Human Rights Management Framework

SEOJINCAM supports international human rights standards and principles including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGP), and the UN Global Compact (UNGC). Based on these, the company strictly complies with domestic and international laws related to human rights protection and practices a human rights management framework that prioritizes human rights values in all management activities.

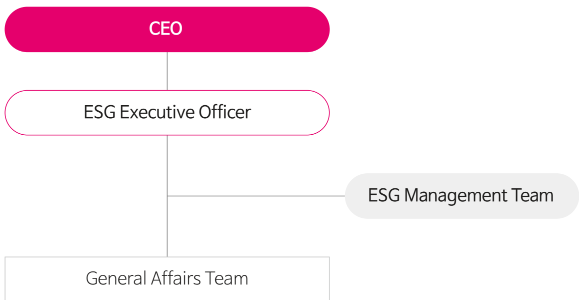
SEOJINCAM
Human Rights Policy

Human Rights Policy

SEOJINCAM has established a human rights management policy to prevent human rights violations during business operations and to manage related risks. This policy applies to all employees, and all business partners including suppliers are encouraged to respect and comply with the relevant principles.

Human Rights Management Governance

SEOJINCAM has established an internal governance framework to advance company-wide human rights management practice. A human rights management responsible executive under the CEO and a dedicated organization are designated and operated to regularly carry out activities including the advancement of the human rights management framework and human rights impact assessments.



Human Rights Management Activities

Human Rights Impact Assessment

SEOJINCAM conducted a human rights impact assessment to proactively manage potential risks to stakeholder human rights from business activities. A checklist composed of 71 indicators across 9 areas reflecting industry characteristics was developed based on the National Human Rights Commission's guidelines, and implementation performance and fulfillment status for each indicator were diagnosed for operational staff. Immediate corrective measures are planned for improvement items identified from assessment results. SEOJINCAM plans to regularly conduct human rights impact assessments and continuously advance the assessment framework going forward.

Human Rights Impact Assessment Results and Response Activities

Category	Affected Stakeholders	Response Activities
Establishment of Human Rights Management Framework	All Stakeholders	• Human rights campaign conducted • Human rights training implemented
Non-Discrimination in Employment	Employees	• In-house harassment preventiontraining conducted • Compliance with employmentregulations reviewed
Freedom of Association and Collective Bargaining	Employees	• Labor-management council held • Labor-management cooperationcommittee regularly convened
Prohibition of Forced Labor	Employees	• Employment contracts executed • Overtime work carried out withemployee consent
Prohibition of Child Labor	Employees	• Hiring process regulations established • Child labor monitoring implemented
Occupational Safety and Health	Employees, Suppliers	• Occupational safety and healthmanagement system established • Occupational safety and healthcommittee operated
Responsible Supply Chain Management	Suppliers	• Supply chain code of conductdistributed • Mutual growth support provided
Protection of Local Community Human Rights	Local Communities	• Community service activities • Community donations
Environmental Rights Protection	Employees, Local Communities	• GHG emissions and waste reduction • Strengthened pollutant/hazardoussubstance management

Social

5-Year Cumulative Donations

KRW 2.65 billion

Supply Chain

Supplier Qualification and Evaluation

Key Tier-1 Supplier Identification

The company identifies key suppliers through a comprehensive assessment of transaction scale, supply importance, replaceability, and process characteristics, and applies differentiated management frequency and inspection levels to key suppliers. In particular, areas with relatively higher potential ESG risks including the likelihood of safety accidents, environmental burden, human rights and labor issues, and compliance risks are subject to regular inspections, through which risks across the supply chain are systematically managed and business continuity and quality levels are stably maintained.

Supplier Evaluation

SEOJINCAM operates a regular evaluation framework to strengthen supplier quality and safety management capabilities. Written reviews and on-site due diligence are conducted in parallel to identify improvement items, with oversight from the formulation of corrective action plans through to actual implementation.

In particular, a post-management framework incorporating root cause analysis, action schedules, and recurrence prevention measures is applied to improvement items. When recurring issues arise or signs of significant risks are detected, intensified management standards such as shortened inspection cycles and expanded management scope are applied, with efforts made toward prevention-centered risk management.

Local Community

Social Contribution Activities

Support for Underprivileged Groups

SEOJINCAM endeavors to fulfill both corporate values and social values through its social contribution activities. The company makes regular annual donations to nearby childcare facilities, and conducts volunteer visits and daily necessities support activities. In addition, the company contributes to the virtuous cycle of resources through in-house goods donation campaigns.

Goods Donation Campaign (October 2025)

Social

Quality

Quality Management

Quality Management Governance

SEOJINCAM has established a company-wide quality management and monitoring system for systematic quality assurance. Quality management and quality control tasks are divided and a dedicated organization is operated to enhance expertise, and on this basis, continuous quality verification and improvement activities throughout the product manufacturing process are being expanded.

CEO

Quality Management Team	Site Quality Control Team
• International and HMC/KIA certification management • Quality management system management • Regular supplier evaluations, etc.	• Customer quality response • In-house quality improvement • Quality target establishment and operation, etc.

Quality Management Strategy

SEOJINCAM has established a multi-faceted quality management strategy to achieve customer satisfaction and all employees are practicing it. The company pursues the development of internal employee professional capabilities in parallel with the advancement of the quality management system, and further aims toward an integrated management framework that encompasses supplier quality improvement. Through this, the company strives to strengthen quality competitiveness and secure continuous customer trust.

Customer Satisfaction Improvement	• Inline and field claim reduction activities • Maintenance of Hyundai Motor Quality 5-Star certification field requirement activities
Supplier Quality Improvement	• Strengthened incoming quality through regular supplier evaluations based on SQ assessment requirements • Transparent quality management through computerized management of nonconformances and corrective actions
Quality Management System Advancement	• Real-time process monitoring through RPA system • Prevention of human errors through MES/QMS system development

Quality Management Performance

Through its quality management initiatives, SEOJINCAM continues to pursue quality improvement activities. As a result, in 2025, the company achieved the highest Quality 5+ Star rating in the supplier quality assessment (Quality 5-Star System) conducted by its key customer, Hyundai Motor. This maintains the same Quality 5-Star level as 2024, with strong evaluations received in claim management, incoming defects, quality management, and outsourcing management.

The company is also continuously strengthening its quality evaluation system and quality management improvement activities for its own business partners, progressively reducing incoming defect indices. SEOJINCAM plans to continuously maintain the current Tier-1 supplier quality level.

Customer Satisfaction

Customer Satisfaction Management

SEOJINCAM has processes in place to minimize customer inconvenience and resolve issues promptly when product-related issues arise, and continuously improves these processes. The process is divided into customer complaint receipt and handling, and post-complaint management.

Social

Information Security

Information Security Management

Information Security Governance

SEOJINCAM operates an information security governance framework to enhance IT operational efficiency and protect corporate assets. Headed by the Chief Information Security Officer (CISO), security officers have been designated by administrative, physical, and technical domains to establish a response framework, with security personnel deployed for each operational department to build a company-wide security management network.

In addition, employee security awareness is enhanced and information leakage risks are managed through the establishment of internal security regulations and the implementation of regular security campaigns, training, and inspection activities.

Information Security Management Domains

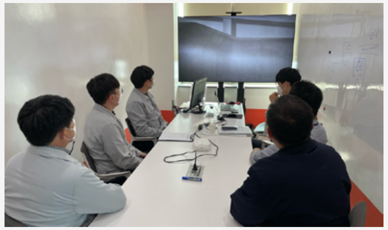
SEOJINCAM subdivides its security operations into administrative, physical, and technical security domains, operating them in an organically integrated manner to protect information assets. In the administrative security domain, a security organizational structure and policy framework have been established and employee security pledge forms are collected to provide an institutional foundation. In the physical security domain, physical access to assets is managed through security zone designation, access control, and CCTV operations. In addition, through the technical security domain, server and network security is strengthened and an intrusion incident response framework is established, ensuring the stability of the entire IT infrastructure.

Information Security Inspections

SEOJINCAM conducts regular security inspections to verify the effectiveness of its information security framework. Using a checklist of 212 items reflecting internal standards and customer requirements, all domains of administrative, physical, and technical security are assessed, with operational status reviewed using a Pass/Fail method based on established criteria for each item. Going forward, the company plans to conduct parallel diagnostics by external security specialist firms to continuously advance the company-wide level of security.

Employee Security Capability Enhancement

SEOJINCAM implements systematic training and exercises to enhance employee information security awareness. Mandatory security training for new employees as well as regular security training for all employees is conducted, with completion status monitored in real time to improve training effectiveness. In addition, information security campaigns using groupware popups are conducted in parallel to prevent incidents. Through these activities, the company endeavors to internalize security rules in the everyday work environment, including disseminating ransomware and spam email response guidelines and recommending the use of licensed software.


New Employee Security Training


Employee Security Training (25.02.)

Governance

SEOJINCAM
Code of Ethics

Compliance & Ethics

Compliance & Ethics Management

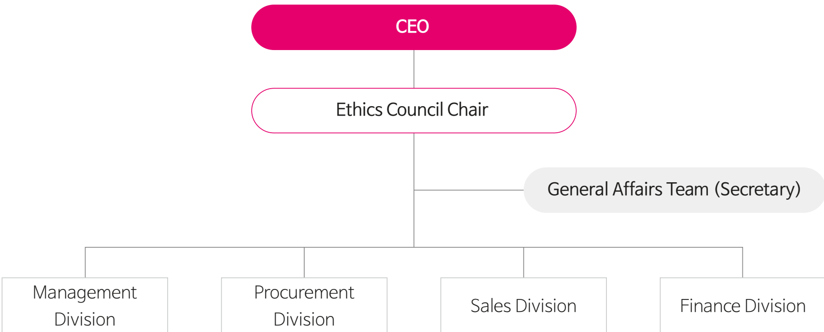
Code of Ethics

SEOJINCAM has established a Code of Ethics — the standard for employee conduct and value judgments during work performance — to practice company-wide compliance and ethical management. The Code of Ethics encompasses core values across all business activities, including basic ethics compliance by employees, fair competition and transactions, realization of customer value, and respect for employees. The Code of Ethics is posted at all times on the company's intranet and website to encourage all employees to internalize ethical values and comply with them in their daily work.

Compliance & Ethical Management Governance

SEOJINCAM has established a dedicated Ethics Council to spread an ethical culture within the organization and systematically advance compliance management. Under the overall supervision of the CEO, the responsible executive serves as Ethics Council Chair, with expertise ensured through quarterly Ethics Management Committee meetings that deliberate and resolve key agenda items including ethics management system reviews, employee training, and whistleblowing channel management.

Ethics Council Organizational Chart



Ethics Management Training

SEOJINCAM regularly conducts ethics management training for all employees to enhance compliance and ethics awareness. In 2025, CEO-hosted ethics management dissemination training was conducted in both H1 and H2, and in H2, training hosted by the executive responsible for sales was also conducted.

CEO-Hosted Ethics Management Dissemination Training (June 2025)

Ethics Reporting Channels

SEOJINCAM operates various ethics reporting channels through which employees and internal and external stakeholders can freely consult and report compliance and ethics issues. All channels are managed according to 5 basic principles — anonymity protection, confidentiality, neutrality, fairness, and non-retaliation — with whistleblower safety as the top priority. Upon receipt of a report, the Ethics Council immediately conducts an investigation, and a results report is prepared upon conclusion. SEOJINCAM has a reporting framework based on internal regulations, and securely manages and preserves all investigation-related records to ensure the reliability of the report handling process.

SEOJINCAM Ethics Reporting Channels	• Website : http://seojincam.com/ethics/cyber.php (Cyber Audit Office) • Phone : 031-680-9123 (Ethics Council Chair) • Email : nfanclub21@seojincam.com (Ethics Council Chair)

ESG Data

Environmental

Environmental Management System

Category		Unit	2023	2024	2025
Environmental Facility Investment		KRW Million	0	13	65
Environmental Management System Certification (ISO 14001)	Total number of sites	Sites	4	4	4
	ISO 14001 certified sites	Sites	3	3	3
	Certification rate	%	75	75	75

GHG Emissions and Energy

Category		Unit	2023	2024	2025
GHG Emissions	Direct GHG Emissions (Scope 1)	tCO_2eq	197	203	274
	Indirect GHG Emissions (Scope 2)	tCO_2eq	32,353	31,208	29,221
	GHG Emission Intensity (Scope 1 & 2)	tCO_2eq/ KRW 100M	8.20	7.42	7.77
	Other GHG Emissions (Scope 3)	tCO_2eq	–	–	65,873
	Category 1 (Purchased goods and services)	tCO_2eq	–	–	54,856
	Category 2 (Capital goods)	tCO_2eq	–	–	644
	Category 3 (Fuel and energy-related activities)	tCO_2eq	–	–	5,010
	Category 4 (Upstream transportation)	tCO_2eq	–	–	2,112
	Category 5 (Waste generated in operations)	tCO_2eq	–	–	1,435
	Category 6 (Business travel)	tCO_2eq	–	–	387
	Category 7 (Employee commuting)	tCO_2eq	–	–	1,428
Energy	Energy Consumption	TJ	–	–	159
		MWh	72,185	68,772	70,189
	Renewable Energy Share of Total Energy	%	0	0	0.14
	Renewable Energy Consumption	TJ	–	–	2
		MWh	–	–	563
	Energy Use Intensity	MWh/ KRW 100M	18.18	16.24	16.78

Waste and Pollutants

Category		Unit	2023	2024	2025
Waste	Total waste discharged	ton	2,022	2,575	2,610
	General waste discharged	ton	1,361	1,339	1,230
	Hazardous waste discharged	ton	661	1,236	1,380
Waste Treatment	Waste landfilled	ton	0	5	13
	General waste landfilled	ton	0	5	13
	Hazardous waste landfilled	ton	0	0	0
	Waste incinerated (no energy recovery)	ton	148	128	890
	General waste incinerated (no energy recovery)	ton	0	0	0
	Hazardous waste incinerated (no energy recovery)	ton	148	128	890
	Waste Incinerated (with Energy Recovery)	ton	0	0	0
	Waste reused/recycled	ton	1,874	2,442	1,609
	General waste reused/recycled	ton	1,361	1,334	1,125
	Hazardous waste reused/recycled	ton	513	1,108	483
	Waste otherwise treated	ton	0	0	99
	General waste other treatment	ton	0	0	92
	Hazardous waste other treatment	ton	0	0	7
Raw Materials	Raw material consumption[1)]	ton	813	466	21,144
Air Pollutants	NOx emissions	kg	–	–	32
	SOx emissions	kg	–	–	37
	Particulate Matter (PM) emissions	kg	–	–	288

1) 2023 and 2024 figures cover selected raw materials only; from 2025, figures include all raw and subsidiary materials (pipes, steel sheets for electrified components, etc.)

Water Resources

Category		Unit	2023	2024	2025
Water	Water intake	ton	74,545	60,589	61,590
	Water consumption	ton	32,677	6,540	25,062
	Water recycled	ton	0	0	0
Wastewater	Wastewater discharged	ton	41,868	54,049	35,102

ESG Data

Social

Human Capital

Category		Unit	2023	2024	2025
Total Employees	Total employees	persons	333	341	355
	Permanent employees	persons	320	328	340
	Fixed-term employees	persons	0	0	0
	Executives	persons	13	13	15
Employees (Gender)	Male	persons	314	324	338
	Female	persons	19	17	17
Employees (Age)	Under 30	persons	26	33	26
	30 - 50	persons	245	239	243
	Over 50	persons	62	69	86
Managers (Gender)	Male	persons	126	138	153
	Female	persons	17	15	15
Total New Hires	Permanent employees	persons	33	27	28
	Fixed-term employees	persons	0	0	0
New Hires (Gender)	Male	persons	30	27	27
	Female	persons	3	0	1
New Hires (Age)	Under 30	persons	11	14	12
	30 - 50	persons	16	8	13
	Over 50	persons	6	5	3
Executives (Gender)	Male	persons	13	13	14
	Female	persons	0	0	1
Socially Vulnerable Groups	Employees with disabilities	persons	5	6	6
Turnover	Voluntary turnover rate	%	6	6	5
	Voluntary turnover	persons	20	20	17
Freedom of Association	Unionization Rate	%	100	100	100
	Number of Employees Eligible for Union Membership	persons	190	188	187
	Number of Union Members	persons	190	188	187
Gender Pay Gap	Ratio of basic salary and remuneration of women to men[1]	%	100	100	121

Category		Unit	2023	2024	2025
Parental Leave	Number of Employees Who Took Parental Leave	persons	0	0	2
	Return-to-Work Rate (after Parental Leave)	%	-	-	50
	Number of Employees Who Returned to Work After Parental Leave	persons	0	0	1
	Number of Employees Expected to Return to Work After Parental Leave	persons	0	0	1
	Retention Rate (of Employees Who Returned from Parental Leave)	%	100	-	50
	Number of Employees Still Employed 12 Months After Returning from Parental Leave in the Previous Reporting Period	persons	2	0	0
	Total Number of Employees Who Returned to Work After Parental Leave in the Previous Reporting Period	persons	2	0	0
Training & Education	Average Hours of Mandatory Legal Training per Employee	hours	5.7	6.6	17.7
	Average Hours of Career Management/ Development Training per Employee	hours	7.8	11.4	12.7
	Total Hours of Career Management/Development Training	hours	2,605	3,886	4,523
	Average Training Costs per Employee per Year	KRW	296,282	427,079	121,175
	Total Annual Training Costs	1,000 KRW	98,662	145,634	43,017
Performance Review	Percentage of Employees Receiving Regular Performance Reviews	%	84	81	86
	Number of Employees Who Received Regular Performance Reviews	Persons	109	114	304
	Number of Employees Eligible for Regular Performance Reviews	Persons	130	140	353
Total Compensation & Pay Ratio	Annual Total Compensation Ratio	%	14.4	29.3	38
	Median Annual Total Compensation of All Employees	Million KRW	71	77	91
	Annual Total Compensation of the Highest-Paid Individual	Million KRW	492	263	241

1) Previously reported as 100% on a same-grade, same-pay basis, but from 2025 calculated based on average remuneration by gender per GRI guidance

ESG Data

Occupational Safety and Health

Category		Unit	2023	2024	2025
Management System (ISO 45001)	Certification rate	%	75	75	75
	ISO 14001 certified sites	Sites	3	3	3
Employee Safety	LTIFR	-	3.4	2.2	1.8
	Total Number of Accidents	cases	16	10	9
	Accident Rate	%	5	3.2	2.7
	Total Number of Injured	persons	16	9	9
	Fatal Accidents	cases	0	0	0
In-house Contractors Safety	LTIFR	-	1.0	2.0	1.0
	Total Number of Accidents	cases	1	2	1
	Accident Rate	%	0.2	0.4	0
	Total Number of Injured	persons	1	2	1
	Fatal Accidents	cases	0	0	0

Customers and Local Communities

Category		Unit	2023	2024	2025
Product Safety	Number of Recalls Issued	cases	0	0	0
	Total Units Recalled	units	0	0	0
Social Contribution Expenditure		KRW million	1,277	833	262

Governance

Compliance & Ethical Management

Category		Unit	2023	2024	2025
Internal Monitoring	Number of Whistleblowing Reports	cases	0	0	0
	Number of Confirmed Corruption Cases	cases	0	0	0
	Number of Confirmed Information Security Incidents	cases	0	0	0
	Percentage of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	%	0	0	0
	Number of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	cases	0	0	0
Regulatory Violations	Number of Violations of Regulations on Product and Service Information and Labeling	cases	0	0	0
	Fines for Violations of Regulations on Product and Service Information and Labeling	KRW	0	0	0
	Number of Violations of Regulations on Marketing Communications	cases	0	0	0
	Fines for Violations of Regulations on Marketing Communications	KRW	0	0	0
	Number of Violations of Regulations on Discrimination	cases	0	0	0
	Fines for Violations of Regulations on Discrimination	KRW	0	0	0
	Number of Violations of Regulations on Use/ Distribution of Counterfeit Parts	cases	0	0	0
	Fines for Violations of Regulations on Use/ Distribution of Counterfeit Parts	KRW	0	0	0
	Number of Violations of Regulations on Anti-competitive Behavior and Antitrust and Monopoly Laws	cases	0	0	0
	Total Monetary Losses Resulting from Legal Proceedings Related to Anti-competitive Behavior and Antitrust and Monopoly Laws	KRW	0	0	0
Ethics Training	Percentage of Employees Who Signed Ethics Pledge	%	100	100	100
	Number of Employees Who Signed Ethics Pledge	persons	333	341	348

SECO ECOPLASTIC

Company Overview

Corporate Profile

"ECOPLASTIC — Boldly Challenging Toward New Technologies and a New Tomorrow."

Established in 1984, ECOPLASTIC has grown into a leading automotive parts manufacturing company in Korea, specializing in the production of plastic interior and exterior components for vehicles. Centered on its R&D center, the company continuously pursues new business identification and the development of new technologies and products, and in 2024 completed the construction of a dedicated EV plant in the United States, securing a production base for global business expansion. The company endeavors to secure the technological competitiveness and quality competitiveness essential for sustainable future growth, and to achieve stable growth with ethical management as its foremost value.

General status

(As of March 26, 2026)

Company Name	ECOPLASTIC
CEO	Hwang Hak-gi
Founded	1984.06
HQ Adress	30 Gongdan-ro 69beon-gil, Gyeongju-si, Gyeongsangbuk-do
Site Locations	(Production Plants) Gyeongju Plant (HQ), Asan Plant, Savannah Plant (USA) (Assembly Plants) Gwangju Plant, Junam Plant, Opelika Plant (USA)
Employees	650
Total Assets	KRW 845.5 billion
Revenue	KRW 1,410.3 billion

Business Overview

Painting Division

The Painting Division operates a plant equipped with a 2-line, 20-unit automated robot system production facility, with an annual production capacity of 600,000 units (1.2 million pieces), making it Korea's single largest dedicated automotive bumper painting plant. The division also actively participates in addressing the climate crisis through the introduction and operation of environmental facilities (ACF — Active Carbon Filter automatic adsorption/desorption purification system).

Molding Division

The Molding Division is an injection molding plant with the largest production capacity in Korea, operating 39 injection machines. The entire process from raw material supply through unmanned automated conveyors and automatic robot extraction systems to product extraction is automated. The division also operates as a factory for the environment and people through the establishment of raw material recycling and safety systems.

Key Products

ECOPLASTIC is a specialized manufacturer of vehicle components with an integrated production system covering product design, manufacturing, and delivery. Key products include plastic interior and exterior parts such as bumpers, consoles, and roof racks. Hyundai Motor, Kia, Hyundai Mobis, and Renault Korea are among the company's key customers. In particular, bumpers and consoles produced with accumulated know-how and proven technology maintain the No. 1 domestic market share. ECOPLASTIC is also actively pursuing new product and technology development and new business identification to secure new growth drivers for the future.

Bumper

Console

Roof Rack

Company Overview

Research & Development

ECOPLASTIC is strengthening sustainability through the development of automotive components that consider resource efficiency. The company is also advancing technological innovation to lead the future mobility market through autonomous driving sensor systems and interior convenience device advancement, emotional quality enhancement through mood lamps and premium surface treatment, and the realization of electric mechanisms and innovative designs.

Resource Efficiency - Recycle, Lightweighting

Floor Rear Part

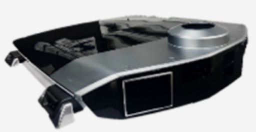
Plastic Fender

ECOPLASTIC is researching bumper systems and console components applicable to various vehicle platforms including EVs and hydrogen vehicles in response to changes in the future mobility environment. R&D; is focused on material and design technology development that considers vehicle lightweighting and structural efficiency, with a balance of product performance and durability. Customized designs reflecting vehicle-specific requirements and usage environments are applied for component technology development. Through these research activities, the company continuously pursues the securing of technological competitiveness that can contribute to performance efficiency improvement across vehicle systems.

Emotional Quality - Optics, Scenarios, Surface Treatment

ECOPLASTIC has developed mood lamp systems with diverse color and brightness adjustment capabilities to enhance the emotional quality of vehicle interior spaces, providing optimal interior ambiance for drivers and passengers. Console and interior material surface treatment technologies deliver premium textures and smooth tactile sensations to convey a premium feel, with scratch and fingerprint-resistant coatings applied to enhance durability. In addition, eco-friendly material surface treatment processes are being developed to simultaneously satisfy sustainability and emotional quality.

Commerciality - Electrification, Mechanism



Console

Console

ECOPLASTIC is developing exterior components that ensure stable sensor performance — including sensor protection covers, cleaning systems, and mounting devices — to lead the safe and convenient era of autonomous driving. For interior convenience improvement, user-centered console convenience devices including smart device connectivity, wireless charging, and automatic opening and closing are being realized. All components are developed based on ergonomic design for intuitive operation, with integration with comprehensive environmental control systems including HVAC and lighting control also being pursued.

Convenience - Exterior Parts, Interior Parts

ECOPLASTIC is developing innovative mechanism technologies such as electric moving consoles and automatic sliding trays to maximize interior convenience, improving vehicle interior space utilization and enhancing the user experience. In the exterior materials segment, products are being developed that reflect diverse customer design needs to enhance the aesthetic value of vehicles while optimizing aerodynamic performance and durability. In particular, continuous R&D; is conducted to secure reliability of electrification components and improve design freedom, thereby strengthening product commerciality and market competitiveness.

Company Overview

Hwang Hak-gi CEO, ECOPLASTIC

CEO Message

Dear Esteemed Stakeholders,

We sincerely thank you for your unwavering interest in and support of ECOPLASTIC. Even in an environment where the automotive industry paradigm is rapidly being restructured — including global economic volatility, uncertainty in raw material and energy costs, and the accelerating electrification transition — we have steadily built a foundation for sustainable growth based on the trust of our customers, shareholders, employees, business partners, and local communities.

ECOPLASTIC places sustainability at the heart of management and practices responsible growth. Sustainable management is not a mere declaration, but a core management principle for building a constitution that is not shaken by uncertainty, proactively managing risks, and possessing the competitiveness that meets the standards required by the market and customers. We will establish decision-making standards with a balanced perspective across all ESG domains, and consider together the impacts and responsibilities that may arise in the course of corporate growth.

In particular, ECOPLASTIC will further solidify an organizational culture that places 'quality' and 'delivery' as the top priorities, thinking first of the value customers demand. At the same time, we will enhance stakeholder trust through fair and transparent decision-making, the internalization of ethics and compliance, and a corporate culture that respects human rights and safety. Furthermore, we will not let outcomes remain as mere results. We will strive to ensure that today's performance leads to tomorrow's trust, with an attitude faithful to fundamentals and responsible execution. We will continue sincere management so that the value created in that process does not remain internally but is meaningfully connected to all who have accompanied us.

ECOPLASTIC pledges as follows to continue fulfilling its responsibilities to the environment and society and to be a company that grows together with all stakeholders:

First, we will accelerate the sustainable transition.

As an activity to reduce GHG emissions, internally we are laying the cornerstone for short-term cost reduction and long-term carbon competitiveness through field-centered improvement activities such as high-efficiency production equipment replacement and compressor air pressure optimization. For external reductions, we are preparing to conclude an Off-site PPA (Power Purchase Agreement). Through this, we will achieve the 2030 GHG reduction target (20% reduction, 5,000 tonnes), and strengthen a low-carbon production framework that can flexibly respond to global environmental regulations.

Second, we will enhance trust through risk management.

Through a 'dedicated supplier management system' for stable supply chain management, activities are being implemented to proactively identify and prevent financial and non-financial risks within the supply chain. ESG evaluations of suppliers will be regularized, and an ecosystem for strengthening supplier ESG capabilities and achieving mutual growth will be built through various training programs and customized technical support based on evaluation results. Furthermore, we will proactively respond to global supply chain issues and environmental and safety regulations, building a healthy supply chain trusted by customers and investors.

Third, we will normalize ethics and compliance management.

To establish transparent governance conforming to global standards, the company obtained ISO 37001 (Anti-Bribery Management System) and ISO 37301 (Compliance Management System) certifications in 2025, and continues to pursue activities to internalize ethical management as an organizational culture based on regulations, processes, and training. A framework for preventing and managing ethics risks is being strengthened through regular online and offline training (ethics/human rights/compliance) for all employees and the operation of an anonymously guaranteed reporting channel. We will enhance stakeholder trust through fair and transparent decision-making and corporate information disclosure, and faithfully fulfill our role as a responsible company.

Fourth, we will create greater value.

Following the completion of the first dedicated EV plant in Georgia, USA, in October 2024, global competitiveness is being developed through the construction of a second plant scheduled for completion in H2 2026, and domestically, a 'Genesis Bumper Dedicated Plant' construction project is being advanced with a target commencement of operations in September 2026. In addition, R&D; investment in new businesses such as mood lamps and robotics is being expanded to diversify the product portfolio and improve profitability. The company will create corporate value that all stakeholders can take pride in by building a virtuous cycle structure where business outcomes lead to shareholder value, local community job creation, and profit sharing with business partners.

Environment

Environmental Management

ECOPLASTIC
Environmental Policy

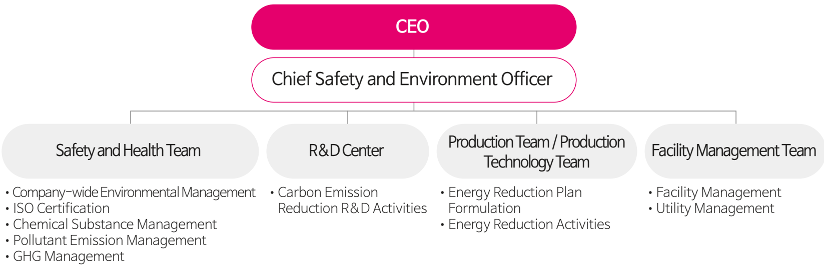
Environmental Management Framework

Environmental Policy and Environmental Guidelines

ECOPLASTIC has established an environmental policy and environmental guidelines for environmental management implementation. The environmental guidelines specify the company's environmental management direction, and the environmental policy stipulates the detailed operational principles for implementation. These policies and guidelines apply to all employees and serve as the basis for complying with environmental responsibilities across all aspects of management.

Environmental Management Governance

ECOPLASTIC has established an environmental management governance framework to manage and minimize environmental impacts from business activities. The CEO oversees the progress of environmental management implementation, and the Chief Safety and Environment Officer monitors implementation progress through the Safety and Health Team. Relevant departments implement R&D; and environmental improvement activities for pollutant and carbon emission reduction.



Environmental Management System

The ECOPLASTIC Gyeongju Plant holds ISO 14001 (Environmental Management System) certification. The company manages operational processes in accordance with established environmental targets, and maintains certification status through continuous renewal audits.

Gyeongju Plant (HQ) Environmental Management System (ISO 14001) Certificate

Environmental Management Strategy

ECOPLASTIC establishes environmental targets and monitors implementation status to proactively prevent and minimize environmental issues and risks arising from business activities.

- Strengthening Environmental Regulatory Compliance Capabilities
- Minimization of Waste Generation
- GHG Emission Reduction

Environmental Management Activities

Site Environmental Management

ECOPLASTIC assesses environmental risks from business activities and reflects results in site environmental management. Environmental management manuals are established and revised based on operational facilities and site conditions, and environmental impacts arising during business activities are monitored with improvement measures implemented.

Environmental Accident and Emergency Response

ECOPLASTIC has established a framework capable of responding to various types of environmental accidents in accordance with environmental accident response manuals. Efforts are made to minimize impacts on the local community in the event of environmental accidents such as air and water pollutant emissions, waste and chemical substance leaks. Annual joint public-private training is conducted together with municipal offices and local organizations to proactively prepare for environmental accidents that may occur within municipal jurisdiction. In addition, incident-type-specific response TFT teams have been established and processes are systematically managed, with pre-inspection measures, accident response procedures, and environmental accident response manuals established for each type to ensure employee preparedness.

Employee Capability Enhancement

ECOPLASTIC conducts training for all employees to raise awareness of environmental management, and supports various training programs to enhance the capabilities of environmental job personnel. Training is conducted for environmental technicians to improve job competency, and ESG capability enhancement training and exhibition attendance are supported for interested employees. In addition, opportunities to participate in ESG forums and seminars are also provided.

Course	Target	Content
Environmental Technician Training	Environmental Technicians	Air, water, waste, noise and vibration
ESG Training	Employees	ESG trends
ESG Forum/Seminar	Interested Employees	ESG capability enhancement
ESG Carbon Neutrality Exhibition	GHG-related Personnel	Understanding ESG/carbon neutrality trends, benchmarking carbon reduction solutions

Environment

Climate Change

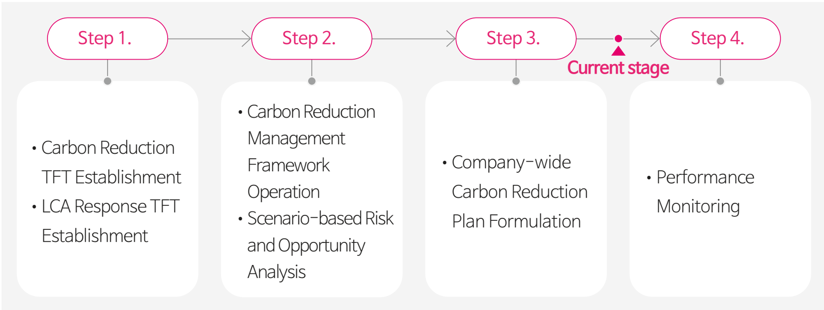
2025
CDP Climate Change
B Rating

Climate Change Response

Climate Change Response Strategy

ECOPLASTIC recognizes the environmental impact of GHG emissions from its business activities and has established and is pursuing GHG emission reduction targets at its sites for responsible response. The company also periodically reviews, identifies, and evaluates climate change-related risk and opportunity factors for strategic management.

Climate Change Response Roadmap



GHG Emission Calculation and Verification

Since ECOPLASTIC's Gyeongju Plant (headquarters) was designated as a target management facility in 2012, the company has continuously built a GHG inventory and has conducted GHG emission calculations and third-party verification. The calculation scope has since been progressively expanded, and the company currently calculates and manages GHG emissions at all domestic and international sites, with the calculation scope further expanded to include some categories of Scope 3 (other indirect) emissions in 2025.

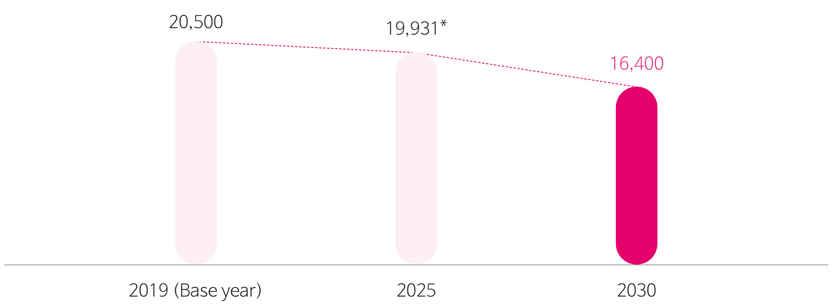
GHG Reduction

ECOPLASTIC plans to reduce Scope 1+2 GHG emissions across all domestic sites by 20% by 2030 compared to 2019 emissions. To achieve the 2030 target, analysis of root causes of excess carbon emissions, formulation of emission reduction measures, and improvement plan establishment have been completed. Going forward, performance against plans will be continuously monitored, the GHG inventory will be advanced, and medium-to-long-term carbon neutrality targets will be established. In the medium-to-long term, plans are being reviewed to sequentially replace aging equipment including injection machines, cooling water pumps, and general electric equipment with high-efficiency equipment, and to change compressor rotation speed control types.

Category	Item	Planned year	Status
Internal Reduction	Compressor air pressure adjustment	2025	Completed
	Compressor leak improvement	2025	Completed
	Injection machine servo motor replacement (2 units)	2025	Completed
	Inverter compressor replacement	2027	Completed
	Water-cooled chiller introduction	2030	Completed

2030 GHG Reduction Roadmap

(Unit: tCO_2eq)



* Gyeongju, Asan, Gwangju, and Junam plants

Environment

2025 GHG Reduction-related Equipment Investment
Approx. KRW
2.08 billion

Process Efficiency Improvement

ECOPLASTIC analyzes power and fuel consumption at its sites through energy diagnostics. Based on annual energy consumption and cost analysis, energy loss factors in processes such as equipment aging are identified, and the emission reduction efficiency per investment cost of identified improvement items is calculated before improvement measures are implemented sequentially according to priority.

Aging Equipment Replacement

In 2025, 2 major aging production equipment units — injection molding machines — were replaced with high-efficiency injection machines, with 1 additional unit planned for replacement in 2026. Existing standard mold coolers were also replaced with smart chiller types to pursue energy and GHG reduction activities. Plans have been established for the sequential replacement of constant-speed compressors in use at each plant with inverter compressors due to aging and excessive unnecessary energy consumption, with replacements proceeding according to plan. In addition, unnecessary energy consumption is minimized through periodic compressor air pressure adjustment and leak improvement.


Injection Machine Servo Motor Replacement


Inverter Compressor Replacement


Compressor Air Pressure Adjustment

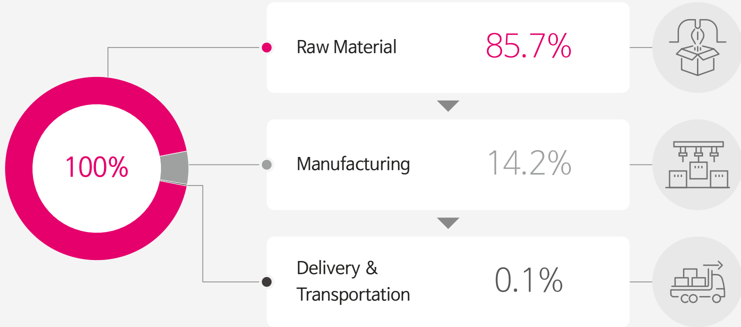
Employee Awareness Enhancement

ECOPLASTIC conducts energy conservation campaigns to address climate change and foster an in-house environmental culture. To enhance employee energy conservation awareness, related materials are continuously shared through groupware popups and company bulletin boards, and are operated to enable all employees to access them.

Product Life Cycle Assessment (LCA)

ECOPLASTIC quantitatively analyzes environmental impacts at all stages including raw material procurement, manufacturing, and transportation to clearly understand the environmental impact of its products. In 2025, LCAs were conducted for 2 bumper product items to derive emission contribution by lifecycle stage.

BUMPER ASSY-FR — Emission Share by Lifecycle Stage



Environment

Eco-friendly Product Revenue Share

10.6%

Sustainable Products

Sustainability-Oriented R&D

R&D Strategy

ECOPLASTIC's automotive component R&D; is focused on technology development that considers vehicle performance improvement and resource efficiency, in response to changes in the future mobility environment. The R&D; strategy is built on three directions: future mobility optimization, lightweighting and structural efficiency improvement, and review of recyclable material application. Through the development of bumper systems and console components applicable to various vehicle platforms including EVs and hydrogen vehicles, reflecting vehicle-specific requirements for product design and technology advancement is being pursued. In addition, high-strength material and design technology development that considers vehicle lightweighting and structural efficiency is being conducted, along with research that considers performance and efficiency from the product design stage by reviewing the applicability of recyclable materials.

Future Mobility Optimization	Development of components optimized for future mobility including EVs and hydrogen vehicles
Lightweighting	Development of high-strength materials for vehicle lightweighting
Recyclable Material Application	Reduction of resource consumption and carbon emissions through recyclable material application

Resource Use and Circular Economy

Waste

Waste Management

While ECOPLASTIC has confirmed that there are no significant impacts from waste generation, waste is managed in accordance with the environmental policy and environmental conservation management regulations. Generated waste is classified by type and entirely entrusted to contracted processors, with the entire treatment process registered and managed through the waste comprehensive management system (Olbaro System). Waste generation trends and generation intensity are monitored to reduce discharge within processes. When selecting contracted processors, the installation and operation permit for treatment facilities, treatment capacity, and regulatory compliance are reviewed to verify appropriateness of disposal.

Waste Recycling

ECOPLASTIC endeavors to increase waste recycling. In 2025, total waste generation was 786.48 tonnes and recyclable waste generation was 457.78 tonnes. Among generated waste, empty drums, waste thinner, waste bumpers, and waste oil are recycled, with an annual recycling rate of approximately 58.21%. In addition, resin generated in the production process is entirely recycled through resin recycling contractors after crushing through in-house crushing facilities.

Category	Unit	2023	2024	2025
Empty Drums	ton	47.25	38.34	44.36
Waste Thinner	ton	192.23	156.37	139.69
Waste Bumpers	ton	87.75	106.09	221.66
Waste Oil	ton	44.81	38.13	52.07
Total	ton	372.04	338.93	457.78
Recycling rate	%	50.71	49.92	58.21

Environment

Water Resources

Water Use Management

ECOPLASTIC uses WRI's Aqueduct Water Risk Atlas to analyze water stress at its domestic sites. The analysis results confirm that the regions where company sites are located fall under the 'Medium-High' tier among five stress levels. Accordingly, water intake and consumption volumes are managed by site, and the water stress level changes in the relevant regions will be continuously monitored.

2025 CDP Water

B Rating

Water Recycling

ECOPLASTIC manages water use efficiency in response to production volume changes and is pursuing expanded recycling. Cooling towers are currently operated at sites to reuse process water, and additional measures to reduce water consumption and improve recycling rates are planned for review.

Environmental Impact Management

Pollutants

Air Pollutant Management

ECOPLASTIC manages emission sources and prevention facilities to minimize air pollution, and complies with emission standards under the Clean Air Conservation Act. Along with the measurement of finally discharged pollutants, facilities such as connectors, valves, and flanges that may diffuse and leak from processes are also managed. Semi-annual monitoring of air pollutant discharges is conducted to continuously reduce emissions. ECOPLASTIC appoints environmental technicians per plant and operates emission facilities and prevention facilities in accordance with installation documents for approved (or reported) air emission facilities. Operations are managed in compliance with legal standards under the Clean Air Conservation Act and related regulations, with periodic replacement of consumables such as activated carbon and filters for prevention facilities, and immediate shutdown and prompt repair of emission facilities when anomalies occur.

Content	Frequency	Remarks
Air self-measurement	Once per half-year	N/A
Specific hazardous air pollutant measurement	Once per month	N/A
IoT installation	(Legal revision)	9 units installed
Prevention facility installation	-	1 catalytic facility installed
Activated carbon/ filter consumable replacement	As needed	Activated carbon replacement completed

Wastewater Pollutant

Management As needed 9 units installed 1 catalytic facility installed Activated carbon replacement completed ECOPLASTIC manages water pollutants in accordance with the Water Environment Conservation Act and internal environmental conservation management regulations. Total nitrogen, total phosphorus, and other indicators are set as key management items, with compliance with legally permitted standards continuously monitored. All wastewater generated in production processes is entirely entrusted to external specialist contractors for treatment, and appropriateness of pollutants discharged during outsourced treatment is reviewed through water quality test certificates.

Environment

Hazardous Chemical

Chemical Substance Management

ECOPLASTIC manages chemical substance safety through compliance with relevant regulations and the establishment of an internal management framework to prevent accidents. Currently, no hazardous chemical substances are used in production processes; however, when new chemical substances are introduced due to process changes or product development, information such as MSDS (Material Safety Data Sheets) is prepared in advance to minimize handling risks. The company monitors chemical substances handled at sites through its own chemical substance management system, maintaining and managing up-to-date MSDS. MSDS for chemical substances used in processes are placed at processes for easy access by handlers, and training is conducted together with semi-annual workplace environment measurements for handling substances. Chemical substances used in laboratories in small quantities are also managed, with regular external organization inspections conducted for close monitoring.

MSDS (Material Safety Data Sheet) Management

ECOPLASTIC manages chemical substance safety and prevents accidents through compliance with relevant regulations and the establishment of an internal management framework. Currently, no hazardous chemical substances are used in production processes; however, when new chemical substances are introduced due to process changes or product development, information such as MSDS (Material Safety Data Sheets) is prepared in advance to minimize handling risks.

Carcinogen Survey and Management

ECOPLASTIC monitors whether chemical substances in use are classified as carcinogenic. A carcinogen survey was completed in 2023, confirming no carcinogens were found among substances in use; however, inspection and maintenance of ventilation facilities to reduce exposure to highly toxic substances and hazardous chemicals, and component changes for hazardous substances, have been completed. In 2026, additional surveys of substances used at sites are planned through a carcinogen survey.

MSDS Analysis	• Reliability assessment and information supplementation • Classification of substances by toxicity level through cross-referencing product composition with toxicity information DB
Sample Analysis	• Instrument analysis for the presence of pollutants and other toxic substances not included in MSDS
Risk Assessment	• Exposure quantification and risk assessment through work observation and workplace environment assessment for high-risk products
Control Measures	• Introduction of substitute substances for high-risk products and high-risk work • Work environment improvements, etc.

Environment

Biodiversity

Biodiversity Impact Assessment

ECOPLASTIC conducted a biodiversity impact assessment within a 2km radius of its Gyeongju Plant to understand the impact of its business activities on surrounding ecosystems and to contribute to biodiversity conservation. The assessment ensured objectivity by combining field surveys with vegetation, fish, bird, and mammal distribution surveys. Survey results confirmed that the vegetation surrounding the Gyeongju Plant includes Quercus variabilis-Robinia pseudoacacia communities, Quercus variabilis communities, Quercus acutissima communities, Pinus densiflora-Quercus variabilis communities, and Pinus densiflora communities. Key observed species included mammals such as water deer, cats, wild boar, weasels, and Eurasian red squirrels, and birds such as the mandarin duck. The critically endangered Eurasian otter a natural monument was also found in the Hyeongsan River area located within 2km of the Gyeongju Plant. In addition, using the UN Biodiversity Lab, the company confirmed that no Ramsar wetlands or UNESCO World Cultural and Natural Heritage sites exist within a 2km radius of the site, and no rare species habitats are present. Based on the impact assessment results, the Gyeongju Plant is located within an industrial complex, and the impact of business activities on vegetation is projected to be minimal.

Region	Distance from Site	Protection Status	Ecological Status
Hyeongsan River, Gyeongju (Gyeongju/Po-hang, N. Gyeongsang)	EcoPlastic Gyeongju — 0.7km	-	• Habitat of endangered species and natural monuments • Endangered: Eurasian Otter

Biodiversity Conservation Activities

ECOPLASTIC pursues biodiversity-related activities with diverse stakeholders including employees, local governments, and relevant organizations. Environmental cleanup activities as part of biodiversity conservation were conducted at the Hyeongsan River in June 2025 and at Heungmu Park in September 2025. Plans include regularizing employee environmental cleanup activities through linkage with invasive plant removal campaigns. In October 2025, water pollution accident response and prevention training and river cleanup activities were conducted in cooperation with the Gyeongju City Environmental Conservation Council and Gyeongju City. Plans include supporting environmental protection projects in cooperation with local governments and NGOs centered on the Hyeongsan River area. In addition, ACF adsorption/desorption method purification facilities have been installed to reduce volatile organic compounds (VOCs) in the air, improving the quality of wildlife habitat environments.

Biodiversity Risk Assessment Results

ECOPLASTIC analyzed ecosystem dependency and impacts in the automotive parts manufacturing sector in accordance with the ENCORE guidelines recommended by TNFD. Dependency on ecosystem services such as water resources and climate regulation was assessed at a low level, while impacts including noise and light pollution and water and soil pollutant discharge were confirmed at a medium or below level. Based on these findings, biodiversity-related risks including physical risks, transition risks, and supply chain risks were identified and response measures were formulated for each risk. ECOPLASTIC will continue to monitor international treaty and regulatory trends related to biodiversity protection going forward.

Dependency and Impact Analysis

Category	Relevant Indicator	Level
Dependency	Provisioning Services	Low
	Regulating Services	Low
Impact	Noise and Light Pollution, etc.	Medium
	GHG Emissions	Very Low
	Non-GHG Air Pollutant Emissions	Low
	Solid Waste Generation and Discharge	Low
	Land Use	Low
	Water and Soil Pollutants	Medium
	Water Consumption	Low

Risk Assessment Results

Risk type		Description	Response	Level
Physical Risks	Habitat Destruction	Destruction of surrounding ecosystems during site development, leading to reduced wildlife species diversity	Biodiversity risk analysis and impact assessment for areas near sites and across the value chain	하
	Water Scarcity	Disruption to stable supply of water resources due to climate change	Setting water consumption reduction targets	하
Transition Risks	Regulatory Risk	Increased business costs due to tightening of domestic and international environmental protection regulations	Responding to biodiversity disclosure requirements through development of short and medium-to-long-term targets and key strategies	상
	Reputational Risk	Growing concerns from NGOs, local communities, and investors regarding ecosystem damage	Implementation of local community biodiversity conservation activities	중
	Supply Chain Risk	Disruption to supply and price volatility of eco-friendly raw materials	Supply chain evaluation and risk management for key products and raw materials	하

Social

Employees

Human Capital Management

Talent Recruitment

ECOPLASTIC complies with the open competition recruitment principle in accordance with Article 5 of its HR regulations, providing equal opportunities to all applicants. The recruitment process consists of document screening, personality and aptitude testing, and interviews. Personality and aptitude tests evaluate character and job competency, the first-round interview assesses job expertise and communication capabilities, and the second-round interview evaluates character and growth potential to determine final hiring.

Talent Development

ECOPLASTIC operates training programs subdivided by position and job function to strengthen job expertise and leadership. In addition to in-house training, participation in job-related external specialist training is supported to provide capability development opportunities for employees.

Performance Evaluation and Compensation

ECOPLASTIC assesses employee capabilities from diverse angles through multi-faceted evaluation methods including multi-rater evaluations, performance evaluations, and competency evaluations. A performance evaluation is conducted to assess achievement rates of individual business targets (KPIs) set at the beginning of the year, a competency evaluation assesses individual capabilities, and a multi-rater evaluation assesses supervisors and colleagues. Final individual evaluation results are determined through a comprehensive reflection of the three evaluation outcomes. Evaluation results are reflected in compensation and promotions including salary increases and individual commendations.

APEC Promotion Booth
(October 2025)

Goods Donation Activities
(October 2025)

Employee Communication

Labor Relations

ECOPLASTIC forms labor-management relationships based on mutual respect and trust, and continuously improves working conditions and living conditions. As of 2025, the number of union members is 365, representing 57.8% of all employees. ECOPLASTIC uses various communication channels to promote active dialogue and cooperation between labor and management. Quarterly labor-management councils and annual collective bargaining are conducted, and an Employment Stability Committee is operated 1 - 2 times annually to discuss concrete measures for improving employee working conditions. Sports days, outings, and other events with joint labor-management participation are also held to promote harmony and mutual growth.

Organizational Culture

Employee Benefits

ECOPLASTIC strives to expand various benefit programs to minimize employee inconvenience during work and enable greater focus on their jobs. Commuter buses are operated for safe and convenient commuting, and an in-house cafeteria is operated to provide employee meals. To reduce the childcare and education burden for employees with children, pre-school child support, after-school education cost support for elementary school children, and full support for entrance fees and tuition for middle/high school and university enrollment are provided. Vehicle purchase support is also provided, and long-service employees with 5 or more years of service receive long-service leave and commendation bonuses every 5 years. Medical expenses are also supported to ensure all employees receive necessary treatment in a timely manner, including support for high-cost treatments such as implants.

Employee Communication

Activities ECOPLASTIC fosters a culture of communication and harmony through a time capsule opening event participated in by all employees including the labor union. In 2025, various programs were operated including cherry blossom marathons and Dong-A marathons with employee family participation, sharing meaningful moments of solidarity. The company also participated in an APEC corporate promotion booth to introduce Gyeongju and the company to tourists visiting Gyeongju.

Community Engagement

Social Contribution Activities

ECOPLASTIC continuously conducts social contribution activities in which all employees can participate for coexistence with the local community. The company participated in the APEC Corporate Promotion Hall to introduce Gyeongju and the company to tourists, contributing to local economic revitalization. Joint prevention work in cooperation with Gyeongju City was also participated in to build trust with the local community as a local company representing the region. Goods donation activities based on voluntary employee participation were conducted to provide practical assistance to underprivileged groups and welfare facilities in the region.

Social

Occupational Safety and Health

Safety and Health Strategy

ECOPLASTIC has established and operates an occupational safety and health management policy to create a safe working environment for employees and business partners. With 'Creating a Safe Workplace' as the vision, three key promotion strategies have been set: strengthening the safety and health management framework, minimizing safety and health risks, and fostering a safety culture. Detailed promotion tasks have been derived and are being implemented for each strategy, with safety management levels continuously managed across all sites.

Vision	Creating a Safe Workplace		
Strategy	Strengthening the Safety and Health Management Framework	Minimizing Safety and Health Risks	Fostering a Safety Culture
Activities	• Safety and health meeting body operations • Safety and health obligation fulfillment review and CEO reporting • Occupational Safety and Health Committee operations • Serious accident response drills	• Worker participation-centered risk assessments • CSO-led site safety inspections • Joint labor-management site safety inspections • Safety specialist agency contracted site inspections • Safety work permit system operations	• Professional instructor-invited safety training programs • Safety proposal system operations • Supplier safety management capability enhancement activities • Establishment of 10 Safety Rules and strengthened compliance • Safety and health campaign operations
2025 Targets	• Zero industrial accidents	• Hazardous/risk factor identification and improvement: Improvement rate ≥ 90% • Safety and health regulatory compliance	• Worker opinion collection: Improvement rate ≥ 90%
2025 Performance	• Zero industrial accidents	• Hazardous/risk factor identification and improvement: Improvement rate 100% • Safety and health regulatory compliance	• Worker opinion collection: Improvement rate 100% - 100% improvement rate within improvement deadline

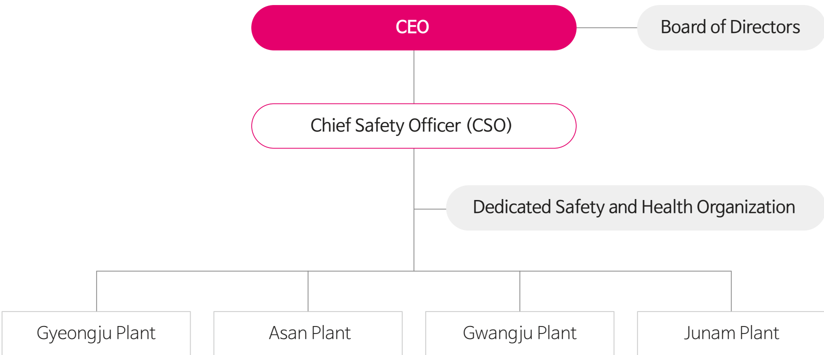
Social

Gyeongju Plant (HQ) Occupational Safety and Health Management System (ISO 45001) Certificate

Strengthening the Safety and Health Management Framework

Safety and Health Governance

To prioritize employee safety and health management, ECOPLASTIC has appointed a Chief Safety Officer (CSO) below the management representative. A dedicated organization for the Serious Accidents Punishment Act has been established to oversee company-wide safety and health operations, and an annual Safety and Health Promotion Plan is formulated. The established plan is reported to and approved by the Board of Directors. The company also continuously strives to practice safety and health management through continuous improvement of safety and health performance, proactive prevention activities, and compliance with regulatory requirements.



Occupational Safety and Health Committee

ECOPLASTIC operates a site-level Occupational Safety and Health Committee composed of equal numbers from both labor and management sides on a quarterly basis, to hear and review stakeholder opinions on workplace safety and health and reflect these in accident prevention activities. In 2025, a total of 10 agenda items were deliberated and resolved — including supplementation of musculoskeletal disorder prevention equipment — with improvements completed within deadlines to maintain a safe and healthy work environment.

Occupational Safety and Health Management System

ECOPLASTIC initially obtained ISO 45001 (Occupational Safety and Health Management System) certification for its headquarters Gyeongju Plant in December 2020 for the purpose of systematically managing workplace safety and health. All employees, including the management representative, participate in proactively preventing and managing risks that may arise at work sites. Certification is maintained and managed through a renewal audit conducted in November 2025.

Social

2025 Hazardous/Risk Factor Improvements

43 cases

Minimizing Safety and Health Risks

Site Safety Inspections

ECOPLASTIC conducts various safety inspections to minimize safety and health risks, identifying and improving hazardous and risk factors. Regular worker-participatory risk assessments are conducted, along with joint labor-management site safety inspections and CSO-led site safety inspections. Through safety inspections, 43 hazardous and risk factors were improved in 2025.

Category	Frequency
Worker-participatory risk assessment	Once per year
Joint labor-management site safety inspection	Once per week
CSO-led site safety inspection	Once per month
Safety specialist agency contracted site inspection	Once per year

Joint Fire Drill (November 2025)

Emergency Response and Accident Prevention

ECOPLASTIC establishes division-specific manuals to enable immediate response in emergency situations. In 2025, serious accident response drills were conducted for a '3rd Plant forklift collision accident' scenario, and a joint fire drill with the 119 Safety Center was held for a '1st Plant pallet storage fire' scenario, continuously strengthening emergency response capabilities through training.

Serious Accident Response Drill (November 2025)

Business Partner Safety and Health Management

ECOPLASTIC has established and operates a safety and health council to improve the safety and health levels of in-house contractors. For external contractors in 2025, safety and health visit inspections were conducted for 29 companies as safety management capability enhancement activities, and a specialist-instructor-led serious accident prevention special lecture was held for the CEOs of 30 companies.

Special Lecture for Business Partner CEOs (December 2025)

Fostering a Safety Culture

Safety and Health Training

ECOPLASTIC establishes annual safety and health training plans to protect employee safety and lives, conducting both in-house and specialist instructor-invited group training. In 2025, customized safety training tailored to site characteristics and facilities — including first aid training and confined space special safety training — was conducted to secure employee safety awareness.

Employee Safety and Health Management

ECOPLASTIC operates various health management programs annually — including general, specialized, and comprehensive health screenings — for employee health promotion and disease prevention. Specialist nurses are stationed at the Plant 1 health management room (established in 1988) and the Plant 3 health management room (established in 2016) to conduct emergency measures, musculoskeletal disorder prevention programs, and consultations for employees with health findings. In 2025, a musculoskeletal workload hazardous factor survey was conducted through an external specialist organization to work toward creating a safe work environment for musculoskeletal disorder prevention. In addition, a health running support program is operated, providing full marathon entry fees and refreshments on event days twice annually for interested employees.

Social

Human Rights

Human Rights Management

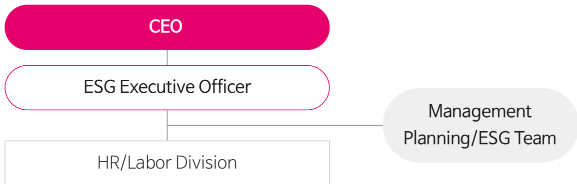
Human Rights Management Policy

ECOPLASTIC has established a human rights management policy to prevent human rights violations that may arise during business operations and to mitigate related risks. This policy applies to all employees, and stakeholders including the supply chain are encouraged to comply with the human rights management guidelines.

ECOPLASTIC Human Rights Management Policy

Human Rights Management Governance

ECOPLASTIC has established a company-wide governance framework for human rights management implementation. A human rights management responsible executive and a dedicated organization are designated and operated under the CEO. This organization oversees all practical matters including the advancement of the human rights management framework, conduct of human rights impact assessments, and human rights risk management, and drives the internalization of human rights management.



Non-Discrimination Among Employees

ECOPLASTIC strictly prohibits discrimination against diverse groups including women, pregnant employees, persons with disabilities, and LGBTQ+ individuals, and explicitly stipulates this in its human rights policy, employment regulations, and collective agreement. Accordingly, all HR evaluation processes including recruitment, compensation, and promotions are conducted through specified procedures. In particular, in recruitment and HR evaluation processes, job fit and expertise rather than gender or personal background are set as the foremost criteria, with diverse backgrounds and values respected. The same salary system is applied for the same job classification, and a fair compensation system is established and operated through a multi-faceted evaluation system based on job function and competency. ECOPLASTIC continuously strengthens the institutional foundation to support the expanded recruitment of female talent and long-term service, and will continue to strive to build an inclusive organizational culture where diverse talent can fully demonstrate their capabilities and create a work environment where all employees can grow fairly.

Human Rights Management Activities

Human Rights Impact Assessment

ECOPLASTIC conducted a human rights impact assessment to identify actual and potential risks to stakeholder human rights arising from business activities, enabling proactive prevention and response. Drawing on the National Human Rights Commission's human rights management guidelines and checklist, a checklist composed of 35 indicators across 10 areas reflecting the characteristics of the relevant industry was developed. Assessments were conducted with operational staff to verify implementation performance and fulfillment status for each indicator, identifying human rights risks and deriving potential risk factors. Corrective measures are being implemented for improvement items identified from assessment results.

Human Rights Impact Assessment Results and Response Activities

Category	Affected Stakeholders	Response Activities
Establishment of Human Rights Management Framework	All Stakeholders	• Human rights campaign conducted • Human rights training implemented
Non-Discrimination in Employment	Employees	• In-house harassment prevention training conducted • Compliance with employment regulations reviewed
Freedom of Association and Collective Bargaining	Employees	• Labor-management council held • Labor-management cooperation committee regularly convened
Prohibition of Forced Labor	Employees	• Employment contracts executed • Overtime work carried out with employee consent
Prohibition of Child Labor	Employees	• Hiring process regulations established • Child labor monitoring implemented
Occupational Safety and Health	Employees, Suppliers	• Occupational safety and health management system established • Occupational safety and health committee operated
Responsible Supply Chain Management	Suppliers	• Supply chain code of conduct distributed • Self-assessment support provided
Protection of Local Community Human Rights	Local Communities	• Community service activities • Community donations
Environmental Rights Protection	Employees, Local Communities	• GHG emissions and waste reduction • Strengthened pollutant/hazardous substance management
Prevention of Workplace Harassment	Employees	• In-house harassment-related satisfaction survey conducted • Workplace harassment prevention training provided

Social

Supply Chain

ECOPLASTIC
Supplier code of conduct

Supplier Qualification and Evaluation

Supplier Code of Conduct

ECOPLASTIC has established and manages a Supplier Code of Conduct to implement responsible business practices within its supply chain. The Code encompasses principles across all aspects of ESG management including ethical management, human rights and labor, occupational safety and health, and the environment, and stipulates that all suppliers transacting with the company comply with relevant regulations and fulfill the operational standards set forth in the Code.

Supplier Qualification

ECOPLASTIC selects new suppliers through open competition and deliberation procedures. During selection, quality management systems, management capabilities, and financial structure are assessed, along with mandatory review of environmental and safety accident histories, with penalty scores applied when accident histories are confirmed. Sustainability and labor management items are also reflected in evaluation criteria to proactively review supply chain risks. Suppliers that pass the evaluation criteria are required to execute ethics management and quality pledges to confirm responsible implementation throughout all business processes.

Key Tier-1 Supplier Identification

ECOPLASTIC identifies key Tier-1 suppliers based on strategic importance and ESG risk criteria from among Tier-1 suppliers with transaction records within the most recent 3 years. As of 2025, 48 companies were identified as key suppliers from approximately 180 suppliers, and evaluation and support activities are conducted for these suppliers.

Supplier Evaluation

ECOPLASTIC conducts comprehensive evaluations of key suppliers covering supply chain management, quality management systems, delivery, and environmental safety. Based on evaluation results, suppliers are required to implement improvements on key matters, with subsequent completion of improvements continuously managed. In addition, an incentive system is operated whereby comprehensive evaluation results are reflected as bonus scores at the time of future contract renewals.

Mutual Growth

Financial Support for Suppliers

ECOPLASTIC provides financial support to suppliers in accordance with procedures when they experience management difficulties or temporary funding shortfalls during the execution of new projects. Through advance payment support, prepayment of invoices, and rollover of paid materials, the financial stability and competitiveness of suppliers are maintained. In 2025, a total of approximately KRW 6.1 billion in support was provided, comprising approximately KRW 1.9 billion in advance payments, KRW 50 million in invoice prepayments, and approximately KRW 3.7 billion in paid material rollovers. In addition, to minimize the financial burden on suppliers, investments in mold, jig, and equipment production are directly made and loaned to suppliers free of charge. Support for the production of automation equipment for supplier manufacturing lines and automation equipment operation training are also provided to help suppliers secure technical capabilities.

Supplier Capability Development

ECOPLASTIC pursues supplier level-up activities by conducting training, evaluations, and support across various domains for key suppliers. As of 2025, 87 diagnostics and evaluations and 4 training sessions and seminars were conducted, and banners to reinforce quality awareness were produced and posted at supplier sites. Best practice improvement cases from other suppliers are also applied at sites and implementation status is reviewed. From 2026, a dedicated supplier management system will be operated to pursue systematic level-up activities for supplier capability enhancement.

Social

Local Community

Coexistence with the Local Community

Support for Underprivileged Groups and Community Cleanup Campaign

ECOPLASTIC regularly delivers social contribution funds annually to support underprivileged groups. In addition, goods are regularly delivered to nursing homes and orphanages in the local community to provide assistance.

Category	Unit	2023	2024	2025
Social Contribution Fund	KRW 10,000	1,000	1,100	1,100
Goods Delivery to Underprivileged Groups	KRW 10,000	300	300	400


Donation to Student Care Welfare Facilities


Donation to Underprivileged Children's Welfare Facilities

Social Contribution Fund Delivery

Hyeongsan River Cleanup Campaign


Heungmu Park Cleanup Campaign

Community Cleanup Contribution

Local Community Environmental Conservation

Activities are conducted together with the local community for environmental accident prevention and environmental conservation. Annual joint public-private prevention drills for water pollution accidents are conducted with government offices and local environmental organizations. Environmental cleanup activities are also conducted together with government offices and citizens for local environmental conservation, working toward environmental preservation together with the local community.

Joint Public-Private Prevention Drill for Water Pollution Accidents

Community Goods Donation and Sharing Activities

Goods donations collected from employees are consolidated and sold to recycling companies, generating carbon reduction effects together with donation companies annually, and events for goods donation and participation in sharing activities are conducted.

Community Sharing Program

Employee Goods Donation and Community Sharing Program Contribution

Social

Quality

Quality Management

Quality Policy

ECOPLASTIC has established and operates a quality policy for product quality maintenance and management. The policy specifies the importance of quality management and work performance principles for all employees, serving as the standard for company-wide quality management.

Quality Policy

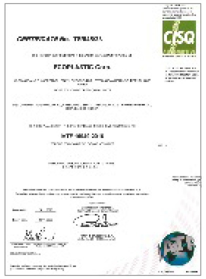
Process	Customer satisfaction through quality management system establishment
People	Securing basic quality through strengthened training
Product	Securing process quality and durability quality through continuous improvement

Quality Management Governance

ECOPLASTIC has established a dedicated organization and clearly defined responsibilities to advance quality management. The organization manages quality control and monitoring overall.

CEO

Quality Management Team	Quality Control Team
• Quality management operations • Quality certification management • Customer evaluation management, etc.	• Quality management by process • Quality assurance operations • Defect improvement, etc.



IATF 16949 Certificate

Quality Management System

The ECOPLASTIC Gyeongju Plant holds IATF 16949 the international automotive quality management system certification. Regular external audits are conducted to maintain certification, with internal quality management processes advanced based on audit results. Through this, standardized quality standards are complied with across all production processes and lines, ensuring product reliability.

Quality Management Strategy

The ultimate quality management goal pursued by ECOPLASTIC is customer satisfaction. The company continuously strives to supply products of perfect quality that satisfy customers through the enhancement of technological competitiveness through core technology development and continuous quality innovation activities.

Quality Improvement Activities

By operating a real-time process management system utilizing tablet PCs, the efficiency of production conditions management, routine inspections, and inventory management has been improved. Through this, it has been possible to prevent omissions in routine facility inspections, prevent LOT-type defects through early detection of process anomalies, and prevent production stoppages due to spare parts shortages through real-time inventory management.

SPC Computerized Management System for Injection Product Weight

A SPEC computerized management system was established for injection product weight designated as a special characteristic item in the injection process enabling trend monitoring of weight and proactive prevention of SPEC deviations.

Customer Satisfaction

Daily Monitoring Activities for Customer Complaints

ECOPLASTIC has designated dedicated contact points per customer and established an organizational framework capable of monitoring complaints in real time and responding immediately. Occurring customer complaints are registered in the quality management system (QMS) and tracked throughout the entire process until measures are completed, preventing omissions in complaint handling and enabling prompt responses to customer requirements through systematic monitoring.

Monthly Review Activities Led by CEO on Customer Complaint Status and Actions

ECOPLASTIC operates a CEO-led monthly review meeting to systematically manage customer complaints. At the meeting, root cause analysis of complaints and review of action results are conducted, and future response measures are discussed. Derived improvement measures are horizontally deployed to relevant departments through the in-house information sharing network and utilized for preventing recurrence of similar cases.

Social

Information Security

2025 Information Security Investment

KRW 56.99 million

(NAC and firewall investment)

Information Security Management

Information Security Governance

ECOPLASTIC operates an information security system to protect corporate information assets and manage security risks. Company-wide security regulations have been established, and security internalization is being pursued through security campaigns, regular training, and inspection activities. The security organization is composed of security team leaders and domain-specific personnel (administrative, physical, and technical security) under the CISO, ensuring expertise. In addition, a security council is regularly activated among affiliates to maintain consistency in security policies and operate a cooperative framework for intrusion incident prevention.

Information Security Management Domains

ECOPLASTIC divides its security operations into administrative, physical, and technical security domains. Administrative security includes the establishment of a security organizational structure, policy management, and collection of pledge forms. Physical security includes security zone designation, access control, and CCTV operations. Technical security includes server security, network security, and incident response.

Information Security Activities

Information Security Inspections

ECOPLASTIC conducts regular self-security inspections. The security organizational structure and IT security infrastructure operational status are reviewed, and administrative, physical, and technical security management frameworks are inspected. A checklist of 212 items reflecting internal standards and customer requirements is used, with operational status diagnosed using a Pass/Fail method based on criteria established for each item. Plans are in place to further improve the overall security level through inspections by external security specialist firms.

Information Security Enhancement Activities

ECOPLASTIC internally introduced an integrated asset management solution in 2024 to strengthen the security framework. In addition, NAC (Network Access Control) and firewall advancement work was conducted in 2025 to prevent information security incidents that could significantly impact the company, such as ransomware. Anti-virus programs for preventing illegal program downloads and BlackMagic programs for complete file deletion are also used. Plans are in place to continuously consider the introduction of various means to improve the company's security level going forward.

Employee Security Capability Enhancement

ECOPLASTIC conducts common training and exercises to improve employee information security awareness levels. A security bulletin board is operated on the company intranet to post security training materials and other security-related content for employee access at all times. Security training is mandatorily conducted for new hires including experienced recruits, and regular security training for all employees is conducted with completion status monitored. In addition, enhanced advanced training is separately conducted for employees handling personal information. Information security campaigns through groupware popups are also conducted for awareness enhancement and incident prevention, communicating alerts on matters requiring attention such as ransomware and spam emails, and guidance on the use of licensed software.

Governance

Board of Directors

Board Composition and Activities

ECOPLASTIC constitutes its Board of Directors based on the principles of independence, expertise, and diversity. As of March 23, 2025, the Board consists of a total of 4 directors, comprising 3 executive directors and 1 independent director. Directors are appointed at the General Meeting of Shareholders, with independent directors subject to compliance with Articles 382(3) and 542-8 of the Commercial Act. In addition, as no separate committees are established within the Board, no Audit Committee or independent director Candidate Nomination Committee has been established. The CEO of ECOPLASTIC serves as Chair of the Board, and the Chair holds the right to convene board meetings. The Board deliberates and resolves key management decisions, with resolutions adopted by attendance of a majority of directors and approval of a majority of attending directors. Directors with a special interest in a resolution cannot exercise their voting rights.

Audit

As of March 26, 2026, no separate Audit Committee has been established, and 1 auditor appointed by resolution of the General Meeting of Shareholders performs audit duties. The auditor attends Board meetings and can independently supervise directors' duties, holding the authority to request submission of relevant books and documents from relevant departments in connection with all business matters. When necessary, the auditor can receive business reports from the company and access management information through appropriate means. To support the efficient performance of audit duties, the audit support organization assesses and oversees risk management and the internal control framework.

Board Composition

(As of March 26, 2026)

Category	Name	Gender	Key Career	Term Expiry
Executive Director	Hak Ki Hwang (CEO)	Male	• Former Executive Director, Development Division, ECOPLASTIC CORPORATION • Former Senior Executive Vice President, Development & Purchasing Division, ECOPLASTIC CORPORATION • Former Executive Vice President, Development, Purchasing & CKD Division, ECOPLASTIC CORPORATION	March 25, 2030
	Young Seok Kim	Male	• Former Chief Executive Officer, ECOPLASTIC CORPORATION • Former Chief Executive Officer, KOMOS Co., Ltd	March 26, 2028
	Ouk Geol Lee	Male	• Graduate School of Business, Sungkyunkwan University • Current Auditor, SEOJIN INDUSTRIAL Co., Ltd., SEOJINCAM Co. Ltd., and AIA Co., Ltd	March 26, 2028
Independent Director	Woo Young Kim	Male	• Ph.D. in Business Administration (Accounting), Hanyang University • Current Professor, Department of Business Administration, Dongduk Women's University • Current Dean, College of Social Sciences, Dongduk Women's University	March 28, 2027

Governance

Compliance & Ethics

ECOPLASTIC
Code of Ethics

Compliance & Ethical Management

Code of Ethics

ECOPLASTIC has established a 'Code of Ethics' the standard for employee conduct and value judgments to practice company-wide compliance and ethical management. The Code encompasses basic employee ethics, ethics toward customers, and fair transactions with business partners. The Code of Ethics is posted on the company intranet and official website to enhance accessibility, encouraging all employees to comply with it across all management activities.

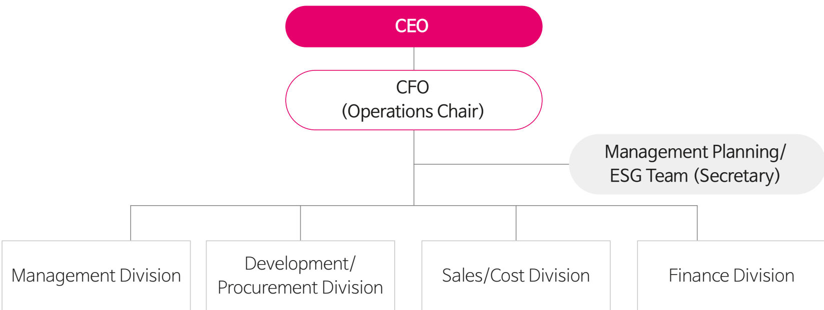
Gyeongju Plant (HQ)
ISO 37001 Certificate

Gyeongju Plant (HQ)
ISO 37301 Certificate

Compliance & Ethical Management Governance

ECOPLASTIC operates a dedicated decision-making body the 'Ethics Council' to systematically implement compliance and ethical management. Under the overall supervision of the CEO, the CFO (Chief Financial Officer) serves as Council Chair, performing substantive management and supervisory functions through quarterly regular council meetings, including key ethics risk management, deliberation of improvement agenda items, and disciplinary action for violations.

Ethics Council Organizational Chart



Ethics Reporting Channels

ECOPLASTIC operates various ethics reporting channels through which internal and external stakeholders can freely consult and report compliance and ethics violations. The reporting process strictly adheres to 5 principles — anonymity protection, confidentiality, neutrality, fairness, and non-retaliation — with separate whistleblower protection regulations established to ensure no disadvantages arise from reporting. Upon receipt of a report, the Ethics Council conducts a detailed investigation, and a results report is prepared upon conclusion. All related records are managed and preserved in accordance with internal regulations through the reporting procedure based on internal decision-making authority standards.

Category	2025
Reports Received	2
Processing Completed	2
In Progress	0
Dismissed	0

ECOPLASTIC Ethics Reporting Channels	• Website : http://www.eco-plastic.com/ethics/cyber.php (Cyber Audit Office) • Phone : 054-770-3201 (Ethics Council Chair) • Email : park9091@myeco.co.kr (Ethics Council Chair)

Employee Awareness Enhancement

ECOPLASTIC makes various efforts to raise compliance and ethics awareness among all employees. To spread a culture of voluntary compliance, in 2025, group training was conducted quarterly under CEO leadership, with online training through the Hunet SECO Cyber Training Institute's 'Office White Paper Ethics Management' course also conducted in parallel. Key training content includes ECOPLASTIC's Code of Ethics, corruption perception index, standards of conduct and practice, and eradication of power abuse culture. Plans are in place to strengthen training on ethical issues including social responsibilities beyond corruption and bribery prevention training alone, such as child labor and forced labor. Ethics management practice pledges are also collected from all employees and key business partners, reinforcing employee commitment to ethical management and spreading this company-wide.

Ethics Management System

ECOPLASTIC obtained ISO 37001 and ISO 37301 (Anti-Bribery and Compliance Management Systems) from the Korea Quality Foundation in 2025. Through these certifications, an internal control framework for proactive identification and management of corruption and compliance risks has been established, and management processes for enhancing employee ethics awareness and ensuring regulatory compliance have been strengthened.

Governance

Risk Management

Risk Management Framework

ECOPLASTIC operates a company-wide risk identification and management framework to proactively address management uncertainty. Risk types are classified and managed as financial risks — directly linked to cash liquidity, exchange rates, and profitability and non-financial risks including policy changes and regulatory compliance. To build effective risk governance, roles and responsibilities (R&R) are clearly assigned by stakeholder, with the Board performing the highest-level oversight function for risk and opportunity factors. Senior management leads decision-making through regular and ad hoc meetings for in-depth discussion of key issues, while operational departments continuously monitor potential risks within their areas of responsibility to implement field-centered management activities.

Internal Accounting Control System

ECOPLASTIC operates an Internal Accounting Control System to strengthen accounting transparency and proactively prevent financial risks. The design and operational framework of the Internal Accounting Control System complies with relevant regulations and best practice guidelines, with the effectiveness of control activities reviewed through regular assessments. The CEO reports the operational status of the Internal Accounting Control System to the Board of Directors and the General Meeting of Shareholders annually, practicing responsible management. In addition, the independent external auditor's review opinion and operational status report are integrated and disclosed in the business report, providing external stakeholders with a high level of confidence in financial information.

Risk Types

Category		Description	Impact	Response and Management
Financial Risk	Liquidity Risk	Financial losses due to cash liquidity shortfalls and financial market volatility	• Risk of operational fund shortfalls and additional financial risks • Increased financial costs due to higher interest expenses	• Strengthened cash flow and liquidity monitoring • Expanded and diversified funding frameworks
	Exchange Rate Risk	International exchange rate and major foreign currency fluctuations due to global economic uncertainty	• Fluctuations in export revenues • Increased costs of imported raw • Changes in US plant operating costs	• Adjustment of foreign currency holdings ratio • Formulation and implementation of FX hedging strategies
	Interest Rate Risk	Increased borrowing costs due to interest rate hike policies	• Cash flow pressure due to excessive interest expenses • Increased funding costs	• Formulation of debt repayment plans • Setting of interest rate hedge ratios
Non-Financial Risk	Geopolitical Risk	Risks constraining global business operations due to US-China competition and global tariff wars	• Increased export environment uncertainty • Reduced export price competitiveness • Delays in overseas business expansion	• Expanded local production systems • US plant supply chain diversification • Strengthened monitoring
	Policy/Regulatory Risk	Changes in legal and institutional environments	• Increased equipment investment costs • Risk of fines and export restrictions • Changes in management frameworks	• Strengthened regulatory monitoring • Advanced internal supply chain monitoring
	Environmental Risk	Risk of regulatory violations due to tightening GHG regulations	• Restrictions on component orders • Increased operating costs	• Advanced environmental management framework • Third-party GHG verification and reduction plan implementation

ESG Data

Environment

Environmental Management System

Category		Unit	2023	2024	2025
Environmental Facility Investment		KRW Million	6,750	861,150	893,274
Environmental Management System Certification (ISO 14001)	Total number of sites	Sites	4	4	4
	ISO 14001 certified sites	Sites	1	1	1
	Certification rate	%	25	25	25

GHG Emissions and Energy

Category		Unit	2023	2024	2025[2]
GHG Emissions	Direct GHG Emissions (Scope 1)	tCO_2eq	2,832	2,792	3,240
	Indirect GHG Emissions (Scope 2)	tCO_2eq	16,846	16,895	16,692
	GHG Emission Intensity (Scope 1 & 2)	tCO_2eq/ KRW 100M	1.59	1.49	1.41
	Other GHG Emissions (Scope 3)	tCO_2eq	–	–	238,733
	Category 1 (Purchased goods and services)	tCO_2eq	–	–	229,958
	Category 2 (Capital goods)	tCO_2eq	–	–	4,301
	Category 3 (Fuel and energy-related activities)	tCO_2eq	–	–	2,930
	Category 5 (Waste generated in operations)	tCO_2eq	–	–	788
	Category 7 (Employee commuting)	tCO_2eq	–	–	756
Energy	Energy Consumption[1]	TJ	383	383	387
		MWh	52,025	51,945	51,285
	Renewable Energy Share of Total Energy	%	0	0	0
	Renewable Energy Consumption	TJ	–	–	–
		MWh	–	–	–
	Energy Use Intensity[1]	MWh/ KRW 100M	4.2	3.9	3.6

1) 2023 and 2024 figures restated (Asan Plant added)
2) 2025: 2 new sites added (Junam Plant, Gwangju Plant)

Waste and Pollutants

Category		Unit	2023	2024	2025
Waste	Total waste discharged	ton	734	679	786
	General waste discharged	ton	124	147	262
	Hazardous waste discharged	ton	610	532	525
Waste Treatment	Waste landfilled	ton	0	0	0
	Waste incinerated (no energy recovery)[3]	ton	362	340	329
	General waste incinerated (no energy recovery)[3]	ton	36	41	40
	Hazardous waste incinerated (no energy recovery)	ton	326	299	289
	Waste Incinerated (with Energy Recovery)	ton	0	0	0
	Waste otherwise treated	ton	0	0	0
	Waste reused/recycled[3]	ton	372	339	458
	General waste reused/recycled[3]	ton	88	106	222
	Hazardous waste reused/recycled[3]	ton	284	233	236
Raw Materials	Raw material consumption (resin)	ton	11,951	12,454	11,654
	Raw material consumption (paint)	m^3	855	783	804
Water Pollutants	BOD (Biological Oxygen Demand)	kg	0.55	0.45	1.51
	COD (Chemical Oxygen Demand)	kg	10.16	19.33	28.95
	Suspended Solids (SS)	mg/L	5.00	10.00	4.00
Air Pollutants	NOx emissions	kg	940	2,290	1,240
	SOx emissions	kg	0	0	0
	Particulate Matter (PM) emissions	kg	530	1,290	290

3) 2023 and 2024 waste reused/recycled figures restated

Water Resources

Category		Unit	2023	2024	2025
Water	Water intake	ton	63,396	63,671	66,021
	Water consumption	ton	62,934	63,112	65,500
	Water recycled[4]	ton	–	–	–
Wastewater	Wastewater discharged	ton	462	559	521

4) Water recycling volume marked '–' as separate measurement is not feasible given process characteristics.

ESG Data

Social

Human Capital

Category		Unit	2023	2024	2025
Total Employees	Total employees	persons	609	638	625
	Permanent employees	persons	593	617	610
	Fixed-term employees	persons	0	0	0
	Executives	persons	16	21	15
Employees (Gender)	Male	persons	586	614	599
	Female	persons	23	24	26
Employees (Age)	Under 30	persons	66	76	66
	30 - 50	persons	236	251	275
	Over 50	persons	307	311	284
Managers (Gender)	Male	persons	251	285	293
	Female	persons	15	16	18
Total New Hires	Permanent employees	persons	92	68	24
	Fixed-term employees	persons	0	0	0
New Hires (Gender)	Male	persons	91	67	22
	Female	persons	1	1	2
New Hires (Age)	Under 30	persons	40	28	8
	30 - 50	persons	51	36	14
	Over 50	persons	1	4	2
Executives (Gender)	Male	persons	16	21	20
	Female	persons	0	0	0
Socially Vulnerable Groups	Employees with disabilities	persons	24	18	19
Turnover	Voluntary turnover rate	%	4	1	1
	Voluntary turnover	persons	25	9	8
Freedom of Association	Unionization Rate	%	100	100	100
	Number of Employees Eligible for Union Membership	persons	385	371	370
	Number of Union Members	persons	385	371	370
Gender Pay Gap	Ratio of basic salary and remuneration of women to men	%	100	100	100

Category		Unit	2023	2024	2025
Parental Leave	Number of Employees Who Took Parental Leave	persons	1	3	4
	Return-to-Work Rate (after Parental Leave)	%	0	0	100
	Number of Employees Who Returned to Work After Parental Leave	persons	0	1	3
	Number of Employees Expected to Return to Work After Parental Leave	persons	0	1	1
	Retention Rate (of Employees Who Returned from Parental Leave)	%	0	100	100
	Number of Employees Still Employed 12 Months After Returning from Parental Leave in the Previous Reporting Period	persons	0	0	0
	Total Number of Employees Who Returned to Work After Parental Leave in the Previous Reporting Period	persons	0	0	1
Training & Education	Average Hours of Mandatory Legal Training per Employee	hours	4.0	4.0	4.0
	Average Hours of Career Management/Development Training per Employee	hours	3.4	7.5	4.5
	Total Hours of Career Management/Development Training	hours	912	2,744	2,824
	Average Training Costs per Employee per Year	KRW	115,074	122,463	90,720
	Total Annual Training Costs	1,000 KRW	70,080	73,600	57,154
Performance Review	Percentage of Employees Receiving Regular Performance Reviews	%	100	100	100
	Number of Employees Who Received Regular Performance Reviews	Persons	212	213	214
	Number of Employees Eligible for Regular Performance Reviews	Persons	212	213	214
Total Compensation & Pay Ratio	Annual Total Compensation Ratio	%	71	65	63
	Median Annual Total Compensation of All Employees	Million KRW	103	110	106
	Annual Total Compensation of the Highest-Paid Individual	Million KRW	145	170	167

ESG Data

Occupational Safety and Health

Category		Unit	2023	2024	2025
Management System (ISO 45001)	Certification rate	%	25	25	25
	ISO 14001 certified sites	Sites	1	1	1
Employee Safety	LTIFR	-	0	0.89	0.83
	Total Number of Accidents	cases	0	1	1
	Accident Rate[1]	%	0	0.22	0.08
	Total Number of Injured	persons	0	1	1
	Fatal Accidents	cases	0	0	0
In-house Contractors Safety	LTIFR	-	1.47	2.85	1.42
	Total Number of Accidents	cases	1	2	1
	Accident Rate	%	0.28	0.55	0.27
	Total Number of Injured	persons	1	2	1
	Fatal Accidents	cases	0	0	0

1) Metric revised from occupational illness rate to occupational injury rate

Supply Chain

Category		Unit	2023	2024	2025
Risk Assessment	Total Number of Suppliers	companies	-	-	180
	Number of Suppliers Assessed for ESG Risks	companies	-	-	17

Customers and Local Communities

Category		Unit	2023	2024	2025
Product Safety	Number of Recalls Issued	cases	0	0	0
	Total Units Recalled	units	0	0	0
Social Contribution Expenditure		KRW million	13	14	15

Governance

Compliance & Ethics Management

Category		Unit	2023	2024	2025
Internal Monitoring	Number of Whistleblowing Reports	cases	1	0	1
	Number of Confirmed Corruption Cases	cases	1	0	0
	Number of Confirmed Information Security Incidents	cases	0	0	0
	Percentage of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	%	0	0	0
	Number of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	cases	0	0	0
Regulatory Violations	Number of Violations of Regulations on Product and Service Information and Labeling	cases	0	0	0
	Fines for Violations of Regulations on Product and Service Information and Labeling	KRW	0	0	0
	Number of Violations of Regulations on Marketing Communications	cases	0	0	0
	Fines for Violations of Regulations on Marketing Communications	KRW	0	0	0
	Number of Violations of Regulations on Discrimination	cases	0	0	0
	Fines for Violations of Regulations on Discrimination	KRW	0	0	0
	Number of Violations of Regulations on Use/Distribution of Counterfeit Parts	cases	0	0	0
	Fines for Violations of Regulations on Use/Distribution of Counterfeit Parts	KRW	0	0	0
	Number of Violations of Regulations on Anti-competitive Behavior and Antitrust and Monopoly Laws	cases	0	0	0
	Total Monetary Losses Resulting from Legal Proceedings Related to Anti-competitive Behavior and Antitrust and Monopoly Laws	KRW	0	0	0
Ethics Training	Percentage of Employees Who Signed Ethics Pledge	%	43	100	100
	Number of Employees Who Signed Ethics Pledge[2]	persons	262	603	606

2) Code of Ethics pledge conducted at the start of the year and signed by all employees except mid-year joiners

SECO KOMOS

Company Overview

Corporate Profile

"A company that realizes customer satisfaction with future-oriented new technologies and excellent quality"

Since its founding in 1967, KOMOS has dedicated over 50 years solely to the automotive parts industry, producing steering wheels — a key vehicle component — and automotive interior and exterior parts as a specialized automotive parts manufacturer, growing together with Korea's automotive industry. In the past century, the company realized customer satisfaction by concentrating its capabilities on technology and quality to prioritize safety, performance, and quality as the foremost values. Now, building on accumulated technology and quality, the company continues making R&D; investments for talent development and the development of new technologies and materials aimed at eco-friendliness, new technologies, and lightweighting for the future. In addition, to emerge as a company leading the global era, the company established a plant in India in 2006 and a plant in the USA in 2009. With the spirit of 'The future belongs to those who dream,' the company continues to strive for 'people,' 'quality,' and 'customers' of a better tomorrow.

General status

Company Name	KOMOS
CEO	Sang Je Cho
Founded	1967.08
HQ Adress	842-1 Beodeul-ro, Ujeong-eup, Hwaseong-si, Gyeonggi-do
Site Locations	(Production Plants) Hwaseong Plant (HQ), KOMOS America, KOMOS Vietnam, KOMOS India Chennai, KOMOS India Pune, KOMOS Czech
Employees	295
Total Assets	KRW 233.8 billion
Revenue	KRW 391.8 billion

Key Products

KOMOS produces steering wheels, wheel covers, hub caps, and consoles, supplying these to domestic and international OEM customers.

Steering Wheel

The steering wheel is a key steering component that directly reflects the driver's intentions along with the brakes and accelerator. A horn or airbag related to safety is mounted at the center, with remote controls for various functions such as audio and cruise control built in for driver convenience.

Console

The console is a component located between the driver's seat and front passenger's seat, housing the gear shift lever and side brake, and is equipped with cup holders, ashtrays, storage trays, and armrests for driver convenience.

Wheel Cover

The wheel cover is an exterior component that protects the tire and rim, signals loosening of hub nuts, aids heat dissipation of the braking system, and enhances exterior appearance.

Hub Cap

The hub cap is an exterior component mounted after attaching the hub to the axle shaft to prevent loosened fixing nuts from detaching or lubricant from scattering, and to prevent intrusion of foreign objects or contact with external substances, while enhancing brand value.

Company Overview

Research & Development

The KOMOS R&D Center, established in 1993, focuses on developing intelligent steering wheels and variable console devices that combine eco-friendly materials, user convenience, electrification, and sensor technology to secure world-class technical capabilities and respond to the future automotive market.

Low-Carbon / Eco-friendly

Bio Artificial Leather Steering Wheel for Eco-friendly Interior Material Transition

- Application of bio-based natural materials considering environmental impact compared to natural leather (approximately 5% BIO applied to adhesive/wet silver layer)
- Strengthening of vehicle interior component environmental sustainability through eco-friendly material transition

Bio (BIO) Artificial Leather Steering Wheel

Climate Adaptation

User-centered Ventilated Steering Wheel Responding to High-Temperature Driving Environments Due to Climate Change

- Reduction of driver heat stress and improvement of driving concentration through grip temperature reduction
- Contribution to reduction of air conditioning energy use burden through localized ventilation function

Ventilated Steering Wheel

Electrification / Autonomous Driving

Autonomous Driving Driver Grip Detection HOD Steering Wheel

- Development of HOD sensor that can intuitively detect autonomous driving mode switching and driver intervention

HOD (Hand-on Detection) Steering Wheel

Fabric Lighting Steering Wheel for Intuitive Driving Status Communication

- Visual communication of autonomous driving status, warnings, and driving information utilizing fabric lighting
- Realization of intuitive HMI suitable for the electrification and autonomous driving environment with reduced display dependency

Fabric-type Lighting Steering Wheel

Foldable Steering Wheel for Expanded Autonomous Driving Space Experience

- Technology for improved interior space utilization through steering wheel retraction and reduction in autonomous driving mode
- Contribution to user experience (UX) and future-type interior package realization for electrified and autonomous vehicles

Foldable Steering Wheel

Company Overview

CEO Message

Sang Je Cho CEO, KOMOS

Dear Esteemed Stakeholders,

KOMOS is a company specializing in the production of key automotive components, pursuing sustainable growth based on quality and trust. The technological capabilities and manufacturing competitiveness accumulated through collaboration with key customers are the most important assets of KOMOS. In the rapidly changing global automotive industry environment, KOMOS aims to create long-term corporate value through ESG management encompassing Environment, Social, and Governance, beyond short-term results. Through this report, we would like to share KOMOS's sustainable management direction and commitment to action.

In 2025, KOMOS generated continuous results through stable production and quality competitiveness even in an uncertain management environment. In the environmental domain, energy use reduction and resource utilization efficiency were improved through production process efficiency improvements and strengthened facility management, achieving results in reducing waste generation through defect rate reduction activities. Relevant environmental regulations and customer requirements were also faithfully fulfilled, strengthening the eco-friendly manufacturing foundation. In the social domain, employee safety was placed as the top priority to strengthen the occupational safety management framework, with safety training and site inspections continuously conducted. In addition, an organizational culture centered on communication was built through training to strengthen job competencies, creating a stable work environment for employees. Fair trade relationships with business partners were maintained, solidifying the foundation for mutual growth cooperation. In the governance domain, transparent and responsible management was maintained through the acquisition of compliance management system and anti-bribery system certifications, with management stability improved through regulatory compliance and risk management.

Environment

KOMOS is actively responding to the automotive industry's carbon reduction requirements and eco-friendly transition trends. The focus is on improving raw material use efficiency at the product design and production stages and minimizing resource waste through defect rate reduction and process improvements. Energy consumption within production processes is also continuously monitored, with environmental impacts reduced through facility efficiency improvements and energy conservation activities. In addition, the application of eco-friendly materials is under review, and internal standards for hazardous substance management and waste reduction are being strengthened to build a manufacturing framework that proactively complies with environmental regulations. KOMOS will continue improvement activities under the recognition that environmental responsibility is responsibility toward customers and society.

Social

Sustainable growth at KOMOS starts from people-centered management. Employee safety and health are set as the foremost value, with the occupational safety management framework strengthened and training and site inspections continuously conducted to create a safe work environment. In addition, an organizational culture in which employees can grow together is being built through job competency enhancement training and fair evaluations. In the area of business partner relations, KOMOS regards mutual growth as an important principle. Long-term partnerships with business partners are being built based on fair and transparent trade practices, with quality and competitiveness improvements pursued together. Going forward, the company will sincerely fulfill its social responsibilities as a corporate citizen for harmonious development with the local community.

Governance

KOMOS clearly recognizes that transparent and responsible governance is the foundation of sustainable management. A trusted corporate management framework is being established through management activities that comply with relevant regulations and ethical standards, with management stability and transparency improved through strengthened internal controls and risk management. In addition, action standards that all employees must comply with are clearly defined to entrench ethical management as a corporate culture, and continuous review and improvement are underway to ensure fair and responsible decision-making. Based on this governance, the company aims to respect the rights of all stakeholders and realize long-term corporate value.

KOMOS will continue to actively respond to changes in the automotive industry based on quality, safety, trust, and sustainability, growing into a company trusted by customers and society. We look forward to your continued interest and support in KOMOS's journey toward a sustainable future.

Thank you.

Environment

Environmental Management

Environmental Management Framework

Environmental Management Policy

KOMOS recognizes the environment as a core element of corporate management and has established and operates an environmental management policy to contribute to the creation of a sustainable society. The policy aims to systematically manage the environmental impacts of all business activities based on the voluntary and active environmental management participation of employees and continuously improve environmental performance. KOMOS endeavors to minimize environmental impacts not only in business activities but across the entire value chain, sharing the intent and principles of this environmental management policy with suppliers, outsourcing partners, and the entire supply chain, encouraging compliance.

KOMOS Environmental Management Policy

KOMOS Environmental Management Guidelines

Environmental Management System

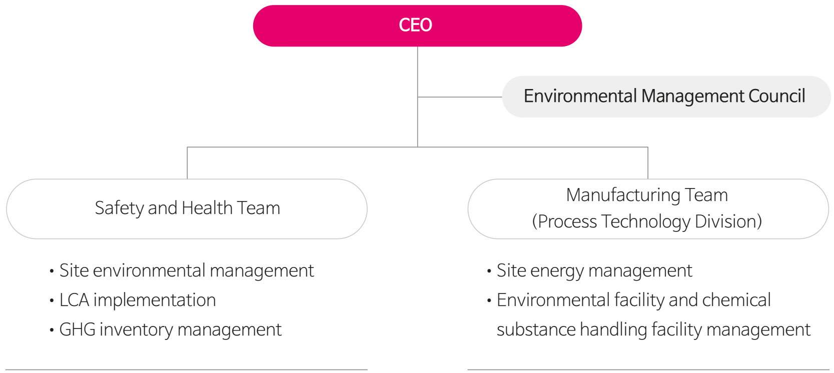
KOMOS has obtained ISO 14001 certification — the international environmental management system standard — for its headquarters Hwaseong Plant, systematically responding to domestic and international environmental regulations and customer requirements. Through the establishment and operation of an environmental management system based on ISO 14001, the company manages environmental impacts across all business activities and strives to continuously improve environmental management levels. Waste management, hazardous chemical substance management, and other guidelines and procedures for key environmental issues have been established and operated, with regular environmental performance monitoring to review management levels. In addition, ISO 14001 certified sites are continuously verified for the suitability and effectiveness of the environmental management system through regular and renewal audits by certification bodies, with improvement activities advanced based on audit results.

Hwaseong Plant Environmental Management System (ISO 14001) Certificate

Environmental Management Governance

Environmental Management Promotion Plan

KOMOS has established and operates a company-wide environmental management governance framework to minimize environmental impacts across all stages of business operations and to advance the transition to a low-carbon management framework. Under the CEO, the Safety and Health Team and Manufacturing Team handle the practical work related to environmental management, carrying out execution and management of all environmental management activities. Through the annual environmental management review report, KOMOS comprehensively reviews, deliberates, and resolves key environmental agenda items. The environmental management review report includes key environmental issues such as environmental KPI management status, GHG emission reduction results and future reduction measures, and environmental risk and opportunity factor analysis, through which environmental management performance is reviewed and continuous improvement directions are derived.



Environment

Climate Change

Climate Change Response

Climate Change Response Strategy

Climate change is a key challenge requiring collective global response, and is a factor that can have a significant impact on a company's medium and long-term financial performance and management sustainability. KOMOS calculates GHG emissions at domestic and international sites to systematically manage climate change-related risks and opportunities, and formulates and implements climate change response strategies based on this.

GHG Emission Calculation and Verification

KOMOS has established and operates a GHG inventory covering all domestic and international sites — including its headquarters in Korea and overseas subsidiaries in Czech Republic, USA, Vietnam, and India — to systematically manage GHG emission conditions. KOMOS has completed third-party verification of Scope 1 and 2 GHG emissions at all domestic and international sites, enhancing the reliability and transparency of GHG emission management. Going forward, the scope of Scope 3 emission calculations will be gradually expanded centered on key emission sources to build a GHG management framework conforming to global standards.

GHG Emission Management Roadmap

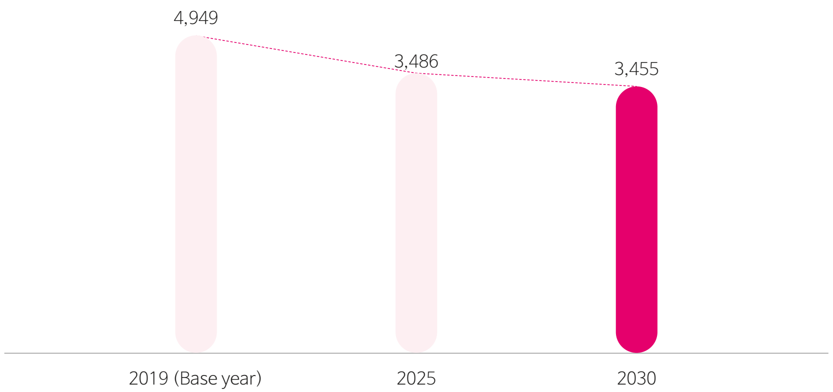
GHG Reduction Strategy

GHG Reduction Strategy and Targets

KOMOS plans to reduce Scope 1+2 GHG emissions across all domestic sites by 30% by 2030 compared to 2019 emissions. To achieve the 2030 target, various GHG reduction measures including renewable energy introduction and high-efficiency equipment replacement have been reviewed, with detailed implementation plans established and advanced in phases. As a result of these efforts, KOMOS achieved a 21% early reduction compared to 2019 as of 2024, and has set an upward target of a 30% reduction compared to 2019.

2030 GHG Reduction Roadmap

(Unit: tCO_2eq)



GHG Reduction Activities

KOMOS is reducing power consumption in 2025 by converting injection molding machines to hydraulic and electric hybrid systems for GHG emission reduction. In addition, the company continues efforts for energy efficiency improvement and eco-friendly energy transition, including reviewing the installation of solar power facilities for new renewable energy introduction.

Environment

Product Environmental Impact Management

Product Life Cycle Assessment (LCA)

KOMOS comprehensively considers environmental impacts arising across the entire value chain including raw material production, product packaging, and transportation, not only GHG reduction at the process stage. To clearly understand the environmental impact of products, the company conducts Life Cycle Assessments (LCA) that quantitatively analyze environmental impacts across the entire lifecycle from raw material extraction through production, distribution, use, and disposal.

LCAs were conducted for 1 product item in 2024 and 2 product items in 2025, identifying the key stages in the product lifecycle with relatively high GHG emissions and deriving core management areas requiring reduction. In 2026, the number of LCA target items is planned to be expanded, with a GHG emission reduction strategy at the product level systematically established and implemented based on assessment results.

Emission Share by Lifecycle Stage

	Materials & Components	Manufacturing	Delivery
CENTER CAP	48.3%	51.7%	0.02%
WHEEL ASSY STEERING	71.6%	28.2%	0.2%

CENTER CAP

WHEEL ASSY STEERING

Environment

Resource Use and Circular Economy

Waste

Waste Management

While KOMOS has confirmed that there are no significant impacts from waste generation, the company systematically monitors the entire waste process from discharge through transport to disposal using the Olbaro System to reduce waste generation and promote recycling. Waste generated at each site is classified by type and managed by entrusting to specialist external contractors, thereby complying with relevant regulations in accordance with the environmental management policy.

Waste Recycling

KOMOS endeavors to minimize waste generation at its sites and, for unavoidable waste, to reduce landfill and incineration disposal while improving the recycling rate as a resource. In particular, for plastic injection waste mainly generated during processes, recyclable resources are selected and recycled, and paper waste such as boxes generated during packaging is recycled through separate discharge, resulting in a 4% increase in recycling rate compared to the previous year.

Water Resources

Water Use Management

KOMOS recognizes water resources as a key element of business continuity and has analyzed water stress risks using the WRI Aqueduct tool. Domestic sites are at the 'Medium-High' level; however, immediate financial risks are low given process characteristics. Despite this, site-specific water data is closely monitored, with plans to establish a medium-to-long-term water resource management strategy through improvements in water use efficiency and expansion of overseas sites. All generated wastewater is entirely entrusted to specialist contractors and legally processed, minimizing impacts on the aquatic environment.

Water Recycling

KOMOS is pursuing the expansion of water reuse and recycling for sustainable water management. Currently, water is being reused in the painting process to improve water use efficiency, and the introduction of additional facilities to further improve the water reuse rate is under review.

Environmental Impact Reduction

Pollutant

Air Pollutant Management

KOMOS systematically manages all air pollutants generated at its sites in accordance with legally permitted standards. Semi-annual periodic measurements are conducted to review emission conditions, with appropriate management levels maintained based on results. Air pollutant reduction from sites is pursued through process improvement activities such as facility consumable replacement and maintenance.

Wastewater Pollutant Management

KOMOS lawfully manages process wastewater generated at its sites. All process wastewater is entirely entrusted to specialist external contractors with legally adequate treatment capabilities, working to proactively prevent water pollution.

Hazardous Chemical Substances

Hazardous Chemical Substance Management

KOMOS manages chemical substances used at its sites based on an internal management system in compliance with relevant regulations. The hazardousness of chemical substances used in development products is analyzed and reporting obligations are appropriately fulfilled. Regular annual training is conducted for handling workers. When new chemical substances are introduced due to process or product changes, prior risk assessments are conducted to identify and manage potential risk factors.

Environment

Biodiversity

Biodiversity Impact Assessment

KOMOS conducted a biodiversity impact assessment within a 2km radius of its Hwaseong Plant. The assessment confirmed the existence of a reservoir (Myeogwuji) within 2km of the Hwaseong Plant. No Ramsar wetlands or UNESCO World Cultural and Natural Heritage sites exist within 2km of the site, and no rare species habitats are present. The KOMOS Hwaseong Plant is located within an industrial complex, and the impact of business activities on surrounding vegetation is projected to be minimal. All wastewater is collected and discharged through specialist facilities, and air pollutant emissions are continuously monitored within standard values.

Protected Area and Ecosystem Identification Results

Region	Distance from site	Protection Status
Maehyang-ri Tidal Flat, Hwaseong (Ujeong-eup, Hwaseong, Gyeonggi)	KOMOS (Hwaseong Plant) — 8km	Wetland Protection Area designated by the Ministry of Oceans and Fisheries

Biodiversity Risk Assessment Results

KOMOS analyzed ecosystem dependency and impacts in accordance with the ENCORE guidelines recommended by TNFD. Dependency on ecosystem services was assessed at a low level, while impacts including noise and light pollution and water and soil pollutant discharge were confirmed at a medium or below level. Based on these findings, biodiversity-related risks were identified and response measures formulated.

Dependency and Impact Analysis

Category	Relevant Indicator	Level
Dependency	Provisioning Services	Low
	Regulating Services	Low
Impact	Noise and Light Pollution, etc.	Medium
	GHG Emissions	Very Low
	Non-GHG Air Pollutant Emissions	Low
	Solid Waste Generation and Discharge	Low
	Land Use	Low
	Water and Soil Pollutants	Medium
	Water Consumption	Low

Risk Assessment Results

Risk type		Description	Response	Level
Physical Risks	Habitat Destruction	Destruction of surrounding ecosystems during site development, leading to reduced wildlife species diversity	Biodiversity risk analysis and impact assessment for areas near sites and across the value chain	Low
	Water Scarcity	Disruption to stable supply of water resources due to climate change	Setting water consumption reduction targets	Low
Transition Risks	Regulatory Risk	Increased business costs due to tightening of domestic and international environmental protection regulations	Responding to biodiversity disclosure requirements through development of short and medium-to-long-term targets and key strategies	High
	Reputational Risk	Growing concerns from NGOs, local communities, and investors regarding ecosystem damage	Implementation of local community biodiversity conservation activities	Medium
	Supply Chain Risk	Disruption to supply and price volatility of eco-friendly raw materials	Supply chain evaluation and risk management for key products and raw materials	Low

Social

Employees

Human Capital Management

Talent Recruitment

KOMOS regards talent acquisition as a long-term investment for the sustainable future of the company. Staffing requirements for each organization are determined through job analysis, and applicants are recruited through postings that do not require private personal information. Interviews are conducted fairly without discrimination through standardized interview questions. Top applicants are prioritized for selection through averaging of interviewer scores. A total of 2 rounds of interviews comprising operational and executive interviews are conducted.

Talent Development

KOMOS conducts various training programs for systematic competency enhancement. Competency training is supported through entrustment to various training institutions including GPC, and 202 competency training sessions were conducted in 2025. For new employees, induction training and onboarding programs are provided, with the goal of developing talent that drives the organization's future growth. Leadership and job competency improvement training is also conducted for managers.

Performance Evaluation and Compensation

KOMOS conducts performance evaluations for all employees through annual HR assessments. Evaluations are divided into capability assessments, performance assessments, and training assessments, and are conducted every October. HR assessment results are linked to compensation including salary increase rates and performance bonuses. The 2025 evaluation covered 106 subjects and was completed at a 100% completion rate.

Category	Assessment Content
Capability Assessment	Capabilities (management awareness, job knowledge, planning, etc.), work attitude (initiative, responsibility, etc.)
Performance Assessment	Achievement rate of individual and departmental KPIs set at the beginning of the year
Training Assessment	Annual training completion record

Labor Relations

KOMOS respects freedom of association and complies with relevant regulations. One labor union is organized at the company with regular negotiations conducted. Annual wage negotiations are conducted, with collective agreement discussions held on a biennial basis. Through advanced labor-management relations, even with regular wage issues in 2025, agreement was reached ahead of schedule through mutual consideration. Other agenda items including process and work environment improvements are periodically discussed.

Organizational Culture

Employee Benefits

KOMOS operates various benefit programs to enhance work engagement and quality of life. A congratulatory and condolence support system is operated, with 71 payments and leaves provided in 2025. An in-house cafeteria provides up to 3 meals per day with snacks, and 3 commuter buses are operated. A children's tuition support program covers elementary school through university, with tuition provided for 44 children of 33 employees in 2025. Long-service employees from 10 to 35 years receive commendations and paid leave in 5-year intervals, with 30 long-service employees receiving gold and travel expense commendations in 2025.

Employee Communication

KOMOS operates various communication programs to strengthen bonds among employees. Department outings, year-end parties, and other in-house events are supported, and in 2025, employee jokgu tournaments, dodgeball tournaments, and union workshops were held to activate communication and strengthen organizational cohesion

Social

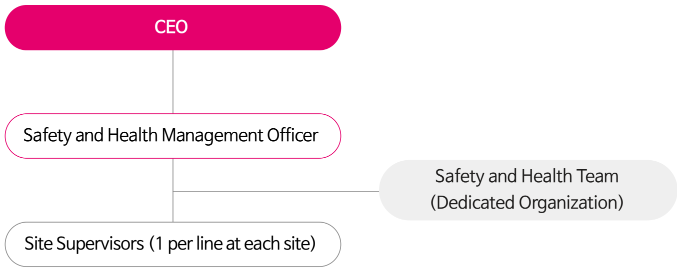
Occupational Safety and Health

KOMOS
Occupational Safety and Health Management Policy

Occupational Safety and Health Management

Safety and Health Governance

KOMOS recognizes safety as a core element of corporate operations and has established safety and health governance for systematic advancement. A Safety and Health Management Officer (CSO) and a dedicated safety and health organization — the Safety and Health Team — have been established under the CEO, with safety and health operations advanced through collaboration with relevant departments.



Occupational Safety and Health Management System

KOMOS has obtained ISO 45001 certification for its headquarters Hwaseong Plant. All employees and stakeholders participate in proactively preventing risks at work sites, with annual certification audits conducted to maintain effectiveness.

Safety and Health Management Policy

KOMOS has established an occupational safety and health management policy to achieve its targets of 'Zero Accident Rate, Creating a Safety-First Workplace,' recognizing safety and health as the foremost value of corporate management. This policy applies to all employees and in-house contractor workers.

Hwaseong Plant Occupational Safety and Health Management System (ISO 45001) Certificate

Occupational Safety and Health Committee

KOMOS operates a quarterly Occupational Safety and Health Committee in accordance with the Occupational Safety and Health Act. The Committee is composed of equal numbers from both labor and management sides, jointly deliberating and resolving key safety and health matters to prevent serious accidents, improving the working environment for workers.

Social

Minimizing Safety and Health Risks

Site Safety Inspections

KOMOS conducts various safety inspections to minimize safety and health risks, identifying and improving hazardous and risk factors. Regular worker-participatory risk assessments and joint labor-management safety inspections are conducted. Through various safety inspection activities, 152 hazardous and risk factors were improved in 2025.

Emergency Response and Accident Prevention

KOMOS has established and operates serious accident and fire accident response manuals for rapid emergency response, strengthening capabilities through regular simulation drills. In addition, a Business Continuity Management System (BCMS) has been introduced to minimize financial losses and ensure business continuity in disasters, with ISO 22301 certification obtained and maintained through regular audits.


Emergency Response Drill
(November 2025)

Business Partner Safety and Health Management

KOMOS operates a safety and health council to improve in-house contractor safety and health levels. Written and site safety inspections were conducted for 14 key external contractors in 2025, with voluntary corrective actions requested and continuous monitoring conducted.

Hwaseong Plant
Business Continuity
Management System
(ISO 22301) Certificate

Fostering Safety Culture

Safety and Health Training

KOMOS establishes and implements annual safety and health training plans to secure employee safety awareness. Customized safety training on diverse topics is conducted with specialist instructor training in parallel. Specialized training for site supervisors is also conducted to enhance safety awareness.

Employee Safety and Health Management

KOMOS operates various health management programs including general, specialized, and comprehensive health screenings. Musculoskeletal workload and hazardous chemical substance surveys are conducted through external specialist organizations, with field worker opinions actively collected to drive improvement activities. In 2025, a safety and health commendation system was introduced, with commendations conducted based on importance and participation levels for improvement proposals, contributing to the entrenchment of a participatory safety culture

Social

KOMOS
Human Rights
Management Policy

Human Rights

Human Rights Management

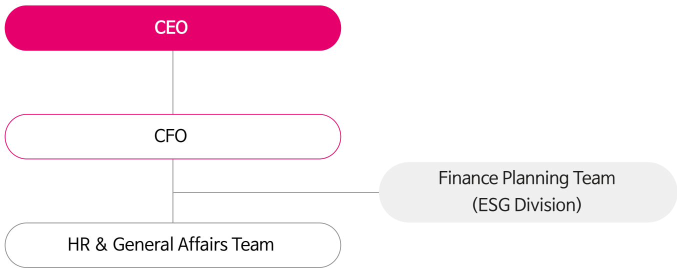
KOMOS supports international human rights standards including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the UN Global Compact, and takes a leading role in compliance with relevant regulations.

Human Rights Management Policy

KOMOS recognizes that creating a management environment in which the human rights of all employees are respected is essential for sustainable corporate growth. Accordingly, a human rights management policy has been established to proactively prevent human rights violations that may arise throughout all aspects of business operations and to systematically manage related risks.

Human Rights Management Governance

KOMOS has established and operates a systematic human rights management governance framework. A human rights management responsible executive and a dedicated organization are designated and operated under the CEO.



Human Rights Management Activities

Human Rights Impact Assessment

KOMOS conducts systematic human rights impact assessments to proactively identify and prevent human rights risks across all business activities. Centered on key operational areas, the level of human rights protection is reviewed through 10 areas and 35 detailed indicators. Based on assessment results, potential human rights risks are analyzed, improvement items are progressively addressed, and items requiring repeated management are designated as regular inspection targets.

Human Rights Impact Assessment Results and Response Activities

Category	Affected Stakeholders	Response Activities
Establishment of Human Rights Management Framework	All Stakeholders	• Human rights campaign conducted • Human rights training implemented
Non-Discrimination in Employment	Employees	• In-house harassment prevention training conducted • Compliance with employment regulations reviewed
Freedom of Association and Collective Bargaining	Employees	• Labor-management council held • Labor-management cooperation committee regularly convened
Prohibition of Forced Labor	Employees	• Employment contracts executed • Overtime work carried out with employee consent
Prohibition of Child Labor	Employees	• Hiring process regulations established • Child labor monitoring implemented
Occupational Safety and Health	Employees, Suppliers	• Occupational safety and health management system established • Occupational safety and health committee operated
Responsible Supply Chain Management	Suppliers	• Supply chain code of conduct distributed • Mutual growth support provided
Protection of Local Community Human Rights	Local Communities	• Community service activities • Community donations
Environmental Rights Protection	Employees, Local Communities	• GHG emissions and waste reduction • Strengthened pollutant/hazardous substance management
Prevention of Workplace Harassmen	Employees	• In-house harassment-related satisfaction survey conducted • Workplace harassment prevention training provided

Social

Supply Chain

Supplier Qualification and Evaluation

KOMOS conducts supplier qualification and evaluation in accordance with its supplier evaluation guidelines to build a sustainable supply chain.

Supplier Qualification

KOMOS operates a verification procedure based on objective evaluation criteria when selecting new suppliers. Key evaluation items consist of quality and delivery performance, quality management systems, and management and financial status, through which the stability and competitiveness of suppliers are comprehensively assessed. In addition, criteria are applied that award bonus points to companies with eco-friendly product development capabilities to strengthen environmental management compliance levels, and exclude from selection companies that have violated environmental and safety-related regulations. Security and quality-related pledges are concluded with finally selected suppliers to strengthen responsible management across the supply chain.

Key Supplier Identification

KOMOS identifies key Tier-1 suppliers based on strategic importance and ESG risk criteria from among suppliers with transaction records within the most recent 2 years. From among 40 suppliers, approximately 5 key SQ-certified companies have been identified, with ESG-related issues monitored.

Supplier Evaluation

KOMOS operates a regular evaluation framework for supplier quality maintenance and risk management. Key evaluation items include quality management systems, production processes, and supplier risks, with environmental and safety risks included. In 2025, ESG evaluations were conducted for 5 suppliers and safety and fire-related inspections for 14 suppliers.

Mutual Growth

Financial Support for Suppliers

KOMOS provides financial support in accordance with procedures when suppliers experience management difficulties or temporary funding shortfalls. Through advance payment support (6 times in 2025), the financial stability and competitiveness of suppliers are maintained.

Supplier Capability Development

KOMOS regularly inspects the processes and quality of key suppliers. Improvements are requested for deficiencies identified through inspections, through which supplier competitiveness is enhanced and risks are managed.

Local Community

Local Community Coexistence

Social Contribution Activities

KOMOS recognizes that sustainable corporate growth is founded on trust and cooperation with the local community and pursues various social contribution activities. In 2025, fundraising activities were conducted targeting Pyeongtaek University and the Hwaseong Chamber of Commerce and Industry, contributing to education and local economic revitalization. An Arumdaun Gage goods donation campaign with employee participation was also conducted, and donations were made to the Amado Art Space to support local cultural and arts revitalization.

Community Fundraising

'Arumdaun Gage'
Goods Donation Campaign

Social

Quality

Quality Management

Quality Management Governance

KOMOS has established a company-wide quality management and monitoring framework, with customer satisfaction and product quality assurance as its foremost values. A quality organization centered on the CEO is operated, with roles and responsibilities of each organization clearly defined.

Automotive Quality Management System (IATF 16949) Certificate

CEO

Quality Control Team	Quality Assurance Team
• Quality management operations • Quality certification management • Supplier evaluation management, etc.	• Quality management by process • Quality assurance operations • Defect improvement, etc.

2026 Quality Management Policy and Strategy

KOMOS establishes its quality management policy with the goal of continuous quality improvement and process stabilization. Based on a prevention-centered quality management framework, process quality stabilization and continuous improvement activities are being advanced, with strengthening of internal quality management capabilities and improvement of supplier quality levels set as key strategies.

Quality 5-Star Achievement

Strategy	Key Implementation Content
Quality 5-Star Maintenance	· Maintaining 5-Star level through continuous quality indicator management
Prevention-Centered Process Quality Assurance	· Systematization of quality standards and management items by process; strengthened defect cause pre-analysis and prevention activities strengthened process quality risk management
Supplier Quality Improvement and Mutual Growth	· Regular inspection of supplier process suitability and continuous improvement activities linked to supplier quality level improvement and mutual growth support
Quality Cost (Q-Cost) Reduction	· Quality cost reduction activities through strengthened management of outsourced incoming, process, and finished product quality for defect recurrence prevention

Quality Improvement Activities

Quality Management Capability Enhancement

KOMOS continuously pursues quality improvement activities to ensure product quality stability and process reliability. Quality is managed from the design stage based on manufacturing process data, with rapid measures and systematic root cause analysis when anomalies occur. Utilization of F/P systems (vision and continuity inspection), 100% final product inspection, quality data management linked to MES system, inter-organizational collaboration framework, and development of internal quality evaluators are all pursued.

Quality Management Capability Enhancement	• Process quality management utilizing F/P system (vision and continuity inspection) • Securing product quality conformity through 100% final product inspection • Systematic quality management through quality data management linked to MES system
Quality Human Resources and Organizational Capability Enhancement	• Operation of inter-organizational collaboration framework for quality issue response • Selection of internal quality evaluators and operation of phased development framework • Strengthening of quality judgment standards and evaluation capabilities through evaluator training
Quality Management System Advancement	• Establishment and standardization of quality management standards by process • Continuous review and improvement of quality management processes

Customer Satisfaction

Customer Satisfaction Management

KOMOS recognizes customer complaints as an important opportunity for quality improvement and operates a customer satisfaction management process. When product-related issues arise, customer inconvenience is minimized through rapid response, and customer trust and satisfaction are continuously strengthened through root cause analysis and improvement measures.

Social

Information Security

Information Security Management

Information Security Governance

KOMOS has established security regulations and operates a security organization to carry out information asset protection activities, continuously managing security levels through regular campaigns, training, and inspections. The organization consists of administrative, physical, and technical security officers under the CISO (CFO), with security personnel for each department managing on-site security compliance. KOMOS is preparing to obtain the TISAX AL3 label in 2026 to advance its information security management framework.

Information Security Management Domains

KOMOS divides its security operations into administrative, physical, and technical security domains. Administrative security includes organizational structure establishment, policy management, and pledge form collection. Physical security strengthens site safety through security zone designation, access control, and CCTV operations. Technical security is centered on server and network security management and incident response. In 2026, 30 additional CCTV units are planned for perimeter and key internal areas.

Information Security Activities

Information Security Inspections

KOMOS conducts regular self-security inspections using a checklist of 212 items reflecting internal standards and customer requirements, with operational status diagnosed using a Pass/Fail method. Plans are in place to further improve security levels through inspections by external specialist firms.

Employee Security Capability Enhancement

KOMOS conducts mandatory security training for new hires and regular security training for all employees, with completion status managed. Information security campaigns using groupware popups communicate alerts on ransomware, spam emails, and licensed software use. In 2025, personal information protection training was conducted to strengthen related legal compliance and protection capabilities.

Governance

Compliance & Ethics

KOMOS
Ethics Code

Hwaseong Plant Compliance Management System (ISO 37301) Certificate

Hwaseong Plant Compliance Management System (ISO 37001) Certificate

Compliance & Ethics Management

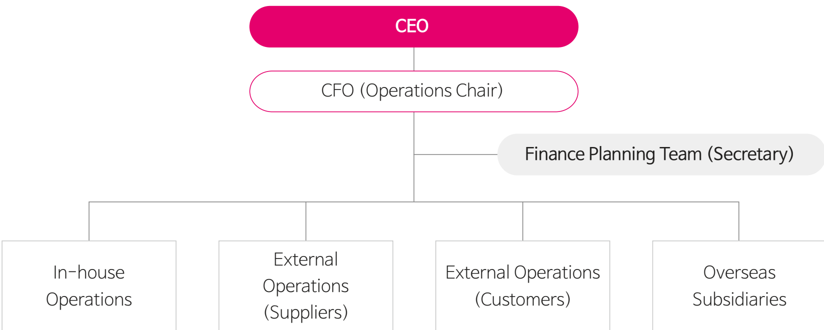
Ethics Code

KOMOS has established an Ethics Code as the standard for employee conduct and value judgments to advance company-wide compliance and ethical management.

Compliance & Ethics Management Governance

KOMOS operates a dedicated Ethics Council to systematically advance compliance and ethical management. Under the overall supervision of the CEO, the CFO serves as Council Chair, with managers from relevant departments for each management area — in-house operations, external operations (suppliers and customers), and overseas subsidiaries — participating as council members. The Ethics Council is held quarterly, and in 2025, cost usage records, internal whistleblowing channel operational status, embezzlement and workplace harassment, and anti-corruption conduct standards were key review items, with no major violations confirmed.

Ethics Council Organizational Chart



Ethics Training

KOMOS regularly conducts transparent ethics training for all employees. In 2025, CEO-led ethics training was conducted once per quarter, sharing the commitment and responsibility of senior management toward ethical management company-wide.


Employee Ethics Training

Ethics Reporting Channels

KOMOS operates a reporting channel through which internal and external stakeholders can consult and report compliance and ethics violations. The reporting process is based on the principles of anonymity protection, confidentiality, neutrality, fairness, and non-retaliation, with whistleblower protection regulations preventing disadvantages. In 2025, the number of reports received was confirmed to be 0.

KOMOS Ethics Reporting Channels	• Website : http://secokomos.com/ethics/cyber.php (Cyber Audit Office) • Phone : 031-359-1115 • Email : jmh0412@secokomos.com • Groupware : Teams Jo Min-hee Team Leader

ESG Data

Environmental

Environmental Management System

Category		Unit	2023	2024	2025
Environmental Facility Investment		KRW Million	23	478	77
Environmental Management System Certification (ISO 14001)	Total number of sites	Sites	1	1	1
	ISO 14001 certified sites	Sites	1	1	1
	Certification rate	%	100	100	100

GHG Emissions and Energy

Category		Unit	2023	2024	2025
GHG Emissions	Direct GHG Emissions (Scope 1)	tCO_2eq	494	484	638
	Indirect GHG Emissions (Scope 2)	tCO_2eq	3,728	3,154	2,848
	GHG Emission Intensity (Scope 1 & 2)	tCO_2eq/ KRW 100M	1.63	1.13	0.89
	Other GHG Emissions (Scope 3)	tCO_2eq	–	–	3,417
	Category 5 (Waste generated in operations)	tCO_2eq	–	–	67
	Category 7 (Employee commuting)	tCO_2eq	–	–	420
	Category 9 (Downstream transportation)	tCO_2eq	–	–	2,930
Energy	Energy Consumption	TJ	86	74	76
		MWh	10,419[1)]	9,164[1)]	9,868
	Renewable Energy Share of Total Energy	%	0	0	0
	Renewable Energy Consumption	TJ	0	0	0
		MWh	0	0	0
	Energy Use Intensity	MWh/ KRW 100M	4.04[1)]	2.77[1)]	2.52

1) Figures restated following data consistency review

Waste and Pollutants

Category		Unit	2023	2024	2025
Waste	Total waste discharged	ton	413	430	445
	General waste discharged	ton	383	409	429
	Hazardous waste discharged	ton	30	21	16
Waste Treatment	Waste landfilled	ton	80	47	36
	General waste landfilled	ton	80	47	36
	Hazardous waste landfilled	ton	0	0	0
	Waste incinerated (no energy recovery)	ton	4	0	0
	General waste incinerated (no energy recovery)	ton	0	0	0
	Hazardous waste incinerated (no energy recovery)	ton	4	0	0
	Waste Incinerated (with Energy Recovery)	ton	0	0	0
	Waste reused/recycled	ton	329	383	409
	General waste reused/recycled	ton	302	362	393
	Hazardous waste reused/recycled	ton	26	21	16
	Waste otherwise treated	ton	0	0	0
Raw Materials	Raw material consumption	ton	5,705	4,236	5,035
	Recycled Raw Material Usage Rate	%	6	11	13
	Recycled Raw Material Consumption	ton	321	460	675
Air Pollutants	NOx emissions	kg	0	0	0
	SOx emissions	kg	0	0	0
	Particulate Matter (PM) emissions	kg	2	2	3

Water Resources

Category		Unit	2023	2024	2025
Water	Water intake	ton	18,149	20,338	21,287
	Water consumption	ton	18,061	20,254	21,208
	Water recycled	ton	88	85	79
Wastewater	Wastewater discharged	ton	0	0	0

ESG Data

Social

Human Capital

Category		Unit	2023	2024	2025
Total Employees	Total employees	persons	262	270	295
	Permanent employees	persons	230	248	274
	Fixed-term employees	persons	25	16	14
	Executives	persons	7	6	7
Employees (Gender)	Male	persons	243[3]	253	273
	Female	persons	19	17	22
Employees (Age)	Under 30	persons	53	42	58
	30 - 50	persons	163[3]	184	186
	Over 50	persons	46	44	51
Managers (Gender)	Male	persons	51	46	51
	Female	persons	0	0	0
Total New Hires	Permanent employees	persons	37	59	63
	Fixed-term employees	persons	25	9	5
New Hires (Gender)	Male	persons	59	66	58
	Female	persons	3	2	10
New Hires (Age)	Under 30	persons	33	31	25
	30 - 50	persons	28[3]	34	42
	Over 50	persons	1	3	1
Executives (Gender)	Male	persons	7	6	7
	Female	persons	0	0	0
Socially Vulnerable Groups	Employees with disabilities	persons	4	4	4
Turnover	Voluntary turnover rate	%	18	12	12
	Voluntary turnover	persons	47	34	42
Freedom of Association	Unionization Rate	%	100	100	100
	Number of Employees Eligible for Union Membership	persons	103	103	103
	Number of Union Members	persons	103	103	103
Gender Pay Gap	Ratio of basic salary and remuneration of women to men[1]	%	100	100	86

Category		Unit	2023	2024	2025
Parental Leave	Number of Employees Who Took Parental Leave	persons	0	1	2
	Return-to-Work Rate (after Parental Leave)	persons	0	1	2
	Number of Employees Who Returned to Work After Parental Leave	%	0	100	100
	Number of Employees Expected to Return to Work After Parental Leave	persons	0	0	0
	Retention Rate (of Employees Who Returned from Parental Leave)	persons	0	1	1
	Number of Employees Still Employed 12 Months After Returning from Parental Leave in the Previous Reporting Period	%	-	100	100
	Total Number of Employees Who Returned to Work After Parental Leave in the Previous Reporting Period	persons	0	0	0
	Average Hours of Mandatory Legal Training per Employee	persons	0	0	1
Training & Education	Average Hours of Career Management/ Development Training per Employee	hours	3	13	8
	Total Hours of Career Management/ Development Training	hours	2,632	3,424	2,256
	Average Training Costs per Employee per Year	KRW	291,000	327,244	267,553
	Total Annual Training Costs	1,000 KRW	76,242	88,356	78,928
Performance Review	Percentage of Employees Receiving Regular Performance Reviews	%	100	100	100
	Number of Employees Who Received Regular Performance Reviews	persons	105	76	106
	Number of Employees Eligible for Regular Performance Reviews	persons	105	76	106
Total Compensation & Pay Ratio	Annual Total Compensation Ratio[2]	%	29	25	35

1) Previously reported as 100% on a same-grade, same-pay basis, but from 2025 calculated based on average remuneration by gender per GRI guidance
2) Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees
3) Figures restated following data consistency review

ESG Data

Occupational Safety and Health

Category		Unit	2023	2024	2025
Management System (ISO 45001)	Certification rate	%	100	100	100
	ISO 14001 certified sites	Sites	1	1	1
Employee Safety	LTIFR	-	0	0	0
	Total Number of Accidents	cases	0	0	0
	Accident Rate	%	0	0	0
	Total Number of Injured	persons	0	0	0
	Fatal Accidents	cases	0	0	0
In-house Contractors Safety	LTIFR	-	0	0	0
	Total Number of Accidents	cases	0	0	0
	Accident Rate	%	0	0	0
	Total Number of Injured	persons	0	0	0
	Fatal Accidents	cases	0	0	0

Supply Chain

Category		Unit	2023	2024	2025
Risk Assessment	Total Number of Suppliers	companies	-	-	21
	Number of Suppliers Assessed for ESG Risks	companies	-	-	5

Customers and Local Communities

Category		Unit	2023	2024	2025
Product Safety	Number of Recalls Issued	cases	0	0	0
	Total Units Recalled	units	0	0	0
Social Contribution Expenditure		KRW million	7	235	217

Governance

Compliance & Ethical Management

Category		Unit	2023	2024	2025
Internal Monitoring	Number of Whistleblowing Reports	cases	0	0	0
	Number of Confirmed Corruption Cases	cases	0	0	0
	Number of Confirmed Information Security Incidents	cases	0	0	0
	Percentage of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	%	0	0	0
	Number of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	cases	0	0	0
Regulatory Violations	Number of Violations of Regulations on Product and Service Information and Labeling	cases	0	0	0
	Fines for Violations of Regulations on Product and Service Information and Labeling	KRW	0	0	0
	Number of Violations of Regulations on Marketing Communications	cases	0	0	0
	Fines for Violations of Regulations on Marketing Communications	KRW	0	0	0
	Number of Violations of Regulations on Discrimination	cases	0	0	0
	Fines for Violations of Regulations on Discrimination	KRW	0	0	0
	Number of Violations of Regulations on Use/ Distribution of Counterfeit Parts	cases	0	0	0
	Fines for Violations of Regulations on Use/ Distribution of Counterfeit Parts	KRW	0	0	0
	Number of Violations of Regulations on Anti-competitive Behavior and Antitrust and Monopoly Laws	cases	0	0	0
	Total Monetary Losses Resulting from Legal Proceedings Related to Anti-competitive Behavior and Antitrust and Monopoly Laws	KRW	0	0	0
Ethics Training	Percentage of Employees Who Signed Ethics Pledge	%	100	100	100
	Number of Employees Who Signed Ethics Pledge	persons	263	223	295

SECO AIA

Company Overview

Corporate Profile

"New vision for new millennium"

Established in 1988, AIA has served as a pillar of the automotive parts industry by realizing the fundamental value of 'comfort' and the basic principle of 'safety.' Building a broad product portfolio spanning from rubber components such as weather strips and dampers to plastic exterior parts including bumpers, side sills, and garnishes, the company has proven its technological capabilities. AIA aims to go beyond customer satisfaction to provide a trusted mobility environment and differentiated spatial value. The company will continue to advance as a mobility partner recognized in the market through endless challenges toward perfection.

General Status

(As of December 31, 2025)

Company Name	AIA
CEO	Shang Han
Founded	1988.06
HQ Adress	87 Seonggok-ro, Danwon-gu, Ansan-si, Gyeonggi-do
Site Locations	(Production Plants) Ansan Plant 1, Ansan Plant 2
Employees	310
Total Assets	KRW 239.3 billion
Revenue	KRW 387.1 billion

Key Products

Weather Strip products produced from a state of the art multi-extrusion system block external noise and moisture. Through the development of recyclable materials and technology development based on deformation behavior and load distribution prediction, products with excellent performance are manufactured.

In addition, the company produces plastic products that play an important role in vehicle safety and economy, working with full effort to produce products of perfect quality in injection and painting processes equipped with the latest automated facilities.

Extrusion

Weather Strip Assy-body Side

Weather Strip Trunk Lid

Weather Strip Assy-hood

Anti-vibration

STEERING WHEEL DAMPER

MASS DAMPER

Suspension Bush

Plastic

Bumper Assembly

Side Sill Assembly

Garnish

Company Overview

Research & Development

AIA's R&D organization is advancing innovative technology development based on specialized capabilities in plastic and rubber-based exterior components. Active aerodynamic systems and future mobility customization technologies are being pre-developed. Lightweighting, cost reduction, and standardization technologies strengthen mass production competitiveness. Environmental regulation response technologies, recycled raw material applications, and paint replacement technologies fulfill customer ESG requirements.

R&D Strategy

Vision

Realizing customer value through innovative technology development leading the market, driving substantial growth

Strategy / **Detailed Objectives**

Cultivating plastic and rubber specialized capabilities

- Optimization and continuous new process development for bumpers and garnish products
- Specialization of steering wheel/seat dampers
- Identification of new bush and mount items
- Expansion of W/STRIP APS integrated new component development
- Cost and weight optimization and standardization

Eco-friendly Bumper

* Bumper applying recycled raw materials (ELV 20%)

Entry into active aerodynamic system specialist company and market expansion

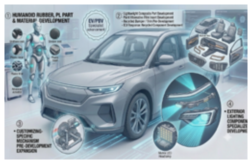
- Entry into aerodynamic system specialist companies
- Pre-development of active system operating mechanisms
- Securing controller development capabilities

AAF

* Active Air Flap : Active Aerodynamic Technology

Proactive technology development in customization and future mobility domains

- Humanoid rubber, PL component and material development
- PBV, EV, MPV dedicated customization component development
- Expansion of customization-specialized mechanism pre-development
- Exterior lighting component specialized development

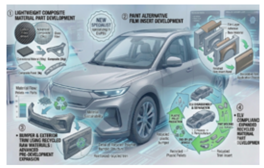


Humanoid

* Next-generation Mobility Technology

Development of eco-friendly lightweighted and recycled raw material products in response to customer ESG guidelines

- Lightweight composite material component development
- Paint replacement film insert development
- Pre-development expansion of recycled raw material bumpers/exterior trims (ELV response)



Composite Materials

* Lightweight Composite Material Components

Company Overview

CEO Message

Shang Han CEO, AIA

AIA is deeply honored to share the ESG management practice process and key outcomes with our esteemed stakeholders through the 2026 Sustainability Report. The valuable feedback received since the publication of our first report last year has served as an important foundation for reviewing the direction in which the company should advance.
2025 was a year in which demands on corporate social responsibility were higher than ever amid global economic uncertainty and rapid changes in industrial structure. Even in this environment, AIA concentrated its capabilities on fundamentally improving the constitution of management overall from a medium-to-long-term perspective, rather than focusing on short-term results, and on building a foundation for sustainable growth.

In 2025, AIA concentrated its capabilities not only on R&D investment, but also on qualitative quality assurance and operational efficiency improvement across all domains, to continue achieving sustainable growth even amid rapidly changing global automotive industry regulations and market uncertainty. In particular, even in an environment where the EV market Chasm phase continues, a stable business structure was maintained based on quality competitiveness and a systematic management system, confirming the company's fundamental resilience to respond flexibly to market volatility. AIA aims to fundamentally improve the constitution of management overall from a medium-to-long-term perspective, beyond short-term results. The company will focus on building a sustainable growth foundation under any volatility to create greater value.

In the Environmental domain, AIA has set pollutant emission reduction and strengthened GHG management as core environmental management tasks, and has deployed various activities to realize these. In 2025, investments in environmental and high-efficiency facilities were advanced while employee ESG training and energy conservation campaigns led to voluntary employee participation. As a result of these efforts, a GHG emission reduction of a total of 1,788 tCO_2 eq compared to the previous year was achieved. Going forward, the energy management framework will be further advanced to maximize energy efficiency and solidify the low-carbon management foundation.

In the Social domain, AIA has been strengthening mutual trust through regular labor-management communication, while also advancing field-centered safety activities such as CEO-led safety patrols. Through these efforts, the company achieved a 13th consecutive zero-accident record, entrenching an organizational culture that prioritizes safety as the foremost priority. In the supply chain domain as well, mutual growth cooperation was solidified through supplier CEO-invited training and ESG due diligence. In particular, in 2025, the focus was on proactively identifying potential supply chain risks, working to build a response process capable of systematically managing risks beyond merely grasping current conditions.

In the Governance domain, AIA simultaneously obtained ISO 37001 (Anti-Bribery Management System) and ISO 37301 (Compliance Management System) certifications in December 2025 to secure objective trust in ethical and compliance management. This is an outcome that has been externally recognized as demonstrating that a management framework for proactively blocking corruption risks across management and complying with all regulations has been internalized in practice. AIA will continue to practice responsible management trusted by stakeholders based on a transparent and fair corporate culture.

Advancing Exterior Component R&D

AIA Co., Ltd. recognizes R&D capabilities as the foundation of product competitiveness and has been expanding investment activities since 2025. Research is continuously being advanced for manufacturing process improvements including exterior component lightweighting technology, application of recycled and bio-based raw materials, and paint replacement processes, with design standards applied that consider resource use and emission impacts at the development stage. Research outcomes will be reflected in actual designs to strengthen product development technological competitiveness.

Advancing Energy Efficiency and Strengthening GHG Management

While continuing energy efficiency improvement and GHG reduction activities, the energy use structure across production processes will be precisely analyzed to identify additional improvement tasks. Going further, a Scope 3 emission calculation framework will be established, reduction targets will be set in phases, and a medium-to-long-term carbon neutrality roadmap will be concretized through review of renewable energy introduction possibilities.

Safety-Centered Workplaces

AIA Co., Ltd. will not rest on the valuable achievement of maintaining a 13th consecutive zero-accident workplace record, and will further advance the enhancement of field safety awareness and a prevention-centered safety management framework. In particular, the company will practice the 2026 safety management policy targets of 'Serious Accident ZERO' and 'Safety Culture Level-Up' to entrench an advanced safety culture. People-centered safety management will be upheld as the foremost value to create a safe and healthy workplace.

Trust-Based Management Grounded in Communication and Responsibility

Communication with diverse stakeholders — including employees, business partners, and local communities — will be strengthened, and ESG training and participation programs will be expanded to entrench a culture of responsible management. Through this, AIA Co., Ltd. will grow into a sustainable partner trusted by all stakeholders.
AIA Co., Ltd. recognizes ESG as a core corporate competitiveness and as a standard for building trust with stakeholders. Going forward, ESG will be further internalized across all aspects of management to simultaneously realize corporate growth and social responsibility. We sincerely thank all stakeholders who have accompanied us, and look forward to your continued interest and advice.

Thank you.

Environment

Environmental Management

AIA
Environmental Policy

Environmental Management Framework

Environmental Management Governance

AIA recognizes the environment as a core element of corporate operations and has established governance directly under the CEO. A responsible executive under the CEO has been designated as the Environmental Management Overall Officer, and an ESG Working Council is operated to strengthen external disclosure and evaluation response capabilities. The headquarters management team manages environmental indicators for all sites and handles all practical matters.

CEO

Environmental Management Overall Officer

ESG Working Council	Management Team
• External Assessments & Response to Demands • Environmental Management Performance Disclosure	• Worksite Environmental Performance Management • Environmental Policy Management & Improvement

2026 Environmental Management Targets

AIA establishes annual targets and detailed promotion plans. In 2026, targets have been established for energy/resource use efficiency and local community-based governance establishment.

2026 Target	Improving Energy and Resource Efficiency	Establishing Community-Based Governance
Action Items	• Publishing Monthly Health & Safety Materials • Selecting and Rewarding Excellent Safety Proposals • Diversifying Safety Awareness Campaigns	• Training for Risk Assessment Personnel • Conducting Risk Assessment Surveys

Environmental Management Activities

Environmental Policy

AIA has established a company-wide environmental management policy to minimize environmental impacts and create future value. This policy is used as a work guideline for all site and subsidiary employees and is reflected in the Supplier Code of Conduct to encourage environmental management practice across the entire supply chain.

Environmental Management System

AIA operates a management framework conforming to international standards based on ISO 14001 certification for all sites, strictly complying with domestic and international environmental regulations and customer requirements. Detailed operational guidelines for all aspects of environmental management have been established, with environmental risks proactively managed and the system continuously supplemented.

Scope	Production and inspection/testing of automotive rubber and plastic bumpers
Validity	2023.11.18 ~ 2026.11.17
Certification body	Kiwa Korea

Environmental Accident and Emergency Response

AIA has scenario-based emergency response manuals by accident type to minimize impacts on the local community in the event of environmental accidents. The robustness of the response framework is regularly verified through government office inspections and specialist organization diagnostics.

Environment

Climate Change

Climate Change Response

Climate Change Response Strategy

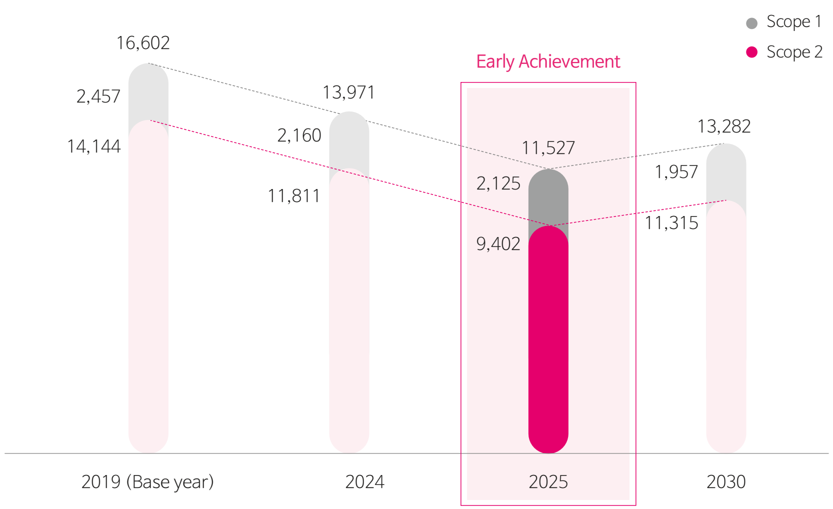
AIA recognizes the severity of climate change and plans to respond based on a company-wide environmental management governance framework. A short-term target of reducing company-wide GHG Scope 1+2 emissions by 20% by 2030 has been established, and in 2025, the GHG emission management scope was expanded to include Scope 3 (other indirect) emissions.

GHG Emission Calculation and Verification

AIA has established a GHG inventory to systematically manage GHG emission conditions at all sites. Scope 1 and 2 GHG emissions are calculated annually, with third-party verification completed for the base year (2019) and the most recent 4 years. In 2026, GHG emissions are planned to be surveyed for approximately 16 suppliers to improve Scope 3 emission calculation accuracy.

2030 GHG Reduction Roadmap

(Unit: tCO_2eq)



Employee Capability Enhancement

AIA systematically advances specialist training and action-oriented campaigns to secure company-wide environmental management implementation capabilities. In 2025, company-wide offline training strengthened internal cohesion regarding environmental guidelines, and in 2026, job-specialized small group training will be introduced. Energy conservation campaigns and other regular awareness improvement activities will be conducted in parallel

GHG Reduction

GHG Reduction Strategy and Targets

AIA plans to reduce its Scope 1 and 2 greenhouse gas (GHG) emissions across all worksites by 20% by 2030, compared to 2019 levels. To achieve this, we have developed a detailed roadmap to progressively implement reduction measures by 2030, including the adoption of renewable energy and the replacement of high-efficiency equipment. While we have already achieved our current reduction targets ahead of schedule, we plan to proactively manage potential emission increases driven by business expansion to ensure we meet our 2030 target. Moving forward, we will continuously monitor our performance against the reduction plan, advance our GHG inventory, and integrate these insights into establishing mid- to long-term GHG reduction targets.

2025

- Company-wide LED Lighting Deployment
- Introduction of High-Efficiency Air Compressors
- Application of Inverters to Dust Collector Motors

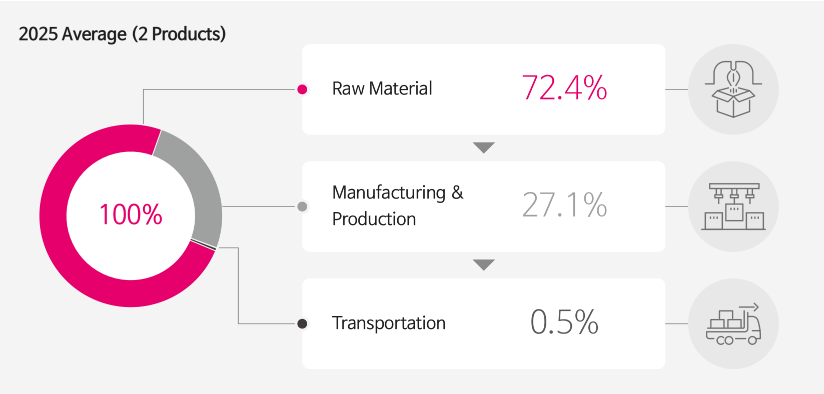
~2030

- Phased Replacement with High-Efficiency Air Compressors
- Installation of Solar Power Generation Systems
- Implementation of Rainwater Harvesting and Reuse Systems
- GHG Reduction through Fuel Switching

Environment

Product Carbon Footprint Management

AIA quantitatively analyzes environmental impacts arising during raw material extraction, production, and distribution processes. Carbon emission calculations were conducted for 3 products in 2024 and 2 products in 2025, with high-emission lifecycle stages identified. The scope will be progressively expanded to strategically respond to product carbon emission reduction.



Ensuring Objectivity and Reliability in the Scope 3 Emission Management System

AIA completed its first-ever third-party verification of its Scope 3 greenhouse gas emissions based on 2025 performance data. This verification was conducted to secure external credibility for our other indirect emissions data. To further improve data accuracy, we plan to survey supplier emissions, continuously enhancing the precision of our Scope 3 calculations moving forward.

Category	Description	GHG Emissions (tCO_2eq)	Share of Emissions
1. Purchased goods and service	GHG emissions from suppliers producing or providing goods and services purchased for company operations	29,706	82.3 %
2. Capital goods	GHG emissions from suppliers manufacturing capital goods purchased for company operations	2,782	7.7 %
3. Fuel- and energy-related ctivities not included in scope 1 or scope 2	Fuel- and energy-related GHG emissions not included in Scope 1 or 2 (e.g., T&D losses).	2,214	6.1 %
4. Upstream transportation and distribution	GHG emissions from transportation and distribution services for purchased raw materials and parts	199	0.6 %
5. Waste generated in operations	GHG emissions from third-party disposal and treatment of waste generated in operations	801	2.2 %
6. Business travel	GHG emissions from employee business travel using third-party transportation	88	0.2 %
7. Employee Commuting	GHG emissions from transportation used by employees commuting to work	324	0.9 %
Total		36,115	100.0 %

Environment

Eco-friendly Research and Development

Eco-friendly R&D Strategy

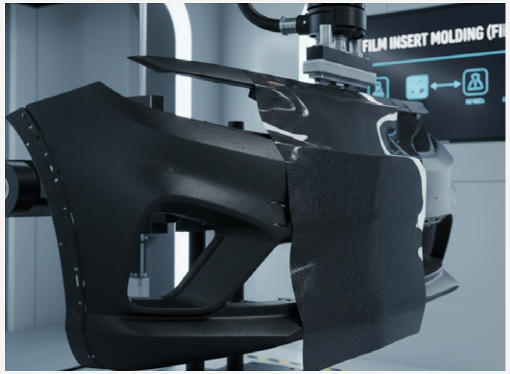
AIA has set eco-friendly R&D as a key strategy for environmental management practice. The approach is divided into sustainable exterior technology and lightweight new product domains, with an R&D roadmap comprehensively re-established at end-2025 and a management framework established for quarterly reviews and updates.

Sustainable Exterior Technology		Lightweight New Technologies
• Pre-development of sustainable material bumpers and reflection in new vehicle specifications	2025	• Pre-development research on lightweight core element technologies
• Mass production and technology advancement of sustainable materials • Application of circular raw materials and securing of mold and process technologies	2028	• Expansion of lightweight applied components • Securing of mass production technologies and establishment of process framework
• Specialization of sustainable exterior materials and components	2030	• Specialization of global lightweight plastic components

"Stepwise securing of medium-to-long-term competitiveness through technology internalization across materials, processes, and operations"

Paint Replacement Film Insert Development

AIA is continuing pre-research for film insert molding technology capable of replacing the conventional painting process. This technology is expected to simultaneously realize manufacturing process simplification and efficiency through the elimination of painting equipment, as well as environmental load reduction. If adopted, groundbreaking environmental outcomes are anticipated, including suppression of approximately 200 tonnes of annual wastewater sludge and fundamental prevention of volatile organic compound (VOC) emissions. Scratch durability and design freedom will also be maximized to improve emotional quality, with application expanded across bumpers and exterior trims.



Film Insert Molding Technology Example (Paint Replacement)

Expansion of Eco-friendly Material Bumper/Exterior Trim Pre-development

AIA is expanding pre-development of bumpers and exterior trims incorporating recycled raw materials and bio-based materials with the goal of resource circularity and carbon emission reduction. The ELV recycled raw material application ratio is being progressively expanded centered on PP-based TPO materials incorporating recycled plastic, with application to other exterior materials also under review. In addition, an insert bumper technology incorporating 'natural fiber sheets' pressed with PP fiber is being pre-developed, simultaneously securing reduced petroleum raw material use and lightweighting effe

Environment

Resource Use and Circular Economy

Waste

Waste Management

While AIA has confirmed that there are no significant impacts from waste generation, the company monitors the entire waste process using the Olbaro System. Internal waste guidelines have been established, with waste classified by type and managed separately, entrusted to external contractors. Regular annual on-site inspections assess regulatory compliance.

Waste Recycling

AIA practices resource circulation management that minimizes landfill and incineration disposal. In 2025, a total of 883.46 tonnes of waste was recycled through fuel and re-resource conversion entrusted to specialist pre-treatment contractors.

Water Resources

Water Use Management

AIA defines water resources as a key element of business continuity and manages water intake and consumption. Sites are confirmed to be at the Medium-High water stress level. Given process characteristics, direct impact and financial risks are not significant; however, the company endeavors to improve water resource management efficiency. All wastewater generated during processes is entirely entrusted to specialist contractors and legally processed.

Environmental Impact Reduction

Pollutant

Air Pollutant Management

AIA complies with legally permitted standards for all air pollutants and conducts measurements in accordance with legally mandated cycles. Continuous efforts are made to reduce air pollutants through the replacement of aging dust collectors and pipes and activated carbon.

Wastewater Pollutant Management

AIA entirely entrusts all wastewater to specialist treatment contractors and conducts regular annual on-site inspections to assess regulatory compliance.

Hazardous Chemical Substances

Hazardous Chemical Substance Management

AIA quantitatively manages chemical substances through an internal management system and detailed guidelines, complying with legal reporting obligations. MSDS are updated annually, and prior risk assessments are conducted when new substances are introduced to proactively block potential hazardous factors.

Environment

Biodiversity

Biodiversity Impact Assessment

AIA conducted a biodiversity impact assessment within a 2km radius of its Ansan Plant to understand the impact of its business activities on surrounding ecosystems and to contribute to biodiversity conservation. The assessment ensured objectivity by combining field surveys (visual observation and photography) that reflect the activity cycles and seasonal characteristics of biological species with vegetation, fish, bird, and mammal distribution surveys using the National Institute of Biological Resources' Biogeographic Information Service. Survey results confirmed no unusual habitat species in vegetation, fish, birds, or mammals within 2km of the AIA Ansan Plant. In addition, using the UN Biodiversity Lab, the company confirmed that no Ramsar wetlands or UNESCO World Cultural and Natural Heritage sites exist within 2km of the site, and no rare species habitats are present. Based on the impact assessment results, the AIA Ansan Plant is located within an industrial complex with no natural vegetation, and the impact of business activities on vegetation is projected to be minimal. All wastewater at the site is collected and discharged through specialist wastewater treatment facilities, and air pollutant emissions are continuously monitored and managed within standard values, so the impact on habitat destruction or species diversity reduction of key habitat species is expected to be minimal. However, as tidal flats and ecological parks exist in the region, plans are in place to continuously comply with follow-up management measures to minimize impacts beyond the scope of this assessment.

Protected Area and Ecosystem Identification Results

Region	Distance from site	Protection Status
Daebu-do Tidal Flat (Danwon-gu, Ansan, Gyeonggi)	AIA (Ansan Plant) — 22km	Wetland Protection Area designated by the Ministry of Oceans and Fisheries / Ramsar Wetland

Biodiversity Conservation Activities


Environmental Cleanup Challenge

AIA participated in the 'Beautiful Industrial Complex' environmental cleanup challenge campaign hosted by Ansan City in April and June 2025. Through environmental cleanup activities, the company contributes to restoring local ecosystem health and minimizing industrial activity impacts on the surrounding environment.

Biodiversity Risk Assessment Results

AIA analyzed ecosystem dependency and impacts in the automotive parts manufacturing sector in accordance with the ENCORE guidelines recommended by TNFD. Dependency on ecosystem services such as water resources and climate regulation was assessed at a low level, while impacts including noise and light pollution and water and soil pollutant discharge were confirmed at a medium or below level. Based on these findings, biodiversity-related risks including physical risks, transition risks, and supply chain risks were identified and response measures were formulated for each risk. AIA plans to continuously monitor international treaty and regulatory trends related to biodiversity protection going forward and proactively respond accordingly.

Dependency and Impact Analysis

Category	Relevant Indicator	Level
Dependency	Provisioning Services	Low
	Regulating Services	Low
Impact	Noise and Light Pollution, etc.	Medium
	GHG Emissions	Very Low
	Non-GHG Air Pollutant Emissions	Low
	Solid Waste Generation and Discharge	Low
	Land Use	Low
	Water and Soil Pollutants	Medium
	Water Consumption	Low

Risk Assessment Results

Risk type		Description	Response	Level
Physical Risks	Habitat Destruction	Destruction of surrounding ecosystems during site development, leading to reduced wildlife species diversity	Biodiversity risk analysis and impact assessment for areas near sites and across the value chain	Low
	Water Scarcity	Disruption to stable supply of water resources due to climate change	Setting water consumption reduction targets	Low
Transition Risks	Regulatory Risk	Increased business costs due to tightening of domestic and international environmental protection regulations	Responding to biodiversity disclosure requirements through development of short and medium-to-long-term targets and key strategies	High
	Reputational Risk	Growing concerns from NGOs, local communities, and investors regarding ecosystem damage	Implementation of local community biodiversity conservation activities	Medium
	Supply Chain Risk	Disruption to supply and price volatility of eco-friendly raw materials	Supply chain evaluation and risk management for key products and raw materials	Low

Social

Employees

Human Capital Management

Talent Recruitment

AIA conducts talent recruitment in accordance with specified procedures. Recruitment proceeds with CEO approval upon staffing requests from operational departments, following the annual SECO open recruitment schedule. Talent is selected through document screening, personality and aptitude testing, and operational and executive interviews.

Talent Development

AIA operates step-by-step training programs tailored to position and job characteristics. Induction training is provided for new employees, leadership programs for managers, and external specialist training is supported for interested employees.

Performance Evaluation and Compensation

AIA evaluates employee capabilities through a fair and objective performance evaluation system. KPI achievement rates are evaluated twice annually, with results reflected in year-end performance evaluation results. Results are derived through KPI evaluations, individual competency evaluations, and multi-rater evaluations, and reflected in performance bonuses and promotions.

Employee Quality of Life

Employee Benefits

AIA operates commuter buses and provides housing cost and vehicle maintenance cost support. Parental leave can be freely taken, full tuition support is provided for employee children's education, and long-service employees receive annual commendations. The in-house cafeteria at Ansan Plant 2 was completely renovated in May 2025, creating a comfortable environment for employee rest and communication.

Labor Relations

AIA respects freedom of association and complies with relevant regulations. One labor union is organized, with negotiations conducted quarterly. Welfare improvements, process improvements, and work environment improvements are periodically discussed, with new investment and technology introduction plans transparently shared to work toward labor-management harmony.

Employee Welfare Environment Improvement

AIA recognizes employee satisfaction as a core element of corporate competitiveness and continuously endeavors to improve settlement conditions and create a healthy work environment. As part of these efforts, the in-house cafeteria at Ansan Plant 2 was completely renovated in May 2025, with the latest facilities and an improved spatial layout creating a comfortable environment where employees can rest and communicate.

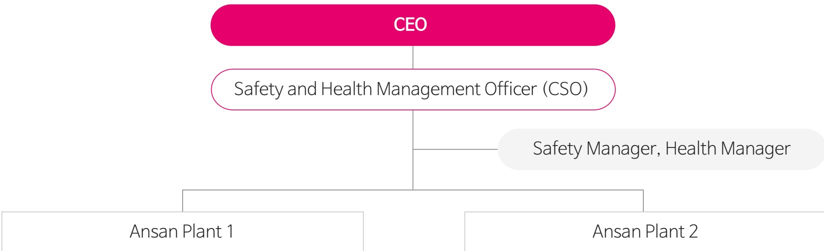
Social

Occupational Safety and Health

Occupational Safety and Health Management

Safety and Health Governance

AIA designates its headquarters management team as the dedicated organization centered on the Safety and Health Management Officer (CSO). Bimonthly Occupational Safety and Health Committees with labor-management participation are held to drive practical site improvements, with safety-related issues including in-house contractors regularly discussed. A monthly safety and health council shares process improvement proposals and accident cases, operating an integrated safety management framework for all sites.



2026 Safety and Health Targets

AIA establishes annual safety and health targets and detailed promotion plans. Improvement activities were conducted in the previous year's targets of forklift safety, fire prevention, and construction safety management, and in 2026, targets of serious accident 'ZERO,' safety culture level-up, and 100% risk assessment implementation have been established.

2026 Target	Serious Accident "ZERO"	Safety Culture Level-Up	100% Risk Assessment Implementation
Content	• CEO-led safety inspections • Monthly accident case material posting • Serious accident prevention drills	• Monthly safety and health material posting • Selection and commendation of outstanding proposal makers • Diversified safety campaigns	• Risk assessment manager training • Risk assessment survey implementation

Occupational Safety and Health Management System

AIA has introduced ISO 45001 (Occupational Safety and Health Management System) and complies with international standards, striving for continuous improvement of safety and health levels.

Scope	Production and inspection/testing of automotive rubber and plastic bumpers
Validity	2025.12.16 ~ 2028.12.17
Certification body	Kiwa Korea

Zero-Accident Workplace

AIA maintains a 13th consecutive zero-accident workplace record and works to create an environment where employees can work with peace of mind based on its occupational safety and health management system.

Year	2025	2024	2023	2022
Number of Industrial Accidents	0 casese	0 casese	0 casese	0 casese
Industrial Accident Rate	0 %	0 %	0 %	0 %

Social

Safety and Health Activities

CEO-Led Monthly Safety Inspections

AIA conducts monthly site safety inspections in which senior management including the CEO directly visits the field. Through leadership of senior management, potential hazards at work sites are identified and the importance of safety is deeply conveyed to all employees. In 2025, 84 risk factors were identified with 79 improved.

Employee Capability Enhancement

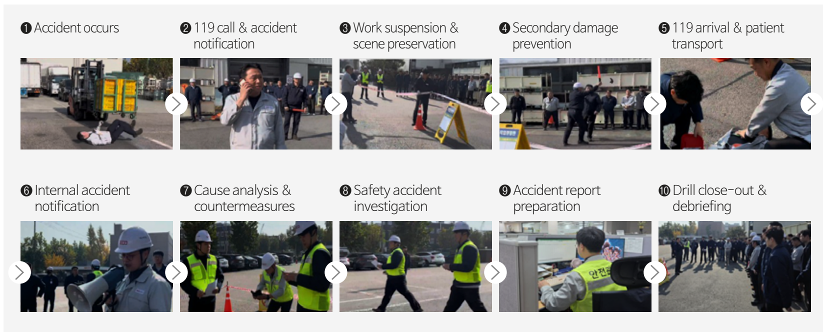
AIA is strengthening experience-centered safety and health training. In H1 2025, CPR (Cardiopulmonary Resuscitation) and first aid practice sessions for all employees were conducted together with the Ansan-si Danwon Health Center. Plans are in place to further expand such programs.

Employee CPR Training (May 9, 2025)

CEO-Led Safety Inspection

Serious Accident Drills

AIA conducts all employee-participatory simulation drills to secure golden time in the event of serious accidents. In H2 2025, a forklift collision accident scenario was set for full-scale drills, with step-by-step measures in accordance with emergency response manuals systematically familiarized. In 2026, accident-type scenarios will be further diversified to strengthen crisis management capabilities.



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Social

AIA
Human Rights
Management Policy

Human Rights

Human Rights Management

Global Standards-Based ESG Governance

AIA has joined the UN Global Compact (UNGC) and reflects the 10 principles on human rights, labor, environment, and anti-corruption across all aspects of management. Responsible management principles conforming to global ESG standards are being internalized, and transparent and consistent ESG governance frameworks are being built over the medium to long term.

Human Rights Management Policy

AIA has established a human rights management policy to prevent human rights violations and mitigate related risks. This policy applies to all employees, and business partners are encouraged to respect it.

Human Rights Management Governance

AIA has placed a dedicated organization under the CEO to activate the human rights management framework. A human rights management responsible executive, ESG Working Council, and dedicated departments are designated and operated.

Organization	Role
CEO	Final decisions and setting of human rights management direction
ESG Executive Officer	Oversight of governance operations and review of corrective measures
ESG Working Council	Human rights impact assessment coordination, performance data management
Management Team	HR management, employee awareness enhancement, grievance handling channel operations
Manufacturing Team	Securing of workplace safety rights
Procurement Team	Supplier code of conduct implementation review, supply chain human rights risk management

Human Rights Management Activities

Human Rights Impact Assessment

AIA conducted a human rights impact assessment referencing the National Human Rights Commission guidelines to proactively manage human rights risks across all business activities. A diagnosis was conducted for 134 operational staff based on a checklist composed of 35 indicators across 10 areas reflecting the characteristics of the industry, recording a participation rate of 81%. Through this, key risk factors and improvement items were identified and improvement activities were carried out.

Human Rights Impact Assessment Results and Response Activities

Category	Affected Stakeholders	Response Activities
Establishment of Human Rights Management Framework	All Stakeholders	• Human rights campaign conducted • Human rights training implemented
Non-Discrimination in Employment	Employees	• Compliance with employment regulations reviewed
Freedom of Association and Collective Bargaining	Employees	• Labor-management council held • Labor-management cooperation committee regularly convene
Prohibition of Forced Labor	Employees	• Employment contracts executed • Overtime work carried out with employee consent
Prohibition of Child Labor	Employees	• Hiring process regulations established • Child labor monitoring implemented
Occupational Safety and Health	Employees, Suppliers	• Occupational safety and health management system established • Occupational safety and health committee operated
Responsible Supply Chain Management	Suppliers	• Supply chain code of conduct distributed • Mutual growth support provided
Protection of Local Community Human Rights	Local Communities	• Community service activities • Community donations
Environmental Rights Protection	Employees, Local Communities	• GHG emissions and waste reduction • Strengthened pollutant/hazardous substance management
Prevention of Workplace Harassmen	Employees	• Workplace harassment prevention training provided

Social

Supply Chain

Supplier Management

Supplier Code of Conduct

AIA has established a Supplier Code of Conduct stipulating standards for various domains including human rights management, occupational safety and health, environmental management, ethical management, and management system compliance.

Responsible Procurement

AIA regards responsible procurement as a core value and strictly prohibits the use of conflict minerals, strengthening supply chain transparency. In 2025, smelter surveys were conducted for 40 plastic items to advance the country of origin management framework. The supply chain due diligence process encompassing human rights, ethics, and environmental risks will continue to be improved.

Supplier Qualification and Evaluation

Supplier Qualification

AIA selects and evaluates suppliers aligned with the company's business direction through a fair process. When evaluating new supplier selections, ESG management evaluations are conducted alongside existing evaluations centered on management, process, and quality. Internal management frameworks and risks in human rights, safety, environment, and security areas are assessed.

Key Supplier Identification

AIA identifies key suppliers based on strategic importance and ESG risk criteria from among suppliers with transaction records within the most recent 3 years. From among 131 suppliers, 16 companies have been identified as key suppliers.

Supplier Evaluation

AIA conducts regular quality and ESG management-related evaluations for existing suppliers. In 2025, evaluations were conducted for 12 suppliers every half-year, with improvements requested from suppliers for key matters based on evaluation results, and subsequent completion of improvements managed. In 2026, the scope will be expanded and additional management indicators will be developed for more advanced evaluations.

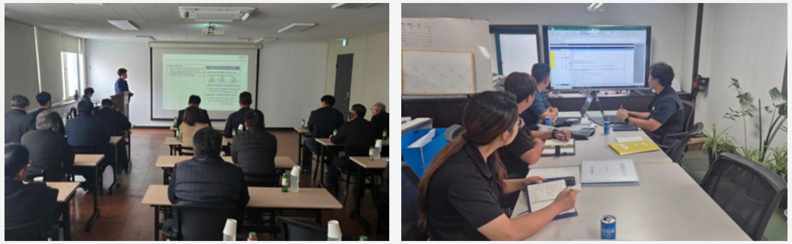
Mutual Growth

Financial Support for Suppliers

AIA provides financial support in accordance with procedures when suppliers experience management difficulties or require temporary support during the delivery process. Through this, the financial stability and product competitiveness of suppliers are maintained, with approximately KRW 5.1 billion in support provided in 2025.

Supplier Capability Development

AIA operates a mutual growth cooperation program to help suppliers internalize ESG management and build a solid supply chain. In 2025, on-site due diligence and customized training were conducted in parallel for 13 suppliers to support practical management capability enhancement, and quality and supply chain strategy training was conducted by the procurement executive for the CEOs of 20 suppliers, solidifying the foundation for management awareness dissemination and responsible management.



Supplier Training

Social

Social Contribution

Local Community

Community Support

In April 2025, AIA visited the Wadong Community Welfare Center in Ansan City to donate KRW 1.85 million in support funds for underprivileged groups, practicing the value of sharing.

Donation Campaign

Employee Goods Donation Campaign

In October 2025, AIA partnered with social enterprise ‘Arumdaun Gage’ to conduct a donation campaign with voluntary employee participation. Through this campaign, a total of 172 donation items were delivered, contributing to environmental protection through resource reuse, with sales proceeds utilized for support of underprivileged groups to promote the practice of social value in everyday life. AIA will continue to expand such participatory sharing activities to spread an in-house ESG culture and develop as a company that simultaneously considers environmental and social responsibilities.

Goods Donation Campaign

Social

Quality

Quality Management Strategy

Management Strategy

AIA pursues customer satisfaction through the highest level of quality based on development capabilities and expertise. Quality management is advanced based on IATF16949 (Automotive Quality Management System), with a quality management promotion strategy established for strategic quality improvement.

Global Quality Standard Compliance	Full Process Quality Risk Prevention	Systematic Data Asset Management
Organically linking design, logistics, and procurement with manufacturing and quality processes based on IATF16949 to build a proactive quality management and rapid response framework for customer requirements	Building a proactive quality management and rapid response framework by applying Risk-based Thinking from the design stage in an integrated IATF16949-based process, realizing a quality-centered organizational culture	Systematically managing data from the initial design stage through real-time manufacturing data to build a rapid and accurate decision-making framework

Customer Satisfaction

Customer Satisfaction Management System

AIA has established an internal management framework to minimize customer inconvenience and rapidly resolve problems when product-related issues arise. Upon receipt of customer complaints, corrective and preventive measures are implemented based on root cause analysis and countermeasure formulation, and a systematic quality response process is operated involving step-by-step approvals and effectiveness verification to work toward preventing recurrence and ensuring product reliability.

Quality Improvement Activities

Quality Management Capability Enhancement

AIA applies SPC (Statistical Process Control) and error-proofing management (E/Proof) to monitor and manage the quality of key products in real time. When anomaly signs occur, immediate measures are taken and root causes are analyzed to derive improvement points, with data computerization to prevent future recurrence. In addition, facility reliability assurance (TPM) is introduced to conduct preventive and predictive maintenance. Through this, facility operating rates are improved and production disruptions due to facility issues are minimized.

Supplier Management

AIA strengthens the self-sustaining competitiveness of suppliers and creates a stable production environment through a supplier quality level-up program and customized technical training. Based on this, a quality-centered organizational culture that rapidly analyzes and reflects customer requirements is established, building deep market trust.

Mutual Growth	Regular evaluations and level-up support for improving supply chain quality competitiveness
Capability Enhancement	Technical knowledge transfer and training practice for fulfilling social responsibilities and stabilizing production
Customer Orientation	Building customer-centered quality culture through rapid response framework

Automotive Quality Management System

AIA has adopted the Automotive Quality Management System (IATF 16949) to comply with international standards and continuously improve its level of management across all areas, including the implementation of relevant laws and performance management.

Scope	Production and inspection/testing of automotive rubber and plastic bumpers
Validity	2023.11.24 ~ 2026.11.23
Certification body	Kiwa Korea

Social

Information Security

Information Security Framework

Information Security Governance

AIA operates an information security framework to enhance IT operational efficiency. A security organization has been established, security regulations have been formulated, and information security activities including security campaigns, training, and inspections are being conducted. The organization consists of a company-wide security officer, administrative security officer, physical security officer, and technical security officer under the CISO. In addition, security personnel are designated for each operational department to build a company-wide information security framework.

Information Security Activities

Self Security Inspections

AIA conducts comprehensive security inspections at least twice annually under the leadership of the dedicated security organization to enhance the reliability of its information security management framework. Detailed diagnostics are performed based on a checklist of 212 items covering administrative, physical, and technical security, with immediate remediation measures implemented for identified vulnerabilities. In particular, on-site inspections are conducted in parallel for physical security areas such as access control and key document management to proactively prevent leakage risks.


Self Security Inspection Activities

Security Capability Enhancement

AIA has regularized security training for new hires and all employees to enhance employee security awareness, with completion status thoroughly monitored. In particular, training for supplier CEOs is advancing the security level across the entire supply chain, and real-time campaigns using groupware are continuously strengthening field response capabilities against the latest threats such as ransomware.

Supplier CEO Group Training (December, 2025)

Governance

AIA
Code of Ethics

Compliance & Ethics

Compliance & Ethical Management

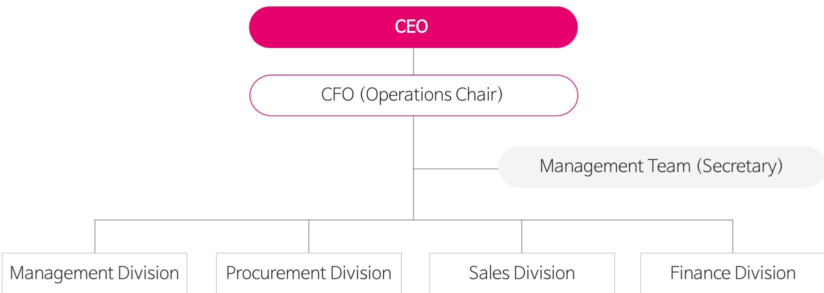
Ethical Management Guidelines

AIA has established and operates Ethical Management Guidelines that all employees must comply with. The guidelines include specific standards of conduct covering the prohibition of acceptance of money and valuables, entertainment, meal provision, and improper solicitation. The guidelines are posted on the company intranet and website for employee access at all times.

Compliance & Ethical Management Governance

AIA operates a dedicated Ethics Council for compliance and ethical management. Under the overall supervision of the CEO, a responsible executive serves as Council Chair, with quarterly regular meetings held. The Council discusses and resolves operational agenda items including ethics management system reviews, employee training, and whistleblowing channel management.

Ethics Council Organizational Chart



Establishment of Anti-Bribery and Compliance Management Systems

AIA has introduced ISO 37001 (Anti-Bribery Management System) and ISO 37301 (Compliance Management System) to create an ethical and compliant management environment conforming to international standards. Continuous efforts are made to internalize transparency and a spirit of compliance across all aspects of management, including blocking corruption risks and entrenching an integrity culture, and managing compliance performance and responding to risks.

Scope	Production and inspection/testing of automotive rubber and plastic bumpers
Validity	2025.12.30 ~ 2028.12.29
Certification body	Kiwa Korea

CEO-Led Ethics Training

AIA practices ethical management through transparent ethics training for all employees conducted directly by the CEO every quarter. A top-down training framework is firmly operated so that the CEO's unwavering commitment to compliance can serve as a standard of value judgment for all employees, and based on this, the company will realize transparent corporate value trusted by all stakeholders.

Ethics Reporting Channels

AIA operates a reporting channel through which internal and external stakeholders can consult and report compliance and ethics violations. The reporting process strictly adheres to 5 principles — anonymity protection, confidentiality, neutrality, fairness, and non-retaliation — with institutional safeguards in place to ensure whistleblowers do not suffer disadvantages. Upon receipt of a report, the Ethics Council conducts a detailed investigation and prepares a results report upon conclusion. All related records are managed and preserved in accordance with internal regulations through the reporting procedure based on internal decision-making authority standards.

AIA Ethics Reporting Channels	• Website : http://aia21.co.kr/ethics/cyber.php (Cyber Audit Office) • Phone : 031-8085-6065 • Email : 8938yjh@aia21.co.kr • Groupware : Grievance Consultation Category

ESG Data

Environmental

Environmental Management System

Category		Unit	2023	2024	2025
Environmental Facility Investment		KRW Million	223	0	202
Environmental Management System Certification (ISO 14001)	Total number of sites	Sites	2	2	2
	ISO 14001 certified sites	Sites	2	2	2
	Certification rate	%	100	100	100

GHG Emissions and Energy

Category		Unit	2023	2024	2025
GHG Emissions	Direct GHG Emissions (Scope 1)	tCO_2eq	2,834	2,161	2,125
	Indirect GHG Emissions (Scope 2)	tCO_2eq	13,146	11,812	9,401
	GHG Emission Intensity (Scope 1 & 2)	tCO_2eq/ KRW 100M	3.63	3.51	2.98
	Other GHG Emissions (Scope 3)	tCO_2eq	–	–	36,115
	Category 1 (Purchased goods and services)	tCO_2eq	–	–	29,706
	Category 2 (Capital goods)	tCO_2eq	–	–	2,782
	Category 3 (Fuel and energy-related activities)	tCO_2eq	–	–	2,214
	Category 4 (Upstream transportation)	tCO_2eq	–	–	199
	Category 5 (Waste generated in operations)	tCO_2eq	–	–	801
	Category 6 (Business travel)	tCO_2eq	–	–	88
	Category 7 (Employee commuting)	tCO_2eq	–	–	324
Energy	Energy Consumption	TJ	308	279	216
		MWh	43,460	39,544	32,131
	Renewable Energy Share of Total Energy	%	0	0	0
	Renewable Energy Consumption	TJ	0	0	0
		MWh	0	0	0
	Energy Use Intensity	MWh/ KRW 100M	9.85	9.88	8.30

Waste and Pollutants

Category		Unit	2023	2024	2025
Waste	Total waste discharged	ton	1,360	1,508	1,192
	General waste discharged	ton	1,277	1,382	1,145
	Hazardous waste discharged	ton	83	126	47
Waste Treatment	Waste landfilled	ton	0	0	0
	Waste incinerated (no energy recovery)	ton	0	0	0
	Waste incinerated (energy recovery)	ton	489	424	309
	General waste incinerated (energy recovery)	ton	422	360	270
	Hazardous waste incinerated (energy recovery)	ton	67	65	39
	Waste otherwise treated	ton	0	0	0
	Waste reused/recycled	ton	871	1,084[2]	883
	General waste reused/recycled	ton	855	1,075[2]	874
	Hazardous waste reused/recycled	ton	16	9	9
	Waste otherwise treated	ton	0	0	0
Raw Materials	Raw material consumption	ton	22,671	19,594	20,710
Air Pollutants	NOx emissions	ton	1	1	0
	SOx emissions	ton	1	0	0
	Particulate Matter (PM) emissions	ton	3	2	1

1) Figures revised to reflect total raw material usage
2) Figures restated following data consistency review

Water Resources

Category		Unit	2023	2024	2025
Water	Water intake	ton	75,244	67,445	61,762
	Water consumption	ton	74,421	66,812	61,586
	Water recycled	ton	0	0	0
Wastewater	Wastewater discharged	ton	823	633	176

ESG Data

Social

Human Capital

Category		Unit	2023	2024	2025
Total Employees	Total employees	persons	295	318	310
	Permanent employees	persons	288	310	302
	Fixed-term employees	persons	0	0	0
	Executives	persons	7	8	8
Employees (Gender)	Male	persons	286	309[2]	301
	Female	persons	9	9	9
Employees (Age)	Under 30	persons	19	31[2]	21
	30 - 50	persons	124	136[2]	147
	Over 50	persons	152	151	142
Managers (Gender)	Male	persons	117	135	125
	Female	persons	9	9	9
Total New Hires	Permanent employees	persons	42	57	39
	Fixed-term employees	persons	0	0	0
New Hires (Gender)	Male	persons	40	51[2]	39
	Female	persons	2	6[2]	0
New Hires (Age)	Under 30	persons	13	25[2]	16
	30 - 50	persons	29	26[2]	20
	Over 50	persons	0	6[2]	3
Executives (Gender)	Male	persons	7	8	8
	Female	persons	0	0	0
Socially Vulnerable Groups	Employees with disabilities	persons	9	8	9
Turnover	Voluntary turnover rate	%	8	11	12
	Voluntary turnover	persons	23	35	37
Freedom of Association	Unionization Rate	%	100	100	98
	Number of Employees Eligible for Union Membership	persons	178	179	176
	Number of Union Members	persons	178	179	173
Gender Pay Gap	Ratio of basic salary and remuneration of women to men[1]	%	100	100	73

Category		Unit	2023	2024	2025
Parental Leave	Number of Employees Who Took Parental Leave	persons	15	15	15
	Return-to-Work Rate (after Parental Leave)	%	1	1	3
	Number of Employees Who Returned to Work After Parental Leave	persons	0	100	100
	Number of Employees Expected to Return to Work After Parental Leave	persons	0	1	1
	Retention Rate (of Employees Who Returned from Parental Leave)	%	0	0	2
	Number of Employees Still Employed 12 Months After Returning from Parental Leave in the Previous Reporting Period	persons	0	100	100
	Total Number of Employees Who Returned to Work After Parental Leave in the Previous Reporting Period	persons	0	0	0
	Average Hours of Mandatory Legal Training per Employee	hours	0	1	0
Training & Education	Average Hours of Career Management/Development Training per Employee	hours	48	38	34
	Total Hours of Career Management/Development Training	hours	14,152	12,171	10,676
	Average Training Costs per Employee per Year	KRW	292,092	239,937	179,117
	Total Annual Training Costs	1,000 KRW	86,167	76,300	55,526
Performance Review	Percentage of Employees Receiving Regular Performance Reviews	%	92	100	100
	Number of Employees Who Received Regular Performance Reviews	Persons	101	121	122
	Number of Employees Eligible for Regular Performance Reviews	Persons	110	121	122
Total Compensation & Pay Ratio	Annual Total Compensation Ratio	%	30	27	26
	Median Annual Total Compensation of All Employees	Million KRW	65	69	73
	Annual Total Compensation of the Highest-Paid Individual	Million KRW	217	256	295

1) Previously reported as 100% on a same-grade, same-pay basis, but from 2025 calculated based on average remuneration by gender per GRI guidance
2) Figures restated following data consistency review

ESG Data

Occupational Safety and Health

Category		Unit	2023	2024	2025
Management System (ISO 45001)	Certification rate	%	100	100	100
	ISO 14001 certified sites	Sites	2	2	2
Employee Safety	LTIFR	-	1.7	4.9	3.3
	Total Number of Accidents	cases	1	3	2
	Total hours worked	hours	575,840	615,984	610,080
	Accident Rate	%	0.34	0.96	0.6
	Total Number of Injured	persons	1	3	2
	Fatal Accidents	cases	0	0	0
In-house Contractors Safety	LTIFR	-	2.9	0	10.7
	Total Number of Accidents	cases	1	0	3
	Total hours worked	hours	347,456	340,064	281,424
	Accident Rate	%	0.59	0	2.10
	Total Number of Injured	persons	1	0	3
	Fatal Accidents	cases	0	0	0

Supply Chain

Category		Unit	2023	2024	2025
Risk Assessment	Total Number of Suppliers	companies	130	131	130
	Number of Suppliers Assessed for ESG Risks	companies	0	16	13

Customers

Category		Unit	2023	2024	2025
Product Safety	Number of Recalls Issued	cases	0	0	0
	Total Units Recalled	units	0	0	0

Governance

Compliance & Ethical Management

Category		Unit	2023	2024	2025
Internal Monitoring	Number of Whistleblowing Reports	cases	0	0	0
	Number of Confirmed Corruption Cases	cases	0	0	0
	Number of Confirmed Information Security Incidents	cases	0	0	0
	Percentage of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	%	0	0	100
	Number of Sites with Ethics-related Internal Audits/Risk Assessments Conducted	cases	0	0	2
Regulatory Violations	Number of Violations of Regulations on Product and Service Information and Labeling	cases	0	0	0
	Fines for Violations of Regulations on Product and Service Information and Labeling	KRW	0	0	0
	Number of Violations of Regulations on Marketing Communications	cases	0	0	0
	Fines for Violations of Regulations on Marketing Communications	KRW	0	0	0
	Number of Violations of Regulations on Discrimination	cases	0	0	0
	Fines for Violations of Regulations on Discrimination	KRW	0	0	0
	Number of Violations of Regulations on Use/Distribution of Counterfeit Parts	cases	0	0	0
	Fines for Violations of Regulations on Use/Distribution of Counterfeit Parts	KRW	0	0	0
	Number of Violations of Regulations on Anti-competitive Behavior and Antitrust and Monopoly Laws	cases	0	0	0
	Total Monetary Losses Resulting from Legal Proceedings Related to Anti-competitive Behavior and Antitrust and Monopoly Laws	KRW	0	0	0
Ethics Training	Percentage of Employees Who Signed Ethics Pledge	%	0	100	100
	Number of Employees Who Signed Ethics Pledge	persons	0	313	310

Appendix

Stakeholders

Stakeholders Key Issues and Communication Channels

SECO defines all parties that directly or indirectly affect or are affected by its business activities as stakeholders, categorizing them into groups such as customers and local communities. Communication channels are operated for smooth communication with diverse stakeholders, with efforts made to reflect stakeholder opinions in management activities. In particular, SECO aims to enhance the credibility of its corporate activities by transparently disclosing its management strategies and activity performance through its website, various disclosure materials, and this Sustainability Report.

Stakeholder	Customers	Employees	Business Partners	Shareholders and Investors	Government	Local Communities
Key Issues	• Quality and competitiveness improvement • Strengthened product safety management • Customer satisfaction • Brand image	• Employee capability development and training support • Organizational culture improvement and strengthened compensation • Human rights and diversity • Site safety and health management	• Mutual growth • Supply chain ESG management • Supplier safety and quality management	• Medium-to-long-term business strategy and corporate value enhancement • Shareholder rights protection • Board expertise and efficient operations • Strengthening governance role	• Support for vehicle parts company electrification • Trade issue support	• Community-tailored social contribution • Mitigation of business activity environmental impacts
Communication Channels	• Website • Customer communication channels	• Labor-management council • Occupational Safety and Health Committee • Grievance handling channels • Satisfaction surveys • Various meetings and events • Job-related training	• Safety and health council • Grievance handling channels	• General Meeting of Shareholders and Board of Directors • Financial information disclosure • IR events, conference calls • Website announcements	• Policy meetings and briefings	• Social contribution partnerships • Volunteer activities

GRI Standards Index

Universal Standards

Statement of Use	This report has been prepared in accordance with the GRI Standards (In accordance with) for the reporting period from January 1, 2025 to December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of May 2026, the publication date of this report, no applicable GRI Sector Standards are available. Accordingly, external materials and indicators were reviewed to identify key issues, and performance related to those issues is reported.

GRI Disclosure	Details	Report Page					
		SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
2-1	Organizational details	4, 5, 21	4, 5, 48	4, 5, 68	4, 5, 89	4, 5, 115	4, 5, 135
2-2	Entities included in the organization's sustainability reporting	2	2	2	2	2	2
2-3	Reporting period, frequency and contact point	2	2	2	2	2	2
2-4	Restatements of information	44, 45, 46	65	86	111, 113	131, 132	153, 154
2-5	External assurance	164~165	164~165	164~165	164~165	164~165	164~165
2-6	Activities, value chain and other business relationships	21~23	48~49	68~69	89~90	115~116	135~136
2-7	Employees	45	65	86	112	132	154
2-8	Workers who are not employees	45	65	86	112	132	154
2-9	Governance structure and composition	N/A	62, Annual Report(255)	N/A	108, Annual Report(291)	N/A	N/A
2-10	Nomination and selection of the highest governance body	N/A	62, Annual Report(254)	N/A	108, Annual Report(282)	N/A	N/A
2-11	Chair of the highest governance body	N/A	62, Annual Report(255)	N/A	108, Annual Report(282)	N/A	N/A
2-12	Role of the highest governance body in overseeing the management of impacts	N/A	10, 14, 16, Annual Report(253)	N/A	10, 14, 16, Annual Report(282)	N/A	N/A
2-13	Delegation of responsibility for managing impacts	N/A	10, 14, 16, Annual Report(253)	N/A	10, 14, 16, Annual Report(282)	N/A	N/A
2-14	Role of the highest governance body in sustainability reporting	N/A	10, 14, 16, Annual Report(253)	N/A	10, 14, 16, Annual Report(282)	N/A	N/A
2-15	Conflicts of interest	N/A	Annual Report (250~251)	N/A	Annual Report(284)	N/A	N/A
2-16	Communication of critical concerns	N/A	Annual Report(253)	N/A	Annual Report(284)	N/A	N/A
2-17	Collective knowledge of the highest governance body	N/A	14, Annual Report(255)	N/A	14, Annual Report(291)	N/A	N/A
2-18	Evaluation of the performance of the highest governance body	Confidential	Confidential	Confidential	Confidential	Confidential	Confidential
2-19	Remuneration policies	Confidential	Confidential	Confidential	Confidential	Confidential	Confidential

GRI Standards Index

GRI Disclosure	Details	Report Page					
		SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
2-20	Process to determine remuneration	33	56	77	99	123	144
2-21	Annual total compensation ratio	45	65	87	113	132	154
2-22	Statement on sustainable development strategy	24	50	70	91	117	137
2-23	Policy commitments	26, 35, 43	51, 57, 63	71, 78, 80, 84	92, 101, 109	118, 124, 130	138, 147, 152
2-24	Embedding policy commitments	26, 35, 43	51, 57, 63	71, 78, 80, 84	92, 101, 109	118, 124, 130	138, 147, 152
2-25	Processes to remediate negative impacts	43	63	84	109	130	152
2-26	Mechanisms for seeking advice and raising concerns	43	63	84	109	130	152
2-27	Compliance with laws and regulations	47	67	88	114	134	156
2-28	Membership associations	2	2	2	2	2	2
2-29	Approach to stakeholder engagement	158	158	158	158	158	158
2-30	Collective bargaining agreements	44	65	86	112	133	155
3-1	Process to determine material topics	8	8	8	8	8	8
3-2	List of material topics	8	8	8	8	8	8
3-3	Management of material topics	8	8	8	8	8	8

GRI Standards Index

Topic Standards

GRI Disclosure	Details	Report Page					
		SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
101-2	Management of biodiversity impacts	32	55	76	98	122	143
101-4	Locations affecting biodiversity	32	55	76	98	122	143
201-2	Financial implications and other risks and opportunities due to climate change	10~13	10~13	10~13	10~13	10~13	10~13
205-2	Communication and training about anti-corruption policies and procedures	17, 43	17, 63	17, 84	17, 109	17, 130	17, 152
205-3	Confirmed incidents of corruption and actions taken	46	66	87	113	133	155
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	46	66	87	113	133	155
302-1	Energy consumption within the organization	44	64	85	111	131	153
302-3	Energy intensity	44	64	85	111	131	153
302-4	Reduction of energy consumption	44	64	85	111	131	153
303-1	Interactions with water as a shared resource	30	54	75	96	121	142
303-2	Management of water discharge-related impacts	30	54	75	96	121	142
303-3	Water withdrawal	44	64	85	111	131	153
303-4	Water discharge	44	64	85	111	131	153
303-5	Water consumption	44	64	85	111	131	153
305-1	Direct (Scope 1) GHG emissions	44	64	85	111	131	153
305-2	Energy indirect (Scope 2) GHG emissions	44	64	85	111	131	153
305-4	GHG emissions intensity	44	64	85	111	131	153
305-5	Reduction of GHG emissions	44	64	85	111	131	153
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	44	64	85	111	131	153
306-1	Waste generation and significant waste-related impacts	30	54	75	95	121	142
306-2	Management of significant waste-related impacts	30	54	75	95	121	142
306-3	Waste generated	44	64	85	111	131	153
306-4	Waste diverted from disposal	44	64	85	111	131	153
306-5	Waste directed to disposal	44	64	85	111	131	153
308-1	New suppliers that were screened using environmental criteria	46	66	87	113	133	155
308-2	Negative environmental impacts in the supply chain and actions taken	46	66	87	113	133	155
401-1	New employee hires and employee turnover	45	65	86	112	132	154
401-3	Parental leave	45	65	86	112	132	154

GRI Standards Index

GRI Disclosure	Details	Report Page					
		SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
403-1	Occupational health and safety management system	35~37	57	78~79	100~102	124~125	145~146
403-2	Hazard identification, risk assessment, and incident investigation	35~37	57	78~79	100~102	124~125	145~146
403-3	Occupational health services	35~37	57	78~79	100~102	124~125	145~146
403-4	Worker participation, consultation, and communication on occupational health and safety	35~37	57	78~79	100~102	124~125	145~146
403-5	Worker training on occupational health and safety	35~37	57	78~79	100~102	124~125	145~146
403-6	Promotion of worker health	35~37	57	78~79	100~102	124~125	145~146
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	35~37	57	78~79	100~102	124~125	145~146
403-8	Workers covered by an occupational health and safety management system	35~37	57	78~79	100~102	124~125	145~146
403-9	Work-related injuries	46	66	87	113	133	155
403-10	Work-related ill health	46	66	87	113	133	155
404-1	Average hours of training per year per employee	45	65	87	113	132	154
404-2	Programs for upgrading employee skills and transition assistance programs	33	56	77	99	123	144
404-3	Percentage of employees receiving regular performance and career development reviews	45	65	87	113	132	154
405-1	Diversity of governance bodies and employees	45	65	87	113	132	154
405-2	Ratio of basic salary and remuneration of women to men	45	65	87	113	132	154
406-1	Incidents of discrimination and corrective actions taken	38	58	80	103	126	147
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	38	58	80	103	126	147
408-1	Operations and suppliers at significant risk for incidents of child labor	38	58	80	103	126	147
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	38	58	80	103	126	147
414-1	New suppliers that were screened using social criteria	46	66	87	113	133	155
414-2	Negative social impacts in the supply chain and actions taken	39	59	81	104	127	148
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	46	66	87	113	133	155
417-2	Incidents of non-compliance concerning product and service information and labeling	46	66	87	113	133	155
417-3	Incidents of non-compliance concerning marketing communications	46	66	87	113	133	155
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	46	66	87	113	133	155

SASB Index

Topic	Accounting Metric	Code	Report Page					
			SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
Energy Management	Total energy consumed	TR-AP-130a.1	44	64	85	111	131	153
	Percentage grid electricity		44	64	85	111	131	153
	Percentage renewable		44	64	85	111	131	153
Waste Management	Total amount of waste from manufacturing	TR-AP-150a.1	44	64	85	111	131	153
	Percentage hazardous waste		44	64	85	111	131	153
	Percentage recycled		44	64	85	111	131	153
Product Safety	Number of recalls issued, total units recalled	TR-AP-250a.1	46	66	87	113	133	155
Fuel Economy & Use-Phase Emissions	Revenue from products designed to improve fuel efficiency and/ or reduce emissions	TR-AP-410a.1	-	-	-	-	-	-
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TR-AP-440a.1	39	-	-	-	-	148
Materials Efficiency	Percentage of products sold that are recyclable	TR-AP-440b.1	-	-	-	-	-	-
	Percentage of input materials from recycled or remanufactured content	TR-AP-440b.2	-	-	-	-	-	-
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TR-AP-520a.1	46	66	87	113	133	155

Topic	Code	Report Page					
		SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
Number of parts produced	TR-AP-000.A	-	-	-	-	-	-
Weight of parts produced	TR-AP-000.B	-	-	-	-	-	-
Area of manufacturing facilities	TR-AP-000.C	5, 21	5, 48	5, 68	5, 89	5, 115	5, 135

UN SDGs

UN SDGs	Key Activities	Report Page					
		SEOJIN INDUSTRIAL	SEOJIN AUTOMOTIVE	SEOJINCAM	ECOPLASTIC	KOMOS	AIA
3 GOOD HEALTH AND WELL-BEING	• Employee health management programs • Health screening cost support	36	57	79	102	125	146
5 GENDER EQUALITY	• Non-discrimination based on gender in recruitment	33	56	77	99	123	144
6 CLEAN WATER AND SANITATION	• Wastewater pollutant management • Water stress analysis at sites	30	54	75	96	121	142
7 AFFORDABLE AND CLEAN ENERGY	• Introduction of renewable energy (SEOJIN INDUSTRIAL, SEOJINCAM) • Energy consumption management and efficiency improvement	27~28	52	73~74	93~94	119	139
8 DECENT WORK AND ECONOMIC GROWTH	• Prohibition of forced labor • Prohibition of child labor	38	58	80	103	126	147
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• R&D investment and expansion	25, 29	49, 53	69	90	116	136
10 REDUCED INEQUALITIES	• Fair recruitment • Same pay system for same job classification	33	56	77	99	123	144
11 SUSTAINABLE CITIES AND COMMUNITIES	• Community contribution activities	40	60	81	105	127	149
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Life Cycle Assessment (LCA) implementation • Hazardous chemical substance management • Waste management and expanded recycling	28, 30, 31	53, 54	74~75	94~96	120~121	140, 142
13 CLIMATE ACTION	• Climate change response and 2030 GHG reduction target establishment • Eco-friendly R&D • Employee environmental training	25~27	51~52	71, 73	92~93	119	139, 141
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	• Establishment of employee code of ethics and supplier code of conduct • Operation of whistleblowing channels	38, 39, 43	58, 59, 63	80, 81, 84	103, 104, 109	126, 127, 130	147, 148, 152

Third-Party Verification Statement

To: The Stakeholders of SECO. - SEOJIN INDUSTRIAL, SEOJIN AUTOMOTIVE, SEOJINCAM, ECOPLASTIC, KOMOS, AIA

Overview

The British Standards Institution (hereinafter referred to as the "Assurer") was requested to verify the 2026 SECO Sustainability Report (hereinafter referred to as the "Report"). The Assurer is independent to SECO and has no major operational financial interest other than the assurance of the Report. This assurance opinion statement is intended to provide information related to the assurance of the SECO's report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any other purpose. This assurance opinion statement is prepared based on the information presented by the SECO. The verification does not extend beyond such information and is solely based on it. In performing such verification, the Assurer has assumed that all such information is complete and accurate.

SECO is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the Report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to SECO only. The Assurer is responsible for providing SECO's management team with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of SECO. The Assurer will not, in providing this Independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person or party by whom the Independent assurance opinion statement may be read.

Scope

The scope of engagement agreed upon with SECO includes the following:

- Report contents during the period from January 1st to December 31st 2025 included in the Report, some data of 2026 are included.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- Confirmation of the Report's compliance with the AA1000 AccountAbility Four Principles and, where applicable, the reliability of the sustainability performance information contained within the Report, based on the type of sustainability assurance performed in accordance with AA1000 AS v3.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website, business annual report.

Assurance Level and Type

The assurance level and type are as follows;

- Moderate level based on AA1000 AS and Type 1 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018)

Description and sources of disclosures covered

Based on the scope and methodology of assurance applied, the Assurer reviewed the following disclosures based on the sampling of information and data provided by SECO.

[Universal Standards]
2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

[Topic Standards]
101-2&4, 201-2, 205-2&3, 206-1, 302-1,3&4, 303-1~5, 305-1,2,4&5, 306-1~5, 308-1&2, 401-1&3, 403-1~10, 404-1~3, 405-1&2, 406-1, 407-1, 408-1, 409-1, 414-1&2, 416-2, 417-2&3, 418-1

Third-Party Verification Statement

Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection in order to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities;

- Validation of the materiality assessment and internal analytical process for determining assurance priorities, and a top-level review of issues that may be raised by external stakeholders in the context of sustainability.
- Discussion with managers and representatives on stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Review of the system for sustainability management strategy process and implementation.
- Review of the materiality issue analysis process and prioritization and verifying the results.
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures.
- An assessment of SECO's reporting and management processes against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the SECO's Advisory Firm (Kim & Chang) to confirm the data collection processes, record management practices.

Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by SECO. It implies that the Assurer is therefore subject to limitations relating to inherent risks that may exist without the identification of material errors. The Assurer does not provide assurance on possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

Competency and Independence

British Standards Institution (BSI) is a leading global standards and assessment body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with over 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with SECO. The Assurer has conducted this verification independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000AS assurer, have a lot of assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

Opinion Statement

The assurance was conducted by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. The Assurer planned and performed the verification and collected sufficient evidence to explain SECO's approach to the AA1000 Assurance Standard and to provide confidence in its self-declaration of compliance with the GRI Standards.

On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environment performance indicators are accurate and are supported by robust internal control processes.

Conclusions

The Report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards). A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out as below.

Inclusivity: Stakeholder Engagement and Opinion

SECO has identified customers, employees, business partners, shareholders and investors, government, and local communities as its key stakeholders. The company operates various communication channels for each stakeholder group, and through stakeholder engagement processes, it gathers expectations and diverse opinions from core stakeholder groups. The major issues derived from this process are reflected in decision-making related to sustainability.

Materiality: Identification and reporting of material sustainability topics

Through a double materiality assessment process to derive reporting issues, SECO identified a pool of 20 ESG issues by analyzing global disclosure standards and industry trends. Applying the GRI and ESRS methodologies, SECO conducted a double materiality assessment covering environmental and social impacts (Impact Materiality) as well as financial impacts (Financial Materiality). From this process, eight material issues were selected, and both quantitative and qualitative opinions were reviewed. As a result, climate change and energy, human capital, and compliance and ethical management were designated as the three core material issues, which are disclosed in the report.

Responsiveness: Responding to material sustainability topics and related impacts

SECO reports on governance, strategy, risk management, indicators, and target setting for each affiliate regarding the core material issues determined through the double materiality assessment, under the section “Material Issue.” During the reporting period, SECO disclosed the response measures and performance of each affiliate in relation to these core material issues.

Third-Party Verification Statement

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders
SECO has established a process to identify and assess the impacts of core material issues on the organization and its stakeholders. The analysis of impacts, risks, and opportunities related to these core material issues is utilized in decision-making for developing response strategies for each issue. This process is disclosed through the report.

Recommendations and Opportunity for improvement

The Assurer provides the following observations to the extent that they do not affect the assurance opinion;

- SECO has withheld certain information regarding the governance systems and structures of some affiliates in its sustainability report. Global sustainability reporting frameworks (such as the GRI Standards, IFRS S1, CSRD) require disclosure of governance structures, roles, and responsibilities. Governance disclosure is a key indicator for demonstrating transparency and accountability in corporate decision-making. It serves as an important benchmark for investors and stakeholders in assessing corporate credibility, while also functioning as a critical element in managing long-term risks (legal, regulatory, and reputational). Accordingly, it is recommended that SECO establish and report a governance framework aligned with ESG disclosure standards.
- SECO has selected three key material issues through a double materiality assessment and has reported on strategies, risk management, indicators, and targets for each affiliate. To further enhance sustainability and business performance, as well as to strengthen corporate value, it is recommended that SECO report detailed response strategies and outcomes for each affiliate regarding the identified material issues.
- To strengthen the identification and responsiveness to stakeholder issues related to sustainable management, it is recommended that SECO enhance its stakeholder engagement process. In future reporting, SECO should establish strategies and targets for each affiliate regarding stakeholder-specific sustainability issues, and report on medium- to long-term plans and performance. Doing so will improve the overall sustainability management strategy framework of the report.
- Although SECO's affiliates operate under different environmental management systems, they have made efforts to report in accordance with the same GRI indicator standards. This is evaluated as a positive attempt to ensure consistency and comparability in reporting. In the future, requirements for major ESG indicators such as biodiversity, climate change, and energy are expected to become even more stringent. To effectively respond to these changes, the establishment of an integrated and systematic data collection and management framework is essential. As each affiliate maintains its independent operating system while pursuing common sustainability management goals, it is necessary to continuously develop differentiated activities at the individual company level, while at the same time implementing an integrated data management system that can secure consistency and reliability in reporting. Through this, the company will be able to provide more credible information to stakeholders and strengthen a sustainability management framework that aligns with ESG disclosure standards.

GRI-reporting

SECO has self-declared compliance with GRI Standards. Based on the data and information provided by SECO, the Assurer confirmed that the Report is prepared in accordance with the GRI Standards, and confirmed there are no errors in the disclosures related to the Universal Standards and Topic Standards Indicators. No sector standard is applied.

Issue Date: 22/05/2026
For and on behalf of BSI (British Standards Institution):

BSI representative

SangWoo Nam, Lead Assurer (LCSAP)
Sustainability Framework and KPIs related to Governance and Economy

YeonWoo Jo, Assurer
Sustainability KPIs related to Environmental and Social/People

Seonghwan Lim, Managing Director of BSI Korea

BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea
Hold Statement Number: SRA 844679

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By Royal Charter

GHG Emissions Verification Statement

SEOJIN INDUSTRIAL (Sihwa HQ & Plant, Hwaseong Plant, Gwangju Plant, R&D Center)

Relating to Seojin Industrial Corporation's GHG Emissions Inventory for the calendar years 2022 and 2025

This Assurance Statement has been prepared for Seojin Industrial Corporation in accordance with our contract.

Terms of engagement

LRQA was commissioned by Seojin Industrial Corporation to provide independent assurance on its GHG emissions inventory for the calendar years 2022 and 2025 (hereafter referred to as "the report") against the assurance criteria below to a limited level of assurance and materiality of 5% using ISO 14064-3:2019, 'Specification with guidance for verification and validation of greenhouse gas statements'.

Our assurance engagement covered the operations of Seojin Industrial Corporation's domestic sites and specifically the following requirements:

- Evaluating conformance with World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, revised edition[1)]
- Evaluating the accuracy and reliability of data and information for direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2) for the calendar years 2022 and 2025[2)].
- Evaluating the accuracy and reliability of data and information for other indirect GHG emissions (Scope 3) for the calendar year 2025.

1) https://www.ghgprotocol.org
2) The Scope 1 and Scope 2 emissions of the Gyeongju Plant have been verified by another third-party verifier in accordance with Korea's Greenhouse Gas and Energy Target Management System.

The main activities of Seojin Industrial Corporation include manufacturing of automotive parts and the GHG emissions have been consolidated using an operational control approach.

LRQA's responsibility is only to Seojin Industrial Corporation. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Seojin Industrial Corporation's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of Seojin Industrial Corporation.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Seojin Industrial Corporation has not, in all material respects:

- Met the requirements above; and
- Disclosed accurate and reliable data and information as summarized in Table 1, 2 and 3 below.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of 5%.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA's Recommendation

Seojin Industrial Corporation is recommended to move away from the spend-based method for Scope 3 Category 1 emissions and instead adopt the average-data method based on the mass of purchased materials to enhance the accuracy of their GHG inventory.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Interviewing key people of the organization responsible for managing GHG emissions data and records;
- Reviewing processes related to the control of GHG emissions data and records;
- Visiting the head office and reviewed additional evidence made available by Seojin Industrial Corporation;
- Verifying historical GHG emissions data and records at an aggregated level for the calendar years 2022 and 2025; and
- Reviewing whether Seojin Industrial Corporation reflected the Greenhouse Gas Management Manual for Hyundai Motor and Kia Suppliers (Ver. 2.0).

GHG Emissions Verification Statement

SEOJIN INDUSTRIAL (Sihwa HQ & Plant, Hwaseong Plant, Gwangju Plant, R&D Center)

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases - Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment - Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification engagement is the only work undertaken by LRQA for Seojin Industrial Corporation and as such does not compromise our independence or impartiality.

20 March 2026

Tae-Kyoung Kim LRQA Lead Verifier
On behalf of LRQA
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

LRQA reference: SEO00001874

Table 1. Summary of Scope 1 and Scope 2 GHG Emissions 2022

(Unit: tCO_2e)

Region	Corporate entity (Site)	Scope of GHG emissions: Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	Seojin Industrial Corporation (Headquarters & Sihwa Plant)	1,641	4,468	6,109
	Seojin Industrial Corporation (Gwangju Plant)	1,020	6,465	7,486
	Seojin Industrial Corporation (Hwaseong Plant)	555	7,718	8,273
	Seojin Industrial Corporation (R&D Center)	17	183	200
Total		3,234	18,834	22,068

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2015.

Table 2. Summary of Scope 1 and Scope 2 GHG Emissions 2025

(Unit: tCO_2e)

Region	Corporate entity (Site)	Scope of GHG emissions: Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	Seojin Industrial Corporation (Headquarters & Sihwa Plant)	1,742	4,213	5,955
	Seojin Industrial Corporation (Gwangju Plant)	808	5,837	6,645
	Seojin Industrial Corporation (Hwaseong Plant)	512	6,173	6,685
	Seojin Industrial Corporation (R&D Center)	10	185	194
Total		3,072	16,408	19,480

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2015.

Table 3. Summary of Scope 3 GHG Emissions 2025

(Unit: tCO_2e)

Region	Other indirect GHG emissions (Scope 3)	
Korea	Category 1. Purchased goods & services - steel raw materials purchased	162,762
	Category 2. Capital goods - building construction, machinery, computers, etc.	5,653
	Category 3. Fuel- and energy-related activities	5,329
	Category 4. Upstream transportation and distribution - steel raw materials transportation	2,648
	Category 5. Waste generated in operations	752
	Category 6. Business travel	319
	Category 7. Employee commuting	968
Total		178,431

GHG Emissions Verification Statement

SEOJIN INDUSTRIAL (Gyeongju Plant)

Verification Scope

Korean Standards Association has conducted verification for GHG emissions based on GHG report provided by Seojin InduC Co., Ltd. which includes Scope1and Scope2 emissions.

Verification Standards and Guidelines

To conduct verification activities, verification team applied verification standardsand guidelines. The standards and guidelines are as follows.

- Guidance for reporting and verification of GHG emissions trading scheme (No. 2025-64 provided by Ministry of Environment, Republic of Korea)
- Guidelines for the Operation of the Greenhouse Gas Target control scheme (No. 2025-165 provided by Ministry of Environment, Republic of Korea)
- Verification Guidelines for the Operation of the Greenhouse Gas Emission Trading scheme (No. 2025-165 provided by Ministry of Environment, Republic of Korea)
- For matters not specified in other guidelines, refer to KS I ISO 14064-1: 2018 and KS I ISO 14064-3: 2019

Level of Assurance

Seojin Industrial Co., Ltd. GHG emissions satisfies the under Reasonable Assurance (less than 5.0% of total emissions).

2025 GHG Emissions (Scope1, Scope2)

(Unit : tCO_2eq)

Year	Scope 1	Scope 2	Total
2025	4,269.879	11,426.231	15,696

※ Note : Decimal place is not considered when calculating the emission of each workplace.

June 04, 2026

Dongmin Moon

KOREAN STANDARDS ASSOCIATION

GHG Emissions Verification Statement SEOJIN AUTOMOTIVE

Relating to Seojin Automotive Co., Ltd.'s GHG Emissions Inventory for the calendar years 2022 and 2025

This Assurance Statement has been prepared for Seojin Automotive Co., Ltd. in accordance with our contract.

Terms of engagement

LRQA was commissioned by Seojin Automotive Co., Ltd. to provide independent assurance on its GHG emissions inventory for the calendar years 2022 and 2025 (hereafter referred to as "the report") against the assurance criteria below to a limited level of assurance and materiality of 5% using ISO 14064-3:2019, 'Specification with guidance for verification and validation of greenhouse gas statements'.

Our assurance engagement covered the operations of Seojin Automotive Co., Ltd.'s domestic sites and its overseas subsidiary, and specifically the following requirements:

- Evaluating conformance with World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, revised edition[1)]
- Evaluating the accuracy and reliability of data and information for direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2) for the calendar years 2022 and 2025.
- Evaluating the accuracy and reliability of data and information for other indirect GHG emissions (Scope 3) for the calendar year 2025.

1) https://www.ghgprotocol.org

The main activities of Seojin Automotive Co., Ltd. include manufacturing of automotive parts and the GHG emissions have been consolidated using an operational control approach.

LRQA's responsibility is only to Seojin Automotive Co., Ltd. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Seojin Automotive Co., Ltd.'s responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of Seojin Automotive Co., Ltd.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Seojin Automotive Co., Ltd. has not, in all material respects:

- Met the requirements above; and
- Disclosed accurate and reliable data and information as summarized in Table 1, 2 and 3 below.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of 5%.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA's Recommendation

Seojin Automotive Co., Ltd. is recommended to move away from the spend-based method for Scope 3 Category 1 emissions and instead adopt the average-data method based on the mass of purchased materials to enhance the accuracy of their GHG inventory.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Interviewing key people of the organization responsible for managing GHG emissions data and records;
- Reviewing processes related to the control of GHG emissions data and records;
- Visiting the head office and reviewing additional evidence made available by Seojin Automotive Co., Ltd.;
- Verifying historical GHG emissions data and records at an aggregated level for the calendar years 2022 and 2025; and
- Reviewing whether Seojin Automotive Co., Ltd. reflected the Greenhouse Gas Management Manual for Hyundai Motor and Kia Suppliers (Ver. 2.0).

GHG Emissions Verification Statement SEOJIN AUTOMOTIVE

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases - Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment - Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification engagement is the only work undertaken by LRQA for Seojin Automotive Co., Ltd. and as such does not compromise our independence or impartiality.

21 April 2026

Tae-Kyoung Kim LRQA Lead Verifier
On behalf of LRQA
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

LRQA reference: SEO00001876

Table 1. Summary of Scope 1 and Scope 2 GHG Emissions 2022

(Unit: tCO_2e)

Region	Corporate entity (Site)	Scope of GHG emissions			
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, Location based)	Total	Energy indirect GHG emissions (Scope 2, Market based)
Korea	Seojin Automotive Co., Ltd. (Siheung Plant)	351	7,568	7,919	보고 제외
Korea	Seojin Automotive Co., Ltd. (Jeongnam Plant)	202	1,322	1,534	보고 제외
China	Seojin Automotive Co., Ltd. (Zhangjiagang)	168	6,822	6,990	6,822
Total		720	15,722	16,442	

Note 1: Scope 2, Location based and Market based are defined in the GHG Protocol Scope 2 Guidance, 2015

Table 2. Summary of Scope 1 and Scope 2 GHG Emissions 2025

(Unit: tCO_2e)

Region	Corporate entity (Site)	Scope of GHG emissions			
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, Location based)	Total	Energy indirect GHG emissions (Scope 2, Market based)
Korea	Seojin Automotive Co., Ltd. (Siheung Plant)	323	6,803	7,127	보고 제외
Korea	Seojin Automotive Co., Ltd. (Jeongnam Plant)	221	1,197	1,418	보고 제외
China	Seojin Automotive Co., Ltd. (Zhangjiagang)	140	6,352	6,492	6,352
Total		684	14,352	15,036	

Note 1: Scope 2, Location based and Market based are defined in the GHG Protocol Scope 2 Guidance, 2015

Table 3. Summary of Scope 3 GHG Emissions 2025

(Unit: tCO_2e)

Region	Other indirect GHG emissions (Scope 3)	
Korea	Category 1. Purchased goods & services - raw materials and parts purchased	29,617
Korea	Category 2. Capital goods - machinery, building construction, etc.	2,080
Korea	Category 3. Fuel- and energy-related activities	1,420
Korea	Category 5. Waste generated in operations	878
Korea	Category 7. Employee commuting	397
Total		34,392

GHG Emissions Verification Statement SEOJINCAM

Seojincam Co., Ltd.

Verification Goal

The goals of greenhouse gas (GHG) emission verification (hereinafter referred to as 'verification') conducted by the Korean Standards Association are as follows.

- Confirming the conformity with standards and procedures of GHG emission and GHG emissions calculated within the scope of verification
- Checking the validity of declarations related to the organization's GHG emissions or removals
- Confirming the effective implementation of the organization's management of GHG emissions or removals
- Confirming the conformity of processes for implementing, managing and improving the organization's GHG emissions or removals estimates

Verification Scope

Korean Standards Association conducted a limited assurance verification of Seojincam Co., Ltd.'s Scope 1, Scope 2 and Scope 3 GHG statement.

- **Reporting Target** : Pyeongtaek Plant, Asan Plant, Dangjin 1 Plant, Dangjin 2 Plant
- **Boundary** : Scope1 (Direct emissions), Scope2 (Indirect emissions)
  - Scope1 : Stationary combustion, Mobile combustion
  - Scope2 : Externally purchased electricity
  - Scope3 : Category 1. Purchased goods and service
    Category 2. Capital goods
    Category 3. Fuel and energy-related activities (not included in scope 1 or scope 2)
    Category 4. Upstream transportation and distribution
    Category 5. Waste generated in operations
    Category 6. Business travel
    Category 7. Employee commuting
- **Year** : January 1, 2025 to December 31, 2025

Verification Criteria

Korean Standards Association conducted verification according to the procedures stipulated in ISO 14064-3 : 2019.

- **Calculation criteria**
  - KS I ISO 14064-1 : 2018
  - Guidelines for Reporting and Certification of Emissions from Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2025-64)
  - 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines
  - WRI (World Resources Institute) Greenhouse Gas Protocol
  - Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WRI)
- **Reference Document**
  - Greenhouse Gas Management Manual for Hyundai Motor and Kia Suppliers (ver.2)

Level of assurance verification and Responsibility

Korean Standards Association provides verification at limited level of assurance to strengthen GHG management for your company's GHG emissions.

- **On-site inspection** : Visit to Seojincam Co., Ltd. Pyeongtaek, Asan, Dangjin 1,2 Plant
- **Method of confirmation**
  - Examine the sources and field data used to calculate greenhous gas emissions during the reporting period
  - Review of the management system and data used to produce the greenhouse gas emissions report
  - Tracking review of internal documents and basic data
  - Interview with greenhouse gas emissions manager and field staff

Seojincam Co., LTD. should provide fair data on information and evidence related to GHG emissions, and the KSA is limited to guaranteeing GHG emissions.

GHG Emissions Verification Statement SEOJINCAM

Verification Limit

GHG emissions can be affected by factors such as data limits and uncertainties in the scope of verification, and inherent limitations may exist accordingly.

Verification Conclusion

Korean Standards Association confirmed that the GHG emissions calculated by Seojincam Co., Ltd. meet the level of assurance and the materiality threshold in accordance with the verification criteria. No evidence was found to suggest that the GHG data and information were unfairly presented.

Seojincam Co., Ltd. has taken appropriately corrective actions on the major findings identified by the verification team. Based on the verification results, including the absence of material errors of omissions, the data and processes are considered to meet the verification and guidelines. Therefore, a 'Unmodified opinion' is issued.

Appendix 1. Greenhouse Gas Emissions in 2025 (Scope1, Scope2)

(Unit: tCO_2eq)

Direction	Scope 1		Scope2 (Local-based)	Subtotal
	Stationary Combustion	Mobile Combustion		
Pyeongtaek Plant	80.510	23.991	11,297.095	11,401.596
Asan Plant	85.058	10.029	11,635.888	11,730.975
Dangjin 1 Plant	31.562	4.537	951.906	988.005
Dangjin 2 Plant	38.331	-	5,336.158	5,374.489
Total	235.461	38.557	29,221.047	29,495.065

Appendix 2. Greenhouse Gas Emissions in 2025 (Scope3)

(Unit: tCO_2eq)

Category		GHG Emissions
Category 1	Purchased goods and service	54,856.165
Category 2	Capital goods	643.766
Category 3	Fuel and energy-related activities (not included in scope 1 or scope 2)	5,010.310
Category 4	Upstream transportation and distribution	2,112.386
Category 5	Waste generated in operations	1,434.816
Category 6	Business travel	387.338
Category 7	Employee commuting	1,428.417
Total		65,873.198

March 30, 2026

KOREAN STANDARDS ASSOCIATION

GHG Emissions Verification Statement

ECOPLASTIC(Gyeongju Plant (Headquarters))

ECOPLASTIC CORPORATION

Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of GHG Report of ECOPLASTICCORPORATION" (hereinafter 'Company') for 2025.

1) Organization address (based on headquarters) : Gongdan-ro 69beon-gil30, yeongju-si, yeongsangbuk-do

Verification Purpose

The purpose is to provide an independent verification opinion on the company's voluntary GHG emissions inventories.

Verification Scope

KFQ's verification scope covered facilities and emission sources under the operational control and organizational boundary of the company during 2025.

Verification Criteria

The verification was carried out at the request of the company using:

- ISO 14064-1:2018, ISO 14064-3:2019
- 2006 IPCC Guidelines for National Greenhouse Gas Inventories
- No. 2025-6 or Ministry or nicerification of greenhouse gas emission trading scheme (Notfation NO. 2025-64 of Ministry of Environment)

Verification Approach

The verification has been conducted in accordance with the verification principles and standards of the ISO14064-3:2019' under the limited verification level. The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Conclusion

Based on the criteria and guidelines stated above, KFQ's verification opinion is as follows.

1) GHG emissions Company were properly calculated according to the verification standards.
2) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found. The materiality assessment result of GHG emissions has met the agreed-upon criterion of less than 5%.
3) Accordingly, KFQ provides a verification opinion that is "Unmodified".

(Unit : tCO_2eq)

Scope 1	Scope 2	Total
3,141.576	14,640.67	17,782

* Because total emissions from each site are rounded, the company's total emissions may differ from the actual values by ± 1 tCO_2eq.

March 19,2026

Ji Young Song

CEO Ji-Young Song
Korean Foundation for Quality

National Institute of Environmental Research

GHG Emissions Verification Statement

ECOPLASTIC(Asan, Gwangju, Junam)

ECOPLASTIC CORPORATION

Verification Target

Korean Foundation for Quality (hereinafter 'KFQ) has conducted a verification of Scope 1, 2 Greenhouse Gas Emissions (hereinafter 'GHG emissions) of ECOPLASTIC[1)] (hereinafter 'Company) for 2022, 2025. KFQ is responsible for providing an assurance statement on the GHG emissions based on the verification scope and criteria described below, while the responsibility for the claims made regarding the GHG emissions rests with the company.

1) Address (based on headquarters) : Gongdan-ro 57beon-gil, Gyeongju-si, Gyeongsangbuk-do

Verification Purpose

The purpose is to provide an independent verification opinion on the company's voluntary GHG emissions inventories.

Verification Scope

The scope of verification covers all facilities and emission sources at three sites[2)] under the operational control and organizational boundary of company during 2022, 2025.

2) Asan, Gwangju, Junam

Verification Criteria

The verification was carried out at the request of the company using:

- ISO 14064-1:2018, ISO 14064-3:2019
- 2006 IPCC Guidelines for National Greenhouse Gas Inventories
- Rule for emission reporting and certification of greenhouse gas emission trading Scheme (Notification No. 2025-64 of Ministry of Environment)
- Greenhouse Gas Management Manual for Hyundai Motor Company and Kia Suppliers

Verification Approach

The verification has been conducted in accordance with the verification principles and standards of the IS014064-3:2019' under the limited verification level. The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Conclusion

Based on the criteria and guidelines stated above, KFQ's verification opinion is as follows.

1) GHG emissions Company were properly calculated according to the verification standards.
2) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found. The materiality assessment result of GHG emissions has met the agreed-upon criterion of less than 5%.
3) Accordingly, KFQ provides a verification opinion that is

March 18th, 2026

Ji Young Song

CEO Ji-Young Song
Korean Foundation for Quality

National Institute of Environmental Research

Korean Foundation for Quality

GHG Emissions Verification Statement ECOPLASTIC(Asan, Gwangju, Junam)

Appendix. 2022, 2025 Emissions Calculation Results

Organization

ECOPLASTIC CORPORATION

Emission calculation period

January 1st to December 31st, 2022

January 1st to December 31st, 2025

Scope 1, 2 Emissions

(Unit : tCO_2eq)

Year	Sites	Scope 1	Scope 2	Total
2022	ASAN	106.92	1,829.64	1,936.56
	GWANGJU	32.39	156.59	188.98
	JUNAM	1.16	111.45	112.62
Subtotal				2,238.16
2025	ASAN	96.86	1,694.79	1,791.64
	GWANGJU	1.18	255.59	256.77
	JUNAM	0	100.70	100.70
Subtotal				2,149.11
Total				4,387.27

* Because total emissions from each site are rounded, the company's total emissions may differ from the actual values by ± 1 tCO_2eq.

GHG Emissions Verification Statement ECOPLASTIC

ECOPLASTIC CORPORATION

Verification Target

Korean Foundation for Quality (hereinafter 'KFQ) has conducted a verification of Scope 3 Greenhouse Gas Emissions (hereinafter 'GHG emissions) of ECOPLASTIC CORPORATION[1] (hereinafter Company) for venication scope and he ria peside aw, wine temers in her the misind bege on the GHG emissions rests with the company.

1) Address (based on headquarters) : 30, Gongdan-ro 69beon-gil, Gyeongju-si, Gyeongsangbuk-do, Republic of Korea

Verification Purpose

The purpose is to provide an independent verification opinion on the company's Scope3 emissions.

Verification Scope

The verification covered five emission categories[2] selected by the company during 2025.

2) Category 1, 2, 3, 5, 7

Verification Criteria

The following criteria and coefficients used by the company were applied.

- Criteria
  - ISO 14064-1:2018, ISO 14064-3:2019
  - 2006 IPCC Guidelines for National Greenhouse Gas Inventories
  - GHG Protocol Corporate Standard
  - WBCSD/WRI, Corporate Value Chain(Scope 3) Accounting and Reporting Standard
  - Rule for emission reporting and certification of greenhouse gas emission trading Scheme
- Coefficient
  - Environmental Product Declaration evaluation coefficient(2021)
  - Supply Chain GHG emission factors(EPA)

Level of Assurance

The verification has been conducted in accordance with the verification principles and standards of the 'ISO14064-3:2019' under the limited verification level.

Verification Limitation

GHG emissions verification involves inherent limitations that may arise depending on the organization's data characteristics, calculations and estimates, sampling method, and limited assurance level. Additionally, this verification does not include responsibility for the accuracy of the original data provided by the company.

Conclusion

Based on the criteria and guidelines stated above, KFQ's verification opinion is as follows.

1) GHG emissions of the company for 2025 were properly calculated based on the materials provided, and no material errors or omissions that could affect the verification opinion were identified.
2) The criteria and process established by the company for calculating GHG emissions were transparently documented in the internal calculation process to prevent potential misunderstandings.
3) Accordingly, KFQ provides a verification opinion that is "Unmodified".

2026-03-31

Ji Young Song

National Institute of Environmental Research

CEO Ji-Young Song
Korean Foundation for Quality

GHG Emissions Verification Statement ECOPLASTIC

Appendix. 2025 Scope 3 Emissions Calculation Results

Organization

ECOPLASTIC CORPORATION

Emission calculation period

The emission calculation period is from January 1st to December 31st, 2025.

Scope 3 Emissions verification Results

(Unit : tCO_2eq)

	Category	Total emissions
1	Purchased goods & services	229,958
	All Plants	229,958
2	Capital goods	4,301
	Gyeongju Plant	4,259
	Asan Plant	41
	Gwangju Plant	2
3	Fuel and Energy-related activities not included in Scope 1+2	2,930
	Gyeongju Plant	2,571
	Asan Plant	298
	Gwangju Plant	44
	Junam Plant	17
5	Waste generated in operations	788
	Gyeongju Plant	770
	Asan Plant	18
7	Employee commuting	756
	Gyeongju Plant	711
	Asan Plant	41
	Gwangju Plant	5
	Total	238,733

* Because total emissions from each site are rounded, the company's total emissions may differ from the actual values by ±1 tCO_2eq.

GHG Emissions Verification Statement KOMOS

KOMOS Co., Ltd.

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

- Verification of places of business and emissions facilities under the control of KOMOS Co., Ltd.

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- IPCC Guidelines for National Greenhouse Gas Inventories(2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)
- WRI/WBCSD GHG Protocol

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation.The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that KOMOS Co., Ltd. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

GHG emissions & Energy Consumption

(Unit: tCO_2eq)

	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions(Scope 3)	Total
2022	1,186.371	9,572.142	-	10,758.513
2025				14,030.825

(Unit: TJ)

	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total(TJ)
2022	18.838	61.453	80.291
2025	22.105	59.640	81.745

* Note:
1. Due to rounding at the facility level, the total emissions may differ from the sum of emissions ※ by category
2. (Applicable only to 2025) From 2025 onward, Scope 3 emissions for domestic facilities include Categories 5, 7 and 9
3. GWP values are applied based on the AR2 standard (CH_4 : 28, N_2O: 265)
4. The electricity emission factor is applied based on the criteria provided by the second party (Hyundai Motor Company)

GHG Emissions Verification Statement KOMOS

Scope 3 Emissions

(Unit: tCO_2eq)

Category	Scope 3	Emissions
CAT 1	Purchased goods and service	-
CAT 2	Capital goods	-
CAT 3	Fuel and energy-related activities (not included in scope 1 or scope 2)	-
CAT 4	Upstream transportation and distribution	-
CAT 5	Waste generated in operations	66.782
CAT 6	Business travel	-
CAT 7	Employee commuting	420.345
CAT 8	Upstream leased assets	-
CAT 9	Downstream transportation and distribution	2,930.144
CAT 10	Processing of sold products	-
CAT 11	Use of sold products	-
CAT 12	End-of-life treatment of sold products	-
CAT 13	Downstream leased assets	-
CAT 14	Franchises	-
CAT 15	Investments	-
Total		3,417.271

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities. As a result, we express "unmodified" opinion.

* The entity shall be responsible for preparing the verification materials in accordance with relevant laws and standards, and KMR's responsibility shall be limited to the parties to the verification contract under the terms and conditions agreed upon, and shall not be responsible for any other decisions, such as investments based on this verification opinion.
* The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.

Mar, 10, 2026

CEO E J Hwang

ISO 14064-1

National Institute of Environmental Research

GHG Emissions Verification Statement AIA

Relating to AIA Co., Ltd.'s GHG Emissions Inventory for the calendar years 2022 and 2025

This Assurance Statement has been prepared for AIA Co., Ltd. in accordance with our contract.

Terms of engagement

LRQA was commissioned by AIA Co., Ltd. to provide independent assurance on its GHG emissions inventory for the calendar years 2022 and 2025 (hereafter referred to as "the report") against the assurance criteria below to a limited level of assurance and materiality of 5% using ISO 14064-3:2019, 'Specification with guidance for verification and validation of greenhouse gas statements'.

Our assurance engagement covered the operations of AIA Co., Ltd.'s domestic sites and specifically the following requirements:

- Evaluating conformance with World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, revised edition[1)]
- Evaluating the accuracy and reliability of data and information for direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2) for the calendar years 2022 and 2025.
- Evaluating the accuracy and reliability of data and information for other indirect GHG emissions (Scope 3) for the calendar year 2025.

1) https://www.ghgprotocol.org

The main activities of AIA Co., Ltd. include manufacturing of automotive parts and the GHG emissions have been consolidated using an operational control approach.

LRQA's responsibility is only to AIA Co., Ltd. LRQA disclaims any liability or responsibility to others as explained in the end footnote. AIA Co., Ltd.'s responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of AIA Co., Ltd.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that AIA Co., Ltd. has not, in all material respects:

- Met the requirements above; and
- Disclosed accurate and reliable data and information as summarized in Table 1, 2 and 3 below.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of 5%.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA's Recommendation

AIA Co., Ltd. is recommended to move away from the spend-based method for Scope 3 Category 1 emissions and instead adopt the average-data method based on the mass of purchased materials to enhance the accuracy of their GHG inventory.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Interviewing key people of the organization responsible for managing GHG emissions data and records;
- Reviewing processes related to the control of GHG emissions data and records;
- Visiting the head office and reviewing additional evidence made available by AIA Co., Ltd.;
- Verifying historical GHG emissions data and records at an aggregated level for the calendar years 2022 and 2025; and
- Reviewing whether AIA Co., Ltd. reflected the Greenhouse Gas Management Manual for Hyundai Motor and Kia Suppliers (Ver. 2.0).

GHG Emissions Verification Statement AIA

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases - Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment - Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification engagement is the only work undertaken by LRQA for AIA Co., Ltd. and as such does not compromise our independence or impartiality.

24 March 2026

Tae-Kyoung Kim LRQA Lead Verifier
On behalf of LRQA
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

LRQA reference: SEO00001778

Table 1. Summary of Scope 1 and Scope 2 GHG Emissions 2022

(Unit: tCO_2e)

Region	Corporate entity (Site)	Scope of GHG emissions: Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	AIA Co., Ltd. (Plant 1)	790	4,741	5,531
	AIA Co., Ltd. (Plant 2)	1,565	8,693	10,258
Total		2,355	13,434	15,789

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2015.

Table 2. Summary of Scope 1 and Scope 2 GHG Emissions 2025

(Unit: tCO_2e)

Region	Corporate entity (Site)	Scope of GHG emissions: Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	AIA Co., Ltd. (Plant 1)	757	3,487	4,244
	AIA Co., Ltd. (Plant 2)	1,368	5,914	7,282
Total		2,125	9,401	11,527

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2015.

Table 3. Summary of Scope 3 GHG Emissions 2025

(Unit: tCO_2e)

Region	Other indirect GHG emissions (Scope 3)	
Korea	Category 1. Purchased goods & services - raw materials such as plastics, rubber, and paint	29,706
	Category 2. Capital goods	2,782
	Category 3. Fuel- and energy-related activities	2,214
	Category 4. Upstream transportation and distribution - transportation of raw materials such as plastics, rubber, and paint	199
	Category 5. Waste generated in operations	801
	Category 6. Business travel	88
	Category 7. Employee commuting	324
Total		36,115

SECO