Powering the Future of e-Mobility

2025 Sustainability Report

LS Automotive

About this report

Report Overview

Through the 2025 Sustainability Report, LS Automotive aims to disclose and actively communicate with stakeholders about our sustainability initiatives and business performance. We will continue to publish this report annually to transparently share our performance and listen to stakeholder feedback, fostering our growth as a global leader in sustainability.

Reporting Principles and Assurance

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, which are international guidelines for sustainability management, and discloses industry-standard indicators as required by the Sustainability Accounting Standards Board (SASB). To ensure the reliability and fairness of the report's preparation process and disclosures, an independent external expert, Korean Management Association, conducted a third-party assurance engagement. The results of this engagement can be found in the Third-Party Assurance Statement on page 89-90 of this report.

Reporting Period and Scope

The reporting period is from January 1, 2024, to December 31, 2024, with significant achievements in the first half of 2025 also included. The financial information presented in this report is based on the consolidated standards under the Korean International Financial Reporting Standards (K-IFRS). To provide a clear view of performance trends, we have disclosed three years of quantitative data covering 2022 through 2024. This report covers the performance of all domestic business sites of LSAT, as well as its subsidiaries — LS Automotive Qingdao Corp., LS Automotive Technologies Wuxi Corp., LS Automotive India Private Limited, and LS Automotive Mexico, S.A. de C.V. Where the reporting scope differs or data has changed, appropriate footnotes have been provided to clarify the context.

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Interactive User Guide

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01 Introduction

CEO Message
About LS Automotive Technologies
Our Business

CEO Message

A Company That Values People and Nature, Delivering Safety and Convenience Beyond Expectations



Dear Valued Stakeholders,

In recent times, the global market has faced increasing uncertainty due to geopolitical risks, industrial transitions, and evolving ESG regulations. Despite these challenging conditions, LSAT has achieved a robust 11% sales growth over the past three years. Building on this momentum, we have set our 2025 sales target at KRW 1.4 trillion. Guided by our vision, "Together, the World's Best," we are committed to maximizing value for our employees, customers, shareholders, and society, striving together to become the world's leading company.

First, to ensure the company's sustainable growth, we will secure future growth engines.

The automotive industry is facing intense competition to lead the market in eco-friendly products and mobility solutions like never before. LSAT has continuously expanded its development of eco-friendly products, successfully bringing to mass production key components such as converters and inverters, which are essential for power supply in eco-friendly vehicles. Additionally, by expanding terminal assembly products—key components for electric and hybrid drivetrains—LSAT is establishing itself as a core supplier of eco-friendly solutions. Moreover, we have internalized Software Defined Vehicle (SDV) technology, the future of mobility, and identified it as a mid-term strategic focus. Together with our customers, we are preparing to develop new business opportunities in this area. Moving forward, LSAT will continue to drive sustainable growth by leveraging our in-house technological capabilities and manufacturing excellence to lead the evolving automotive landscape.

Second, we will accelerate growth by focusing on quality assurance.

LSAT defines quality assurance as the core foundation of its growth and aims to center not only quality but all business operations around this principle. To this end, we have established and embedded the slogan QCPR (Quality Centered Process Redesign in Action) not only within our company but also across our partner organizations. By upholding stricter quality standards, we will continue to build trust with our customers. This quality-driven growth approach will not only strengthen LSAT's development but also serve as a steadfast foundation for resilient and sustainable management.

Third, we will strengthen the integration of ESG management across all business operations.

As expectations for ESG rise, regulations are tightening globally—particularly in Europe, where ESG disclosure requirements have become mandatory. LSAT is enhancing its ESG management system on a company-wide basis, proactively identifying potential risk factors to ensure that every business site can build a collaborative ESG ecosystem. Moreover, we support our partners through technical and financial services to foster mutual growth, and continuously strengthen supply chain management to achieve a sustainable future together.

LSAT will continue to engage in open dialogue with a diverse range of stakeholders to drive sustainable change.
We kindly ask for your continued interest and support as we pursue new challenges and progress on our journey.
Thank you.

CEO, LS Automotive Technologies **Gyung-Sil Ra**

About LS Automotive Technologies

LS Automotive Technologies

LS Automotive Technologies (hereinafter LSAT) was founded in 1973 and became part of the LS Group in 2008. Since then, we have been committed to enhancing our business capabilities and brand value with the goal of becoming a Global Top Tier company. Through continuous R&D investments in new technologies, we are strengthening our portfolio to lead the market. Internally, we are also dedicating ongoing resources and efforts to nurture global key talents.

(As of Year-End 2024)

Company	LS Automotive Technologies
Date of Establishment	11 November 1973
Address	11F, Anyang Financial Center, 260 Simin-daero, Dongan-gu, Anyang-si, Gyeonggi-do
CEO	Gyung-Sil Ra
Employees	5,408
Main Business	Automotive Parts Manufacturing
Key Financial Results	Revenue: KRW 1.316 trillion
Homepage	https://www.lsautomotive.com

Mission

**Thinking human being and nature,
we bring safety, convenience and values beyond.**

Vision

Together, the World's Best

Maximize value for our employees, customers, shareholders, and society, striving together to become the best company in the world.

Core Values(4C)

Challenge	Collaboration	Creative	Clean
Practice continuous improvement with passion and a proactive attitude. Strive to exceed the limits without fearing failure.	Build Trust based on respect. Share information and cooperate for mutual success.	Continuous learning to be the best. Suggest new ideas voluntarily and make improvements in work.	Stick to the fundamental principles. Pursue fair competition with honor as a global citizen.

Management Philosophy

LSpartnership Greater value together!

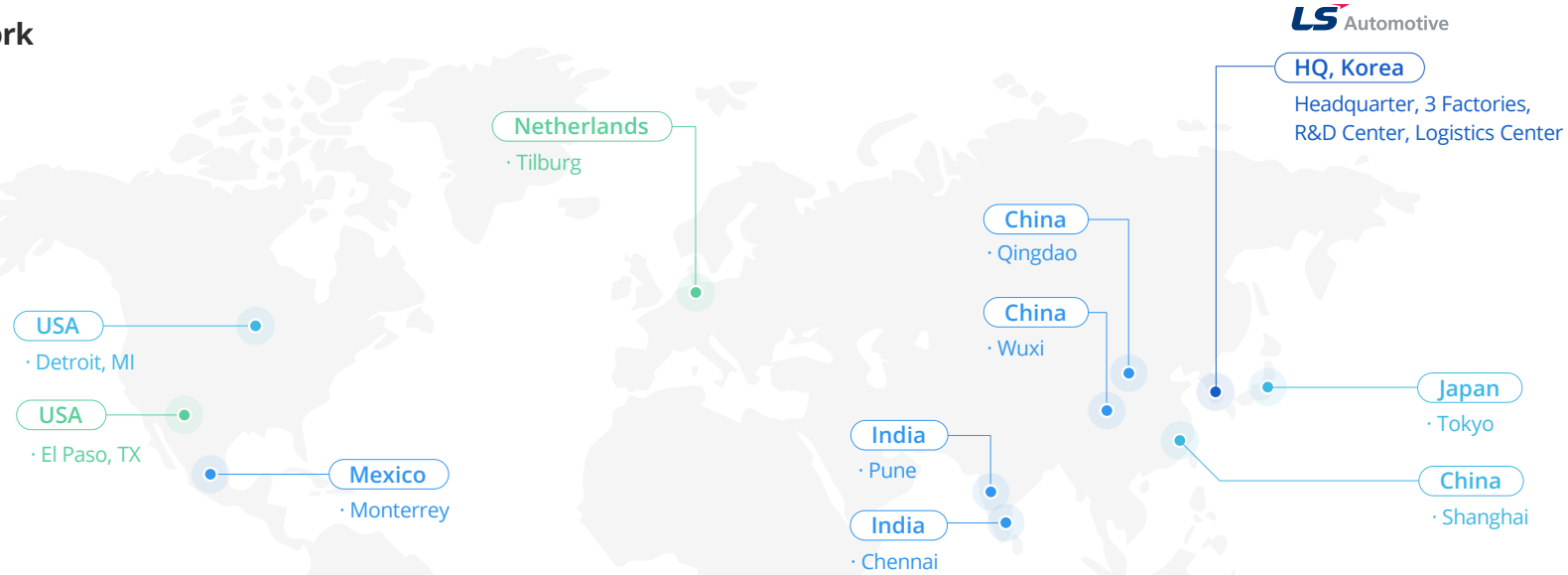


LS is a faithful and reliable business partner
Collaboration with LS people leads to greater success

LSpartnership is about LS people with integrity and the highest competence achieving excellent performance through mutual respect, cooperation and growing constantly with all partners together. LSpartnership will become the core of all LS people's thoughts and actions and the driving force that enables sustainable growth going beyond the LS's past success.

About LS Automotive Technologies

Global Network



Headquater, R&D Center 1

· Anyang, South Korea

Factory 8

· Ansan 1st Site, South Korea
· Ansan 2nd Site, South Korea
· Ansan 3rd Site, South Korea
· Pune, India
· Chennai, India
· Qingdao, China
· Wuxi, China
· Monterrey, Mexico

Sales Office 3

· Detroit, MI, USA
· Shanghai, China
· Tokyo, Japan

Logistics Center 3

· El Paso, TX, USA
· Tilburg, Netherlands
· Ansan, South Korea

About LS Automotive Technologies

History

1970s~1990s

1973 · Established Daesung Electric
1974 · Began production of switches
1975 · Began production of relays
1987 · Established R&D Center
1988 · Completed and began operation of Ansan 2nd Site (Mold & Press)
1991 · Established Qingdao subsidiary in China
1997 · Relocated headquarters to Ansan

2000s

2003 · Established Wuxi subsidiary in China
2006 · Won the 3rd Korea Software Technology Awards
2007 · Bronze Award at the 12th Electronic Components Technology Awards (Korea Electronics Industry Association)
2008 · Became an LS affiliate
· Won Silver Award at 13th Electronic Components Technology Awards (Minister of Knowledge Economy Award)
· Established subsidiary in India

2010s

2010 · Received New Excellent Technology (NET) certification from the Korean Agency for Technology and Standards for haptic steering wheel
· DS1515 Vision Declaration Ceremony
2011 · Received Letter of Appreciation from Nissan Motors
· Received Presidential Citation (CTO) on 44th National Science Day
· Received CMMI ML2/ML3 Certification
2012 · Awarded Silver Tower Medal for Industrial Technology Promotion (Ministry of Knowledge Economy)
· Awarded Bronze Tower Medal at 2012 Electronic Information and Communication Industry Exhibition (Ministry of Knowledge Economy)
· Received ASPICE CL2 Certification (First in the industry)

2020s

2020 · Awarded Hyundai Motor Company's Partner of the Year
2021 · Named Excellent Partner for New Car Quality by HKMC Electric Vehicles
· Received the Minister of Health and Welfare Award on World Blood Donor Day
· Received Commendation from the Gyeonggi Provincial Governor for Promoting Employment of Persons with Disabilities
2022 · Received Hyundai Motor Company-LSAT IR52 Jang Young-Sil Award
· Received Commendation from the Gyeonggi Provincial Governor on the 24th Volunteer Day
· Signed MOU for Social Contribution Activities with Hallym University Sacred Heart Hospital
2023 · Received Commendation from the Minister of Trade, Industry and Energy at the 21st Automotive Parts Industry Awards
2024 · Established New Vision: Together, the World's Best
· Received Commendation from the Mayor of Anyang on the 26th Volunteer Day
· Awarded Sharing Cooperation Prize by the Korea Central Volunteer Center

2010s

2013 · Received Delphi Above & Beyond Pinnacle Award
· Received Plaque of Appreciation at Daimler Supplier Appreciation Day
2014 · Received GM Supplier Quality Excellence Award
2015 · Awarded Tata Motors Efficiency
· Received the Korean Society of Automotive Engineers Technology Innovation Award
2016 · Renamed as LS Automotive
· Received GM Supplier Quality Excellence Award
· Awarded Patent Management Grand Prize by the Korea Electronics Association
2018 · Announced New Vision
· Awarded Gyeonggi Provincial Governor's Award for Volunteer Activism
· Awarded as an Outstanding Development Partner by Hyundai Motor Group
2019 · Won GM Supplier Quality Excellence Award
· Received Best New Technology Award at Hyundai Motor R&D Tech Festival

About LS Automotive Technologies

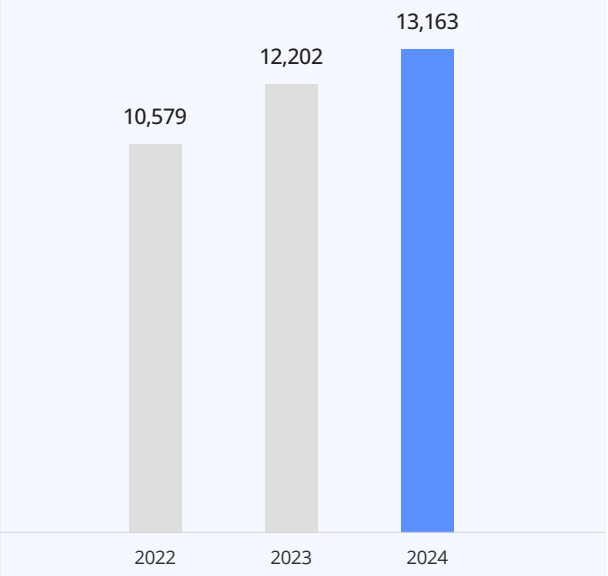
Business Performance

Revenue[1)]

(Unit: KRW 100 million)

Achieved

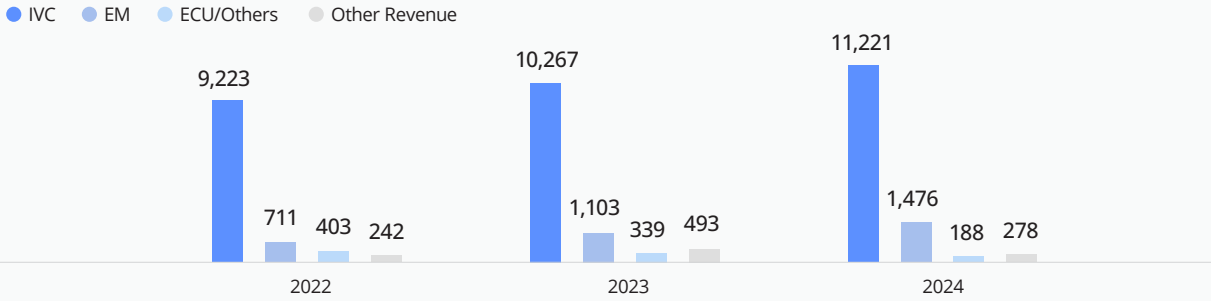
KRW 1.316 trillion in 2024



1) Revised the 2023 revenue in accordance with the audit report.

Revenue by Product[2)]

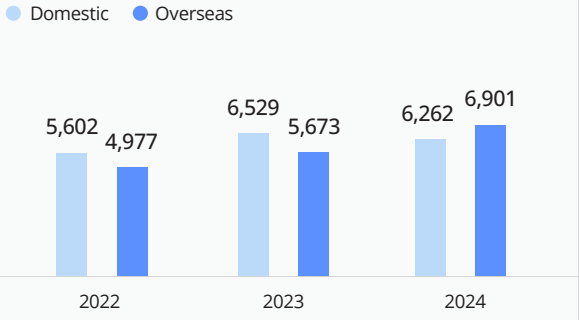
(Unit: KRW 100 million)



2) In Vehicle Control, IVC · E-Mobility Solution, EM · Electronic Control Unit, ECU

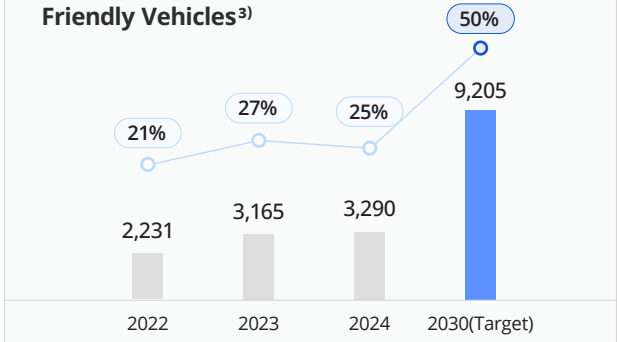
Revenue by Region

(Unit: KRW 100 million)



Revenue from Environmentally Friendly Vehicles[3)]

(Unit: KRW 100 million)



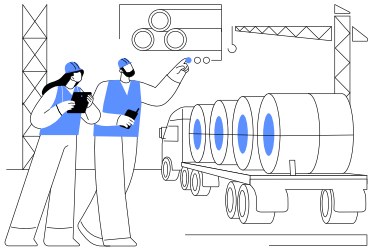
3) BEV, FCEV, HEV parts

Our Business

LS Automotive Value Chain

LSAT creates value by integrating sustainability throughout the entire process—from raw material manufacturing to complete vehicle production—and engaging in ongoing dialogue with its stakeholders. In addition to direct stakeholders such as partners and customers, the company also considers the needs and feedback of indirect stakeholders, including government entities and local communities. These inputs are reviewed by relevant departments and incorporated into management decision-making.

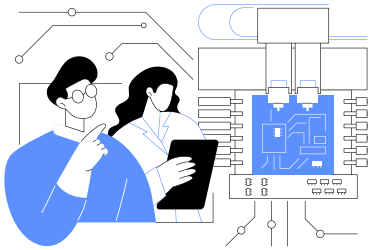
Suppliers



Our partners manufacture raw materials from minerals or produce components through processing, which are then supplied to LSAT.

Partners	Procurement Amount
A total of 609 companies	KRW 1,226.2 billion

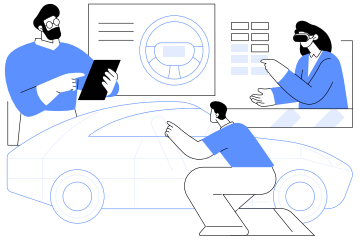
LS Automotive



LSAT manufactures and sells products through the processing and assembly of raw materials and components. We operate a diverse range of facilities, including manufacturing plants, research centers, and logistics hubs.

Revenue	Number of Employees
KRW 1,316.3 billion	5,408

Customers (OEMs and Suppliers)



OEMs and suppliers purchase LSAT's products (components) and assemble them to manufacture vehicles.

Original Equipment Manufacturer (OEM)	Suppliers
Hyundai Motor Company, Kia, Stellantis, General Motors, Nissan, and others	Hyundai Mobis, ZF, HL Mando, and others

Our Business

Business Units

In-Vehicle Control

Through the development of integrated modules combining various technologies, we aim to deliver new experiences to users. We have established global competitiveness in the vehicle interior components market by offering a wide range of IVC switches, switch controller modules, and interior lighting products across steering, door, cockpit, roof, and seat zones. In response to recent trends in electrification and autonomous driving, we are leveraging touch, haptic, and electronic control technologies to create safer and more comfortable vehicle interiors.

E-Mobility Solution

LSAT is expanding its E-Mobility Solutions in response to the rise in automotive electrification. Building on our expertise in mass-producing 48V converters, we are broadening our power conversion portfolio to include high-voltage converters and high-voltage inverters for V2L (Vehicle-to-Load) applications, aimed at eco-friendly vehicles. In the realm of E-Drivetrain, we are scaling the production of busbars, resolvers, and other components, while offering customization capabilities with temperature/current sensors and EMC filters. Our integrated strategy is designed to optimize system efficiency and advance core technologies, enhancing our global orders and competitiveness in the future automotive market.

Others

In the future automotive market, maximizing system efficiency and developing core technologies related to integrated solutions will be key factors for securing competitiveness. By approaching major vehicles from diverse perspectives and developing advanced systems tailored to these needs, we aim to strengthen our position as a leader in the future automotive market. Our goal is to create a better automotive culture by delivering the best products that ensure the safety and convenience of passengers.



Our Business

R&D Strategy

Under our 'R&D Vision', LSAT delivers exceptional value to customers through continuous research, development, and innovation as a technology-driven company. To become a global automotive parts leader with world-class technological competitiveness, we have established business strategies tailored to the nature of each portfolio, focusing on our core businesses: In-Vehicle Control and E-Mobility. Our R&D Vision is structured in three stages, designed to enable systematic and efficient technology development. Throughout each stage, we remain agile in responding to market changes, enhancing the likelihood of development success and commercialization. Currently, we are building systems to provide Software Defined Vehicle (SDV) services, primarily targeting key OEMs. Based on the Zone Architecture approach, we operate efficient development teams for each zone and are cultivating core SDV capabilities through partnerships with specialized firms. In line with the rapid pace of SDV technology evolution, we strive to meet customer needs and expand our sustainable product portfolio.

- **Smart Technology 1.0**

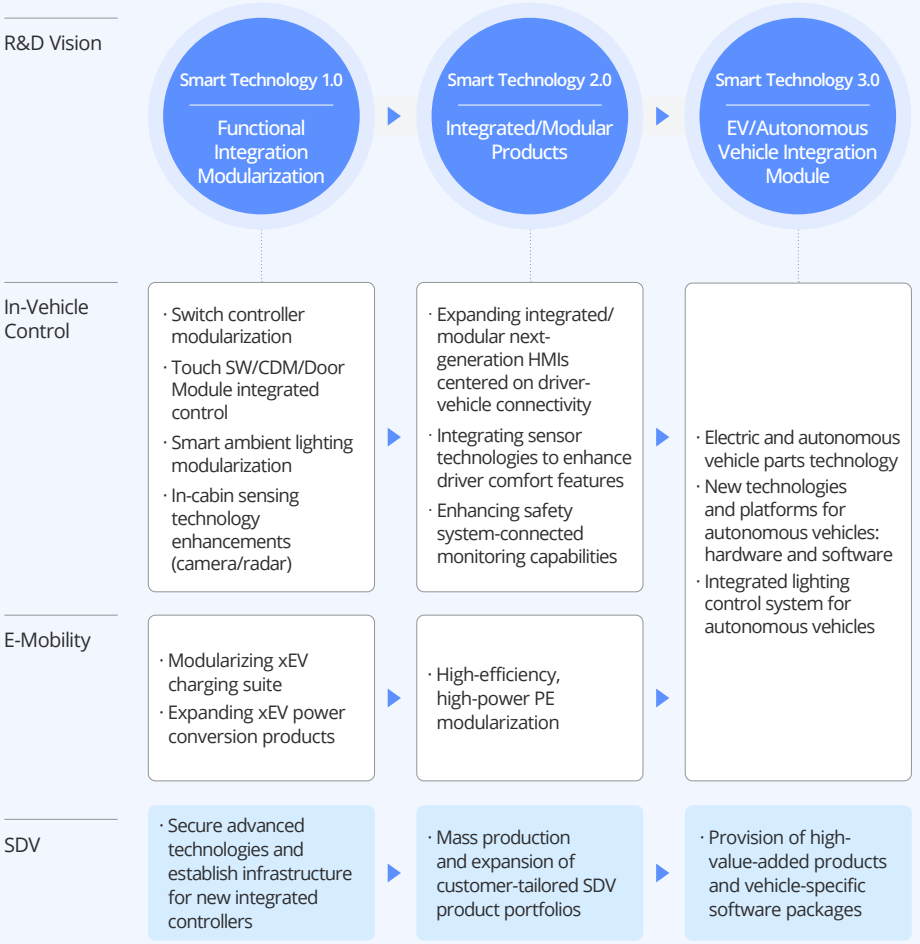
  Focuses on integrating various functions into a single module based on the main products of each business. It is a crucial step to enhance market competitiveness by improving system efficiency and reducing production costs. Major products include the Switch Controller, SAL, ICC, and Charging modules. The expertise gained from this integration process will serve as core technologies in later stages.

- **Smart Technology 2.0**

  Analyzing the rapidly changing automotive market to expand our integrated offerings. The goal is to prioritize and strategically develop new products, contributing to a competitive advantage through efficient use of development resources. This approach aims to increase market share and achieve sustainable growth.

- **Smart Technology 3.0**

  Focuses on developing integrated modules for EVs and autonomous vehicles in response to the rapid growth of these markets. Hardware and software will be developed to maximize space utilization through high-efficiency components that integrate multiple functions, applicable to both regular vehicles and robo-vehicles. Additionally, we aim to enhance user experience through integrated lighting control.



Our Business

In-Vehicle Control, IVC

Steering Module

Development of Next-Generation Integrated Steering Module

The steering wheel not only serves as a device for directional control but has also evolved into a central interface connecting the driver and vehicle through various functions such as column/lever-type SBW[1], HOD[2], driver monitoring systems, and lighting. With increasing demands for system integration, we are developing integrated controllers that combine functions such as MFSW[3], SBW, and remote switches. By enhancing cost competitiveness and control efficiency through integration, we are leading the global market.

1) Shift By Wire, SBW
2) Hands Off Detection, HOD
3) Multi-Function Switch, MFSW

Developing Safety and Comfort Solutions

We are conducting research aimed at developing next-generation steering modules that comply with regulations such as Euro NCAP (New Car Assessment Program). This includes integrating various safety and convenience solutions, incorporating driver recognition technology.





Door Control Module

Development of Next-Generation Integrated Door Control Module

In addition to conventional mechanical switches, we are dedicated to developing next-generation integrated In-Vehicle Control (IVC) systems, such as smart surfaces that incorporate touch, haptic, and lighting technologies. We are also developing next-generation PWS[1] for EV[2], designed to provide users with a more intuitive and enriched experience beyond simple button operation.

1) Power Window Switch, PWSElectric Vehicle, EV
2) Electric Vehicle, EV

Exterior HMI[1] Product Development

As the control functions of door-mounted controllers diversify, we are focusing on developing integrated SBCM[2] technologies and Exterior HMI products that include facial recognition-based access authentication systems and PIN code entry devices. Leveraging our technical expertise, we are expanding our development scope into exterior components.

1) Human Machine Interface, HMI
2) Side Body Control Module, SBCM

Expansion of Electrified Vehicle Portfolio

We are designing and mass-producing electric charging door modules equipped with smart actuator technology, a key component for electrified vehicles. Through advanced development efforts, we are expanding our electrification portfolio. This innovation offers a differentiated experience with enhanced convenience and safety, aligned with the demands of the electrification era.

Our Business

In-Vehicle Control, IVC

Cockpit Module

Advanced Controller(Switch)

The modularization of interior vehicle switches has recently become a key focus for OEMs, driving rapid growth in related demand. In particular, electric vehicle manufacturers are launching new interfaces that combine various switches alongside touchscreen-based products. LSAT continues to develop interior vehicle switches leveraging differentiated capabilities and has completed the development of AVN[1)] panels, as well as the CIM[2)] product, which integrates air conditioning control panels and seat control switches typically located on the center fascia of vehicles. The CIM product emphasizes tactile feedback and aesthetics by applying touch and haptic operation methods instead of mechanical controls, and is manufactured in various configurations to meet additional OEM requirements.

1) Audio, Video, Navigation, AVN
2) Center-fascia Integration Module, CIM

Integrated Display Control Modules

Beyond Configurable Displays, LSAT is developing integrated modules that support subscription services in multiple formats. This includes interactive HUD[1)], Curved Display Switches, and Personalized Control Systems. Our aim is to create a driving environment that delivers maximum satisfaction through a highly personalized experience.

1) Head Up Display, HUD

Lighting Module & In Cabin Camera System

Lighting Module

LSAT mass-produces and supplies a variety of automotive interior lighting products, including Overhead Console Lamps and Ambient Lighting Lamps. Additionally, we are developing advanced technologies such as interior lighting systems equipped with occupant recognition features (camera-based image recognition, voice recognition, etc.) and matrix lighting distribution systems based on occupant positioning. Our portfolio also includes exterior lighting modules such as Side Ground Lighting and Exterior Ambient Lighting.

In Cabin Camera/Radar System

With more than 12 omnidirectional cameras installed inside and outside the vehicle, the system provides detailed monitoring of the external environment to enhance driving safety. Additionally, leveraging radar technology, we are developing user-centric convenience features by recognizing the positions of occupants and objects. LSAT has secured capabilities in vehicle exterior camera technologies with VGA and HD resolution, infrared cameras for interior monitoring, as well as radar sensing and analysis algorithm development.





Our Business

E-Mobility Solution

Power Electronics

Converter

High-voltage battery utilization plays a crucial role in extending driving range and enhancing charging efficiency in electric vehicles. LSAT is actively developing 400V and 800V high-voltage converters, including 50kW high-voltage boost converters designed for rapid charging. Our focus is on advancing safety and reliability through cutting-edge High Voltage Power Conversion technologies, while pursuing compact and lightweight designs to maximize vehicle efficiency.

DC/AC Inverter

The DC/AC inverter converts electrical power for various vehicle applications. LSAT is advancing the development of 400W and 3.6kW DC/AC inverters, building on extensive experience with inverters ranging from 200W for passenger cars to 1kW for commercial vehicles. We are committed to delivering optimal value by incorporating safety features such as overload and overheating protection, ensuring maximum energy efficiency even under high-voltage and high-current conditions.

E-Drivetrain/Brake Housing

Power Connection / Busbar

Busbars, critical for transmitting power to electric vehicle drive motors, must exhibit high insulation, durability, and reliability. LSAT commands approximately 90% of the domestic market for EV terminals and is expanding its presence in hybrid drive motor busbars. We are also growing our global market share with an eco-friendly portfolio that includes sensor-integrated busbars and busbar-based EMC filters.

Brake System

Brakes are crucial for vehicle safety and stability, encompassing hydraulic and electronic control systems. LSAT produces brake coils, housings, and assemblies, including ABS[1)], EPB[2)], and ESC[3)]. Our next-generation IBC[4)] combines ABS and ESC functions in a motor-driven electronic brake, anticipated to be in high demand.

1) Anti-lock Brake System, ABS
2) Electric Parking Brake System, EPB
3) Electronic Stability Control. ESC
4) Integrated Brake Control, IBC



R&D Performance

Moving Lever Type Steering-by-Wire (SBW)

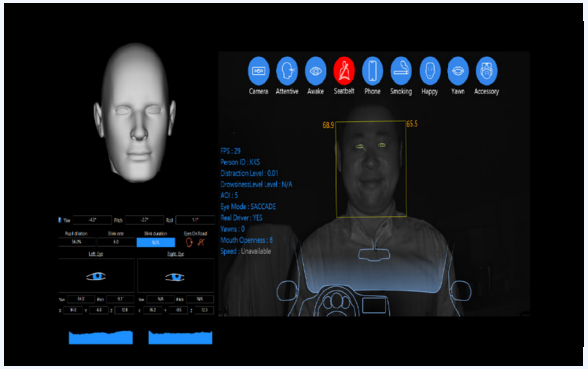
Unlike internal combustion engine vehicles, electric vehicles (EVs) operate quietly, making it difficult to determine whether the ignition is on. The moving lever type SBW distinguishes the ON/OFF status of the EV ignition switch through display and position information, providing a more intuitive and safer operating environment. Maintaining the concept of the existing multifunction switch (MFSW), this system implements SBW functionality with low-noise operation and excellent durability.



Moving Lever Type (OFF & ON)

Driver Monitoring System, DMS

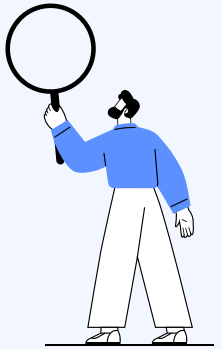
In future automotive environments, functions that recognize the driver's condition to control the vehicle are becoming increasingly important. LSAT has developed a Driver Monitoring System (DMS) designed to meet these evolving demands. The system employs a 2D infrared camera combined with machine learning (AI) image recognition technology to analyze the driver's facial features and assess their condition. It can detect various states, including gaze direction, yawning, mobile phone use, smoking, and seatbelt status. Moving forward, this technology is planned to integrate with radar systems, establishing itself as a core component in user-centric vehicle control.



Driver Monitoring System

Integrated Camera T-Gate Switch

We have developed an integrated module that consolidates the license lamp, trunk switch, and rear camera—previously separate components within the trunk zone—into a single unit. This integrated model reduces weight and cost compared to individual parts, and the camera has been optimally designed to meet regulatory standards. As demand for Software Defined Vehicle (SDV) environments grows, the development of such integrated modules becomes a critical technology. LSAT possesses the capabilities to meet diverse customer requirements in this area.



Our Business

New Technology Exhibition

LSAT showcased 29 advanced and latest mass-production products focused on Cockpit Integrated Modules, MF/SBW Modules, Lighting Modules, Exterior Switch Modules, and Power Electronics Modules to key domestic OEMs. All exhibits were designed for hands-on interaction, allowing visitors to experience LSAT's technological capabilities firsthand. Through surveys, we gathered valuable insights into customer interests and needs. By highlighting advanced products using eco-friendly materials, we emphasized our commitment to a sustainable future and reinforced our dedication to ESG management. Moving forward, LSAT will continue to lead the eco-friendly mobility industry and grow as a socially responsible company through ESG practices.

In India, we held a technology exhibition targeting overseas OEMs. Reflecting the rapidly growing Indian automotive industry and strong interest in eco-friendly mobility transitions, we presented 19 advanced and mass-production products tailored to the characteristics of the Indian market. Visiting major OEM locations in Mumbai, Pune, and Chennai, we went beyond simple product displays to build long-term partnerships grounded in a deep understanding of the Indian market. This initiative laid the foundation for ongoing collaboration and technology development, securing future growth engines.







India New Technology Exhibition

02

Sustainability Management

Sustainability Framework
Materiality Assessment
Material Issues

Sustainability Framework

Governance

LSAT manages and oversees ESG performance at the board level to ensure effective implementation of sustainable management. At the start of each year, the Business Planning Team identifies the needs of stakeholders such as customers and shareholders, collaborating with relevant departments to establish ESG strategic initiatives and achievement plans. Performance is regularly monitored and reported to the board five times annually. Based on close collaboration across all relevant departments and active engagement from management, LSAT is committed to internalizing and advancing its sustainable management system.

| Sustainable Management Governance Structure



| ESG Working Committee

	Departments	Key Roles
Environment	Environmental Safety Management Team	· Manage and monitor greenhouse gas emission reduction efforts
	Business Planning Team / Procurement	· Establishment of product-level Life Cycle Assessment (LCA) system
	Parts Production Team	· Efficient raw material management
	R&D Team	· Development and expansion of future-focused portfolios, including eco-friendly products
Social	Environmental Safety Management Team	· Overall safety and health activities, including management of safety incident status
	HR Team	· Talent development and recruitment
	Labor-Management Team	· Improvement of working conditions, labor relations, human rights protection, and social contribution planning
	Business Support Team	· Organizational culture and employee satisfaction improvement
	Development & Purchasing Planning Team	· ESG evaluation and improvement of partners, conflict minerals management
	Quality Planning Team	· Product safety and recall process management
	Domestic Sales Team	· Customer satisfaction management
Governance	Legal Team	· Board of Directors and compliance management
	Internal Control & Consulting Team	· Corruption risk assessment and ethical management monitoring
	IT Department	· Cybersecurity management and information security activities

Sustainability Framework

Strategy

LSAT has established “Global ESG Leader” as its mid- to long-term vision and defined three strategic directions and twelve key initiatives to achieve this goal. To ensure effective performance management, detailed ESG targets have been set in alignment with these strategies. The company regularly monitors progress and performance of each initiative and reports the outcomes to the Board of Directors. Through this ESG management framework, LSAT is committed to advancing sustainable business practices and creating long-term value for all stakeholders.

Vision

Global ESG Leader

Strategic Direction

Growth	Planet	People
Sustainable Growth	Eco-friendly Ecosystem	Inclusive Development

Implementation Strategy

Growth	Planet	People
· Expansion of Future Portfolio · Enhancement of Customer Health and Reliability · Promotion of Ethical Management Culture · Strengthening of Information Security	· Response to Climate Change · Expansion of Eco-friendly Product Development · Establishment of Eco-friendly Worksites · Promotion of a Resource Circulation Ecosystem	· Management of Safe Worksites · Promotion of an Employee-centered Culture · Sustainable Supply Chain Management · Expansion of Social Contribution Activities

Risk Management

LSAT operates a monthly risk review committee to respond to diverse business risks and realize sustainable management amid rapidly changing internal and external environments. The risk management system is structured by management areas such as finance, quality, HR, customer, legal affairs, and suppliers. Each division's risk manager consolidates relevant risk items monthly and reports them to key C-level executives. Subsequently, key issues are discussed, and final decisions are made through the regular risk management committee. The outcomes are reported to the Board of Directors on a regular or ad-hoc basis for oversight and management.

Management Areas	Operational Divisions
Customer	Sales
Finance	Business Management
Quality	Quality Division
Partners	Procurement Division
Compliance	Legal
HR	Corporate Support Division
ESG	Corporate Planning

LSAT Risk Review Committee

Board of Directors

Sustainability Framework

Stakeholder Engagement

LSAT categorizes its stakeholders into employees, suppliers, customers, local communities, shareholders and investors, and government to promote sustainable management. The company operates communication channels tailored to each stakeholder group to identify their needs. Feedback collected through regular engagement is incorporated into ESG management activities, and key initiatives and performance are disclosed transparently in the Sustainability Report.

Stakeholders	Employees	Partners	Customers	Local Communities	Shareholders and Investors	Government
						
Communication Channels	· Internal portal exclusive for employees · Labor-management council · Cyber whistleblower system	· Partners general meetings and forums · Win-win partnership events · Subcontract unfair trade reporting center · Cyber whistleblower system	· Tech shows · Affiliated Associations · Customer satisfaction surveys · Website · Customer visits · Audit reports	· Social contribution activities · Affiliated Associations · Website · Blogs	· General shareholders' meetings · Board of Directors · Public disclosures · Audit reports	· Media reports and interviews · Affiliated Associations · Website · Blogs

Materiality Assessment

Materiality Assessment Process

LSAT identifies and prioritizes key ESG issues through a materiality assessment to ensure focused management. The assessment is based on GRI standards and the EU Sustainability Reporting Standards (ESRS). LSAT evaluates both the environmental and social impacts of its operations and simultaneously assesses risks and opportunities that external stakeholders may pose to LSAT's financial position.

Detailed Materiality Assessment Process

Process	STEP 1 Issue Selection	STEP 2 Issue Identification	STEP 3 Importance Evaluation	STEP 4 Priority Determination
	Select issues related to LSAT among various sustainability issues.	This process involves identifying the impacts, risks, and opportunities of the selected issues. By reviewing various sources, including media research, LSAT has identified its environmental and social impacts, as well as risks and opportunities that external stakeholders may pose to LSAT's financial condition.	This is the process of scoring the identified impacts, risks, and opportunities. To capture diverse stakeholder perspectives, employees, partners, and community-related stakeholders were selected as evaluators.	This process reflects the results of the importance evaluation to determine priorities and finalize LSAT's key issues. As a result, the top three issues with the highest importance were selected from the total of 12 related issues as the primary focus areas.
Detailed Process	· A total of 12 relevant issues were identified by utilizing GRI, EU ESRS Topics, key issues from the previous year, and issues from seven automotive parts industry peers. – International Standards: Key issues from GRI, EU ESRS Topics, SASB, and MSCI – Benchmarking: Key issues from domestic and international peer companies – LSAT's Key Issues from the Previous Year	· Environmental and Social Impacts (14 impacts) – Positive/Negative – Actual/Potential – Likelihood – Scale – Scope – Irreversibility · Financial Risks and Opportunities (27 impacts) – Scale – Likelihood	· Period: January 13–17, 2025 · Method: Online survey · Participants: LSAT employees, partners, and community stakeholders · Respondents: Employees (683), partners (58), community stakeholders (6)	

Materiality Assessment

Materiality Assessment Results

Based on the materiality assessment, LSAT selected three key topics as its primary focus areas: consumers and customers, partners, and the future industrial portfolio including eco-friendly initiatives. These selected key topics are reported according to the EU Sustainability Reporting Standards (ESRS) under governance, risks and opportunities, risk management, and metrics and targets. LSAT plans to enhance its materiality assessment methodology and refine management plans and targets for each topic. This will ensure that ESG considerations are genuinely integrated across all aspects of management. The entire materiality assessment process and its results are regularly reported to the Board of Directors, serving as a foundation to support executive accountability and strategic decision-making.

| 2025 LSAT ESG Topics

Topic		GRI	Changes	Risk / Opportunity	Environmental & Social Impact	Financial Impact
S	Consumers and Customers	416-1	Same	Risk	M	H
S	Partners	204-1	Increase	Risk	M	H
G	Future Industry Portfolio (Eco-friendly, etc.)	201-1	Decrease	Opportunity	M	H
E	Climate Change	302-1~4, 305-1~1, 2, 4, 5, 7	New	Risk	M	M
G	Business Conduct	205-2, 205-3, 206-1	Same	Risk	M	H
S	Local Communities	413-1	New	Opportunity	M	M
S	Labor Practices and Organizational Culture	401-3, 404, 405, 406	New	Opportunity	L	H
S	Raw Materials	-	New	Opportunity	L	H
S	Safety and Health	403	Decrease	Opportunity	L	M
E	Environmental Pollution	306-3~5	New	Risk	M	M
E	Resource Use and Circular Economy	301-1	New	Opportunity	L	M
E	Water Resources and Marine Resources	303-2~3	New	Risk	L	L



Material Issues

Material Issue 1.
Consumers and Customers



Environmental & Social Impact ●●●◐○
Financial Impact ●●●●◐

Governance

LSAT collects VOC (Voice of Customer) feedback from customers regarding quality, service, and other aspects to ensure consumer safety and customer satisfaction. The received VOCs are internally shared and reported up to the management level to continuously improve products and services. In particular, for quality issues directly related to consumer safety, LSAT transparently records and reports quality data such as defect rates, number of claims, and associated costs. We conduct rigorous internal quality audits (e.g., ISO 9001) to strengthen transparency in quality management. Furthermore, when a quality issue arises, it is immediately reported to management, followed by rapid root cause analysis and the development and implementation of fundamental corrective measures.

Strategy

Risk & Opportunity	Description	Response Period[1]			Strategy
		Short-term	Mid-term	Long-term	
Risk	Inadequate customer management or customer dissatisfaction can become obstacles to future contract acquisition activities. Additionally, costs incurred from responding to quality claims lead to increased expenses for the company and may negatively impact future customer trust.	●	●	●	LSAT actively communicates with customers to improve product safety and quality, proactively identifying their requirements to provide the highest quality and safest products. Furthermore, through a customer satisfaction management process, LSAT establishes internal standards and rigorously manages issues by implementing preventive measures to avoid recurrence, ensuring opportunities for continuous improvement are thoroughly addressed.
Opportunity	Product safety and quality are fundamental to customer satisfaction as they protect consumers' health and safety. Quality management is a critical factor that strengthens market competitiveness, increases economic benefits, and fulfills the social responsibility of an automotive parts company.	●	●	●	

1) Short-term (1 year), Mid-term (up to 5 years), Long-term (up to 10 years)

Risk Management

LSAT maintains smooth communication with domestic and international customers through face-to-face meetings, documents, phone calls, and emails, collecting feedback on ways to improve products and services. Additionally, by analyzing past claims and defect data, LSAT manages a quality data master to prevent the recurrence of the same issues across different vehicle models or items. Furthermore, LSAT regularly reviews product safety standards and environmental regulations to ensure compliance with laws and regulations. The company also operates a Q-Dashboard system that detects defect rates and process anomalies in real-time, enabling early identification of warning signs through claims data management.

Metrics & Target

	Unit	2022	2023	2024	2025 (Target)
Number of employees completed VDA training	Persons	10	16	21	27

Material Issues

Material Issue 2.
Partners



Environmental & Social Impact ●●●◐○
Financial Impact ●●●◐○

Governance

LSAT has established a company-wide partner management system to achieve sustainable co-growth with its partners. In particular, ESG capabilities are recognized as a key factor in enhancing partners' sustainability, and a mid- to long-term strategy has been developed to raise ESG awareness. Based on this, LSAT is conducting evaluations, training, and collaborative growth program activities, with the results disclosed through its Sustainability Report.

Strategy

Risk & Opportunity	Description	Response Period			Strategy
		Short-term	Mid-term	Long-term	
Risk	The ESG management level of partners is a critical factor that can directly impact LSAT's productivity and management stability. Deterioration in a partner's ESG practices may lead to delivery delays or quality degradation, which can disrupt LSAT's production schedules, destabilize the supply chain, and cause financial losses, affecting overall business operations.		●	●	
Opportunity	Conversely, improving partners' ESG management can bring direct positive effects such as reduced operating costs and enhanced productivity through improved energy efficiency and stable workforce management. Moreover, strong ESG management among partners can enhance market competitiveness, prevent potential environmental and social misconduct, and create opportunities for mutual growth alongside LSAT.		●	●	

Capability Building	Raw Material Management	Win-Win Growth
ESG Training Operation	Conflict Minerals Management	Financial and Management Support
Collection of CSR Code of Conduct Signatures	Collection of Conflict Minerals Non-Use Pledge Signatures	

Risk Management

LSAT conducts biennial ESG evaluations targeting key partners. Based on the evaluation results, partners are classified into risk groups, and those identified as high-risk are required to submit corrective action plans, which are then closely monitored. Additionally, LSAT continuously provides training to partners to enhance their ESG capabilities. Notably, during comprehensive partner evaluations, special emphasis is placed on environmental, safety, and procurement criteria to highlight the importance of environmental and safety management.

Metrics & Target

	Unit	2022	2023	2024	Short-term (Target)
Partner ESG Evaluation	Number of partners	-	-	105	110
Partner ESG Training	Number of partners	-	-	-	40

Material Issues

Material Issue 3.
Green Future Industry Portfolio



Environmental & Social Impact ●●●◐○
Financial Impact ●●●◐○

Governance

LSAT continuously updates its product and technology roadmap based on market analysis, new technology trends, and an assessment of its own competitive strengths to discover new growth engines and secure sustainable competitive advantages. Both advanced and mass-production projects are systematized through process-based management, with progress monitored at each stage. To strengthen core competencies, LSAT conducts training programs with internal and external experts. Additionally, weekly R&D meetings enable agile and swift decision-making to minimize risks while proactively reviewing new business opportunities and their feasibility.

Strategy

Risk & Opportunity	Description	Response Period			Strategy
		Short-term	Mid-term	Long-term	
Risk	If LSAT fails to respond to the rapid advancement of eco-friendly and future automotive technologies, existing technologies may become obsolete, leading to a decline in profitability. In pursuing new business initiatives, if analyses do not reflect the current market conditions, significant time and investment costs may be incurred due to strategy revisions.	●	●	●	Strategies are established based on internal analysis data and external expert consulting results. Additionally, LSAT is expanding the application of next-generation platforms in existing IVC products and advancing stable future business in the E-Mobility sector through joint development with automobile manufacturers.
Opportunity	The continuous growth of the future automotive market leads to strengthened competitiveness through technological innovation and the creation of new business opportunities. LSAT is developing new business models through strategic collaborations with various companies, aiming to diversify its revenue structure and drive growth.	●	●	●	In entering global markets, LSAT strategically pursues the establishment of local partnerships and compliance with country-specific regulations. To strengthen open innovation, it operates a technical advisory committee dedicated to advancing new technology development.

Risk Management

LSAT is striving to secure new growth engines and manage risks in response to changes in the future automotive market. In addition to monitoring global automaker trends, the company analyzes emerging technologies to select potential development projects. It is also pursuing its own advanced tasks to gain technological leadership in eco-friendly products. Furthermore, LSAT shares information on global environmental regulations with partners to help establish response measures, while continuously monitoring to ensure that hazardous and regulated substances are not used.

Metrics & Target

· IVC Product Line

- Expansion of recycled and renewable material applications
- Development of functionally integrated products

· E-mobility

- Reduction of energy consumption through improved power efficiency
- Discovery of harmful substance reduction and alternative materials
- Development of low-density and lightweight technologies

03

Sustainability Performance

Climate Change
Resource Use and Circular Economy
Pollution Management
Health and Safety
Labor Practices and Organizational Culture
Local Communities
Partners
Raw Materials
Consumers and Customers
Governance
Information Security
Business Conduct

Climate Change

Energy and Greenhouse Gas Reduction Activities

Installation of Energy-Saving Equipment

LSAT regularly measures energy efficiency within its facilities to reduce greenhouse gas emissions and energy consumption, implementing replacement and improvement activities accordingly. The company has introduced inverter-type air compressors that respond in real-time to load fluctuations rather than repetitive loading and unloading, minimizing energy waste in compressed air supply during processes. Additionally, LSAT strives to reduce energy usage through daily on-site inspections for equipment power shutdowns, leak checks of compressed air systems, and waste heat recovery systems.



Factory 2 Air Compressor (Installed in 2024, achieving 17% reduction compared to the previous model)

Solar Energy Installation

LSAT has implemented solar power generation facilities through On-site PPA[1)] at its Wuxi factory ('21) and Qingdao factory ('21), enabling self-production and consumption of renewable energy.

1) On-site PPA: A method where the power consumer leases rooftop space, etc., to a power producer who installs and operates renewable energy generation facilities; all electricity generated is used by the power consumer.



Wuxi Factory Rooftop Solar Installation Status

Solar Power Facility Installation Status

	Installation Year	Installed Capacity	Generated Power[1)]
Wuxi Factory	2021	1.7MW	1,769,347 kwh
Qingdao Factory	2021	600kva	778,080 kwh

1) Based on generated power in 2024



Climate Change

Energy and Greenhouse Gas Reduction Activities

Climate Action Education Including Carbon Neutrality

LSAT conducts online training for all employees on topics such as the climate crisis, carbon neutrality, and carbon-related business to raise awareness of carbon neutrality and environmental management. Additionally, LSAT runs environmental campaigns that employees can participate in, such as the "Paperless Company" initiative announced on internal bulletin boards.



Product Carbon Footprint Calculation

LSAT calculates the carbon footprint for each product to manage the environmental impact generated throughout the entire production process. In 2024, the carbon footprints of SWITCH ASSY-POWER WINDOW MAIN, SWITCH ASSY-HAZARD, and LAMP ASSY-PERSONAL products were calculated. Notably, the SWITCH ASSY-POWER WINDOW MAIN's carbon emissions were verified by the Korea Standards Association according to the global standard ISO 14064. The transparent and consistent carbon footprint calculation method helps identify greenhouse gas emissions across the entire supply chain and ultimately provides opportunities for reduction. LSAT plans to advance this calculation system and systematize carbon footprint assessments in the future.



Product Name	SWITCH ASSY-POWER WINDOW MAIN
Function	Locks and unlocks vehicle windows, doors, and outside mirrors; controls up/down movement and angle adjustment
Weight	215.74g
Carbon Footprint Emissions	(Before Manufacturing) 14.41 $kgCO_2eq$ (Manufacturing) 0.02 $kgCO_2eq$ (Total) 14.43 $kgCO_2eq$

Resource Use and Circular Economy

Efficient Resource Usage

LSAT considers resource price volatility caused by factors such as inflation and climate change as a risk factor. Fluctuations in resource prices have a direct impact on the company's financial status, so LSAT aims to minimize these risks by improving resource use efficiency. The main resources used by LSAT are metals and plastics. To minimize the use of these key resources, the company continuously monitors defect rates and digitizes scrap data from major processes. In the injection molding and pressing stages, LSAT reviews process conditions to reduce scrap by optimizing product characteristics and dimensions, thereby decreasing material waste. Specifically, in 2025, LSAT plans to reduce scrap by 10% compared to the current amount through scrap reduction activities applied to 40 mass-production items. Furthermore, LSAT collaborates with partners to collect packaging materials such as pockets and cardboard boxes used for parts packaging. To reduce the use of cardboard boxes, the packaging method is being changed to Y-box (returnable packaging), and efforts to reduce resource use are ongoing.



Pollution Management

Water Resource Management

LSAT minimizes the risk of wastewater leakage by conducting daily inspections of wastewater generated at its plants, monitoring the volume and any leakage. Wastewater from parts cleaning processes does not contain heavy metals; if any are present, the wastewater is stored in dedicated containment tanks and strictly managed through entrusted wastewater treatment companies. Additionally, LSAT plans to establish and implement measures to reduce water usage and promote reuse in the future.

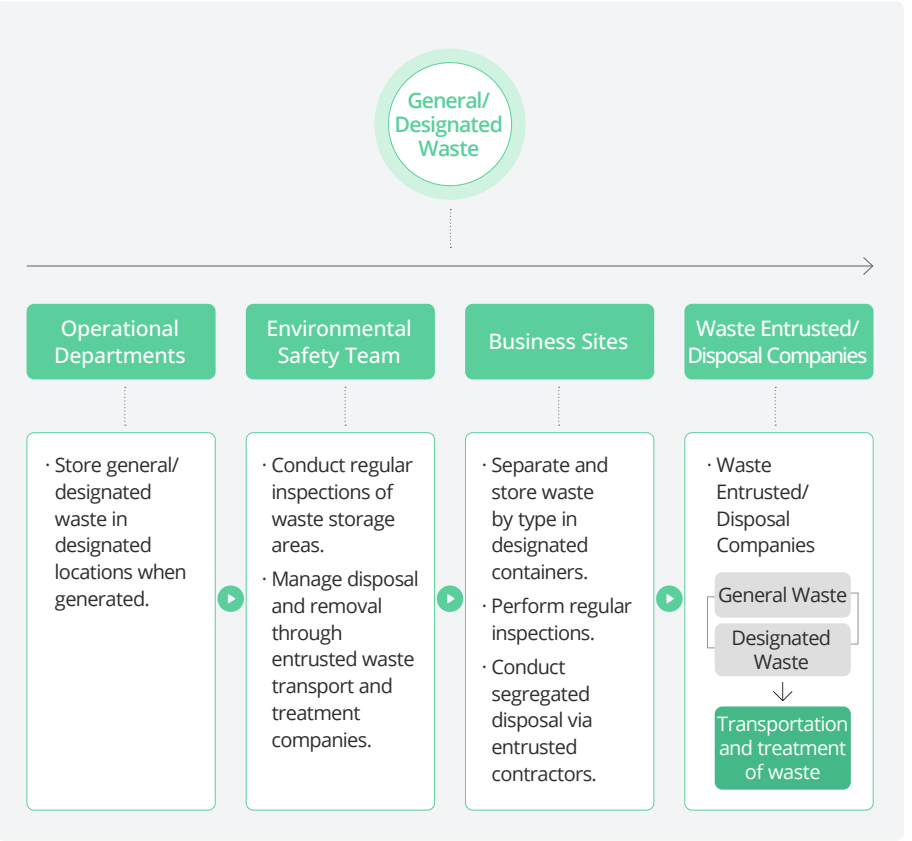
Waste Management

LSAT manages waste generated at its business sites in accordance with waste management laws through entrusted contractors. The company uses the 'All-Baro system' to track waste transportation information, covering the waste producer, transporter, and disposer. Furthermore, environmental technicians attend legally required training to comply with regulations on environmental matters (waste, air, wastewater, etc.) and enhance their expertise.

Air Pollution Management

LSAT installs air emission facilities in compliance with the Clean Air Conservation Act and conducts real-time monitoring. With the recent mandatory installation of IoT (Internet of Things) measuring devices, the company monitors and manages real-time data on electrical current, pressure, pH levels, temperature, and other parameters of emission and prevention facilities through internet-based systems.

| Waste Disposal Process



Pollution Management

Chemical Substance Management

LSAT operates a comprehensive "Chemical Substance Management System" to ensure the safe handling of chemicals by its employees. This system manages chemicals from receipt to usage and disposal, thereby preventing safety accidents and enabling safe chemical use. To facilitate easy access and confirmation of Material Safety Data Sheets (MSDS), LSAT has introduced and is operating a QR code system.

Containers used are labeled with 'MSDS warning signs' and 'MSDS summaries' to ensure management in compliance with legal standards, and chemicals are properly stored and handled according to the MSDS guidelines. Disposal is carried out through licensed contractors capable of handling each type of waste in accordance with waste management laws. Additionally, chemical management training is mandatory for handlers to be completed within three months of employment, while all other employees receive regular company-wide safety and health training to stay informed of relevant key matters.

Hazardous Chemical Management

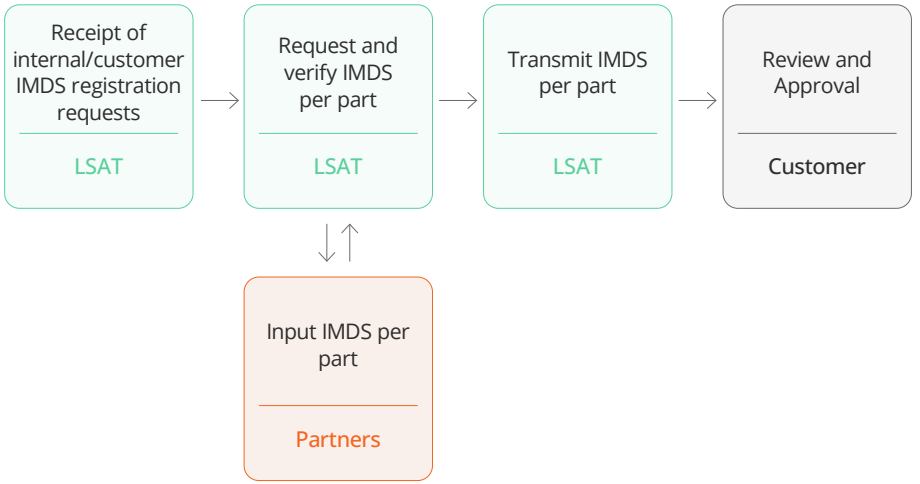
LSAT utilizes the International Material Data System (IMDS) to manage the six major heavy metals used in incoming parts and production activities, ensuring compliance with customer requirements and the manufacture of environmentally friendly products. From data prepared by partners to the final data submitted to customers, the system enables integrated management to analyze hazardous substances contained in LSAT products and proactively block high-risk materials. Additionally, LSAT conducts both online and offline IMDS user training for partners to improve data accuracy and continuously shares updates on domestic and international hazardous substance regulations and necessary response measures.

| System Chemical Substance Management System



1) Examples of external agencies: Korea Occupational Safety and Health Agency, Korea Safety Association, Work Environment Measurement Team, Medical Examination Team, etc.

| IMDS Management Process



| Chemical Substance Training Completion Status1)

	Unit	2022	2023	2024
Number of Trainees	Persons	62	68	67
Training Hours	Hours	640	1,088	1,072

1) Based on chemical substance handlers hired within the last 3 months; 2022 training hours revised

Safety and Health

Safety and Health Governance

Safety and Health Management Policy

LSAT strives to minimize occupational health, safety, and environmental risks that may arise during business operations and production processes to establish a safe workplace. To build a safe working environment, LSAT has established an Environment, Health and Safety (EHS) Management Policy, implementing safety and health management that satisfies all stakeholders and ensures global competitiveness.

Realization of Customer Satisfaction	Establishing an environmental, health, and safety (EHS) management system to meet customer requirements.
Global Environmental Protection	Setting EHS objectives and conducting continuous improvement activities for global environmental preservation.
Compliance with Laws and Other Requirements	Complying with domestic and international EHS laws and other requirements, and establishing internal management standards that go beyond legal regulations.
Risk Prevention in Advance	Preventing potential EHS risks to proactively reduce environmental impacts and occupational accidents.
Satisfying Stakeholder Needs	Providing continuous training to all employees and sharing relevant information with stakeholders.

Occupational Health and Safety Governance

In response to the strengthening of occupational health and safety regulations, including the Serious Accidents Punishment Act, LSAT has established a specialized organizational structure led by the Chief Safety Officer (CSO), overseeing company-wide and on-site safety management. LSAT implements thorough safety management, raises employee awareness, and conducts regular risk assessments and improvement activities, focusing on accident prevention through reinforced site-specific risk management. Health and safety performance and plans are reported to and approved by the CEO twice a year, ensuring top-level accountability. LSAT holds regular Industrial Safety and Health Committee meetings with labor and management representatives to decide on major safety policies. Employees are encouraged to report incidents and risks to the Environmental Safety Team, with matters addressed in committee meetings. The committee meets quarterly and may convene ad-hoc for prompt response and continuous improvement.

| Health and Safety Management Organizational Structure



| 2024 Industrial Safety and Health Committee Activities

Period	Agenda Items
Q1 Mar 13–19	· Safety/health joint inspection review at R&D center · ISO 14001 & 45001 (Safety/Health & Environment) certification audit · LSA health checkup notice (comprehensive, general/special checkups)
Q2 Jun 12–18	· “Making LSA Supermen” & “LSA Guardians” (CPR specialist training) · HKMC Purchasing Division partner safety capability evaluation · 2024 1H Health Promotion Program · In-depth safety diagnosis at R&D center
Q3 Sep 10–25	· Management of candidate substances under international chemical conventions (e.g., Stockholm Convention) · Installation and management of safety and health signs at R&D center · External accident analysis and key takeaways
Q4 Dec 10–12	· External accident status & confined space work safety · On-site safety/health management centered on supervisors · Workplace organization and securing pathways · ISO 22031 (Business Continuity Management System) audit · Safety Day (thematic inspection by supervisors) · Environmental safety work permit system

Safety and Health

Safety Management and Culture Expansion

Safety Management

LSAT has obtained the international standard ISO 45001 (Occupational Health and Safety Management System) and shares policies, processes, procedures, and work instructions company-wide while establishing an occupational health and safety management system for each business site. Additionally, LSAT regularly reviews and improves the ISO system annually through external certification bodies.

Promotion of Safety Culture

LSAT promotes a strong safety culture by designating a Safety Day to conduct monthly thematic inspections, identifying and mitigating workplace hazards. Through Safety Media, such as posters and banners at site entrances, the company fosters a safe work environment. Additionally, appropriate personal protective equipment, including earplugs for noise exposure, helmets, and safety shoes, is provided to ensure a secure workplace.

| Safety and Health Performance and Goals

	2024 Performance	2025 Goals
Key Objectives	· Prevention of unsafe behaviors and major accidents	· Zero major accidents
Key Strategies	· Institutionalize frequent risk assessments by supervisors: 82 sessions conducted · Conduct joint labor-management site inspections: 8 times	· Establish a culture of frequent risk assessments · Safety Culture activity campaigns · Secure labor-management communication channels for safety and health · S.M.A.R.T Health Management (Standard compliance, Mastery/ownership, Active health management activities, Reform/improvement activities, Talk/counseling)
External Agency Inspection Response	· 11 inspections by customers and government agencies · No notable issues	· Zero notable issues in customer and government inspections

| 2024 Regular Safety and Health Training Schedule

	Training Topics	Additional Content for 2025
January	Prevention of Unsafe Behaviors and Major Accidents	
February	Industrial Safety and Health Signs	Industrial Safety and Health Laws
March	Prevention of Musculoskeletal Disorders	
April	Standard Safe Work Methods	ISO 14001 & 45001
May	Importance of Wearing Protective Equipment	Types of Waste and Reduction Activities
June	Cardiovascular and Cerebrovascular Diseases	Prevention of Job Stress and Diseases
July	Hazardous Chemicals and MSDS	Robot Arm Operation Principles and Accident Prevention
August	Summer Disaster Prevention	Occupational Health and Occupational Disease Prevention
September	Safety Rules for Hazardous Work Processes	ISO 23001
October	Worker Health Management and Industrial Accident Insurance System	Waste Separation and Recycling Methods
November	Fire Prevention and Fire Extinguisher Usage	
December	Winter Disaster Prevention	

Safety and Health

Safety and Health Risk Assessment

LSAT conducts regular and ongoing risk assessments annually using the PDCA[1)] cycle to create an accident-free workplace amid increasing external attention to safety, such as the enforcement of the Serious Accident Punishment Act. Through this process, risk factors in the workplace are continuously identified and improved. As a result, 372 risk factors were identified and addressed in 2024. The results of the risk assessments are made accessible to workers by posting them on the 'Safety and Health Bulletin Board' available on-site.

1) Plan-Do-Check-Act, PDCA

| 2024 Risk Assessment Status

	Unit	Number of Risks Identified	Number of Improvements Completed	Improvement Rate
Headquarters	Cases	79	79	100%
1st Site	Cases	103	103	
2nd Site	Cases	121	121	
3rd Site	Cases	69	69	
Total	Cases	372	372	

| Risk Management Process

Identification of Risk Factors → Probability Assessment / Risk Evaluation → Comprehensive Score Calculation → Implementation of Risk Mitigation Measures → Reflection in Safety and Health Goal Setting

Emergency Response System

LSAT has established a serious accident and emergency response manual to reduce the likelihood of customer complaints, environmental pollution, and safety and health incidents caused by emergencies, prevent their spread, and promptly and effectively manage any occurring incidents. Evacuation drills for emergencies such as fires and other urgent situations are conducted as departmental drills and company-wide joint drills, with all employees required to participate at least once a year. Additionally, the emergency response processes are regularly reviewed and managed through annual audits under the Business Continuity Management System (ISO 22301).





2024 Emergency Preparedness Drills

Safety and Health

Support for Partner Companies' Safety and Health

LSAT has established a Business Owner Safety and Health Council for information exchange and consultation with partner companies to ensure safety and health, thereby preventing loss of life and property caused by industrial accidents. The council operates monthly, carrying out safety and health activities as well as identifying and improving risk factors to prevent industrial accidents.

Additionally, joint inspections of work sites are conducted with facility managers and safety officers to prevent accidents and fires at partner companies.

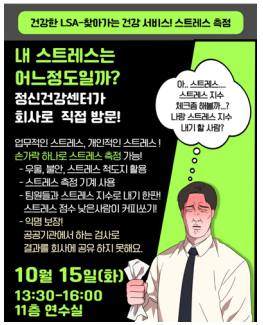
| 2024 Partner Company Safety and Health Council Training and Discussion Topics

	Training and Discussion Topics		Training and Discussion Topics
January	· Forklift Safety Accident Prevention	July	· External Accident Cases and Industrial Accident Statistics · Safety Day Operation Status · Industrial Safety and Health Law Legislation
February	· Announcement Status of Industrial Accident Sites · 2024 Industrial Safety and Health Act Amendments	August	· Sharing of External Fall Accidents · External Battery Factory Fire Incident
March	· Major Accident Siren · Reestablishment of Chemical Process · Photoelectric Safety Devices	September	· 3rd Quarter 2024 Fatal Accident Statistics · Traffic Accident Prevention - "Smombie" (Smartphone Zombie) · Ministry of Employment and Labor Key Policy Updates · Prevention of Safety Training Institution Fraud
April	· Status of Enforcement of Serious Accident Punishment Act	October	· Sharing of External Accident Cases · Non-routine Work Safety · Customer On-site Inspection Cases
May	· Establishment of Safety and Health Management System · On-site Chemical Management Methods	November	· Duties and Roles of Supervisors · Safety and Health Standards Regulations (On-site Safety Management · Focus on Winter Fire and Accident Prevention
June	· Status of Enforcement of Serious Accident Punishment Act	December	· Confined Space Work Safety · Supervisor-led On-site Safety Management Measures

Employee Health Management

LSAT prioritizes the health protection and promotion of its employees by conducting annual general health check-ups for all staff and special health check-ups for departments handling hazardous materials or night shifts. Based on the examination results, one-on-one health consultations and hospital referrals are provided as needed to ensure employee health.

To promote employee health, monthly Health Letters with varying topics and stretching techniques are shared via email and posted on the company-wide bulletin board to disseminate health knowledge. LSAT also offers health promotion programs such as HomeFit (stretching), mental health counseling, smoking cessation programs, and CPR training. The company operates an in-house health clinic to improve employee accessibility and participation, fostering a healthy workplace environment.





Employee Health Checkup Program

	Target	Frequency
General Checkup	All employees	Once a year
Comprehensive Checkup[1)]	· Ages 35, 37, 39: Once a year (applicable) · Age 40 and above: Once every two years · Managers and above: Once a year	Once a year / Once every two years
Special Checkup	Hazardous material handlers	Once a year

1) For the comprehensive checkup, support is provided for the employee and their spouse, and direct family members can receive checkups at a discounted rate.

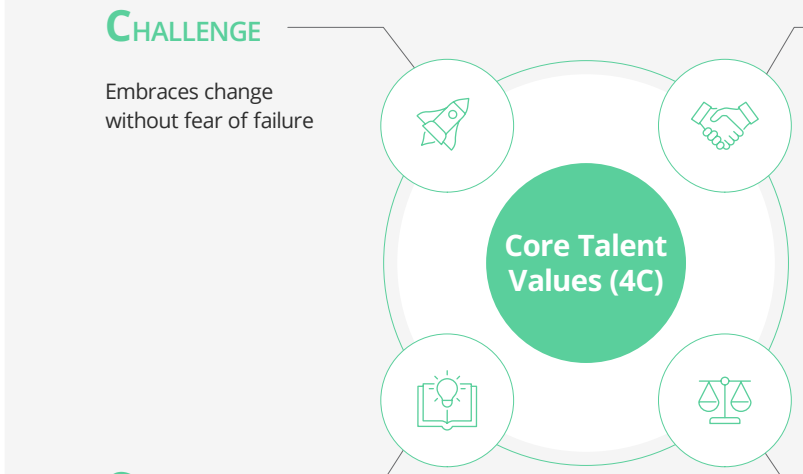
Labor Practices and Organizational Culture

Talent Recruitment

LSAT strives to secure and nurture talent capable of achieving the vision of "Together, World's Best." The recruitment process follows the sequence: application – document screening – personality test – interview – hiring medical examination – onboarding, with no discrimination allowed based on nationality, gender, religion, disability, or any other factor. New hires receive and personally sign their employment contracts on the first day, ensuring they understand the terms. Based on these contracts, a non-discriminatory compensation system is maintained. Overseas operations strengthen monitoring to prevent child labor through training local managers in compliance with country-specific labor laws.



Core Talent Values (4C)



CHALLENGE

Embraces change without fear of failure

COLLABORATION

Respects others and collaborates for shared success

CREATIVE

Continuously learns, innovates, and improves

CLEAN MANAGEMENT

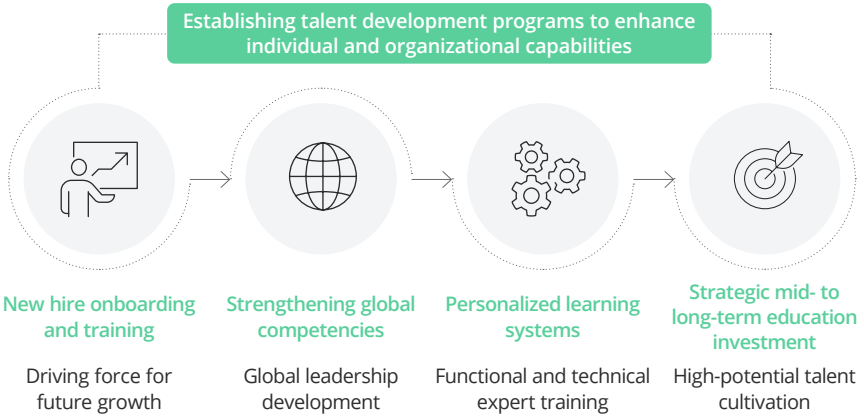
Upholds principles with honor and fairness

Labor Practices and Organizational Culture

Talent Development

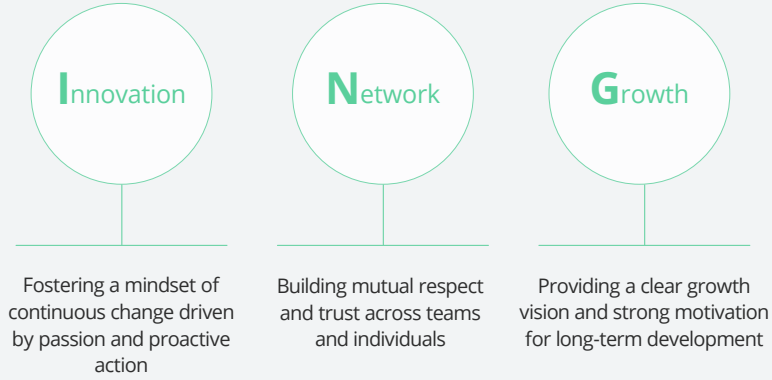
At LSAT, we recognize that talent development is a critical driver of sustainable growth and are committed to building a robust learning environment that empowers our employees to strengthen their capabilities. With a goal of becoming a global top-tier organization, LSAT operates structured training programs that foster self-directed growth and cultivate high-potential talent. For new hires, we have established a dedicated development framework that enhances their sense of belonging while accelerating their skill development.

Talent Development Process



On-boarding Slogan

ING New Hire Development Framework



Onboarding Focus Areas

Part1. Orientation Training	· Understanding the business, vision, and organizational culture · Strengthening a sense of belonging and supporting individual capability growth
Part2. Mentoring	· Developing a Mentoring Guide and individual development plans · Hosting Mentoring Days, team-building activities, and final progress reviews
Part3. New Employee Community	· Sharing company life and working methods; introducing roles and team members · Building camaraderie among peers and recommending opportunities for skill and career development
Part4. First-Year Growth Support	· Reflecting on strengths and weaknesses over the first year; fostering peer connections · Setting future goals and outlining concrete action plans for achievement

Labor Practices and Organizational Culture

Talent Development

Global Next-Generation Leadership Development

LSAT identifies employees with strong job capabilities, expertise, and leadership potential as future global leaders. To nurture these individuals into proactive and innovative talents, we offer targeted development programs. Recognized next-generation leaders receive a certificate of distinction, a congratulatory bouquet, and a cash award valued at approximately KRW 300,000. They are given priority access to all training programs. Furthermore, members of the Future Leader Community benefit from exclusive executive lectures, updates on business performance, and receive preferential consideration during regular promotion evaluations.

Global Competency Enhancement

As LSAT expands its overseas business footprint, we operate comprehensive global competency programs. To support employees assigned to international subsidiaries, we provide a Soft-Landing Guidebook covering HR and performance evaluation systems, operational processes, living guides for host countries, and practical training in cross-cultural communication, leadership, and language skills. Additionally, top performers from overseas subsidiaries are invited to participate in domestic training programs to foster a strong sense of ownership and pride, while promoting cultural exchange and experiential learning to develop them into Global Change Makers.

Employee Capability Strengthening

LSAT runs the Value-up Program to systematically support the ongoing development of both individual employees and organizational units. Each year, employees create personalized development plans that are finalized in collaboration with their team leaders and managed against KPI targets and outcomes. Through one-on-one mentoring and coaching, LSAT promotes self-directed skill development aligned with individual and corporate goals. For new employees, we facilitate a Soft Landing process to help build networks among peers and deepen understanding of the company and organizational culture, ensuring a smooth and stable onboarding experience.

| LSAT Value-Up Program

	Department (Team) Education Planning	Headquarters-Led Education Planning	Company-Wide Education System Establishment
Process	· Develop annual education plans through consultations with organizational managers, taking into account individual growth and job competency development needs of team members.	· Headquarters leads the selection of key development competencies by organization and establishes execution plans to propose and open relevant training courses.	· Establish and maintain company-wide education programs based on employee satisfaction with existing courses, ensuring continuous improvement and support processes.
Activity	· Employees create personalized annual training plans. · New hires complete orientation training and maintain On-the-Job Training (OJT) logs.	· Select headquarters-led training programs and develop corresponding development plans. · Identify job-specific training needs (skills development & certifications) and submit requests to open training courses.	· Develop company-wide education frameworks and open training courses accordingly. · Plan and operate internal training programs while supporting education initiatives across the organization.

| Global Talent Development Process

		Course Name	Development Competencies	Purpose / Key Content
Global Talent Pool		Global Challenge Program	Common (Basic)	**Development of a prepared pool of expatriate candidates** · Understanding of cross-cultural and diversity · Business manners and etiquette · Conflict management and communication · Leadership (organization/team management) · Sharing know-how from experienced expatriates
Expatriates	Before Expatriates	Pre-Expatriate OJT	Job / Global Skills	**Enhancement of job/position competency prior to epatriate** · HR-led orientation: understanding expatriate assignment guidelines · Management capabilities in manufacturing, quality, new products, language, etc. · Leadership competencies required for the position · Issuance of expatriate certificate
	After Expatriates	On-Boarding Process	Common	**Summary of job/position experience and skills after return** · Outcome report: preparation of return report

Labor Practices and Organizational Culture

Talent Development

Development of Job Experts

To cultivate talent that meets customer needs and new technology trends, LSAT operates a job expert development program. We identify essential job-specific training courses for employees and support activities necessary for running voluntary learning communities (Communities of Practice, CoP). Additionally, various systems are in place to foster internal instructors. In particular, monthly regular training sessions are conducted for R&D capability enhancement, product and quality assurance, and manufacturing technology improvement, aiming to internalize technical knowledge and competencies within the workforce.

Job Opening System Operation

LSAT provides employees with opportunities to find departments and roles that best fit their skills through an internal Job Opening system. This supports employees in career development by enabling them to explore new roles within the company, leveraging their understanding of our organizational culture to promote continuous growth.

Performance and Evaluation

LSAT is committed to maintaining a fair evaluation system and strengthening compensation competitiveness. Annual performance evaluations are conducted once a year for both regular and contract employees, with performance goals established each year through consensus meetings (CM) held at the beginning of the year.

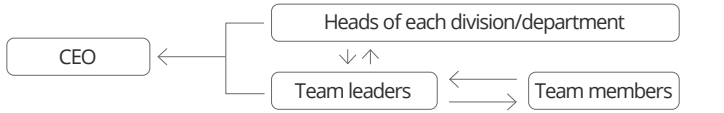
Team leaders conduct mid-term reviews to identify performance gaps, provide feedback, and support goal achievement. Adjustments to initial goals due to environmental or strategic changes are managed through formal procedures, with team leaders guided and coached on effective employee interviews.

Final evaluations set distribution rates based on division- or headquarters-level ratings, with criteria publicly available to ensure fairness. To retain and motivate top performers, individual performance weighting has been increased, and bonuses and salary increases are applied differentially to reward key talent and incentivize high performers.

| Performance and Evaluation

Goal Setting: Consensus Meeting (Beginning of the Year)

· Establish top-level goals in a cascading manner
* All goals, including team CMs, are finalized with CEO approval



Mid-Year Review of Performance Goals (Semi-Annual)

· (If necessary) Reset direction, conduct mid-term evaluation and provide feedback on goal achievement
* In case of organizational changes, revise and reconfirm team CM goals

Final Evaluation (Year-End)

· Allocation rates assigned based on division/department CM ratings
· Individual allocation rates differentiated according to team CM ratings

Evaluation Process

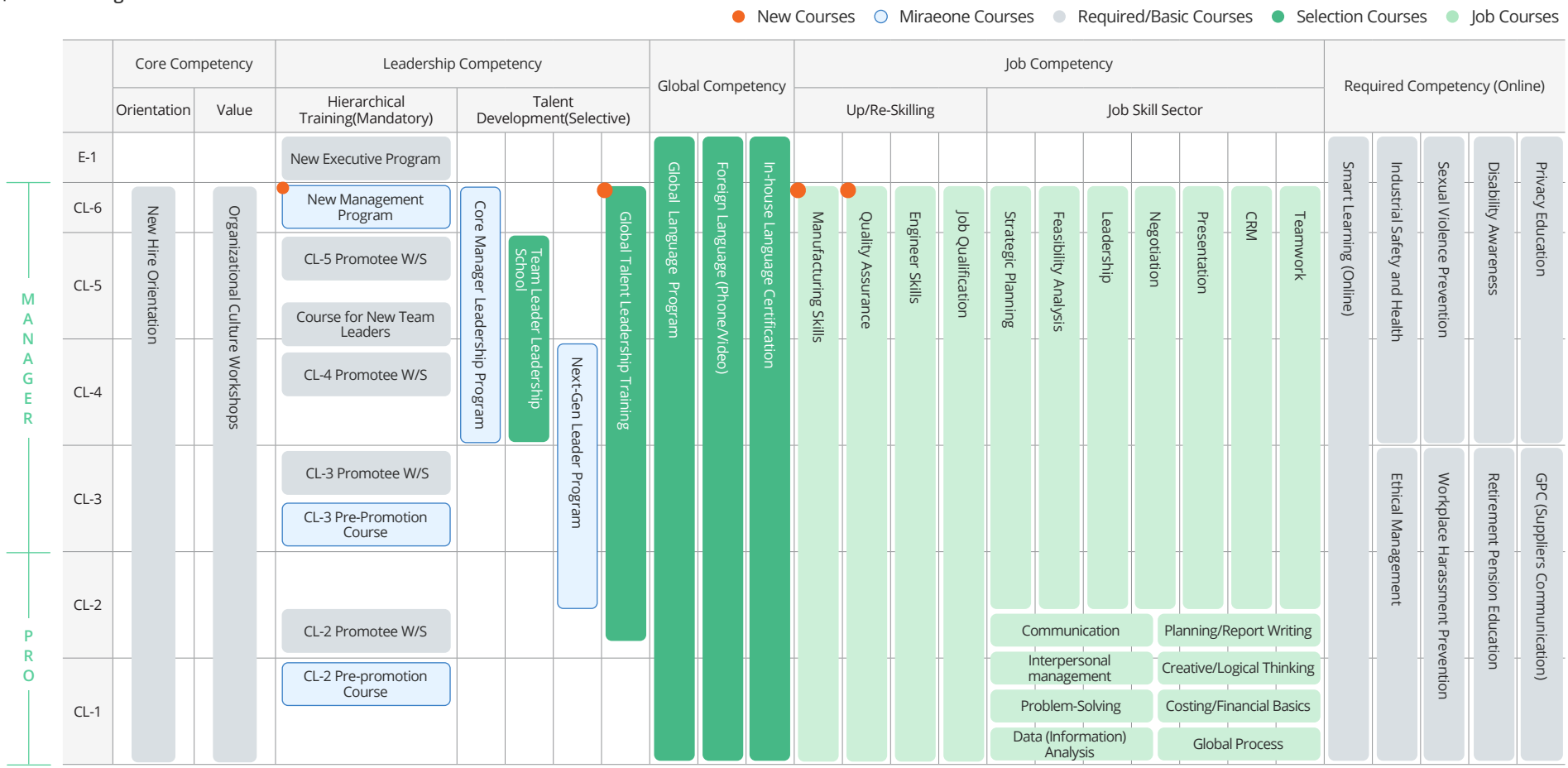


* Individual interviews conducted before and after evaluation

Labor Practices and Organizational Culture

Talent Development

2024 Training Tracks



Labor Practices and Organizational Culture

Human Rights Management

Human Rights Policy

LSAT respects the diversity of its employees and is committed to fostering an inclusive organizational culture where each individual can grow and thrive in a stable environment. Our employment regulations prohibit discrimination in recruitment, hiring, training, and promotion based on gender, age, religion, social status, regional origin, educational background, marital status, pregnancy, childbirth, or disability. We have also established policies against workplace harassment, sexual harassment, and gender discrimination, outlining appropriate measures and conducting regular training for both domestic employees and expatriates. Our Human Rights Policy is formulated in accordance with international standards and guidelines, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Constitution, and the OECD Guidelines for Multinational Enterprises. The policy is endorsed by the CEO and publicly posted on the company's internal bulletin board to ensure employee awareness. The scope of the policy covers domestic and overseas production and sales subsidiaries as well as partner company employees. In particular, overseas operations emphasize the prevention of child labor and forced labor through strict pre-employment age verification and a policy against hiring individuals without valid identification.

LSAT is committed to expanding recruitment and promotion opportunities for female employees to grow as key talents, while fostering a culture of gender equality through competency development training and work-life balance programs. Each year, approximately 20 female employees from diverse roles and levels participate in the Women's Council program, a leadership development initiative for female leaders, completing various quarterly courses designed to support their growth.

Human Rights Protection

LSAT operates remote human rights training using smart devices to support ongoing education for domestic and international employees, fostering a self-directed learning culture. Complaints related to discrimination and harassment are received and addressed through online/offline grievance channels and a dedicated committee. In 2025, LSAT will analyze living wages to ensure employees and their families receive pay above the basic cost of living, conducting annual gap analyses between living wages and actual salaries, with results to inform future wage negotiations and collective bargaining.

LSAT Human Rights Policy Basic Principles



Labor Practices and Organizational Culture

Labor-Management Council Operations

LSAT operates a Labor-Management Council with five worker and five management representatives that meets monthly to foster cooperation and support the company's healthy growth, with all decisions fully implemented in the workplace. In 2024, key discussions included wage and performance bonus increases, raises to functional job allowances, extended production line breaks, and improved rest areas. The council's processes and outcomes are transparently shared via the company's E-HR system.

Wage and working condition improvements are negotiated annually in February based on employee demands, with final agreements reached by March or April. The agreed terms are shared on the company's E-HR bulletin board for all employees to review, and signed consent forms for the approved wage increases are collected as part of employee contracts.

Additionally, LSAT fosters communication between labor and management through various events. Activities such as the morning commute food truck event and company sports day provide opportunities for both sides to come together and strengthen their bonds.



Soshin Sports Day (October 2024)



Food Truck Event (August 2024)

Labor Practices and Organizational Culture

Organizational Culture

LSAT aims to create a joyful workplace through a variety of organizational culture initiatives that promote communication and collaboration. By enhancing employee satisfaction, fostering a sense of belonging and loyalty, and supporting individual growth, LSAT is building a culture where both the company and its employees can grow together.

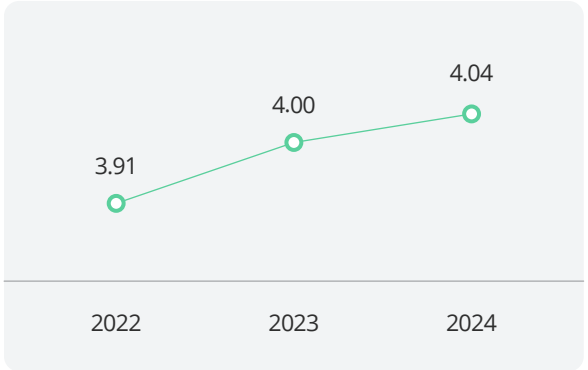


Employee Satisfaction Survey

LSAT conducts an annual organizational culture survey to better understand employee needs and foster a healthier work environment. In 2024, the survey was administered using tools provided by an external consulting agency. Alongside the company's eight core culture elements—work style, collaboration, work processes, work-life balance, communication and awareness, goals/performance, adaptability to change, and team culture—an additional section on work efficiency was included, reflecting LSAT's four key efficiency initiatives. Based on the survey results, LSAT is developing action plans to improve its organizational culture and will continue to implement initiatives that promote a positive and engaging workplace.

| Employee Satisfaction Scores[1)]

(Unit: points)



1) 5-point scale, survey period (October 24–28, 2024), total participants: 926

Labor Practices and Organizational Culture

Employee Benefits

LSAT offers a variety of employee welfare programs to ensure universal benefits and a comfortable working environment, supporting work-life balance. Since the second half of 2023, LSAT has implemented a flexible work system in 30-minute increments, expanding employees' options. A half-day leave system was also introduced to help employees plan their time off according to their lifestyles. Additionally, for eligible roles, employees can work from home once a month to promote a healthy Work & Life Balance (WLB). LSAT also operates dormitories near the Ansan site to support stable housing for employees.

Program		Overview
Work Program	Flexible Work System (Choice-based)	Employees can choose their working hours freely.
	Quarter day off	Allows employees to take quarter day off to support work-life balance and improve work efficiency.
	Remote Work	Eligible employees may work remotely once a month.
Maternity Program	Spousal Maternity Leave	Spouses are entitled to 20 days of maternity leave, which can be taken in up to three separate periods.
	Maternity Leave	Pregnant employees can take 90 days of leave around childbirth (at least 45 days after delivery); for multiple births, 120 days total with at least 60 days post-delivery.
	Parental Leave	Employees with children under 8 years old or in 2nd grade or below can take up to 18 months of leave (available to those with over 6 months of service; if both parents take at least 3 months, up to 18 months total).
	Miscarriage, Stillbirth, and Infertility Leave	Pregnant employees may take 10 to 90 days of leave depending on pregnancy duration.
	Family Care Leave	Up to 10 uses allowed.
	Reduced Working Hours during Pregnancy	Employees within 12 weeks of pregnancy or after 32 weeks can reduce work hours by 2 hours per day without pay reduction.
	Reduced Working Hours during Childcare	Employees with children under 12 years old or in 6th grade or below can reduce weekly work hours by 15–30 hours for up to 1 year instead of parental leave (up to 3 years if unused parental leave is added).
	Fetal Examination Time	Pregnant employees receive paid leave for regular prenatal check-ups, with scheduling options in the morning or afternoon:

Program		Overview
Cultural Activities	Clubs	Quarterly individual support funds for club activities
	Welfare Partnerships	Access to partner facilities and various discounted tickets (e.g., Ticket Dream, iCoGen)
	Condo Support	Accommodation support at affiliated resort facilities
Living Support Program	Child Education Support	Tuition assistance for employees with high school and university-aged children
	Family Loans	Loans available to employees with over one year of service
	Congratulatory Support	Leave, monetary support, and ceremonial supplies for family events
	Condolence Support	Support for long-term hospitalization (14+ days) of employee or immediate family
	Dormitory	Accommodation support for employees with long commutes (field and office staff
	Group Accident Insurance	Financial protection for death, illness, cancer, brain and heart diseases
Other Programs	Business Trip Support	Accommodation, daily allowances, travel insurance for business travel
	Long-Tenure Reward	Compensation rewarded to employees with long tenure
	Welfare Points	Welfare points provided twice annually

Local Communities

Social Contribution Vision System

LSAT focuses its social contribution efforts on fostering healthy and happy sharing within local communities. Its activities are categorized into face-to-face, non-face-to-face, voluntary, and ESG-driven initiatives, and further classified into social, emotional, economic, and environmental support. LSAT actively promotes employee participation and raises awareness of social contribution every year. Moving forward, LSAT is committed to creating valuable and meaningful partnerships with local communities through tailored social contribution programs that promote mutual growth between the company and society.

| Social Contribution Vision System

Vision & Slogan	A beautiful journey with the local community			
Principle	Reaching out to the underprivileged	Protecting the environment	Practicing warm humanity	
Section	Social Support	Emotional Support	Economic Support	Environmental Support
Action	· Blood donation events, kimchi sharing, meal service at senior welfare centers, etc.	· Book donations, youth ecological sensitivity programs, etc.	· Donations of goods to underprivileged groups via Anyang City Hall, support for local farms, etc.	· Plogging

Key Social Contribution Activities

Making and Donating Pipe Cleaner Dolls to Support Pediatric Patients

Wishing that children battling illnesses do not lose their dreams and hope even in desperate moments, LSAT employees joined together to make pipe cleaner dolls and donated 300 sets of masks, bags, and more to encourage a healthy and happy future for these children.

Making and Donating Christmas Cookies with Families

During the year-end season, LSAT's CEO, Kyung-sil Ra, and employees baked Christmas cookies and donated them to 'Beyond,' a nonprofit organization supported regularly by LSAT. 'Beyond' assists ethnic Koreans in settling stably in Korea. The donation expressed the employees' wishes for healing amid the pain of war.

Plogging at Ansan Shingil Stream

To promote environmental preservation and awareness within the local community, LSAT conducted a plogging event at Ansan Shingil Stream—a habitat for various species including herons and spring azalea flower paths. LSAT's employees participate annually in plogging and ecological park visits to help preserve the beautiful natural environment.





Partners

Shared Growth with Partners

LSAT pursues shared growth with its partner companies based on a foundation of strategic partnership. To this end, we engage in a wide range of initiatives, including not only direct financial support but also improvements to the consigned material system and education and training programs. We have also established a dedicated organization for shared growth to foster a collaborative culture among key departments and to continuously share our organizational vision and values. LSAT is committed to becoming a sustainable company through shared growth with our partners.



Strategic Partners

Financial Support	Management Support	General Support
· Enhanced payment terms · Loans and advance payment operations · Incentives for outstanding partners	· Efficient payroll systems · Equipment procurement support systems · Assistance for productivity enhancement and process innovation	· Education and training, support for benchmarking advanced technology · Ethical management system, operation of a Dispute Mediation Support Center · Supplier exchange activities (such as win-win exchange meetings and a sectional committee)

| 2024 Partner Support Activities

	Support Activities
Technical Support	· KRW 5.2 billion / 64 cases
Financial Support	· KRW 35.9 billion – Mold Support: Free permanent lease of partner molds (KRW 10.5 billion) – Equipment Support: Free permanent lease of partner equipment (KRW 10.0 billion) – Early payment before national holidays (Lunar New Year and Chuseok): KRW 15.4 billion, provided to some partner companies · Win-Win Payment for Tier 1 Partners: KRW 4.98 billion
Domestic Market Expansion	· 16 domestic companies, KRW 2.0 billion in new market opportunities
Global Market Expansion	· Export support for 120 companies, KRW 84.3 billion
Workforce Support	· 52 staff members seconded to 36 partner companies
Purchase Price Adjustment	· Increase rate: 101%
Additional Direct and Indirect Support	· FTA Basic Training : 38 companies · Labor Competency Training : 25 companies · ESG Training : 8 companies · GPC Training : 567 companies · Regular Quality Assessment (LPQS activities) : 61 companies · Regular Injection Molding Process Inspections : 19 companies · Q-DAY Activities : 41 companies · Sharing of Safety Seminar Information · Sharing Information from a Tax Authority Briefing with the Auto Parts Industry · Customized Welfare Programs for Partners : 8 companies · Meal and Commuter Bus Support for Partners : 4 companies · Provision of Protective Masks: 7 companies

Partners

Partner ESG Management System

Partner CSR Code of Conduct

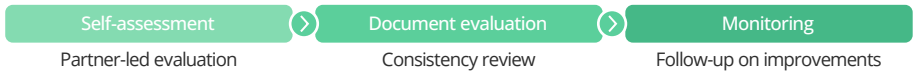
The Partner CSR Code of Conduct is a document that defines the ethical, environmental, and social standards that partner companies are expected to comply with, aiming to build a sustainable supply chain. LSAT established this Code in 2024, and in 2025, we are collecting signed confirmations from partners who agree to its principles. The Code now serves as a key criterion in partner evaluations and in maintaining sustainable business relationships.

Area	Detailed Standards
Ethics	Compliance with laws and regulations, anti-corruption, information management, compliance with export control and economic sanctions, prevention of conflicts of interest, prevention of counterfeit parts, protection of intellectual property, responsible sourcing of minerals, etc.
Environment	Environmental management, reduction of greenhouse gas emissions, prevention of air and water pollution, conservation of resources and reduction of waste, chemical management, preservation of ecosystems and soil/forests, noise control, etc.
Labor and Human Rights	Prohibition of discrimination, respect for human rights, prohibition of child and forced labor, fair compensation, compliance with working hours, freedom of association, and collective bargaining rights, etc.
Health and Safety	Safety management of machinery, tools, and equipment, emergency preparedness and response, incident management, safety inspections, and occupational health management, etc.

Partner ESG Assessment

LSAT conducts ESG assessments for partner companies that hold joint contracts, SQ certification, or participate in partner programs. Participating partners are asked to perform a self-assessment across key ESG areas including environment, labor and human rights, health and safety, and ethics. Based on the submitted responses, LSAT performs a consistency review and conducts a document-based evaluation. In 2025, we plan to strengthen the ESG capabilities of our partners through continuous monitoring of improvement efforts.

| Partner ESG Assessment Process



Category	Subcategory	Detailed Area	Question
E	Environment	Environmental Management System	6
		Water Resource Management	2
		Air Pollutant Management	2
		Waste Management	2
		Chemical Substance Management	3
		Energy Consumption Management	2
		Greenhouse Gas Emissions Management	2
		Raw Material Management	2
S	Labor & Human Rights	General Human Rights	1
		Non-Discrimination	1
		Wages and Benefits	3
		Working Hours Management	2
		Humane Treatment	4
		Freedom of Association	1
		Prohibition of Child Labor	1
		Prohibition of Forced Labor	2
	Health & Safety	Occupational Health and Safety Management System	9
		Safety Management of Machinery, Tools, and Equipment	3
		Emergency Response	1
		Incident Management	4
		Safety Inspections	1
		Health Management	4
G	Ethics	General Ethics	4
		Anti-Corruption	4
		Prevention of Unfair Trade Practices	3
		Prevention of Counterfeit Parts	1
		Information Protection	3
		Responsible Sourcing of Materials	4

Partners

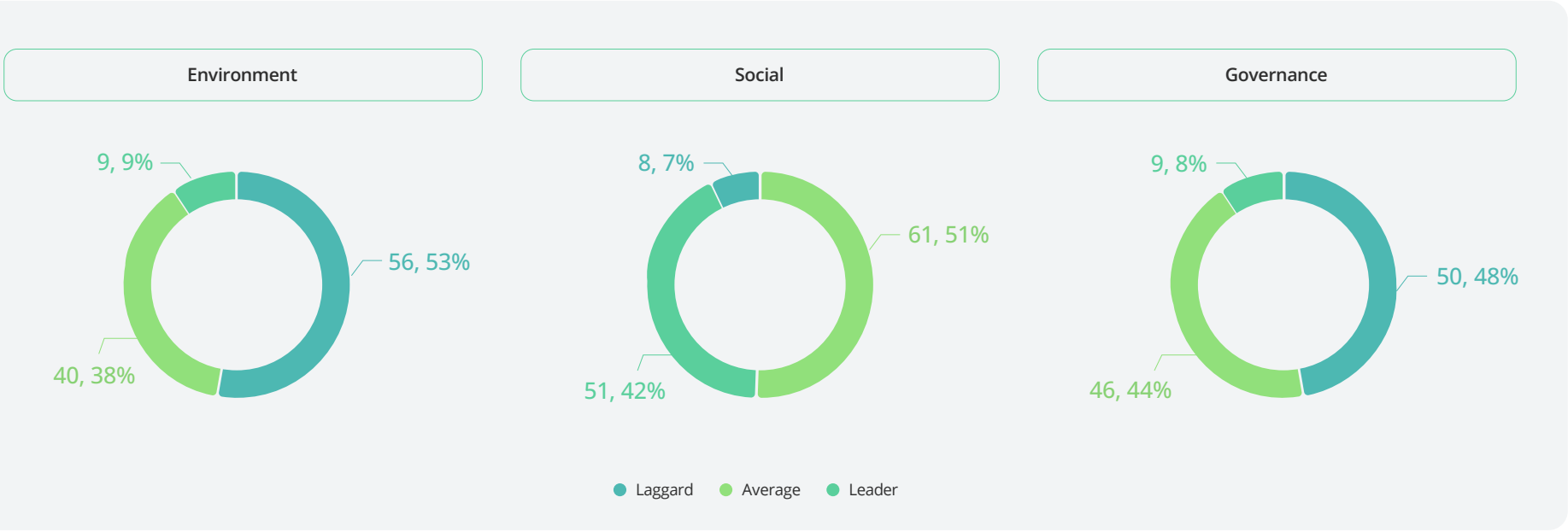
Partner ESG Management System

Partner ESG Risk Management

Based on document-based evaluations, LSAT classifies partner companies into three ESG performance tiers: Leader, Average, and Laggard, with the Laggard group designated as high-risk. In 2024, 11% of partners were identified as Leaders, 71% as Average, and 18% as Laggards. To mitigate potential environmental and social risks—including water usage, waste generation, greenhouse gas emissions, human rights, and safety issues—LSAT will implement improvement plans and conduct performance reviews for high-risk partners by the second half of 2025. In parallel, foundational ESG training is provided to strengthen ESG awareness and practices across the partner network.

| Partner ESG Performance Distribution[1)]

(Unit: Number and percentage of partners)



1) Based on the highest score in each ESG category: Top 10% – Leader, 10–50% – Average, Bottom 50% – Laggard

Partners

Partner Engagement and Collaboration

LSAT pursues sustainable growth in partnership with a diverse range of suppliers engaged in processes such as pressing, rubber molding, die casting, injection molding (general plastic, dual, insert), post-processing (general, high gloss, UV, vacuum deposition, wood grain, insert film, painting, plating, PAD/SILK printing, laser cutting), PCB, SMD, assembly, circuit components, and raw material supply. The Partner Association fosters close collaboration through various channels including working committees, industry-specific roundtables, Supplier Relationship Management (SRM) programs, and mutual growth exchange events. By actively listening to our partners' needs, we aim to build a foundation for sustainable, long-term collaboration.

| Partner Association Activities

Category	Description
Working Committees	Collection and discussion of partner companies' key issues through pre-meeting surveys; mutual growth solutions developed via semiannual dialogue.
Industry-specific Roundtables	Monthly meetings for opinion sharing and information exchange on industry-specific issues.
SRM Programs	Early-stage joint initiatives with partners through technical collaboration on process, quality, technology, and materials.
Mutual Growth Exchange Events	Strengthening partnership through engagement events (e.g., hiking gatherings, green meetings, year-end celebrations)



2024 Partner Association General Meeting

Raw Materials

Conflict Minerals Management

Conflict Minerals Management Policy

LSAT uses tungsten, tantalum, tin, gold, cobalt, indium, and other minerals in its operations. To ensure responsible mineral sourcing, LSAT has established a strict policy prohibiting the use of conflict minerals—specifically tin, tantalum, tungsten, and gold (3TG)—as well as other designated responsible minerals originating from the Democratic Republic of the Congo and its neighboring countries, including Sudan, Rwanda, Burundi, Uganda, the Republic of the Congo, Zambia, Angola, Tanzania, and the Central African Republic. In addition, LSAT has strengthened its management of high-risk minerals to promote the sustainable use of resources. All partner companies are required to submit a declaration confirming non-use of conflict, responsible, and high-risk minerals. LSAT explicitly reserves the right to suspend or terminate business relationships with suppliers who fail to comply with this policy or who do not take corrective action when risks are identified.

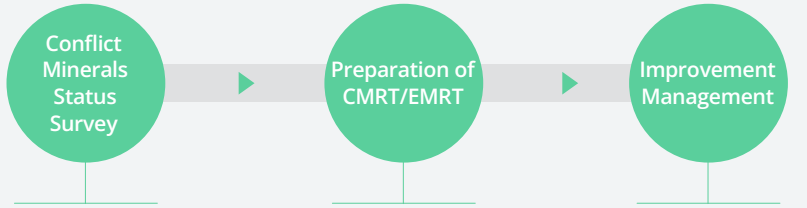
LSAT Conflict Minerals Policy

Raw Material Due Diligence System

LSAT monitors compliance with RMI-certified smelters across all partner companies and raw material suppliers involved in CMRT and EMRT[1] reporting, in real time and in line with customer requirements. When necessary, LSAT also requests and manages information related to the country of origin. Starting in 2025, the company plans to gradually expand its raw material due diligence by including AMRT[2] in its assessment scope.

1) CMRT (Conflict Minerals Reporting Template): A reporting template used for disclosing the use of tin, tantalum, tungsten, and gold (commonly referred to as 3TG).
EMRT (Extended Minerals Reporting Template): A reporting template used for cobalt and mica.
2) AMRT (Advanced Materials Reporting Template): A reporting template for lithium and rare earth elements.

Conflict Minerals Due Diligence Process



Consumers and Customers

Quality Management

Quality Policy

LSAT is committed to delivering customer satisfaction through global-quality management and customer-centric quality practices.

Quality Management Principles

1. **Achieve Global-Standard Quality**
   We continuously enhance our quality systems to strengthen global competitiveness and ensure the delivery of globally recognized quality.
2. **Deliver Customer-Driven Quality**
   We respond promptly to the voice of the customer (VOC) and strive to exceed customer expectations by delivering value-added quality.
3. **Pursue Continuous Improvement**
   Through ongoing improvement efforts, we aim to systematically enhance product quality, reduce quality-related costs, and minimize customer claims.

Quality Management Process

LSAT operates its quality management system based on the IATF 16949 automotive quality management standard. The Global Quality Management System (GQMS) is a digital platform that supports quality assurance throughout the product lifecycle—from new model development to mass production and field claims—by centralizing and sharing quality-related data across the organization.

Global Quality Management System

New Model Quality	Quality Inspection	Quality Improvement	4M Change Management
· Project management · Vehicle BOM registration [1] · PPAP approval request [2] · Nonconformity management	· Incoming inspection · Outgoing inspection · Initial / in-process / final inspection · Inspection standard management	· Nonconformity control · 8D/QRQC [3] · Effectiveness verification · Process defect tracking	· 4M change request · 4M planning and registration · PPAP approval request · Initial sample approval
Reliability Testing	**Standards Management**	**Claim Analysis**	**Audit and Evaluation**
· Test requests · Test result registration · Issue notification · Registration of corrective actions	· Manufacturing process flow · Control plans · Product specifications · FMEA documentation [4]	· Field claim handling · CS/RS per Million [5] · RO data management [6] · Improvement tracking for worst-case issues	· Audit scheduling and management · Registration of improvement actions · SQ evaluations [7] · LPA audit management [8]

1) BOM: Bill of Materials
2) PPAP: Production Part Approval Process
3) 8D/QRQC: 8 Disciplines/Quick Response Quality Controls
4) FMEA: Failure Mode and Effects Analysis
5) CS1002 / RS1002: Customer Satisfaction / Reliability Satisfaction per Million Units
6) RO: Repair Order
7) SQ: Supplier Quality
8) LPA: Layered Process Audit

Consumers and Customers

Quality and Safety Assessments

LSAT is committed to maintaining the highest standards of quality and safety through ongoing assessments and certifications aligned with international standards. Our evaluation framework covers functional safety, systems, and reliability. We apply ISO 26262, the international standard for automotive functional safety, to oversee product quality across the company. Product validation is strengthened through automated Hardware-In-the-Loop Simulation (HILS) and communication verification during automotive component development. To address software vulnerabilities, we conduct cybersecurity assessments using open-source scanning and fuzz testing. Our Integrated Test Management System (ITMS) streamlines the testing process by consolidating equipment, specifications, and related resources into a unified platform to improve operational efficiency.

LSAT has adopted the IATF 16949 automotive quality management system across all sites, ensuring quality from development to post-production. We have obtained various product certifications including E-Mark (Europe), GA (China), and ANATEL (Brazil), as well as A-SPICE certification for software process evaluation and ISO 17025 for reliability testing. We continue to pursue globally recognized certifications to ensure product safety, quality, and compliance with evolving customer and regulatory requirements.



	Unit	2022	2023	2024
Ratio of Designated for Special Safety and Security Control	%	22	31	36

Consumers and Customers

Quality Assurance Activities

Quality Training

To strengthen our capabilities in product quality assurance, LSAT offers a range of training programs including FMEA (Failure Mode and Effects Analysis) and VDA 6.3 (German Association of the Automotive Industry).



AIAG & VDA FMEA Training (Basic, Advanced, Expert Courses)

- Enhances practical understanding and application of the newly revised 7-step FMEA approach
- Supports early quality assurance for products and manufacturing processes, mitigates risk, and reduces quality-related costs



VDA 6.3 (Process Auditor Qualification Program)

- Designed to develop a solid understanding of VDA 6.3 process audit requirements and support the effective implementation of global quality system standards
- Helps participants understand quality management requirements across the entire product lifecycle—from development to mass production—and apply them in the field to enhance customer satisfaction and product quality

Product Warranty Activities

LSAT conducts a wide range of product warranty and quality response activities. These efforts include regular monitoring of customer claims, structured quality response systems, rapid repair teams (A/S task force), and improvement reviews for the most critical defect cases.

Regular Monitoring of Customer Claims	· Company-wide management of the most critical customer claims through the Early Quality Monitoring System · Preventive actions to avoid recurrence of the same issues, including before-and-after effectiveness checks
Customer Quality Response	· Operation of a responsive quality management system to meet customer-specific requirements and expectations
A/S Task Force	· Deployment of nationwide after-sales service teams for swift resolution of product failures and to minimize customer dissatisfaction
Improvement of Critical Defects	· Timely action planning and effectiveness reviews for critical quality issues

1. Nonconformity Occurrence	2. Notification and Correction	3. Effectiveness Evaluation	4. Best Practice Sharing
· Prompt internal issue reporting and review for corrective action	· Nonconformities reported to suppliers with required corrective measures · Sharing of corrective plans and containment lots (managed by the master system) · Major quality and discipline-related issues → Included as agenda items in supplier quality meetings, followed by countermeasure presentations	· Assessment of corrective action effectiveness for quarterly-selected critical defects · Use of 8D step-by-step application checklist and I-Chart to verify recurrence · All evaluations completed within two months after each quarter	· Identification of best cases during improvement evaluations · Standardization and horizontal deployment by business category

Consumers and Customers

Supplier Quality Assurance Activities

Sharing of Supplier Quality Information Reports (SQIR)

Each month, LSAT shares quality-related insights—including quality and production evaluations, customer quality performance analysis, and qualitative issue cases—with all partner companies by business category. Based on these reports, partner companies conduct internal training to evaluate their own performance levels and learn from industry-wide examples of quality issues and improvements.

| Monthly SQIR Sharing Activities[1)]



1) SQIR: Supplier Quality Information Report
2) LPQS: LS Automotive Production Quality System)

Operation of Partner Quality Review Forums

LSAT holds monthly quality review forums with partner companies by business sector. These sessions focus on preventive quality initiatives, quality issues raised by customers and international markets, and performance reviews for partners identified for improvement during the evaluation period. By assessing the effectiveness of improvement activities and eliminating potential risks, LSAT works to minimize recalls or field campaigns and drive continuous improvement in quality performance.

Partner Company Quality System – Preventive Activities

To enhance the quality systems of partner companies, LSAT operates a unified evaluation system and conducts preventive initiatives tailored to each business sector.

Unified Partner Company Evaluation System	· Operates a standardized evaluation system for partner companies across all LSAT sites · Conducts unified improvement activities based on cross-site comparative analysis · Applies strict penalties for low-rated companies in alignment with procurement policies
Sector-Specific Preventive Activities	· **Implements corrective measures for recurring issues by business sector** – Develops sector-specific checklists that address unique characteristics and weak areas – Conducts inspections and improvements for the lowest-performing KD suppliers · **Minimize quality risks stemming from inadequate management at the sector level** - Standardize sector-specific weak points - Promote the sharing of best practices across business sectors

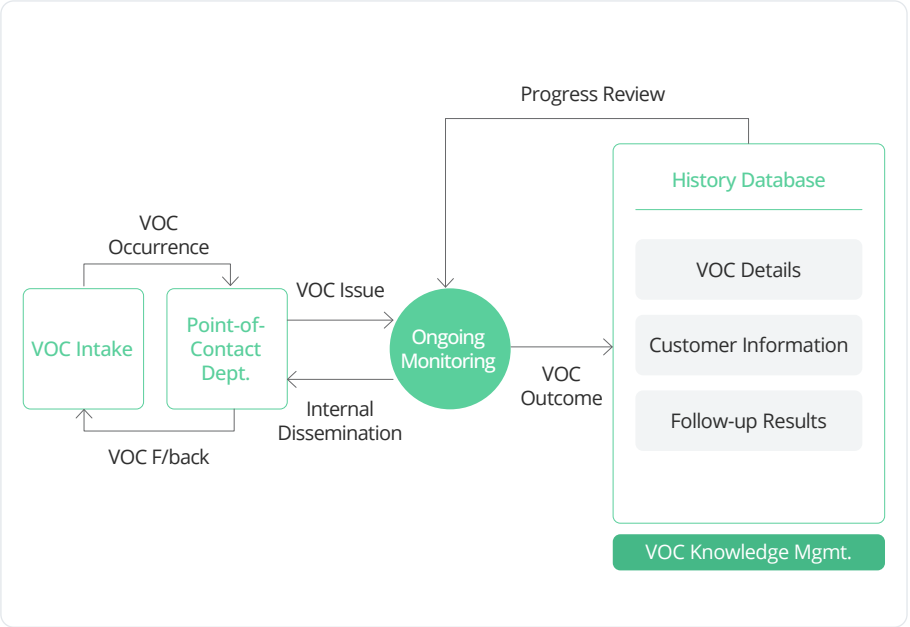
Consumers and Customers

Customer Satisfaction Management

Voice of the Customer (VOC) Process

LSAT actively listens to its customers through a structured VOC process. We collect customer input via multiple channels—including in-person meetings, written correspondence, phone calls, and email—and ensure it is shared internally and reported to senior management. This process supports open communication with customers and helps identify opportunities to enhance our products and services. To further our commitment to customer satisfaction, we conduct post-feedback monitoring and implement continuous improvement measures. These efforts aim to address customer concerns more effectively and deliver better service experiences.

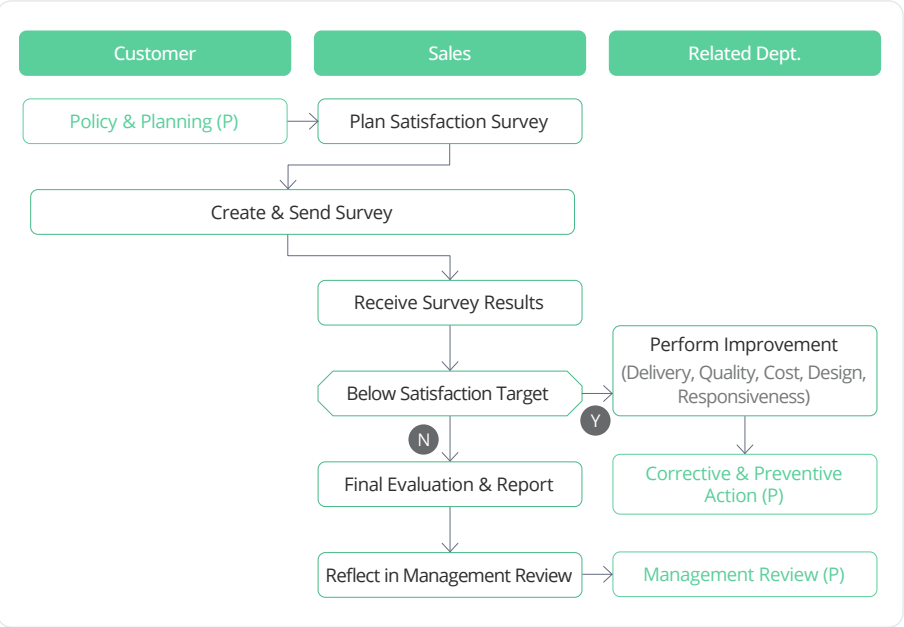
| Process Map



Customer Satisfaction Management Process

LSAT has established internal standards to ensure a structured and sustainable approach to managing customer satisfaction through VOC (Voice of the Customer) feedback. Rather than treating feedback as one-time events, we focus on implementing preventive measures to avoid recurrence. We also maintain compliance with external standards, including IATF 16949, and continuously improve our processes through revisions where needed. These efforts enable us to verify the effectiveness of corrective actions and strengthen trust with our customers.

| Activity / Process



Consumers and Customers

Customer Satisfaction Management

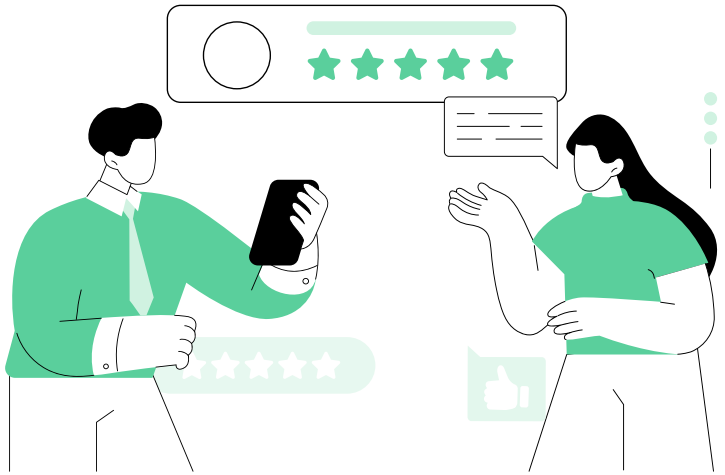
Customer Satisfaction Evaluation

LSAT regularly conducts customer satisfaction surveys to collect quantitative feedback from customers. Insights drawn from these surveys are promptly shared with relevant departments and communicated company-wide via internal bulletin boards to ensure all employees are aligned with the voice of the customer. In addition, we benchmark survey results against competitors and apply identified areas for improvement to strengthen our sustainability efforts. In 2024, eight of our major customers participated in the LSAT Customer Satisfaction Survey, conducted from September 23 to October 25, allowing us to proactively capture and respond to client feedback.

| Customer Satisfaction Survey[1] Evaluation Criteria

Category	Weight (%)
Price	20
Development Capability	20
Delivery	20
Quality	20
Environment/Responsiveness	20
Total	100

1) Survey participants: Relevant departments (Purchasing, Development, R&D, Quality, etc.) at major customers with significant order volumes or revenue contribution.



Governance

Board of Directors

LSAT's Board of Directors consists of six members, all appointed by resolution at the general shareholders' meeting. Leveraging their expertise in finance and business management, the Board supervises key matters and makes strategic decisions to support the company's long-term growth. The CEO concurrently serves as the Chair of the Board, a decision made in consideration of industry expertise. As stipulated in the Articles of Incorporation, directors serve three-year terms, and reappointment is determined based on performance evaluations conducted during their tenure.

Roles and Responsibilities of the Board

As the company's highest decision-making body, the Board holds the authority to deliberate and resolve matters as prescribed by law and the Articles of Incorporation, including key business issues such as ESG. The Board convenes at least once per quarter, and meeting agendas are distributed to all members at least ten days in advance to ensure sufficient review and discussion. Directors are evaluated annually at the shareholders' meeting based on business performance and individual contributions. Compensation is determined in accordance with internal policies and procedures, reflecting financial outcomes and key performance indicators from the previous fiscal year.

| Board Composition

Name	Gender	Type	Role	Major Experience / Position	Appointment Date	Committees within the Board			Attendance Rate
						HR Committee	Strategy Committee	IPO & Finance Committee	
Ra Gyung-Sil	Male	Inside Director	Chair of the Board and Chief Executive Decision-Maker	CEO	2024. 03. 27				-
Kang Dong-jun	Male	Non-Executive Director	Expected to contribute to the execution of future vision based on broad experience and expertise at LS Corp.	Executive Director, LS Group	2024. 01. 31	●	●	●	100%
Kim Myung-hoon	Male	Non-Executive Director	Expected to contribute to the execution of future vision based on diverse experience and expertise	CFO, LS Mtron	2025. 02. 13	○	○		100%
Park Jung-ho	Male	Non-Executive Director	Expected to serve as a bridge between shareholders and the company through extensive insight and experience in finance	Representative in Investment and Finance	2024. 03. 24	○	○	○	100%
Hong Hee-ju	Female	Non-Executive Director	Expected to serve as a bridge between shareholders and the company through extensive insight and experience in finance	Executive in Investment and Finance	2023. 03. 28	○	○	○	100%

○ : Member, ● : Chair (as of June 2025)

Governance

Committees within the Board of Directors

To support the efficient operation of the Board, LSAT has established specialized committees that provide expert input on key matters. These include the Human Resources Committee, the Strategy Committee, and the IPO and Finance Committee. The establishment and operation of these committees are stipulated in the Articles of Incorporation to ensure transparency.

Human Resources Committee

The Human Resources Committee reviews and makes decisions on the recommendation, evaluation, and compensation of key personnel at the executive and team leader levels. It also deliberates on matters related to internal HR policies and organizational management, including promotion and compensation guidelines. The committee consists of four directors appointed by a resolution of the Board and convenes quarterly in principle, with additional meetings held as needed.

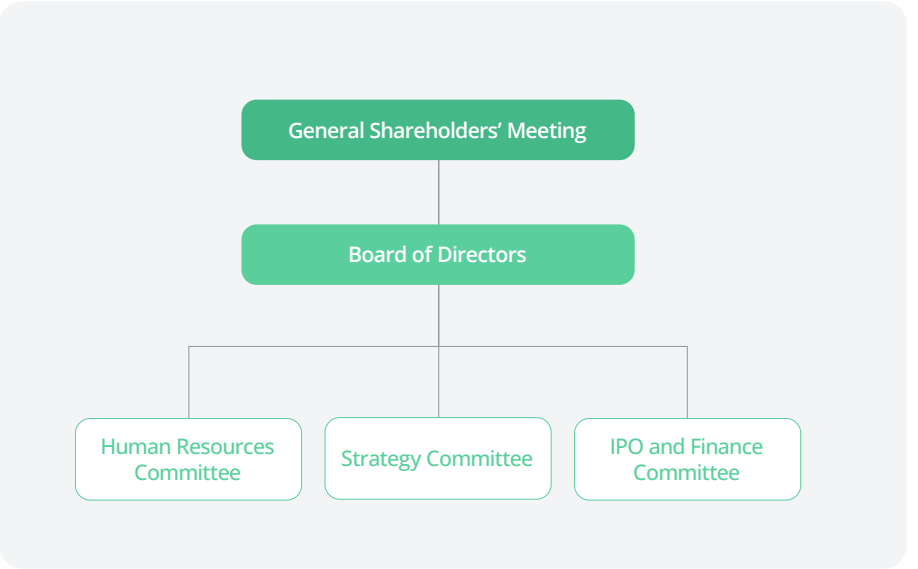
Strategy Committee

The Strategy Committee is responsible for reviewing and making decisions on major strategies and operational directions, including business plans, annual budgets, performance evaluations, and the allocation of key resources. It consists of four directors, who are appointed by a resolution of the Board of Directors. The committee meets quarterly in principle and may hold additional meetings when needed.

IPO and Finance Committee

The IPO and Finance Committee deliberates and decides on matters related to the company's capital structure, including capital restructuring, IPOs, dividends, distributions, and share repurchases. The committee is made up of three directors, appointed by a resolution of the Board of Directors. Meetings are convened quarterly in principle, with additional meetings held as necessary.

| Board Governance Structure

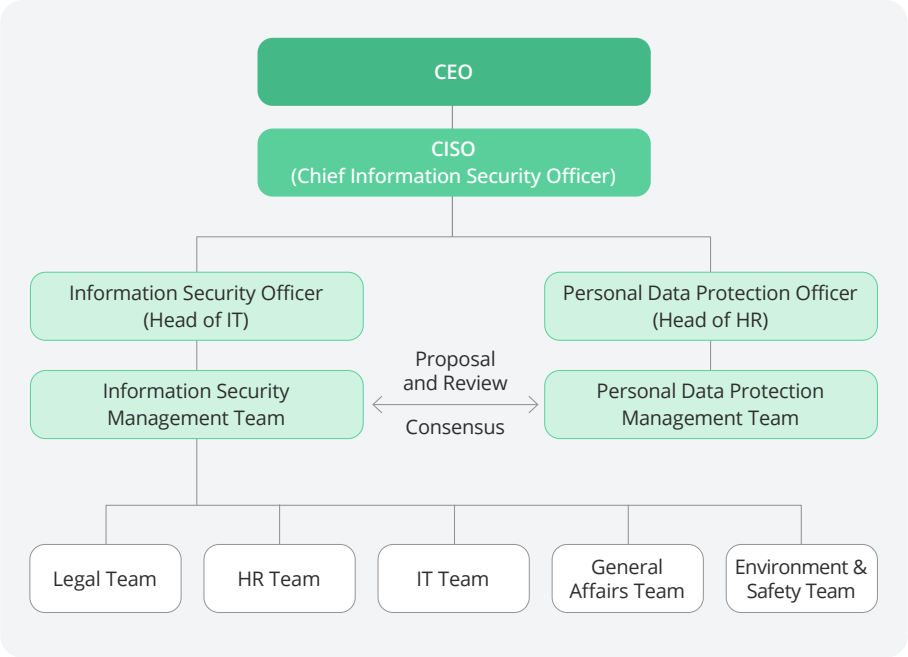


Information Security

Information Security Framework

LSAT establishes and operates an information security management framework based on relevant laws and internal regulations. To strengthen enterprise-wide security management and enhance cross-functional collaboration, LSAT operates a monthly Information Security Group, where discussions focus on security policies, regulatory compliance trends, and vulnerability mitigation efforts. Additionally, the company holds an annual Information Security Committee meeting to determine major security policies, coordinate countermeasures for specific issues, and review associated plans and performance.

| Information Security Governance Structure



Information Security Certifications

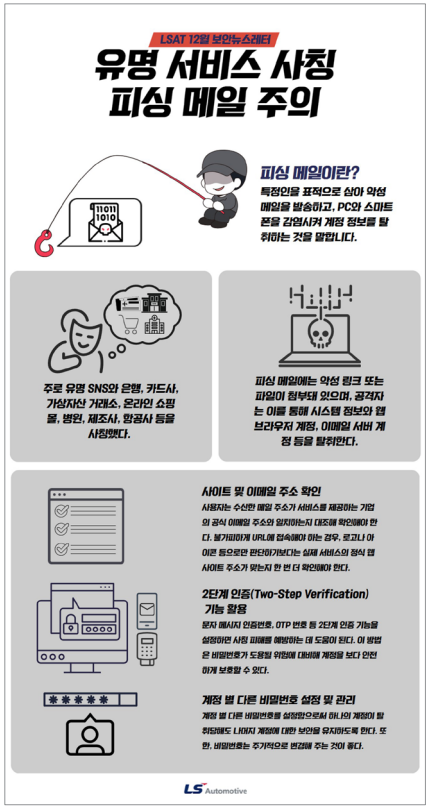
LSAT maintains a high level of information security by obtaining and upholding globally recognized certifications, including ISO/IEC 27001, the Trusted Information Security Assessment Exchange (TISAX) from the German Association of the Automotive Industry, and the Hyundai Information Security Management System (H-ISMS). Through these certification audits, LSAT validates the adequacy of its information security management system and continuously identifies and addresses potential vulnerabilities. The company also conducts regular recertification audits and participates in both scheduled and ad hoc customer-led security audits to ensure continuous improvement of its information security posture.

Information Security

Information Security Practices

LSAT prioritizes the protection of all information assets, including core technologies and intellectual property generated throughout its business operations. To this end, the company strengthens internal controls and employee awareness through the adoption of advanced security technologies, regular security audits, and mandatory training programs to prevent data breaches. In addition, LSAT maintains a comprehensive information protection infrastructure by continuously updating its policies based on administrative, technical, and physical security controls, and by collaborating with external experts to enable real-time monitoring and response.

Security Activities		Description		
Administrative Security	Security Policies and Guidelines	· Documentation and revision of security policies and detailed guidelines	· Documentation of security processes	· Ongoing updates to security policies
	Security Training	· Mandatory security training for all employees	· Targeted training for new hires and policy violators	
	Security Calendar Management	· Company-wide security event coordination, including overseas offices	· Monthly IT committee meetings among overseas offices	
Physical Security	Visitor Management	· Pre-registration system to control visitor access	· Visitor logbook and use of security stickers	· Visitors escorted by staff and restricted to designated areas
	Access Control	· Designation and operation of restricted zones in critical areas	· Operation of access control systems and CCTV	· Use of speed gates and barrier arms for access control
	Security Day	· Quarterly “Security Day” with physical security inspections		
Technical Security	Simulated Exercises	· Annual phishing simulation for all employees		
	Real-Time Monitoring and Response	· Real-time security monitoring through a cyber surveillance service	· 24/7 monitoring with proactive response and post-action reporting	
	Security Solution Implementation	· Company-wide deployment of security solutions, including DLP, EPP, and two-factor authentication across global sites		



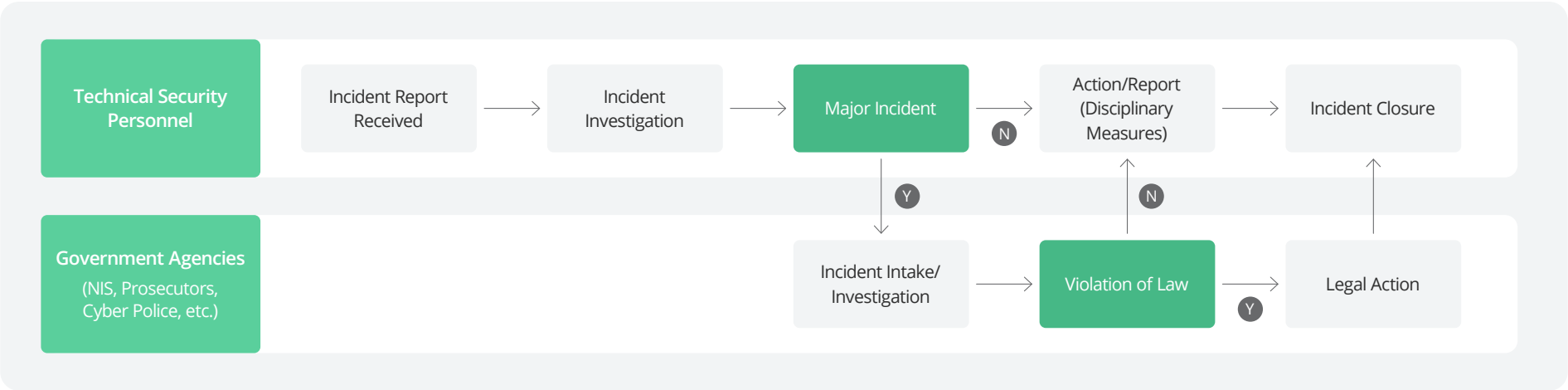
Employee Security Newsletter

Information Security

Information Security Incident Response

LSAT has established formal procedures for responding to, reporting, and improving upon information security incidents to minimize their impact and prevent recurrence. These procedures are designed to ensure continued business stability. The company's Incident Response Guidelines include detailed protocols for incident handling, security breach response, disciplinary actions, and post-incident management.

| Information Security Incident Response Process



Business Conduct

Ethical Management Policy

Clean Management Philosophy

LSAT regards clean management as a core value that all employees must uphold. Based on this philosophy, we strive to become a trusted company for our customers. We commit to honesty with our customers, fair and mutually beneficial relationships with our partner companies, and fair competition with our competitors, while fulfilling our responsibilities and obligations to shareholders and society.

| LSAT's Social Responsibility



Ethical Management Policy

LSAT promotes effective ethical management by establishing two core documents: the Ethical Charter, which outlines the fundamental values and beliefs all employees must uphold, and the Code of Ethics Guidelines, which provides practical direction for ethical decision-making and business conduct. As a company striving to grow as a global enterprise, LSAT places great importance on a strong sense of ethics among all employees. The Ethical Charter covers the company's responsibilities toward customers, employees, competitors, partner companies, the organization itself, and the broader society and nation. This charter is publicly available on the company website and serves as a behavioral guide for employees. Additionally, all employees, including new hires, are required to sign an Ethics Pledge as part of the company's ethical compliance process.

Responsibility and Obligation to Customers	LSAT always respects customer feedback and continuously creates value that benefits customers.
Basic Ethics for Employees	Violation of LSAT's ethical standards by employees may result in disciplinary actions, including dismissal or legal proceedings.
Fair Competition	LSAT complies with applicable laws and regulations in all regions where it operates.
Fair Transactions	All transactions must ensure equal opportunity for participation, and mutual trust and cooperation must be built through transparent dealings to pursue shared growth.
Responsibility to Employees	LSAT respects all employees as individuals and treats them fairly based on their abilities and performance.
Responsibility to the Nation and Society	LSAT contributes to the enrichment of people's lives and social development by growing into a sound enterprise through rational business operations.

Business Conduct

Risk Assessment and Audit Activities

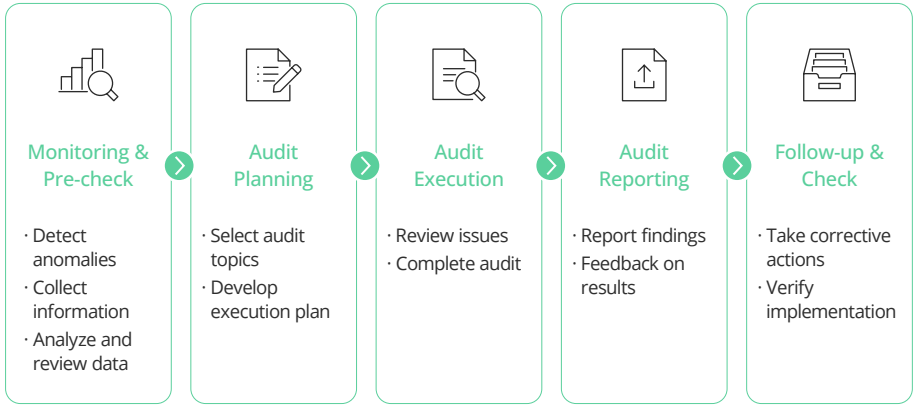
Anti-Corruption Risk Assessment

LSAT carries out company-wide ethical management activities annually to ensure transparency and fairness, and has obtained ISO 37001 certification for a more systematic anti-corruption management approach. In 2024, all departments independently conducted analysis, identification, evaluation, and improvement of corruption risks related to their respective duties, thereby contributing to proactive anti-corruption efforts.

Management Diagnosis and Ethical Compliance Audits

LSAT conducts regular and ad-hoc audits at both its headquarters and overseas offices to implement ethical management. These audits follow a structured process to identify and address risks and issues related to compliance with ethical standards, including prevention of corruption and anti-competitive behavior across all operations and workflows. Through these efforts, LSAT aims to detect and prevent ethical violations in advance and foster a healthy organizational culture.

Ethical Management and Business Diagnosis Process



Continuous Monitoring System

To enhance the effectiveness of ethical management and prevent the recurrence of misconduct, LSAT has established a Continuous Monitoring System, known as the Internal Control Management System (ICMS). Through this system, the company ensures that employees comply with internal rules and procedures, and that business operations are conducted with transparency and consistency. The system also helps prevent misconduct and strengthens the reliability of financial information. Since 2024, LSAT has been providing training and conducting monitoring activities related to ICMS operations for local staff at its overseas subsidiaries (Qingdao, Wuxi, Chennai, and Pune), enabling them to manage the system independently.

Business Conduct

Ethical Management Promotion Activities

Ethics Training

To promote ethical management through fair and transparent business practices, LSAT conducts annual ethics training for all employees. The training covers a wide range of topics, including ethical business conduct, prevention of workplace harassment, sexual harassment prevention, and anti-corruption codes of conduct. In 2024, a total of 1,097 employees, including overseas assignees, completed this training.

In addition, new hires—both entry-level and experienced employees—receive training on LSAT's business philosophy, decision-making principles, and behavioral guidelines through real-world anti-corruption case studies. LSAT also regularly monitors the ethical awareness of employees and partner companies to assess satisfaction with the ethical management system, ethical business conduct, and adherence to workplace norms.

Reporting Process

LSAT operates both online and offline reporting channels (Sinmungo) to receive reports on ethical violations, human rights issues, and suggestions for business improvement. The Sinmungo system serves as a reporting channel accessible to a wide range of stakeholders—including employees, customers, partner companies, and local communities—for reporting unlawful or unethical behavior. LSAT prioritizes the protection of whistleblowers by ensuring anonymity when requested. In addition, employees may seek advice on ethical management matters from the Internal Control & Consulting Team, Labor Management Team, employee representatives, or the Head of the HR Department.

| Employee Ethics Awareness Survey – Positive Response Rate

(Unit: %)

Category	2022	2023	2024
Basic Work Discipline	96.4	90.5	90.9
Unethical Practices	99.6	91.4	92.9
Respect for Human Rights	-	94.9	94.6
Smooth Communication	-	82	84.2
Misconduct	99.0	98.2	99.4
Willingness to Report Misconduct	-	81.5	75.3
Average	**98.3**	**89.8**	**89.6**

| Reporting Channels

Cyber Whistleblowing System	Report via Email	Report via Phone	Report via Mail
Cyber Sinmungo	compliance@lsautomovice.com	031-5177-1702	16F, Anyang Finance Center, 260 Simin-daero, Dongan-gu, Anyang-si, Gyeonggi-do Attn: Internal Control & Consulting Team

04

ESG Data

Environment
Social
Governance

Environment

GHG Emission[1)]

Category		Unit	2022	2023	2024
Scope 1					
	Domestic	tCO_2eq	-	469	520
	International		-	591	620
	Wuxi(China)		-	161	62
	Qingdao(China)		-	26	19
	Chennai(India)		-	217	296
	Pune(India)		-	119	154
	Monterrey(Mexico)		-	68	89
	Global(Total)		-	1,060	1,140
Scope 2[2)]					
	Domestic	tCO_2eq	-	14,287	14,711
	International		-	16,708	19,564
	Wuxi(China)		-	6,014	6,629
	Qingdao(China)		-	4,442	4,242
	Chennai(India)		-	737	1,312
	Pune(India)		-	632	695
	Monterrey(Mexico)		-	4,883	6,686
	Global(Total)		-	30,995	34,275
Scope 1+2					
	Domestic	tCO_2eq	-	14,756	15,231
	International		-	17,299	20,184
	Wuxi(China)		-	6,175	6,691
	Qingdao(China)		-	4,468	4,261
	Chennai(India)		-	954	1,608
	Pune(India)		-	751	849
	Monterrey(Mexico)		-	4,951	6,775
	Global(Total)		-	31,875	35,415
Greenhouse Gas Emissions Intensity					
	Global(Total)	tCO_2eq/KRW Billion	-	26	27

1) The 2023 data was fully revised based on third-party verification of greenhouse gas emissions (2022 data is scheduled for verification in 2026).
2) Location-based greenhouse gas emissions.

Energy[1)]

Category		Unit	2022	2023	2024
Direct Energy					
Gasoline	Domestic	GJ	-	3,376	3,754
	International		-	2,221	2,946
	Wuxi(China)		-	873	861
	Qingdao(China)		-	359	269
	Chennai(India)		-	540	1,398
	Pune(India)		-	0	0
	Monterrey(Mexico)		-	450	420
	Global(Total)		-	5,597	6,700
Diesel	Domestic		-	1,847	2,164
	International		-	3,976	4,667
	Wuxi(China)		-	0	0
	Qingdao(China)		-	0	0
	Chennai(India)		-	2,381	2,607
	Pune(India)		-	1,596	2,060
	Monterrey(Mexico)		-	0	0
	Global(Total)		-	5,823	6,830
LNG	Domestic		-	1,538	1,504
	International			1,750	0
	Wuxi(China)		-	1,750	0
	Qingdao(China)		-	0	0
	Chennai(India)		-	0	0
	Pune(India)		-	0	0
	Monterrey(Mexico)		-	0	0
	Global(Total)		-	3,288	1,504

Environment

Category		Unit	2022	2023	2024
Direct Energy					
LPG	Domestic	GJ	-	0.2	0.1
	International		-	563	939
	Wuxi(China)		-	0	0
	Qingdao(China)		-	0	0
	Chennai(India)		-	4	6
	Pune(India)		-	558	933
	Monterrey(Mexico)		-	0	0
	Global(Total)		-	563	939
Indirect Energy					
Electricity	Domestic	GJ	-	110,548	115,271
	International		-	111,686	132,287
	Wuxi(China)		-	37,183	40,981
	Qingdao(China)		-	27,461	26,224
	Chennai(India)		-	3,719	6,620
	Pune(India)		-	3,189	3,508
	Monterrey(Mexico)		-	40,134	54,954
	Global(Total)		-	222,233	247,557
Renewable Energy					
	Domestic	GJ	0	0	0
	International		31,250	38,410	38,500
	Wuxi(China)		6,628	6,360	6,370
	Qingdao(China)		2,749	2,829	2,801
	Chennai(India)		21,873	29,221	29,329
	Pune(India)		0	0	0
	Monterrey(Mexico)		0	0	0
	Global(Total)		31,250	38,410	38,500

Category		Unit	2022	2023	2024
Renewable Energy					
Solar Energy	Global(Total)	GJ	9,377	9,189	9,171
Wind Energy			21,873	29,221	29,329
On-site Generation	Global(Total)	GJ	9,377	9,189	9,171
Mixed Electricity Sources			21,873	29,221	29,329
Total Energy Usage[2)]					
	Domestic	GJ	-	117,309	122,692
	International		-	158,605	179,339
	Wuxi(China)		-	46,165	48,211
	Qingdao(China)		-	30,648	29,294
	Chennai(India)		-	35,866	39,960
	Pune(India)		-	5,343	6,501
	Monterrey(Mexico)		-	40,583	55,373
	Global(Total)		-	275,914	302,031
Energy Intensity					
	Global(Total)	GJ/KRW Billion	-	226	230
Renewable Energy Utilization[3)]					
	Domestic	%	-	0	0
	International		-	26	23
	Global(Total)		-	15	13

1) The 2023 data was fully revised based on third-party verification of greenhouse gas emissions. (Data for 2022 is scheduled for verification in 2026.)
2) (Renewable Energy Usage / Total Electricity Usage) × 100. Change in the calculation method, data for both 2022 and 2023 has been revised.
3) (Renewable Energy Usage / Total Electricity Usage) × 100. Change in the calculation method, data for both 2022 and 2023 has been revised.
Total electricity usage = General + Renewable electricity consumption

Environment

Water and Wastewater[1)]

Category		Unit	2022	2023	2024
Water Withdrawal					
Total Water Withdrawal	Domestic	ton	30,860	33,793	37,289
Drinking water			30,860	33,793	37,289
Freshwater			0	0	0
Groundwater			0	0	0
Total Water Withdrawal	International		80,042	86,056	93,909
Drinking water			63,490	66,606	74,630
Freshwater			6,520	6,760	5,670
Groundwater			10,032	12,690	13,610
Total Water Withdrawal	Global(Total)		110,902	119,849	131,198
Drinking water			94,350	100,399	111,919
Freshwater			6,520	6,760	5,670
Groundwater			10,032	12,690	13,610
Wastewater Generation					
	Domestic[2)]	ton	24	25	25
Water Reuse Volume[3) 4)]					
	Domestic	ton(%)	0(0)	0(0)	0(0)
	International		593(1)	780(1)	870(2)
	Global(Total)		593.1(0.01)	779.7(0.01)	870(0.02)

1) In the case of Pune (India), due to lack of measurement equipment, data will be collected starting in 2025.
2) All wastewater is treated by a specialized external service provider.
3) Data from Pune (India) and Monterrey (Mexico) are excluded.
4) 2022 and 2023 data have been revised due to calculation errors.

Air Pollutants[1)]

Category		Unit	2022	2023	2024
Air Pollutants Emissions					
THC	Domestic	ton	0.3	1.7	0.5
NOx			Not detected	Not detected	Not detected
SOx			N/A	N/A	N/A
PM			0.2	0.1	0.2
VOCs			N/A	N/A	N/A
ODS			N/A	N/A	N/A

1) Annual emissions estimated using self-measured data collected twice a year (first and second half).

Waste[1)]

Category		Unit	2022	2023	2024
Waste Generation					
Total Waste Generation	Domestic[2)]	ton	209	228	228
General Waste			203	221	221
Designated (Hazardous) Waste			5	7	7
Total Waste Generation	International		423	447	324
General Waste			407	425	302
Designated (Hazardous) Waste			16	22	22
Total Waste Generation	Global(Total)		632	675	553
General Waste			610	646	523
Designated (Hazardous) Waste			22	29	30
Waste Throughput					
Total General Waste Throughput	Domestic	ton	203	221	221
Landfill			0	0	0
Incinerate			0	0	0
Recycle			203	221	221

Environment

Category		Unit	2022	2023	2024
Waste Disposal					
Total Designated (Hazardous) Waste Disposal	Domestic	ton	5	7	7
Landfill			0	0	0
Incinerate			0	0	0
Recycle			0	0	0
Others[3]			5	7	7
Total General Waste Disposal	International	ton	407	425	302
Landfill			0	0	0
Incinerate			119	119	87
Recycle			289	307	215
Total Designated (Hazardous) Waste Disposal			16	22	22
Landfill			0	0	0
Incinerate			15	16	15
Recycle			1	5	7
Others			0	0	0
Waste Throughput					
Total General Waste Throughput	Global(Total)	ton	610	646	523
Landfill			0	0	0
Incinerate			119	119	87
Recycle			492	528	437
Total Designated (Hazardous) Waste Throughput			22	28	30
Landfill			0	0	0
Incinerate			15	16	15
Recycle			1	5	7
Others			5	7	7

Category		Unit	2022	2023	2024
Waste Recycling Ratio[2]					
	Domestic	%	97	97	97
	International		68	70	69
	Global(Total)		78	79	80

1) Data from Pune (India) has been calculated since April 2024; data from Monterrey (Mexico) is excluded.
2) Data for 2022 and 2023 has been revised due to calculation errors.
3) Distillation tower and liquid purification methods.

Raw Materials[1]

Category		Unit	2022	2023	2024
Metal					
	Domestic	kg	737,067	768,266	714,327
	International		559,010	883,655	1,195,784
	Global(Total)		1,296,077	1,651,921	1,910,111
Plastic					
	Domestic	kg	757,625	1,007,521	1,021,413
	International		1,650,089	2,141,495	2,740,135
	Global(Total)		2,407,714	3,149,016	3,761,548
Other (Paper boxes)					
	Domestic	EA	33,737	70,210	54,380
	International		839,082	1,223,730	1,826,979
	Global(Total)		872,819	1,293,940	1,881,359
Renewable Materials					
	Domestic	kg	0	0	0

1) Data for 2022 and 2023 has been revised due to calculation errors.

Environment

Environmental Management

Category		Unit	2022	2023	2024
ISO 14001 Certified Sites Ratio	Global(Total)	%	100	100	100
Number of Target Sites		Units	6	6	6
Number of Certified Sites		Units	6	6	6
Ratio of Sites Conducting Environmental Impact Assessments[1)]	Global(Total)	%	100	100	100
Number of Target Sites		Units	6	6	6
Number of Certified Sites		Units	6	6	6
Number of Products with LCA Calculation[2)]	Global(Total)	Units	0	0	3

1) Data for 2022 and 2023 revised due to calculation errors
2) Life Cycle Assessment (LCA) conducted

Environmental Regulations

Category		Unit	2022	2023	2024
Number of Environmental Regulation Violations	Global(Total)	Cases	0	0	0
Total Fines	Global(Total)	KRW Million	0	0	0

Environmental Education[1), 2), 3)]

Category		Unit	2022	2023	2024
Total Training Hours					
	Domestic	Hours	3,398	3,106	2,906
	International		6,936	6,713	6,882
	Global(Total)		10,334	9,819	9,788
Employees Completed Training[4)]					
	Domestic	Persons(%)	1,221(105)	1,080(92)	1,087(92)
	International		1,791(70)	1,850(71)	1,993(69)
	Global(Total)		3,012(81)	2,930(78)	3,080(76)

1) Data for 2022 and 2023 has been revised due to calculation errors.
2) Includes all environment-related training such as legally mandated national training (waste management), chemical training (for responsible personnel and general employees), etc.
3) Data from Monterrey (Mexico) is excluded.
4) Cumulative number of employees who completed the training.

Social

Employee Status[1)]

Category		Unit	2022	2023	2024
Region					
	Domestic	Persons(%)	1,167(26)	1,173(25)	1,182(22)
	International[2)]		3,343(74)	3,439(75)	4,226(78)
Gender					
Male	Domestic	Persons(%)	999(86)	989(84)	999(85)
	International		2,067(62)	2,095(61)	2,464(58)
	Global(Total)		3,066(68)	3,084(67)	3,463(64)
Female	Domestic		168(14)	184(16)	183(15)
	International		1,276(38)	1,344(39)	1,762(42)
	Global(Total)		1,444(32)	1,528(33)	1,945(36)
연령별					
Under 30	Domestic	Persons(%)	159(14)	179(15)	151(13)
30 to 50 years old			852(73)	826(70)	843(71)
50+ years old			156(13)	168(14)	188(16)
Under 30	International		1,822(55)	1,796(52)	2,309(55)
30 to 50 years old			1,464(44)	1,512(44)	1,761(42)
50+ years old			57(2)	131(4)	156(4)
Under 30	Global(Total)		1,981(44)	1,975(43)	2,460(45)
30 to 50 years old			2,316(51)	2,338(51)	2,604(48)
50+ years old			213(5)	299(6)	344(6)

Category		Unit	2022	2023	2024
Employment Type					
Total Number of Full-Time Employees	Domestic	Persons(%)	1,091(93)	1,077(92)	1,108(94)
Male			947(87)	924(86)	944(85)
Female			144(13)	153(14)	164(15)
Total Number of Contract Employees			76(7)	96(8)	74(6)
Male			57(75)	65(68)	55(74)
Female			19(25)	31(32)	19(26)
Total Number of Full-Time Employees	International		1,845(55)	1,896(55)	2,415(57)
Male			1,126(61)	1,167(62)	1,380(57)
Female			719(39)	729(38)	1,035(43)
Total Number of Contract Employees			1,498(45)	1,543(45)	1,811(43)
Male			941(63)	928(60)	1,125(62)
Female			557(37)	615(40)	686(38)
Total Number of Full-Time Employees	Global(Total)		2,936(65)	2,973(64)	3,523(65)
Male			2,073(71)	2,091(70)	2,324(66)
Female			863(29)	882(30)	1,199(34)
Total Number of Contract Employees			1,574(35)	1,639(36)	1,885(35)
Male			998(63)	993(61)	1,180(63)
Female			576(37)	646(39)	705(37)

Social

Category			Unit	2022	2023	2024
Job Title[3]						
Executive-Level Management	Total Number of Executive-Level Management	Domestic	Persons(%)	19(2)	19(2)	19(2)
	Male			19(100)	19(100)	19(100)
	Female			0(0)	0(0)	0(0)
	Disabilities			0(0)	0(0)	0(0)
	Total Number of Executive-Level Management	International		6(0)	4(0)	4(0)
	Male			5(83)	3(75)	4(100)
	Female			1(17)	1(25)	0(0)
	Disabilities			0(0)	0(0)	0(0)
	Total Number of Executive-Level Management	Global(Total)		25(1)	23(0)	23(0)
	Male			24(96)	22(96)	23(100)
	Female			1(4)	1(4)	0(0)
	Disabilities			0(0)	0(0)	0(0)
General Management	Total Number of General Management	Domestic	Persons(%)	61(5)	66(6)	68(6)
	Male			60(98)	65(98)	67(99)
	Female			1(2)	1(2)	1(1)
	Total Number of General Management	International		116(3)	128(4)	153(4)
	Male			102(88)	112(88)	126(82)
	Female			14(12)	16(13)	27(18)
	Total Number of General Management	Global(Total)		177(4)	194(4)	221(4)
	Male			162(92)	177(91)	193(87)
	Female			15(8)	17(9)	28(13)

Category			Unit	2022	2023	2024
Team Member Level	Total Number of Team Members	Domestic	Persons(%)	1,087(93)	1,088(93)	1,095(93)
	Male			924(85)	904(83)	913(83)
	Female			163(15)	184(17)	182(17)
	Total Number of Team Members	International		3,226(97)	3,312(96)	4,073(96)
	Male			1,957(61)	1,977(60)	2,331(57)
	Female			1,262(39)	1,328(40)	1,735(43)
	Total Number of Team Members	Global(Total)		4,313(96)	4,400(95)	5,168(96)
	Male			2,881(67)	2,881(65)	3,244(63)
	Female			1,425(33)	1,512(34)	1,917(37)
Workforce Diversity	Disabilities	Domestic[4]	Persons(%)	17(2)	16(1)	17(1)
		International		11(0.003)	11(0.003)	11(0.003)
		Global(Total)		28(0.006)	27(0.006)	28(0.005)
	Veterans	Domestic		4(0.3)	4(0.3)	4(0.3)
Total Number of Employees		Global(Total)	Persons	4,510	4,612	5,408
Non-affiliated Workers[5]		Domestic	Persons	58	58	58

1) Number of personnel based on year-end figures
2) Increase in headcount according to business plans
3) Executive-level management: Executives and above, General management: Team leaders to managers/business unit heads, Staff-level: Below team leader
4) Number and ratio based on reports to the Korea Employment Agency for the Disabled
5) Year-end count of subcontracted and dispatched workers. Work for office dispatch, plant environment improvement, and security operations

Social

New hires[1] and Tenure

Category		Unit	2022	2023	2024
Total New Hires	Domestic	Persons	278	224	192
Male			228	184	165
Female			50	40	27
Total New Hires	International		2,035	2,559	4,890
Male			1,201	1,216	2,623
Female			834	1,343	2,213
Total New Hires	Global(Total)		2,313	2,783	5,082
Male			1,429	1,400	2,788
Female			884	1,383	2,240
Average Tenure[2]	Domestic	Years	8.7	8.7	8.9

1) Excludes short-term contracts (less than 6 months)
2) Based on currently employed staff

Collective Agreements and Labor-Management Council

Category		Unit	2022	2023	2024
Existence of Labor-Management Council[1]					
	Domestic	Y/N	Y	Y	Y
	Wuxi(China)		Y	Y	Y
	Qingdao(China)		Y	Y	Y
	Chennai(India)		Y	Y	Y
	Pune(India)[2]		N	N	N
	Monterrey(Mexico)		Y	Y	Y
Number of Employees Covered by the Council					
	Domestic[3]	Persons(%)	1,167(100)	1,221(100)	1,230(100)
	Wuxi(China)		412(100)	430(100)	487(100)
	Qingdao(China)		620(100)	586(100)	568(100)
	Chennai(India)		75(8)	75(8)	74(8)
	Pune(India)		-	-	-
	Monterrey(Mexico)		769(100)	815(100)	1,326(100)

1) Data for the China subsidiaries are disclosed based on the All-China Federation of Trade Unions (ACFTU) standards.
2) Pune (India) follows the Maharashtra state policy uniformly.
3) Includes both regular and contract employees.

Social

Wages

Category		Unit	2022	2023	2024
Equal Pay[1]	Domestic	%	78	79	74
	Wuxi(China)		49	43	36
	Qingdao(China)		70	71	67
	Chennai(India)		80	77	81
	Pune(India)		76	72	73
	Monterrey(Mexico)		82	42	36
Basic salary ratio between male and female[2]	Domestic	%	100	100	100

1) (Average female salary ÷ average male salary) × 100
2) Basic salary ratio of females to males at the same job grade and position

Employees evaluated in performance reviews[1]

Category		Unit	2022	2023	2024
Total number of employees evaluated in performance reviews	Domestic	Persons	794	790	825
Male			722	714	732
Female			72	76	93
Total number of employees evaluated in performance reviews	International		936	897	1,023
Male			670	621	675
Female			266	276	348
Total number of employees evaluated in performance reviews	Global(Total)[2]		1,730	1,687	1,848
Male			1,392	1,335	1,407
Female			338	352	441
Percentage of employees subject to regular performance evaluations	Global(Total)	%	38	37	34

1) Including executives
2) Data for 2022 and 2023 revised due to calculation errors

Maternity and Childcare

Category		Unit	2022	2023	2024
Maternity leave employees (female)	Domestic	Persons	5	8	16
Parental leave employees[1]			37	39	29
Male			18	26	14
Female			19	13	15
Employees returning after parental leave[2]			25	22	28
Male			11	14	20
Female			14	8	8
Employees working 12 months or more after return			11	21	7
Male			8	10	7
Female			3	11	0

1) Number of employees on parental leave during the year
2) Number of employees who returned after parental leave ended during the year

Human Rights

Category		Unit	2022	2023	2024
Number of Reports	Global(Total)	Cases	0	0	0
Child Labor			0	0	0
Forced Labor			0	0	0
Indigenous and Other External Stakeholders			0	0	0
Other Discrimination or Harassment			0	0	0
Number of Corrective Actions Taken			0	0	0
Child Labor			0	0	0
Forced Labor			0	0	0
Indigenous and Other External Stakeholders			0	0	0
Other Discrimination or Harassment			0	0	0

Social

Employee Training

Category		Unit	2022	2023	2024
Total Employee Training	Domestic	Hours	72,701	79,818	77,617
Average Training hours per Person	Domestic	Hours	118	131	70
	International		34	38	26
	Global(Total)		48	53	33
Total Training Costs	Domestic	KRW 100 million	7	3	6
Average Training Cost per Person	Domestic	KRW 10,000	68	61	56
Number of Training Courses	Domestic	Units	1,376	2,953	1,216
Percentage of Employees Completing Training					
Workplace Harassment Prevention	Domestic	%	100	100	100
Workplace Sexual Harassment Prevention			100	100	100
Disability Awareness			100	100	100
Occupational Health and Safety			100	100	100
Ethical Management			100	100	100
Privacy			100	100	100
Employees Completing Job/ Competency Improvement Training	Domestic[1]	Persons(%)	846(72)	1,179(101)	1,094(93)
	International		1,716(51)	1,961(57)	1,905(45)
	Global(Total)		2,562(57)	3,140(68)	2,999(55)
Completion Rate of Diversity, Discrimination, and Harassment Training	Global(Total)	%	26	25	22

1) Based on offline training sessions

Worker Health Promotion

Category		Unit	2022	2023	2024
Annual Check-up	Domestic	Persons(%)	499(43)	473(40)	500(42)
General Check-up			730(63)	695(59)	895(76)
Special Check-up			223(19)	216(18)	265(22)

Industrial Accidents

Category		Unit	2022	2023	2024
Number of Industrial Accidents	Domestic[1]	Counts	0	0	0
	International		105	85	53
	Global(Total)		105	85	53
Number of Fatalities	Domestic	Persons	0	0	0
	International		0	0	0
	Global(Total)		0	0	0
Lost Workdays	Domestic	Days	0	0	0
	International		628	803	520
	Global(Total)		628	803	520
Lost-Time Injuries	Domestic	Counts	0	0	0
	International		48	41	53
	Global(Total)		48	41	53
Working Hours	Domestic[2]	Hours	2,366,155	2,289,877	2,085,420
	International[3]		10,754,490	10,834,042	11,691,870
	Global(Total)		13,120,645	13,123,919	13,777,290
Lost Time Injury Frequency Rate[4]	Domestic	Cases per Million Hours	0	0	0
	International		10	8	5
	Global(Total)		8	6	4

1) Number of accidents reported by the Korea Workers' Compensation and Welfare Service
2) Total working hours of office and technical staff (both regular and contract employees)
3) Data for 2022 and 2023 revised due to calculation errors
4) Number of accidents (accidents + illnesses) / total working hours * 1,000,000

Social

Health and Safety Management

Category		Unit	2022	2023	2024
ISO 45001 Certification Rate	Global	%	83	83	83
Number of target sites		Counts	6	6	6
Number of sites implemented		Counts	5	5	5
Operations with Health and Safety Risk Assessments[1]	Global(Total)	%	83	83	83
Number of target sites		Counts	6	6	6
Number of certified sites		Counts	5	5	5
Occupational Safety and Health Committee Scope of Influence[2]	Domestic	%	100	100	100

1) Data for 2022 and 2023 have been revised due to calculation errors.
2) Data for regular and contract employees have been revised for 2022 and 2023 due to calculation errors.

Partners[1, 2]

Category		Unit	2022	2023	2024
Total Number of Partners	Domestic[3]	Counts	267	269	263
Local			251	254	249
Non-local			16	15	14
Total Number of Partners	International		352	353	346
Local			318	324	312
Non-local			34	29	34
Total Number of Partners	Global(Total)		619	622	609
Local			569	578	561
Non-local			50	44	48
Total Purchase Amount	Domestic	KRW 100 million(%)	6,989(100)	8,177(100)	8,870(100)
Local			6,655(95)	7,688(94)	8,362(94)
Non-local			334(5)	489(6)	508(6)
Total Purchase Amount	International		2,675(100)	2,825(100)	3,392(100)
Local			1,544(58)	1,654(59)	2,116(62)
Non-local			1,130(42)	1,171(41)	1,276(38)
Total Purchase Amount	Global(Total)		9,664(100)	11,002(100)	12,262(100)
Local			8,199(85)	9,342(85)	10,478(85)
Non-local			1,464(15)	1,660(15)	1,784(15)
Number of Suppliers with ESG Evaluation	Domestic	Counts (%)	-	-	105(40)
Number of Suppliers Completed ESG Training[4]	Domestic	Counts	5	7	22
Percentage of Suppliers Signing Contracts Including Environmental and Labor Clauses[5]	Domestic	%	100	100	100

1) List of suppliers directly related to the production process, including domestic parts procurement, win-win cooperation management, and strategic procurement suppliers
2) Excludes Monterrey (Mexico) data
3) Data for 2022 and 2023 have been revised due to changes in data calculation methods
4) External training completion (hosted by GPC, Korea Environmental Industry & Technology Institute)
5) All suppliers have signed standard contracts including commitments to minimizing environmental pollution and practicing safety management

Social

Conflict Minerals

Category		Unit	2022	2023	2024
Number of Conflict Mineral Issues	Domestic	Cases	0	0	0
Number of Partner Companies Managing Conflict Minerals[1)]	Domestic[2)]	Counts	-	-	68(26)
	International		0(0)	0(0)	4(1)
	Global(Total)		0(0)	0(0)	72(12)

1) Based on number of key partner companies
2) As of 2024, conflict mineral status is directly surveyed for each partner company

Social Contribution

Category		Unit	2022	2023	2024
Number of Employees Participating in Social Contribution	Domestic	Persons	1,919	1,782	2,559
Social Contribution Hours		Hours	7,676	7,128	9,390
Social Contribution Hours per Employee		Hours	7	6	8
Donations		KRW Thousand	46,208	49,838	65,300

Governance

Information Security

Category		Unit	2022	2023	2024
Information Security System Certification Rate[1]	Global(Total)	%	50	50	83
Number of Target Sites		Units	6	6	6
Number of Certified Sites		Units	3	3	5
Number of Information Security Incidents[2]	Domestic	Cases	0	0	0
	International		0	0	0
	Global(Total)		0	0	0
Number of Customer Information-Related Complaints Received	Domestic	Cases	0	0	0
	International		0	0	0
	Global(Total)		0	0	0

1) Includes ISO 27001, TISAX, H-ISMS, etc.
2) Number of incidents reported to external security organizations such as the Korea Internet & Security Agency and customers

Ethical Management

Category		Unit	2022	2023	2024
Number of employees who completed ethics training	Domestic	Persons	1,167(100)	1,173(100)	1,097(93)
	International		1,586(47)	1,698(49)	2,123(50)
	Global(Total)		2,753(61)	2,871(62)	3,220(60)
Total number of whistleblower reports received	Global(Total)	Cases	13	23	5
Number of reports confirmed as corruption cases			3	2	1
Number of reports processed			13	23	5
Percentage of business sites conducting internal ethics audits and risk assessments	Global(Total)	%	17	17	17
Number of target business sites		Units	6	6	6
Number of certified sites		Units	1	1	1
Percentage of business sites conducting ongoing ethics monitoring	Global(Total)	%	83	100	100
Number of target business sites		Units	6	6	6
Number of business sites conducted		Units	5	6	6
Percentage of business sites certified with Anti-Bribery Management System (ISO 37001)	Global(Total)	%	17	17	17
Number of target business sites		Units	6	6	6
Number of Certified Sites		Units	1	1	1
Number of violations of anti-competitive and monopoly regulations	Domestic	Cases	0	0	0
Fines for violations of anti-competitive and monopoly regulations		Won (KRW)	0	0	0

Product Production

Product Production		Unit	2022	2023	2024
Revenue of eco-friendly parts[1]	Global(Total)	KRW 100 million	2,213	3,128	3,250
Number of produced parts					
Finished products	Global(Total)	Units	14,269	14,874	14,394
Semi-finished products		Units	2,572	2,384	4,889

1) Parts supplied for electric, hybrid, and hydrogen vehicles

Board of Directors

Category	Unit	2022	2023	2024
Number of board meetings held	Times	10	15	10
Percentage of female directors	%	0	17	17

05

Appendix

GRI Standards Index
SASB Index
GHG Emissions Verification Statement
Third-Party Assurance Statement
UN Sustainable Development Goals
Affiliated Associations

GRI Standards Index

Statement of use	LS Automotive's report has been prepared in accordance with the GRI Standards. The reporting period covered in this report is from January 1 to December 31, 2024. For key qualitative achievements, results through the first half of 2025 are also included.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI 2: General Disclosures 2021

Topics	No.	Indicators	Page	Remarks
The Organization and Its Reporting Practices	2-1	Organizational details	6-9	
	2-2	Entities included in the organization's sustainability reporting	2	While the financial statements include all subsidiaries, the policies and activities described primarily reflect those of the headquarters.
	2-3	Reporting period, frequency, and contact point	2	
	2-4	Restatements of information	2	
	2-5	External assurance	86-90	
Activities and Workers	2-6	Activities, value chain, and other business relationships	10-16, 47-50, 56-57	
	2-7	Employees	72-73	
	2-8	Workers who are not employees	73	
Governance	2-9	Governance structure and composition	19, 58-59	
	2-10	Nomination and selection of the highest governance body	58	
	2-11	Chair of the highest governance body	58	
	2-12	Role of the highest governance body in overseeing the management of impacts	19-20, 58	
	2-13	Delegation of responsibility for managing impacts	19-20	
	2-14	Role of the highest governance body in sustainability reporting	19-20	
	2-15	Conflicts of interest	58	
	2-16	Communication of critical concerns	19-20	
	2-17	Collective knowledge of the highest governance body	58	
	2-18	Evaluation of the performance of the highest governance body	Confidential	Available upon request from stakeholders
	2-19	Remuneration policies	Confidential	Available upon request from stakeholders
	2-20	Process to determine remuneration	Confidential	Available upon request from stakeholders
	2-21	Annual total compensation ratio	Confidential	Available upon request from stakeholders

GRI Standards Index

GRI 2: General Disclosures 2021

Topics	No.	Indicators	Page	Remarks
Strategy, Policies, and Practices	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitments	42, 48, 51, 63	
	2-24	Embedding policy commitments	63, 79	
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	2-27	Compliance with laws and regulations	71, 79	
	2-28	Membership associations	92	
	2-29	Approach to stakeholder engagement	21	
	2-30	Collective bargaining agreements	74	

GRI 3: Material Topics 2021

Topics	No.	Indicators	Page	Remarks
	3-1	Process to determine material topics	22	
	3-2	List of material topics	23	
	3-3	Management of material topics	24-26	

Material Topics Disclosures

Topics	No.	Indicators	Page	Remarks
Topic 1: Consumers and Customers	3-3	Management of material topics	24, 52-57	
Customer Health and Safety	416-1	Assessment of the health and safety impacts of products and services	53	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	0 regulatory violations; recall and campaign figures are confidential
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	79	
Topic 2: Partner Companies	3-3	Management of material topics	25, 47-50	
Indirect Economic Impacts	203-1	Infrastructure investments and services support	46-47	
	203-2	Significant indirect economic impacts	47, 77	
Procurement Practices	204-1	Proportion of spending on local suppliers	77	
Supplier Environmental Assessment	308-1	New suppliers screened using environmental criteria	-	Replaced by ESG assessment of partner companies; no new suppliers
	308-2	Negative environmental impacts in the supply chain and actions taken	49	

GRI Standards Index

Material Topics Disclosures

Topics	No.	Indicators	Page	Remarks
Supplier Social Assessment	414-1	New suppliers screened using social criteria	-	Replaced by ESG assessment of partner companies; no new suppliers
	414-2	Negative social impacts in the supply chain and actions taken	49	
Topic 3: Eco-Friendly and Future Industry Portfolio	3-3	Management of material topics	26	
Economic Performance	201-1	Direct economic value generated and distributed	9, Audit Report p.6–11	
	201-2	Financial implications and other risks and opportunities due to climate change	-	To be established by 2030
	201-3	Defined benefit plan obligations and other retirement plans	-	Not relevant to material topics
	201-4	Financial assistance received from government	-	National R&D projects supported by government subsidies, basic tariff benefits, and corporate tax credits

Non-material Topics Disclosures

Topics	No.	Indicators	Page	Remarks
Anti-Corruption	205-1	Operations assessed for risks related to corruption	64, 79	
	205-2	Communication and training about anti-corruption policies and procedures	79	
	205-3	Confirmed incidents of corruption and actions taken	79	
Anti-Competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	79	
Raw Materials	301-1	Materials used by weight or volume	70	
Energy	302-1	Energy consumption within the organization	67-68	
	302-3	Energy intensity	68	
	302-4	Reduction of energy consumption	28	
Water and Effluents	303-2	Management of water discharge-related impacts	31	
	303-3	Water withdrawal	69	
Emissions	305-1	Direct (Scope 1) GHG emissions	67	
	305-2	Energy indirect (Scope 2) GHG emissions	67	
	305-4	GHG emissions intensity	67	
	305-5	Reduction of GHG emissions	28	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	69	

GRI Standards Index

Non-material Topics Disclosures

Topics	No.	Indicators	Page	Remarks
Waste	306-2	Management of significant waste-related impacts	31	
	306-3	Waste generation	69	
	306-4	Waste diverted from disposal	70	
	306-5	Waste directed to disposal	70	
Employment	401-1	New employee hires and turnover	37, 74	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	45	
	401-3	Parental leave	75	
Industrial Safety and Health	403-1	Occupational health and safety management system	33	
	403-2	Hazard identification, risk assessment, incident investigation	35	
	403-3	Occupational health services	36	
	403-4	Worker participation, consultation, and communication on occupational health and safety	33	
	403-5	Worker training on occupational health and safety	34	
	403-6	Promotion of worker health	36	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	33-36	
	403-8	Workers covered by an occupational health and safety management system	77	
	403-9	Work-related injuries	76	
	403-10	Work-related ill health	76	
Training and Education	404-1	Average hours of training per employee	76	
	404-2	Programs for upgrading employee skills and transition assistance programs	38-41, 76	
	404-3	Percentage of employees receiving regular performance and career development programs	75	
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	79	
	405-2	Ratio of basic salary and remuneration of women to men	75	
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	75	
Local Community	413-1	Operations with local community engagement, impact assessments, and development programs	46	

SASB Index (Auto Parts)

Sustainability Disclosure Topics & Accounting Metrics

Topic	Metric	Unit	Code	Page and Remarks
Energy Management	(1) Total Energy Consumed	GJ	TR-AP-130a.1	p68
	(2) Percentage Grid Electricity	%		p68
	(3) Percentage Renewable	%		p68
Waste Management	(1) Total Amount of Waste from Manufacturing	ton	TR-AP-150a.1	p69
	(2) Percentage of Hazardous Waste	%		p69
	(3) Percentage of Recycled Waste	%		p70
Product Safety	(1) Number of Recalls and Total Products Recalled	Count	TR-AP-250a.1	-
Design for Fuel Efficiency	(1) Revenue from Products Designed to Increase Fuel Efficiency or Reduce Emissions	KRW 100 million	TR-AP-410a.1	p79
Material Sourcing	(1) Approach to Managing Risks Related to Raw Material Use	-	TR-AP-440a.1	p30
Raw Material Efficiency	(1) Percentage of Products Sold That Are Recyclable	%	TR-AP-440b.1	-
	(2) Percentage of Input Materials from Recycled or Remanufactured Content	%	TR-AP-440b.2	-
Competitive Behaviour	(1) Total Amount of monetary Losses as a Result of Legal Proceedings Associated with Anti-competitive Behaviour Regulations	KRW 100 million	TR-AP-520a.1	p79

Activity Metrics

Activity Metric	Unit	Code	Page and Remarks
Total Number of Parts Produced	Units	TR-AP-000.A	p79
Total Weight of Parts Produced	ton	TR-AP-000.B	-
Total Area of Production Facilities	m^2	TR-AP-000.C	168, 598

GHG Emissions Verification Statement

LRQA Independent Assurance Statement

This Assurance Statement has been prepared for LS Automotive Technologies Co., Ltd. in accordance with our contract.

Verification Criteria and Scope

LRQA was commissioned by LS Automotive Technologies Co., Ltd. (LS Automotive Technologies) to provide independent assurance on its GHG emissions inventory for the calendar years 2019, 2023 and 2024 (here after 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 LS Automotive Technologies' domestic sites[1] and its overseas subsidiaries, 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[2]
- Evaluating the accuracy and reliability of data and information for direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2).

The main activities of LS Automotive Technologies and its overseas subsidiaries include manufacturing of automotive parts and the GHG emissions have been consolidated using an operational control approach.

LRQA's responsibility is only to LS Automotive Technologies. LRQA disclaims any liability or responsibility to others as explained in the end footnote. LS Automotive Technologies' 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 LS Automotive Technologies.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that LS Automotive Technologies has not, in all material respects:

- Met the requirements above; and
- Disclosed accurate and reliable data and information as summarized in Table 1 ~ Table 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 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 Ansan Plant 1 and reviewed additional evidence made available by LS Automotive Technologies;
- Verifying historical GHG emissions data and records at an aggregated level for the calendar year 2019, 2023 and 2024; and
- Reviewing whether LS Automotive Technologies reflected the Greenhouse Gas Management Manual for Hyundai Motor and Kia Suppliers (Ver. 1.0).

1) Domestic subsidiaries were excluded from this assurance engagement.
2) https://www.ghgprotocol.org

GHG Emissions Verification Statement

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 LS Automotive Technologies and as such does not compromise our independence or impartiality.

6 April 2025
Chan-Sik Yun, LRQA Lead Verifier

On behalf of LRQA
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea
LRQA reference: SEO00001824

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Table 1. Summary of GHG Emissions Inventory 2019

Region	Corporate entity (Site)	Scope of GHG emissions (tCO_2e)		
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	LS AUTOMOTIVE TECHNOLOGIES Co., Ltd. (Ansan Plant 1)	482	7,179	7,661
	LS AUTOMOTIVE TECHNOLOGIES Co., Ltd. (Ansan Plant 2)	46	4,927	4,973
	LS AUTOMOTIVE TECHNOLOGIES Co., Ltd. (Ansan Plant 3)	-	1,262	1,262
China	LS Automotive Qingdao Corp.	37	5,532	5,569
	LS Automotive Technologies Wuxi Corp.	173	5,243	5,416
India	LS AUTOMOTIVE INDIA PRIVATE LIMITED (Chennai Plant)	74	357	431
	LS AUTOMOTIVE INDIA PRIVATE LIMITED (Pune Plant)	154	313	467
Mexico	LS AUTOMOTIVE MEXICO S.A.	4	780	783
Total		969	25,593	26,562

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2015

GHG Emissions Verification Statement

| Table 2. Summary of GHG Emissions Inventory 2023

Region	Corporate entity (Site)	Scope of GHG emissions (tCO_2e)		
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	LS AUTOMOTIVE TECHNOLOGIES Co., Ltd. (Ansan Plant 1)	425	6,665	7,091
	LS AUTOMOTIVE TECHNOLOGIES Co., Ltd. (Ansan Plant 2)	44	5,245	5,290
	LS AUTOMOTIVE TECHNOLOGIES Co., Ltd. (Ansan Plant 3)	0	1,421	1,421
	LS AUTOMOTIVE TECHNOLOGIES Co., Ltd. (#2 Research Center)	0	744	744
	LS AUTOMOTIVE TECHNOLOGIES Co., Ltd. (#3 Research Center)	0	32	32
China	LS Automotive Qingdao Corp.	26	4,442	4,468
	LS Automotive Technologies Wuxi Corp.	161	6,014	6,176
India	LS AUTOMOTIVE INDIA PRIVATE LIMITED (Chennai Plant)	217	737	954
	LS AUTOMOTIVE INDIA PRIVATE LIMITED (Pune Plant)	119	632	752
Mexico	LS AUTOMOTIVE MEXICO S.A.	68	4,883	4,951
Total		1,061	30,815	31,877

| Table 3. Summary of GHG Emissions Inventory 2024

Region	Corporation (Site)	Scope of GHG emissions (tCO_2e)		
		Direct GHG Emissions (Scope 1)	Indirect GHG Emissions (Scope 2, Location-based)	Total
Korea	LS Automotive Technologies Co., Ltd. (Ansan Plant 1)	477	6,678	7,155
	LS Automotive Technologies Co., Ltd. (Ansan Plant 2)	43	5,089	5,131
	LS Automotive Technologies Co., Ltd. (Ansan Plant 3)	0	1,386	1,386
	LS AUTOMOTIVE TECHNOLOGIES Co., Ltd. (#2 Research Center)	0	1,500	1,500
	LS AUTOMOTIVE TECHNOLOGIES Co., Ltd. (#3 Research Center)	0	58	58
China	LS Automotive Qingdao Corp.	19	4,242	4,261
	LS Automotive Technologies Wuxi Corp.	62	6,629	6,691
India	LS AUTOMOTIVE INDIA PRIVATE LIMITED (Chennai Plant)	296	1,312	1,608
	LS AUTOMOTIVE INDIA PRIVATE LIMITED (Pune Plant)	154	695	849
Mexico	LS AUTOMOTIVE MEXICO S.A.	89	6,686	6,775
Total		1,140	34,274	35,413

Third-Party Assurance Statement

Foreword

LS Automotive commissioned the Korea Management Association (hereinafter the "Assurer") to verify the LS Automotive 2025 Sustainability Report (hereinafter the "Report"). The responsibility for the preparation and content of the Report rests with the management of LS Automotive. The Assurer's responsibility is limited to providing an independent verification statement regarding specific data and information within the scope defined below.

Scope and Basis of Verification

To verify LS Automotive's Sustainability Report, the Assurer evaluated compliance with the principles of Inclusivity, Materiality, Responsiveness, and Impact based on the international assurance standard AA1000 Assurance Standard (AA1000AS v3). The verification was conducted as a Type 1. The Assurer assessed adherence to the reporting requirements of the GRI Standards, a total of 47 indicators (excluding duplicates), as outlined in the table below. Please note that the scope of verification did not include information related to external entities such as LS Automotive's suppliers, contractors, or other third parties outside the organization's operational boundary.

Indicator Categories	General Disclosure	· The organization and its reporting practices 2-1 ~ 2-5 · Activities & Workers 2-6 ~ 2-8 · Governance 2-9 ~ 2-21	· Strategy, Policies & Practices 2-22 ~ 2-28 · Stakeholders Engagement 2-29 ~ 2-30
	Material Topics	· Material Topics 3-1 ~ 3-3	
	Topic Disclosure	· Economic Performance 1-1, 201-1~4 · Indirect Economic Impacts 1-1, 203-1~2 · Procurement Practices1-1, 204-1 · Supplier Environmental Assessment 1-1, 308-1~2	· Supplier Social Assessment 1-1, 414-1~2 · Customer Health and Safety 1-1, 416-1~2 · Customer Privacy 1-1, 418-1

Limitations and Mitigation Measures

The Assurer conducted inquiries and analyses based on the assumption that the data and information provided by LS Automotive were complete and sufficient. As part of the on-site verification, interviews were conducted with relevant personnel, and additional internal documents and audit reports were reviewed to assess the quality and reliability of the information.

Assurance Results and Opinion

The verification process involved multiple rounds of discussions for report revisions, and the final materials were reviewed to confirm that recommended corrections and improvements had been appropriately incorporated. No issues were identified that would indicate the information and data included in the Report were inappropriately presented from a materiality perspective. The Report is deemed to have been prepared appropriately in accordance with the international standard guidelines of the GRI Standards. The verification opinion on the four core principles outlined in AA1000 AS v3 is as follows:

Inclusivity: Stakeholder Engagement and Communication

LS Automotive operates dedicated communication channels tailored to key stakeholder groups, including employees, partners, customers, shareholders/investors, and government. The company actively strengthens communication by transparently disclosing information to promote the public interest of stakeholders. It collects feedback on the concerns of core stakeholders, identifies key issues, and reflects them in its decision-making processes.

Materiality: Identification and Reporting of Significant Material Topics

LS Automotive identified key reporting issues by referring to global disclosure standards and assessing the environmental and social impacts of its operations, as well as the effects of external stakeholders on the company's financial status. Through this process, twelve material issues were identified, and their significance was evaluated. Ultimately, three core issues were selected for focused reporting.

Responsiveness: Addressing Sustainability Reporting Issues

LS Automotive is committed to company-wide sustainable management, led by the ESG Management Team under the supervision of the CEO. The company actively addresses ESG-related operational issues to ensure effective response and management.

Impact: Effects of Key Sustainability Topics on the Organization and Stakeholders

LSAT identifies the direct and indirect impacts of the core issues highlighted in the materiality assessment on stakeholders. It establishes management plans for each ESG area and publicly discloses key performance outcomes.

Third-Party Assurance Statement

Furthermore, the Assurer found no evidence that the Report fails to comply with the requirements of the GRI Standards.

Suggestions for Further Enhancement

The automotive industry as a whole is increasingly confronting ESG issues as both risks and opportunities in the context of business strategy formulation. In this context, the use of eco-friendly materials, the reuse of components, and recycling have become standard practices across the sector. In line with this industry-wide shift, LS Automotive is actively promoting sustainability management, focusing on eco-friendly product development, responding to key customer requirements, and managing ESG risks across its supply chain. To stay ahead of the evolving ESG challenges, we recommend that LS Automotive strengthen its sustainability initiatives by further advancing ESG strategies through a dedicated decision-making body, thereby reinforcing its overall sustainability management.

Competence and Independence of the Verification

The Korea Management Association maintains a comprehensive internal quality management system, including documented policies and procedures. The verification team is composed of sustainability experts. Furthermore, aside from providing third-party verification services, the association does not hold any commercial interests or relationships with LS Automotive's business activities, thereby maintaining its independence.

June 2025

CHOI, Kwon-seok, Executive Vice President

AA1000 Licensed Report 000-977/V3-9DZ16

KMA 한국능률협회

UN Sustainable Development Goals

LSAT supports the UN Sustainable Development Goals (SDGs) and discloses its activities and achievements in implementing the SDGs to stakeholders through the regular publication of the Sustainability Report.

SDGs	No.	Response Goal	LS Automotive Activities	Page
1 NO POVERTY	1.4	Economic empowerment of vulnerable groups	· Donations and sponsorship activities	46, 78
3 GOOD HEALTH AND WELL-BEING	3.4	Promote health and well-being	· Medical expense support and health care room operation	36
	3.6	Reduce traffic accident rate	· Monitoring driver distraction and occupant behavior via In-Cabin Camera System	14
4 QUALITY EDUCATION	4.4	Support vocational skills education	· Operating education system to enhance employee capabilities	38-41
	4.7	Education for sustainable development	· Conducting training on sexual harassment prevention, disability awareness, etc.	76
5 GENDER EQUALITY	5.4	Increase shared responsibility within families	· Providing spouse maternity leave and family care leave	45
	5.5	Promote women's leadership	· Women leadership growth programs	42
6 CLEAN WATER AND SANITATION	6.3	Expand water reuse and improve water quality	· Daily wastewater monitoring and outsourcing treatment to specialist companies	31
	6.6	Protect and restore water-related ecosystems	· Plogging activities at Ansan Shingil Stream	46
7 AFFORDABLE AND CLEAN ENERGY	7.2	Increase share of renewable energy usage	· Use of renewable energy at overseas subsidiaries	28
	7.3	Improve energy efficiency	· Installation of inverter type air compressors	28

SDGs	No.	Response Goal	LS Automotive Activities	Page
8 DECENT WORK AND ECONOMIC GROWTH	8.3	Job creation and support for SMEs	· Talent recruitment based on core values · Support for partner companies through shared growth policies and programs	37, 47
	8.5	Full employment and equal pay by gender	· Equal base salary ratio (female to male) at same rank and role 100%	75
	8.7	Eliminate child labor	· Prohibition and enforcement of child labor ban in human rights policies	42
10 REDUCED INEQUALITIES	10.3	Ensure equal rights and reduce inequality	· Establishment of anti-gender discrimination regulations	42
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2	Sustainable management and efficient use of natural resources	· Conflict minerals management	51, 78
	12.4	Minimize negative impacts from chemicals and waste	· Minimize chemical use and provide handler training	19-21
	12.5	Reduce waste through recycling and reuse	· Increase waste recycling volume	71
	12.6	Embed sustainable business activities	· Publish sustainability management report and engage stakeholders	46
13 CLIMATE ACTION	13.3	Raise awareness and enhance response capacity to climate change	· Conduct environmental education for employees	63-64
15 LIFE ON LAND	15.5	Reduce habitat degradation and halt biodiversity loss	· Plogging activities at Ansan Shingil Stream	46
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.5	Reduce all forms of corruption	· ISO 37001 certification acquisition and maintenance · Ethics charter and code · Internal audits and ongoing monitoring system	64-65

Affiliated Associations

Western Gyeonggi Region Safety and Health Management Council	Korea Industrial Safety Association (Plant 1, Plant 2)	Renault Korea Partners Association	Hyundai Mobis Partners Association
Banwol Industrial Complex General Affairs Managers Council	Banwol-Sihwa Integrated Defense Council	Ansan Fire Station Industrial Area Volunteer Fire Brigade	Ansan Siheung Environmental Technologists Association (Plant 2, Plant 3)
Korea International Trade Association (KITA)	Korea Invention Promotion Association	Korea Industrial Technology Association (KOITA)	Korea Fire Safety Association
Korea Human Resources Management Association	Korean Society of Automotive Engineers	Korea Automotive Mobility Industry Association	Korea Automobile Manufacturers Association
Korea Electrical Engineers Association (Dormitory, Plant 1, Plant 2, Plant 3)	Korea Electronics and Telecommunications Industry Promotion Association	Korea Intellectual Property Association	Korea GM Partners Association
Hyundai Kia Partners Association	Hyundai Transys Partners Association	KG Mobility Partners Association	


LS
Automotive