

Leading Sustainable
Auto Parts

Sustainability Report 2025

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This report is available for download on the SEOYON E-Hwa website. If you have any questions regarding the content, please contact the department listed above.

Department	SEOYON E-Hwa ESG TFT
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Environmental Management Policy

Seoyon E-Hwa has established an environmental management policy aimed at building a sustainable management system through innovation centered on eco-friendly practices. As a leading company in the automotive interior parts industry, Seoyon E-Hwa has adopted four key principles of environmental management to reduce potential environmental risks throughout the design, production, and sales processes, while proactively addressing global climate change issues. Furthermore, we have implemented measures to manage environmental impact factors such as energy, greenhouse gas emissions, and water resources, with the goal of minimizing environmental pollution and burdens arising from our business operations.

 [Environmental Management Policy](#)

Environmental Management Principles

- 1



Establish core strategies to achieve carbon neutrality and manage performance continuously to meet set targets.
- 2



Promote resource recycling and energy reduction activities through the development of eco-friendly materials, adoption of green manufacturing processes, and efficiency improvements driven by automation.
- 3



Strictly comply with domestic and international environmental laws and agreements, thereby fulfilling our legal and social responsibilities regarding the environment.
- 4



Ensure all employees are fully aware of the severity of environmental issues and faithfully fulfill their responsibilities and duties related to environmental improvement activities.

Environmental Management System Certification

Seoyon E-Hwa has established rigorous environmental management systems across all domestic and international business sites to monitor and control environmental impacts. Through these efforts, we have obtained ISO 14001 certification, the international standard for environmental management, and are working continuously to ensure that all sites, including new facilities, obtain certification.

ISO 14001 Certification Status

International Standard (ISO 14001)		ISO 14001	
		Certification Status	Expiration Date
Domestic 100%	Ulsan Plant	●	2027-08-24
	Asan Plant	●	2027-08-24
	Headquarters (Pyeongchon)	●	2027-08-24
CHINA	Jiangsu Seoyon E-Hwa	●	2025-06-20
	Beijing Seoyon E-Hwa	●	2027-03-22
	Assan Hanil	●	2027-07-23
EUROPE	Seoyon E-Hwa Slovakia	●	2028-05-18
	Seoyon E-Hwa Poland	●	2027-03-15
	Seoyon Summit India	●	2028-04-29
INDIA/ ASIA	Seoyon Summit Krishnagiri	●	2027-10-06
	Seoyon Summit Chennai	●	2027-04-02
	Seoyon Summit Pune	-	New Corporations
Overseas 77.8%	Seoyon Summit Anantapur	●	2028-03-31
	Seoyon Summit Indonesia	●	2027-07-04
	Seoyon E-Hwa Alabama	●	2027-10-18
AMERI- CAS	Seoyon E-Hwa Georgia	●	2027-03-25
	Seoyon E-Hwa Auburn	●	2027-09-16
	Seoyon E-Hwa Savannah	-	New Corporations
	Seoyon E-Hwa Brazil	●	2027-05-18
	Seoyon E-Hwa Mexico	-	Scheduled for certification in 2025
	Seoyon North America	-	New Corporations

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Environmental Management

Compliance with Environmental Regulations

Seoyon E-Hwa monitors trends in environmental regulations and reflects them across all domestic business sites. The Safety & Health Support Department continuously reviews amendments to relevant laws, including the Framework Act on Environmental Policy, the Groundwater Act, the Waste Control Act, and the Chemical Substances Control Act. When revisions are made, updates are incorporated immediately into the regulatory status documents distributed to business sites to ensure relevant departments can respond appropriately. Additionally, we conduct internal evaluations each year to assess compliance and prevent violations of environmental laws proactively. As of now, there have been no instances of non-compliance with environmental regulations.

Environmental Accidents and Emergency Response

Seoyon E-Hwa has established an emergency management process to prevent the escalation of damages and to enable rapid response in the event of environmental accidents caused by industrial or natural disasters. At each business site, in the event that an environmental accident occurs, the incident is reported and communicated systematically, and roles and responsibilities are clearly documented by department. Furthermore, after emergency recovery measures are taken, the environmental impact is analyzed continuously until full restoration is achieved below our designated standards for pollutant discharge. Thorough follow-up management is conducted until this point. Once all response actions are complete, an accident report is prepared to analyze root causes and establish measures to prevent recurrence. Regular emergency response drills are conducted based on the reported content to prevent similar accidents from happening in the future.

Environmental Incident Management Process



Activity & Performance

Environmental Education for Employees

In 2024, Seoyon E-Hwa provided a range of environmental education programs to employees in line with our commitment to sustainable management practices. We shared trends in ESG management and Seoyon E-Hwa's response efforts to help employees maintain a high level of understanding of current ESG issues. Additionally, safety management training on hazardous substances and instruction on MSDS (Material Safety Data Sheets) were provided to disseminate knowledge on the safe handling and management of chemicals and to improve the working environment. In-depth training on the concept and practical application of Life Cycle Assessment (LCA) was conducted to help employees internalize both their understanding and execution capability. Specialized training for general air environment engineers was also offered to enhance expertise in environmental management. Through these and similar ongoing initiatives, Seoyon E-Hwa continues to realize a systematic and professional approach to environmental management.

Environmental Management Training Status (2024)

Training Title	Date	Details	Number of Participants	Training Method
Understanding ESG Management	3/15	Trends in ESG management and the company's response	19 persons	In-house group training
	11/18	Trends in ESG management and the company's response	24 persons	In-house group training
MSDS	9/23	Training on hazardous materials and MSDS (Asan Plant)	197 persons	In-house group training
	9/27	Safety Management of Hazardous Materials and MSDS (Headquarters)	255 persons	In-house group training
	10/29	Understanding MSDS and the work environment (Ulsan Plant)	404 persons	In-house group training
	9/3~9/5	Comprehensive evaluation concepts, theory, practice, and supply chain auditing	2 persons	In-house group training
Advanced Training Program for ESG Professionals				
Environmental Engineer Training	12/20	Training for general air (exemption) environmental engineers	1 persons	Online training

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Climate Change

Governance

Management and Oversight of Climate-Related Risks and Opportunities

Seoyon E-Hwa has established a governance system to enhance the company's capabilities for environmental management and climate change response. The ESG Committee, under the Board of Directors—our highest decision-making body—is responsible for establishing and supervising major policies and plans to achieve goals related to sustainability issues, including environmental management and responses to climate change. To improve the transparency and effectiveness of strategic decision-making, the ESG Committee delegates the responsibility of establishing environmental and climate-related goals and managing their implementation to the CEO.

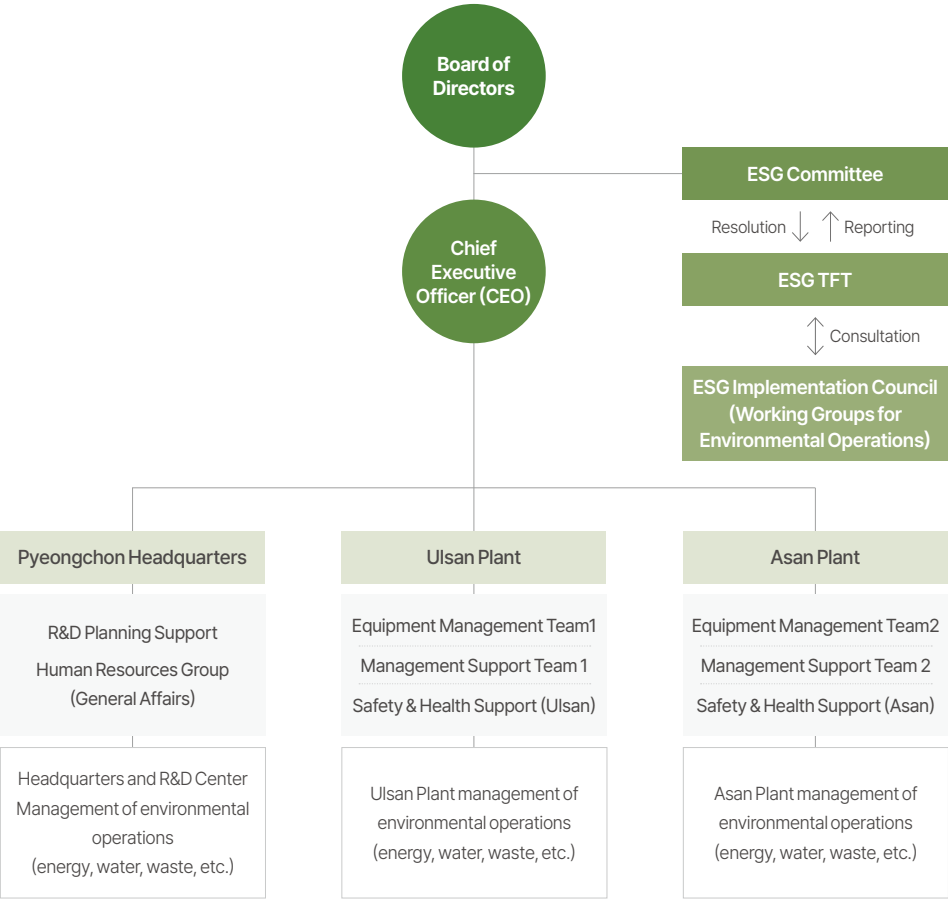
As the person with overall responsibility for the environmental management system, the CEO oversees the enterprise-wide environmental strategy and its implementation. Working-level organizations in charge of ESG promotion and environmental management execute the annual environmental strategy and activities, and report the results directly to the CEO.

This governance structure for climate change response enables the practical implementation and monitoring of environmental management and climate-related initiatives across the company. Through this system, Seoyon E-Hwa responds proactively to evolving environmental regulations and global climate change issues, while striving for sustainable growth and long-term value creation.

ESG-Related Agenda Items

Date	Category	Agenda Details
May 14, 2024	Approved	Approval of baseline budget for 2024 ESG management implementation plan
	Reported	Report on 2023 ESG management consulting results
	Reported	Report on 2024 ESG management implementation plan
August 13, 2024	Reported	Report on 2024 sustainability report publication results
	Reported	Report on the role of the ESG Committee
November 12, 2024	Reported	Report on ESG evaluation results
	Reported	Report on key ESG issues
March 7, 2025	Reported	Report on implementation results of the 2024 ESG management plan
	Reported	Report on 2025 ESG management implementation plan (including budget)
	Reported	Report on 2025 plan for training outside directors (draft)
May 9, 2025	Approved	Report and approval of the 2025 double materiality assessment results
	Reported	Report on Seoyon E-Hwa's greenhouse gas emissions calculation status
	Reported	Report on key environmental management performance plans/targets

Environmental Management Organizational Structure



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Climate Change

Strategy

Climate Change Response Strategy Framework

Seoyon E-Hwa has declared our “Carbon Neutrality 2050” initiative with the goal of strengthening our position as an eco-friendly green company. Based on three strategic pillars—energy reduction, policy initiatives, and supplier support—we have established a climate change response strategy. Seoyon E-Hwa is committed to reducing energy consumption and greenhouse gas emissions, promoting eco-friendly practices across our supply chain through close cooperation with suppliers, and advancing sustainable management.

Vision

Realization of an eco-friendly green company that responds proactively to climate change

Purpose

Advancement into a global auto parts company leading the creation of a sustainable environment

Mission

Achieving Carbon Neutrality by 2050 for Seoyon E-Hwa

Plan

Energy Reduction	Policy Activities	Supplier Support
Introduction of intelligent equipment Enhancement of process efficiency Application of eco-friendly processing methods	Management of emissions by process Reflection and improvement of key KPIs Expansion of green products	Sharing of our carbon neutrality vision Joint support for our suppliers Collaboration on reduction activities

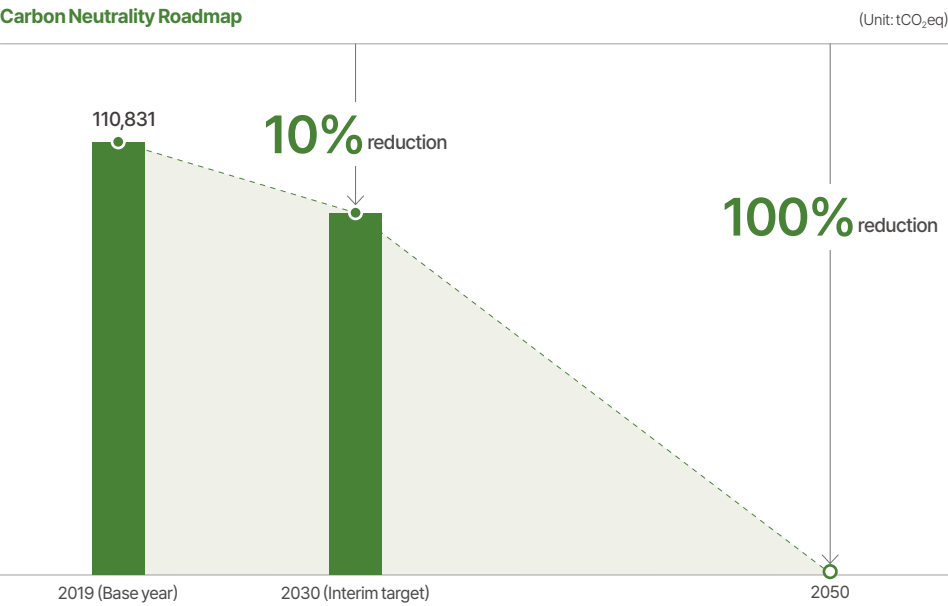
Net-Zero Road Map

	2024-2030(Phase 1)	2031-2040(Phase 2)	2041-2050(Phase 3)
Stage	Expansion of GREEN PRODUCTS and Establishment of a Foundation for Emission Reduction	Management of Emission Reduction Performance for All Business Sites	Achievement of Company-Wide Carbon Neutrality
Imple-mentation objec-tives	• Expansion of GREEN PRODUCTS • Establishment of carbon neutrality measures and mid- to long-term roadmap	• Advancement of carbon neutrality response system for all business sites • Practical performance management for achieving carbon neutrality	• Achievement of carbon neutrality for domestic and overseas affiliates • Carbon reduction response throughout the supply chain
Imple-mentation strategy	Operation of a dedicated carbon neutrality department for climate change response Establishment of greenhouse gas inventory for all business sites	Expansion of management scope for the dedicated carbon neutrality department (all business sites) Advancement of the greenhouse gas inventory system (compliance with GHG PROTOCOL)	Strengthening of management scope for the carbon neutrality department (all business sites and suppliers) Management of the greenhouse gas inventory system

Mid- to Long-Term Carbon Neutrality Roadmap

Seoyon E-Hwa has developed a greenhouse gas (GHG) reduction roadmap to achieve our Carbon Neutrality 2050 goals. Based on emissions reduction targets and reduction pathways, we have established detailed strategies for attaining Net Zero by 2050, covering Scope 1 and Scope 2 emissions. The roadmap takes into account the characteristics of Seoyon E-Hwa’s emission sources, regulatory trends, and economic feasibility to determine the most suitable reduction methods and timing.

To reduce GHG emissions directly, Seoyon E-Hwa plans to replace fossil fuel-based equipment with electric systems and has already converted our business vehicles to low-emission alternatives. For reduction of indirect emissions, we will adopt green tariffs, purchase Renewable Energy Certificates (RECs), and enter into Power Purchase Agreements (PPAs). Seoyon E-Hwa aims to reduce GHG emissions by 10% from 2019 levels by 2030 and achieve full carbon neutrality by 2050. Additional disclosures related to emissions targets can be found in the Metrics & Targets section of the report.



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Climate Change

Strategy

Identification of Climate-Related Risks and Opportunities

We have identified a wide range of risks and opportunities that may arise from climate change and analyzed their potential impacts on our business. Based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), we analyzed both transition risks (related to regulatory and market shifts) and physical risks (resulting from climate events). These analyses also referenced trends in the industry and among major clients. In particular, scenario analysis was conducted on key risks and opportunities to assess their business and financial impacts, and corresponding strategies were developed.

* Short-term: 1 year; Mid-term: 1-5 years; Long-term: Over 5 years
** Anticipated Level of Impact: Low (L); Medium (M); High (H)

Category		Risk and Opportunity Factors	Potential Impact on Seoyon E-Hwa	Short-term		Mid-term		Long-term	
				Likelihood	Impact	Likelihood	Impact	Likelihood	Impact
Transition Risks	Policy / Legal	Regulations on greenhouse gas emissions from products	• Increased costs related to lifecycle emissions calculations and reduction	L	M	H	M	H	M
		Mandatory climate-related disclosure	• Increased operating costs due to quantification and verification of GHG	L	M	H	M	H	M
	Technology	Costs of transitioning to low-carbon technologies	• Increased costs due to introduction of new low-carbon technologies or equipment • Increased R&D costs for low-carbon technologies and products	M	M	M	M	H	H
	Market	Changes in customer behavior and perception	• Increased operational costs due to demand for low-carbon/recycled materials and renewable energy • Costs of renewable energy procurement associated with RE100 implementation	M	M	M	H	H	H
		Rising costs for electricity and energy purchases	• Increased operating costs due to rising electricity prices on account of stricter GHG regulations • Renewable energy procurement costs related to RE100 • Disruptions in energy supply and increased costs due to global trends	M	M	H	M	H	H
	Reputation	Negative feedback from clients and stakeholders	• Reduced access to capital and lower product demand due to reputational damage	L	M	M	M	M	M
Physical Risks	Acute	Typhoons/cyclones		L	M/H	L	M/H	M	M/H
		Flooding	• Increased asset damage and operational costs due to typhoons, floods, etc.	M	M	M	M	H	M
		Heavy rain/snow	• Business disruption or sales loss due to rising frequency and severity of climate disasters	L	L	M	M/H	M	M/H
		Wildfires	• Additional costs incurred for disaster prevention and repair activities	L	M/H	M	M/H	M	M/H
	Chronic	Rise in average temperature	• Decreased productivity due to rising average temperatures • Safety and health concerns for workers, increased cooling costs	L	L	M	L	H	M
Oppor- tunities		Water shortage	• Increased operating costs and reduced productivity due to water shortage, leading to revenue decline	L	L	M	L	M	M
	Resource Efficiency	Introduction of high-efficiency equipment	• Operational cost savings through the use of low-carbon/high-efficiency products and equipment	M	L	H	M	M	M
	Energy Sources	Use of low-carbon energy sources	• Mitigation of volatility in fossil fuel prices and enhanced energy stability via solar power and PPA	L	L	M	M	M	H
	Goods / Services	Development and expansion of low-carbon products/services	• Increased sales due to rising demand for low-carbon products • Market leadership through development of eco-friendly, low-carbon technologies/products	M	M	H	M	H	H
	Market	Entry into new markets	• Diversified revenue streams through entry into new markets based on eco-friendly and low-carbon innovations	L	L	M	M	M	M

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Climate Change

Transition Risks Management

Seoyon E-Hwa identifies transition risks associated with climate change—including those arising from policy, technology, and market changes—and establishes strategies to respond appropriately. In such analysis of transition risks, we utilize climate change scenarios published by authoritative institutions such as the IEA (International Energy Agency) and NGFS (Network for Greening the Financial System). Notably, in 2025, Seoyon E-Hwa used NGFS scenarios to analyze future fuel and energy prices and assessed the financial impacts of rising electricity and energy procurement costs. This was designated as a key risk and is currently being actively managed.

Regulations on Greenhouse Gas Emissions from Products

Seoyon E-Hwa closely monitors regulatory trends related to greenhouse gas (GHG) emissions from products, such as the EU's Carbon Border Adjustment Mechanism (CBAM) and the United States' Clean Competition Act (CCA). Although we are not directly subject to these regulations at present, we recognize the potential for our products to fall under such regulation in the future and consider this a transition risk. CBAM and CCA demand accounting of life-cycle GHG emissions and reduction efforts. As such, Seoyon E-Hwa anticipates increased costs from development of systems and reduction activities. To address any future change in regulations proactively, we monitor legislative and regulatory developments regularly and identify products that could be potentially subject to these frameworks. We are also strengthening our GHG inventory system and exploring reduction strategies to prepare for rapid compliance when such regulations become mandatory.

Rising Costs for Electricity and Energy Purchases

With the strengthening of GHG regulations and the global shift toward renewable energy, the rising cost of electricity and energy has emerged as a significant transition risk. If regulations intensify, electricity prices will increase, and the procurement of renewable energy to meet RE100 commitments will result in additional expenses. In response, Seoyon E-Hwa applied NGFS scenarios to analyze rising electricity costs and potential financial impacts in the countries where we operate—including Korea, the EU, and the U.S. Based on the results, we have developed countermeasures such as improving energy efficiency and expanding the use of renewable energy. Furthermore, we have strengthened monitoring systems to manage risks related to volatility in energy cost and are developing ongoing response strategies to minimize the financial burden caused by cost increases.

Transition Risk Response Strategy

Category	Risk and Opportunity Factors	Potential Impact on Seoyon E-Hwa	Response Strategy
Policy / Legal	Regulations on greenhouse gas emissions from products	• Increased costs related to lifecycle emissions calculations and reduction efforts	• Monitoring of domestic and international environmental laws and regulatory trends • Management of GHG emissions from production facilities and company vehicles within organizational boundaries through detailed calculation of GHG inventory
	Mandatory climate-related disclosure	• Increased operational costs due to quantification and verification of GHG	• Implementation of GHG monitoring and reduction measures • Third-party verification of GHG emissions
Technology	Costs of transitioning to low-carbon technologies	• Increased costs due to introduction of new low-carbon technologies or equipment • Increased R&D costs for low-carbon technologies and products	• Promotion of joint research with external suppliers and academia • Monitoring of government support policies
Market	Changes in customer behavior and perception	• Increased operational costs due to customer requirements for low-carbon/recycled materials and renewable energy • Costs of renewable electricity procurement associated with RE100 implementation	• Development of carbon and energy-efficient products using eco-friendly materials • Ongoing research on eco-friendly products and manufacturing processes
	Rising costs for electricity and energy purchases	• Higher operating costs due to rising electricity prices caused by stricter GHG regulations • Costs of renewable electricity procurement under RE100 implementation • Supply disruptions and increases in cost of gas and other energy sources due to global trends	• Transition to eco-friendly company vehicles and installation of solar panels to adopt renewable energy at business sites • Review of renewable energy alternatives by overseas plants
Reputation	Negative feedback from customers and stakeholders	• Reduced financing capacity and product demand due to decline in reputation	• Development of eco-friendly products and processes underway

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Climate Change

Physical Risk Management

Seoyon E-Hwa has utilized various analytical tools and scenarios to assess the impact of climate-induced physical environmental changes on us. By applying the Shared Socioeconomic Pathways (SSP) climate scenarios adopted by the IPCC, we forecasted risks related to future climate change. In addition, professional tools such as WRI Aqueduct Floods and the Korea Forest Service's Wildfire Vulnerability Map were used to analyze the environmental vulnerabilities of domestic and overseas sites from multiple angles.

Rising Average Temperatures

Based on the SSP5-8.5 scenario—which represents the highest temperature impact among the IPCC climate scenarios provided by the Korea Meteorological Administration—Seoyon E-Hwa analyzed the projected number of extreme heat days for our headquarters and domestic sites located in the Northern District of Ulsan, Asan of Southern Chung-Cheng and Anyang of Gyeonggi. The results indicate a significant increase in the number of extreme heat days across all scenarios after 2036, compared to recent years (2022–2024). Accordingly, direct costs related to heatwaves, such as cooling expenses, are also expected to rise. As a result, the rise in average temperature has been identified as the most critical physical risk to us. Considering the projected long-term increase in these burdens, Seoyon E-Hwa will establish strategic financial planning and risk management measures to address rising temperatures and extreme heat.

Flood Risk

Analyses of flood risks at Seoyon E-Hwa's domestic and overseas business sites, based on WRI Aqueduct data, revealed that some sites may face significant physical risks, such as operational disruptions due to severe flooding by 2050. In response, we continue to monitor areas with potential flooding risks and have established emergency response systems at all sites to strengthen preemptive prevention and response capabilities. Furthermore, Seoyon E-Hwa is promoting various countermeasures such as increasing investments in facility and infrastructure protection, and evaluating the distribution of risk across operational sites, to better manage physical risks stemming from climate change.

Wildfire Risk

Using country-specific wildfire risk assessment tools, Seoyon E-Hwa evaluated the level of wildfire risk in regions where our domestic and overseas entities are located. The results indicated a high risk of wildfires in certain areas. In response, we continually monitor the vulnerability of sites and surrounding infrastructure to wildfire exposure, and have reinforced our emergency response systems to ensure swift action and minimize potential damage. In addition, various management measures have been implemented to reduce wildfire-related physical risks, including internal and external training and inspections for fire prevention, as well as the establishment of emergency contact networks.

Physical Risk Response Strategy

Category	Risk and Opportunity Factors	Potential Impact on Seoyon E-Hwa	Response Strategy
Acute	Typhoons/cyclones	• Increased asset damage and operational costs due to typhoons, floods, etc.	• Strengthening emergency response systems at all sites • Evaluation of supply stability of suppliers
	Flooding	• Business disruption or sales loss due to increased frequency and severity of climate disasters	
	Heavy rain/snow	• Additional costs incurred for disaster prevention and repair activities	
	Wildfires		
Chronic	Average temperature rise	• Decreased productivity due to rising average temperatures • Safety and health concerns for workers, increased cooling costs	• Expansion of occupational safety and health policies • Advancement of the inventory management process and regular monitoring
	Water shortage	• Increased operating costs and reduced productivity due to water shortage, leading to decline in revenues	• Advancement of the inventory management process and regular monitoring

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Climate Change

Risk Management

Climate Change Risk Management

To manage enterprise-wide climate change risks systematically, Seoyon E-Hwa has established an integrated risk management process encompassing four stages: ▲Risk Identification and Analysis, ▲Strategy Formulation, ▲Response Activities, and ▲Monitoring. We closely analyze trends in peer industries as well as global climate-related disclosure regulations and issues, enabling the early identification of a wide range of potential climate risks. The ESG TFT conducts regular monitoring across all business sites to detect signs of risk promptly. Meanwhile, environmental management staff at each site assess energy efficiency performance and track greenhouse gas reduction goals and progress continuously, thereby ensuring timely responses and continued monitoring of environmental impacts.

Climate Change Risk Management Process



Metric and Target

Carbon Neutrality Target Management

In response to the global climate crisis, Seoyon E-Hwa has set a target to achieve carbon neutrality by 2050. To reduce greenhouse gas emissions both directly and indirectly, we have defined specific mitigation methods, and aim to achieve carbon neutrality by offsetting residual emissions with compensation measures.

Detailed Measures for Carbon Neutrality

Category	Reduction Measure	Details
Direct Reduction	Electrification	• Converting final energy consumption to electricity (e.g., replacing conventional boilers with electric boilers)
	Conversion to Electric Vehicles	• Replacing company vehicles using internal combustion engines with low-carbon electric vehicles
Indirect Reduction	Green Pricing Program	• Securing renewable energy use through additional green pricing payments
	Purchase of RECs	• Purchasing Renewable Energy Certificates (RECs) to validate consumption of renewable energy
	PPA Agreement	• Signing long-term fixed-price contracts with renewable energy plants for supply of renewable electricity
Offset	Purchase of Carbon Offsets	• Purchasing carbon offsets for emission activities where electrification is limited



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Climate Change

Greenhouse Gas Emissions Management

Seoyon E-Hwa has established a greenhouse gas (GHG) inventory in accordance with ISO 14064-1:2018 to manage our performance in line with the 2050 carbon neutrality roadmap. Direct emissions occurring within the organizational boundaries of the headquarters and each business site, such as emissions from company-owned production facilities and business vehicles, are categorized as Scope 1. Indirect emissions from the use of purchased electricity within the same boundaries are classified as Scope 2. Starting from 2023, we expanded the scope of GHG emissions accounting to include overseas sites, covering both direct and indirect emissions. Third-party verification for this data has also been completed.

Scope 1 and 2 Emissions

Category		Unit	2022	2023	2024
Domestic	Direct greenhouse gas emissions (Scope 1)	tCO ₂ eq	687	710	687
	Indirect greenhouse gas emissions (Scope 2)		6,003	6,474	6,342
Overseas	Direct greenhouse gas emissions (Scope 1)		N/A	6,226	6,362
	Indirect greenhouse gas emissions (Scope 2)		N/A	87,362	86,651

Scope 3 Emissions*

Seoyon E-Hwa calculates GHG emissions generated throughout the value chain. In 2023, we started calculating Scope 3 emissions (other indirect emissions), focusing on four of the fifteen categories outlined by the GHG Protocol. Moving forward, efforts will be strengthened to expand participation by suppliers and broaden the scope of calculation.

Category	Description	2024 Emission(tCO ₂ -eq)
C3. Purchased Fuel and Electricity Activities	Emissions generated during the production and transportation of purchased fuel and energy	762
C5. Waste	Emissions generated during the treatment of waste generated from business operations	787
C6. Employee Business Travel	Emissions generated from air, rail, rental car, etc., used during employees' business travel	1,666
C7. Employee Commuting	Emissions generated from employees' commuting	4

* Applicable to domestic business sites only

Energy Consumption

Seoyon E-Hwa assesses the amount of energy used at our business sites to identify the current state of energy use accurately and to devise efficient strategies for energy management and GHG reduction. In anticipation of rising energy and electricity costs, we are reviewing the transition to high-efficiency energy systems and the adoption of renewable energy sources.

Energy Consumption*

Indicator Name		Unit	2022	2023	2024
Non-renewable Energy Consumption	Electricity	TJ	125.1	135.3	132.5
	Fuel		8.1	7.8	7.8
	Others		3.6	4.3	3.5
Total Energy Consumption			136.8	147.4	143.8
Energy Intensity		TJ/ KRW 100 million	0.0110	0.0093	0.0080

* Applicable to domestic business sites only

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Circular Resource

Strategy & Management

Waste Management Regulations

Seoyon E-Hwa has established management procedures to maintain a clean environment by efficiently managing and minimizing waste generation. Through our waste management regulations and procedures, we designate departments responsible for waste management and record and maintain management logs of the waste generated at each business site. For waste to be transported off-site, information is registered in the Korea Environmental Corporation's "Allbaro System" to monitor disposal and recycling status.

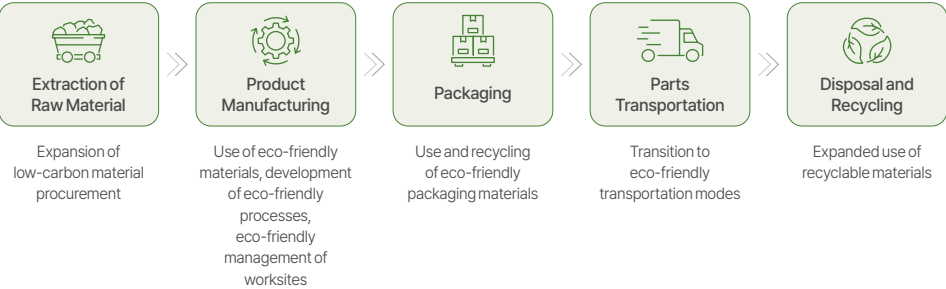
Waste Circulation System

Seoyon E-Hwa has established a waste circulation system to contribute to the development of a circular economy through waste reduction and active recycling. Under this system, polypropylene (PP) resin generated during injection molding processes is reused as raw material after sale. Furthermore, waste is categorized by type and composition to determine optimal recycling methods. We remain committed to minimizing waste generation and adhering strictly to the 3Rs—Reuse, Reduce, Recycle.

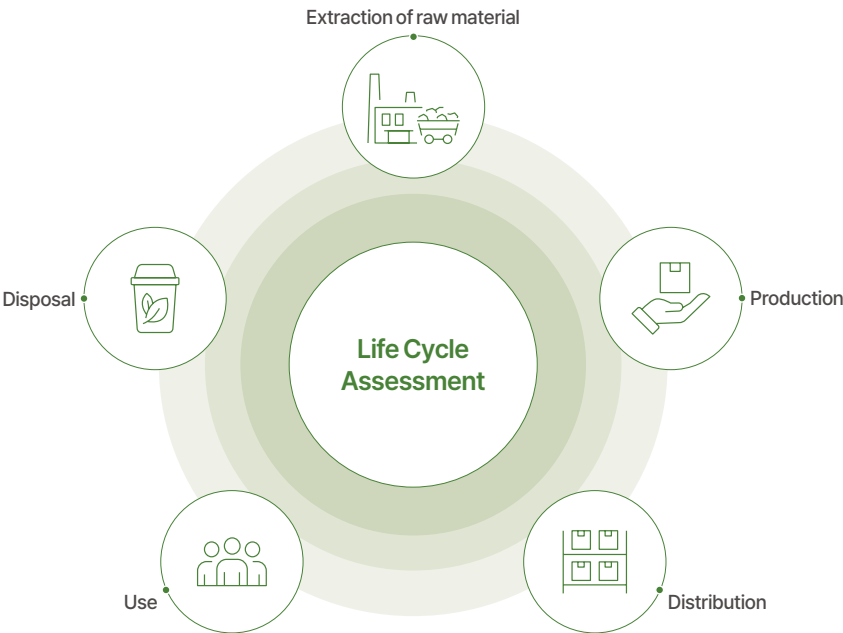
Life Cycle Assessment (LCA)

In order to respond proactively to international regulations and transparently disclose our efforts toward circular resource use and carbon emissions reduction, Seoyon E-Hwa is continuously expanding and strengthening our Life Cycle Assessment (LCA) practices. In 2023, we conducted LCA for our core domestic product, the door trim. In 2024, we expanded the scope to include parts produced at overseas sites, completing LCA for five parts across three vehicle models. We closely examined the resource flow from key raw materials used in our components, and optimized resource use during the transportation stage by considering distances between suppliers. In the product manufacturing stage, LCA included analysis of electricity use, packaging materials, and generation of direct waste. Seoyon E-Hwa plans to expand LCA evaluations beyond door trims to other products we manufacture to further enhance our circular management of resources.

Stage-by-Stage Response Strategies Based on LCA Implementation



Scope of LCA (Life Cycle Assessment)



Yearly Status of LCA Implementation

Category	2022	2023	2024	
Parts Subject to LCA	NE DOOR TRIM	NE DOOR TRIM	NE DOOR TRIM SX2 DOOR TRIM SX2 COVERING SHELF	KY DOOR TRIM KY BUMPER
Environmental Product Declaration (EPD) Certification	O	X	X	
Remarks	1 Parts for domestic vehicle model	1 Parts for domestic vehicle model	3 Parts for domestic vehicle model 2 Parts for overseas (India) vehicle model	

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Circular Resource

Activity & Performance




Development of Eco-Friendly Materials

Seoyon E-Hwa is actively collaborating with various peer businesses and companies from related industries to develop eco-friendly materials and components, including recycled and bio-resins, fabrics, natural fiber composites, and lightweight composite materials. We are exploring the potential application of new materials in both interior and exterior automotive parts with a focus on weight reduction, environmental friendliness, and enhanced functionality. We are also evaluating various material specifications to support these goals. As a result of our proactive involvement in the development of eco-friendly materials, Seoyon E-Hwa has successfully commercialized several eco-friendly materials and launched mass production of diverse products including recycled ABS, eco-friendly PC+PET, and recycled PA6. In parallel, Seoyon E-Hwa's research center is also focused on innovating manufacturing processes by integrating new technologies and methods into the structural design and production of automotive parts.

Material Research Direction

		
Light-weight	Eco-friendly	High-performance
Engineering plastics to replace steel	Research on recycled materials and manufacturing processes	Functional materials and components for energy management
Lightweight composite materials (GFRP/CFRP)	Materials and processes for reducing VOCs and CO ₂	Process simplification via integrated molding
Research on foamed materials and lightweight additives	Bio-composites and natural fiber composite materials	Scratch-resistant and durability-enhanced materials

Eco-Friendly Materials

		
Recycled ABS	Eco-Friendly PC+PET	Recycled PA6
Development of ABS resin for automotive interior using discarded home appliances	High content of recycled plastic applied	Obtaining PA6 by separating and crushing waste fishing nets
Composed of approximately 20% recycled material	Over 65% carbon reduction compared to virgin plastics	Composed of approximately 20% recycled material
Applied to console of CL4 vehicles	Enhanced physical properties, low VOC, and increased moldability	Same physical properties as conventional PA6

Eco-Friendly Materials under Development

Non-Painted Material Using Recycled Kimjang Mat Non-painted PP material using recycled Kimjang mat	Chemically Recycled PP Material Virgin-quality PP material obtained via chemical recycling	BIO+PCR Composite Resin Injection-type material using eco-friendly BIO + PCR recycled material
Composite PP Material from End-of-Life Vehicles Recycled PP composite material from ELVs for door trim	Water Purifier Filter PP Material High-purity recycled PP material from water purifier filters	NFPP Recycled PP Material Injection-type PP composite with natural fiber fillers
PAFS-Free Dry Lubricant Dry lubricant as an alternative to perfluorinated compounds	Recycled PE Fiber from Waste Battery Separators Fiber fabric from recycled vehicle battery separators	Vegan Leather Plant-based vegan leather using agricultural waste

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Circular Resource

Waste Management Activities

Seoyon E-Hwa has established a dedicated Task Force Team (TFT) to systematically identify issues related to the generation of industrial waste and to promote effective waste reduction initiatives. To reduce waste resulting from defective products, we have developed defect reduction plans tailored to each production line. These are supported by strengthened inspection protocols, implementation of on-site audits (3G Audits), and customized measures for each vehicle model. In order to minimize waste during product testing, some tests are outsourced to suppliers, while overseas sample testing is conducted locally to reduce unnecessary shipping and subsequent waste generation. Furthermore, waste generated by contractors is managed by sorting and reusing recyclable residues. In cases involving the disposal of large volumes of products or materials from external suppliers, Seoyon E-Hwa plans to clarify the standards for fabric processing and residue handling, in consideration of cost and disposal constraints, to ensure more efficient waste management.

Waste Reduction Operation Plan

Category	Issue	Improvement Plan
Product Waste	Waste generated from product defects	<ul style="list-style-type: none">Establish plans to reduce defects by production lineImplement systematic defect reduction activities such as strengthened inspections and 3-Real (site, facts, reality) audits
	Waste from product testing	<ul style="list-style-type: none">Outsourcing of testing to suppliersSample testing conducted locally for overseas facilities
General Waste	Waste generated by construction contractors	<ul style="list-style-type: none">Separate and reuse recyclable materials among construction residues

Management of Environmental Impact from Waste

Seoyon E-Hwa has achieved zero landfill disposal and recycles 32.6% of our total waste volume, thereby minimizing the environmental impact of waste generation. We are committed to increasing the recycling rate steadily in order to further enhance the efficiency of waste management and continue practicing environmentally responsible management.

Waste Generation Volume

Indicator Name		Unit	2022	2023	2024
General Waste Emissions	Incineration	Ton	143.7	243.6	218.6
	Landfill		0	0	0
	Recycling		99	121.2	100.3
	Total		242.7	364.8	318.9
Designated Waste Emissions	Incineration		0	0	0
	Landfill		0	0.1	1.2
	Recycling		2.3	11.6	6.0
	Total		2.3	11.6	7.2
Waste Emission Intensity		Ton / KRW 100 million	0.02	0.02	0.01

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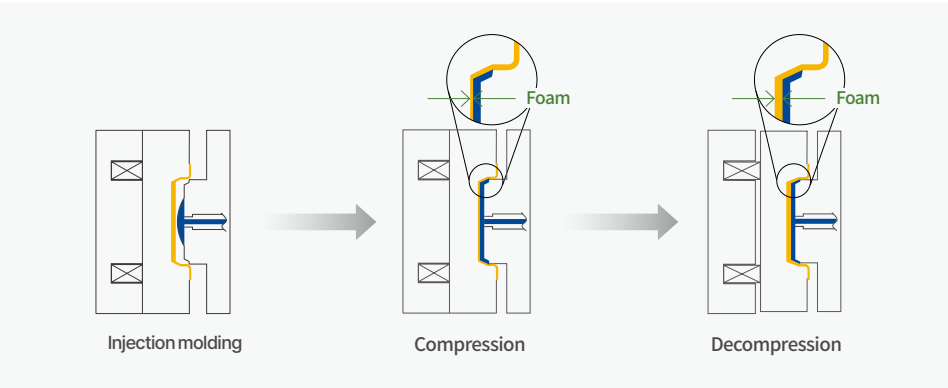
Circular Resource

Development of Eco-Friendly Products

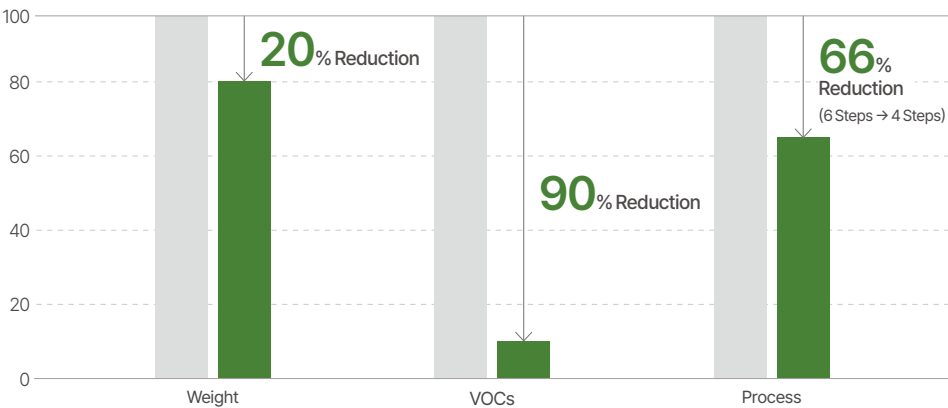
IME (In Mold Eco-friendly) One-Piece Skin Eco-Friendly Vacuum Injection Technology

The IME (In Mold Eco-friendly) one-piece skin eco-friendly vacuum injection technology was developed to resolve the issues of volatile organic compounds (VOCs) and odor emissions that occur during the IMG (In Mold Grain) molding process. This technology reduces the emission of harmful substances during molding by eliminating the adhesive application step, while maintaining the cushioning quality of soft skins at levels equivalent to traditional IMG molding.

Process Method

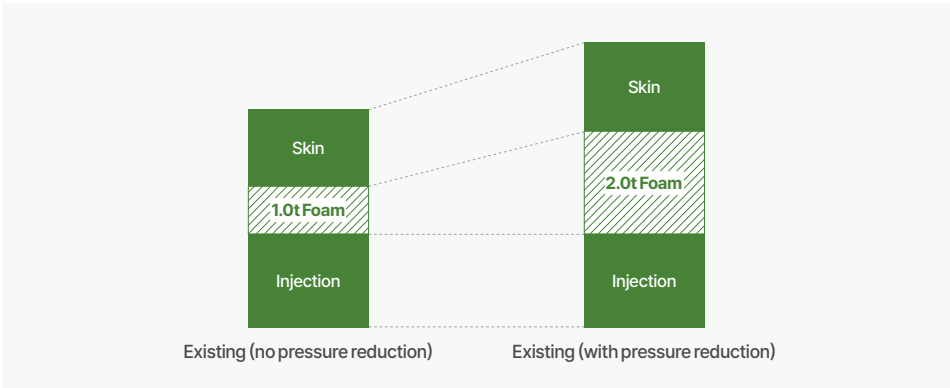


Application Effect



Furthermore, the application of a vacuum system during integral molding of the fabric suppresses foam degradation and, through the formation of a foam layer in the substrate, achieves a 20% reduction in product weight and improved energy efficiency. The foam resilience remains at a level comparable to that of existing IMG processes. Additionally, by using fabric and resin from the same material family without adhesives, this process enhances recyclability significantly. This technology was officially recognized in May 2025, when it received NET (New Excellent Technology) certification.

Foam Thickness Before/After Pressure Reduction



Acquired Eco-Friendly New Technology Certification



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Environmental Impact

Strategy & Management

Environmental Impact Mitigation and Management

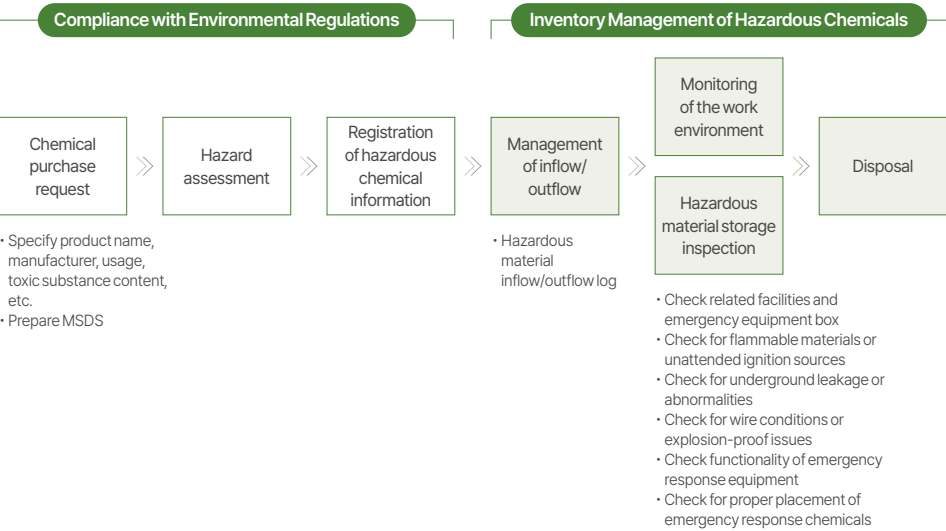
Water Resource Management

Seoyon E-Hwa is committed to managing water resources efficiently and minimizing the generation of wastewater. We primarily use municipal water and groundwater for domestic purposes in office spaces and cooling towers in facility operations. Water consumption in the parts assembly process has been minimized, and most of the water used at present is for domestic or fire prevention purposes. Wastewater generation is strictly controlled to ensure minimal discharge, maintaining an almost zero-wastewater policy.

Hazardous Chemical Management

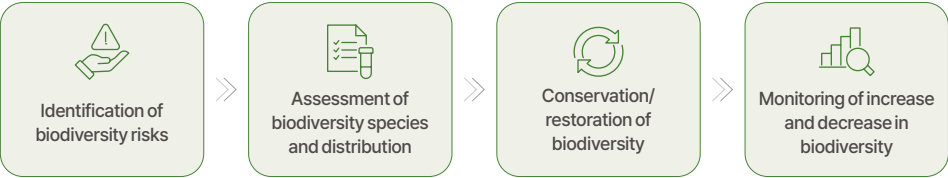
Although Seoyon E-Hwa does not directly use hazardous chemicals in our operations, we strictly adhere to the Occupational Safety and Health Act and the Chemical Substances Control Act. Guidelines are in place for the handling and inspection of all hazardous chemicals. Regular inspections are conducted in accordance with the Hazardous Materials Safety Control Act to prevent accidents related to chemical substances. When new chemical substances are introduced, we document and assess their hazards according to relevant guidelines. All incoming and outgoing substances are recorded and strictly monitored. Additionally, assessments of the work environment are conducted by external agencies more than twice annually, and internal inspections of storage areas for hazardous materials are performed semiannually to ensure worker safety.

Hazardous Chemical Substance Management Process



Biodiversity Protection Policy

Recognizing the importance of biodiversity and forest conservation, Seoyon E-Hwa has incorporated a dedicated biodiversity protection clause within our environmental policy to prevent biodiversity risks that may arise throughout the product lifecycle—from production to sales. We comply with relevant international conventions and domestic laws and develop plans to promote biodiversity conservation and restoration activities based on this policy.



Environmental Impact Reduction Goals

To reduce our environmental impact, Seoyon E-Hwa has established environmental objectives focused on compliance with environmental regulations, reduction of waste generation and energy usage, and conservation of water.



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Environmental Impact

Activity & Performance

Water Resource Management Activities

Water Tank Hygiene Management

To minimize pollution caused by the use of water at our business sites, Seoyon E-Hwa conducts hygiene management of water storage tanks twice a year. Regular cleaning and inspections are carried out to prevent contamination by microorganisms or suspended matter, thereby preventing environmental pollution from water usage.

Water Quality Monitoring

To enhance the professionalism of water management, Seoyon E-Hwa outsources the monitoring of water quality to specialized agencies for systematic implementation. This enables us to detect early signs of contamination in stored water and to take timely and appropriate countermeasures, thereby preventing environmental pollution. Such monitoring activities also contribute to providing safe and clean water for employees, thereby protecting their health and reinforcing overall safety at the workplace.

Hazardous Chemical Management Activities

Material Safety Data Sheets (MSDS) Management

Seoyon E-Hwa ensures that Material Safety Data Sheets (MSDS) are available at all workplaces where hazardous chemicals are used, guiding employees in the safe handling and management of chemical substances. Managers at each workplace receive quarterly training on MSDS content, handling precautions, and emergency response measures. We continually emphasize the importance of proper MSDS management.

International Material Data System (IMDS) Management

Seoyon E-Hwa uses the International Material Data System (IMDS) to register the material compositions of components supplied for domestic and international vehicle models, managing legal compliance, material content, and safety-related data. IMDS registration is performed when new vehicle models are introduced or when changes are made upon the request of clients. For outsourced parts, Seoyon E-Hwa receives the necessary data from suppliers via email, reviews it, and requests final approval from the client. Once the MSDS is approved, the report is downloaded and delivered to the quality management department, completing the MSDS submission process. Seoyon E-Hwa strictly adheres to IMDS practices as recognized in the global automotive industry, taking a proactive approach to the management of hazardous chemicals.

Nature Conservation Activities in the Local Community

The “Muryongsan Guardians” at Seoyon E-Hwa’s Ulsan plant is an in-house volunteer group composed of employees and their families who lead local environmental cleanup efforts. In collaboration with residents in the Northern District of Ulsan, the group organizes environmental campaigns and contributes to the improvement of the local environment. Under the theme of “Village Alley Cleanup,” the group conducts cleanup activities in designated areas, including neighborhood streets and the Muryongsan mountain area, collecting cigarette butts and litter. In addition to their regular volunteer activities, they also conduct special fundraising campaigns to support the community in the event of natural disasters such as wildfires.

Muryongsan Guardians Activity Status (2024)

Date	Number of Participants	Details
January 28, 2024	35 persons	• Village alley cleanup and nature conservation campaign • Environmental cleanup (collection of cigarette butts and trash)
February 25, 2024	40 persons	• Regular volunteer activity • Village alley cleanup activity by employees and their families
March 24, 2024	42 persons	• Regular volunteer activity • Village alley cleanup activity by employees and their families
April 28, 2024	35 persons	• Regular volunteer activity • Village alley cleanup activity by employees and their families
May 26, 2024	50 persons	• Regular volunteer activity • Village alley cleanup activity by employees and their families
June 23, 2024	20 persons	• Village alley cleanup and nature conservation campaign • Environmental cleanup (collection of cigarette butts and trash)
July 21, 2024	45 persons	• Regular volunteer activity • Village alley cleanup activity by employees and their families
August 25, 2024	50 persons	• Village alley cleanup and nature conservation campaign • Environmental cleanup (collection of cigarette butts and trash)
September 22, 2024	50 persons	• Regular volunteer activity • Village alley cleanup activity by employees and their families

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ESG Performance Data

Environmental

Greenhouse Gas Emissions*

Classification		Unit	2022	2023	2024
Direct GHG Emissions (Scope 1)	Total		687	6,936	7,029
	Domestic site		687	710	687
	Jiangsu Seoyon E-Hwa		N/A	870	896
	Beijing Seoyon E-Hwa		N/A	449	413
	Seoyon Summit India		N/A	1,807	1,870
	Seoyon Summit Chennai		N/A	31	28
	PINSTAR		N/A	55	62
	Seoyon Summit Anantapur		N/A	333	494
	Seoyon E-Hwa Slovakia	tCO ₂ eq	N/A	137	144
	APIS Plastic		N/A	496	585
	Seoyon E-Hwa Poland		N/A	123	90
	BEST AUTOTECH		N/A	783	522
	Seoyon E-Hwa Alabama		N/A	11	124
	Seoyon E-Hwa Georgia		N/A	199	164
	Seoyon E-Hwa Auburn		N/A	260	456
	Seoyon E-Hwa Maxico		N/A	97	115
	M-AUTOTECH		N/A	469	323
	Seoyon E-Hwa Brazil		N/A	107	77
Indirect GHG Emissions (Scope 2)	Total		6,003	93,836	92,993
	Domestic site		6,003	6,474	6,342
	Jiangsu Seoyon E-Hwa			13,517	13,430
	Beijing Seoyon E-Hwa	tCO ₂ eq		1,765	1,237
	Seoyon Summit India		N/A	17,101	17,075
	Seoyon Summit Chennai			1,637	1,854
	PINSTAR			2,090	2,438

Classification		Unit	2022	2023	2024
Indirect GHG Emissions (Scope 2)	Seoyon Summit Anantapur		N/A	11,596	10,696
	Seoyon E-Hwa Slovakia		N/A	1,941	1,897
	APIS Plastic		N/A	1,428	1,445
	Seoyon E-Hwa Poland		N/A	2,657	2,821
	BEST AUTOTECH		N/A	9,402	9,042
	Seoyon E-Hwa Alabama	tCO ₂ eq	N/A	6,176	6,195
	Seoyon E-Hwa Georgia		N/A	4,292	3,920
	Seoyon E-Hwa Auburn		N/A	8,129	8,323
	Seoyon E-Hwa Maxico		N/A	2,668	3,112
	M-AUTOTECH		N/A	2,811	2,915
	Seoyon E-Hwa Brazil		N/A	150	252
	Other indirect GHG emissions (Scope 3)	tCO ₂ eq	-	3,712	3,219
Total GHG emissions (Scope 1, 2)		tCO ₂ eq	6,690	100,772	100,042
GHG emissions intensity (Scope 1, 2)		tCO ₂ eq/KRW 100 million	0.54	2.19	1.95
Reduction**	GHG emissions intensity target	tCO ₂ eq/KRW 100 million	-	-	2.12
	Scope 1		-	-	(113)
	Scope 2		-	-	843
	Total	tCO ₂ eq	-	-	730
	Year-on-year GHG reduction		-	-	0.0073

* From 2023, GHG direct emissions (Scope 1) and GHG indirect emissions (Scope 2) will be calculated to include overseas business sites.

** Due to the expansion of the data calculation scope, GHG reduction amounts and reduction rates will be recalculated from 2024.

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ESG Performance Data

Energy Consumption*

Classification		Unit	2022	2023	2024
Non-renewable Energy	Electricity	TJ	125.1	135.3	132.5
	Fuel		8.1	7.8	7.8
	Other		3.6	4.3	3.5
Total energy consumption			136.8	147.4	143.8
Energy consumption intensity		TJ/ KRW 100 million	0.0110	0.0093	0.0080

* Calculated based on the scope of domestic business sites

Water Resource Consumption*

Classification		Unit	2022	2023	2024
Water intake	Water supply	Ton	29,186	22,320	27,078
	Groundwater		29,406	32,398	39,066
	Total		58,592	54,718	66,144
Water consumption	Water supply	Ton	29,186	22,320	27,078
	Groundwater		29,406	32,398	39,066
	Total		58,592	54,718	66,144
Water intensity		Ton/ KRW 100 million	4.7	3.4	3.7
Water discharge			0	0	0
Water saving	Water supply	Ton	7,059	6,866	(4,758)
	Groundwater		(5,960)	(2,992)	(6,668)
	Water use reduction rate compared to the previous year	%	(0.043)	0.071	(0.173)

* Consolidated disclosure of domestic business sites (Headquarters, Ulsan, Asan)

Waste Generation

Classification		Unit	2022	2023	2024
General waste	Incineration	Ton	143.7	243.6	218.6
	Landfill		0	0	0
	Recycling		99	121.2	100.3
	Sell		46.7	80.3	39.1
	Total		242.7	364.8	318.9
Designated waste	Incineration	Ton	0	0	0
	Landfill		0	0.1	1.2
	Recycling		2.3	11.6	6.0
	Sell		0	0	0
	Total		2.3	11.6	7.2
Waste generation intensity		Ton/KRW 100 million	0.02	0.02	0.01

Waste Recycling

Classification	Unit	2022	2023	2024
Waste recycled	Ton	101.3	132.7	106.3
Waste recycling rate	%	41.3	35.3	32.6

Environmental Management System Certification

Classification	Unit	2022	2023	2024
Environmental management system certification (ISO 14001)	Business sites subject to obtainment	15	16	21
	Business sites that obtained the certification	13	14	17
	Obtainment rate	87	88	81

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ESG Performance Data

Discharge of Chemicals

Classification		Unit	2022	2023	2024
Chemicals	TCE	kg		N/A	
	Chromium				
	Manganese				
	Tin				
	Copper				

Hazardous Chemicals

Classification		Unit	2022	2023	2024
Hazardous chemicals consumption		Ton		N/A	
Hazardous chemicals consumption intensity		Ton/KRW 100 millions			

Air Pollutants Emissions

Classification		Unit	2022	2023	2024
NOx Emissions		Ton		N/A	
SOx Emissions		Ton			
PM Emissions		Ton			

Eco-friendly Sales

Classification		Unit	2022	2023	2024
Sales of eco-friendly automotive parts		KRW 100 millions	415.7	412.1	278.0

Violation of Environmental Laws

Classification		Unit	2022	2023	2024
Number of violations of environmental laws		Cases	0	0	0

Environmental Risk Assessment

Classification		Unit	2022	2023	2024
Number of business sites that received assessment		Sites	15	16	19

Environmental Training*

Classification	Unit	2022	2023	2024
Employees subject to environmental training	Persons	868	887	926
Participants in environmental training		828	836	856
Ratio of participants in environmental training	%	95	94	92

* Correction of 2022 and 2023 data due to changes in the scope of data calculation

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